

# **HAWAII HEALTHCARE WORKFORCE ADVISORY BOARD**

State of Hawaii

Department of Labor and Industrial Relations (DLIR)

## **Minutes of Meeting**

**DRAFT**

Date: Tuesday, January 10, 2020

Time: 1:30pm – 3:30pm

Location: Princess Ruth Ke'elikolani Building 830 Punchbowl Street, Room 329

### **Board Members Present:**

Scott Murakami, Chair, Director, Department of Labor and Industrial Relations  
Mark Nakashima, Vice Speaker, State of Hawaii House of Representatives  
Aukahi Austin Seabury, Executive Director, I Ola Lāhui Rural Hawai'i Behavioral Health  
Lorrin Kim, Department of Health (representing Director Bruce Anderson)  
Wesley Lo, CEO, Hale Makua Health Services  
Laura Reichhardt, Director, Hawaii State Center for Nursing  
Tetine Sentell, Director, UH Office of Public Health Studies  
Richard Taaffe, CEO, West Hawai'i Community Health Center (Teleconference)  
Kelley Withy, Director, Hawaii/Pacific Basin AHEC

### **Staff:**

Maricar Pilotin-Freitas, Acting Administrator, Workforce Development Division  
Joni Heatherly, Acting Program Officer, Workforce Development Division  
Jay Ishibashi, Program Specialist, Workforce Development Division  
Phyllis Dayao, Office Chief, Research and Statistics DLIR

### **I. Call to Order**

With a quorum of members present, the meeting of the Hawaii Healthcare Workforce Advisory Board was called to order by Chair Scott Murakami at 1:35 pm.

### **II. Introductions**

Chair Murakami asked those present to introduce themselves to the Board.

### **III. Review and Approval of January 8, 2019 Minutes**

Kelley Withy motioned for the approval of the minutes with Lorrin Kim seconding the motion. The Board accepted the January 8, 2019 meeting minutes as submitted.

#### **IV. FY 19 Project Updates**

Chair Murakami proceeded to ask the projects to provide an update to the Board.

##### **Nursing Workforce Development (JABSOM/Hale Makua)**

Kelley Withy reported that the project has trained over fifty nurses at different levels with ten finding employment.

Wes Lo added that Hale Makua is now working with some of the foundations (e.g. Castle Foundation, HMSA) to create a pathway to have students continue working while getting their degrees. Retention has been a problem at the entry level and an effort will be made to build a career ladder with a higher wage workforce over a ten year period.

Chair Murakami asked about the target population of the project to which Wes Lo responded that for the LPNs it was the potential RN who did not have the prerequisites to enter the RN program while the entry level nurses were primarily high school students who are unable to pay for advanced educational endeavors.

Laura Reichhardt noted that twenty five percent of the Maui Community College's nursing students already have a bachelor's degree in another field of study.

Kelley Withy relayed to Wes Lo that AHEC has an employee on Maui willing to hold workshops and meet with students interested in health careers and has a program called AHEC Scholars which provides stipends to students with the intent of increasing their educational capabilities.

Hale Makua is also trying to develop a new grad program to train and work in home and community based health services.

##### **Palliative and Hospice Care (Department of Health)**

The project was a partnership between the Department of Health and Hawaii Care Choices (formerly Hospice Hilo) to increase work in a new specialty – palliative care. Lorrin Kim provided some background to the development of the project – after the State passed medical aid and dying law one year ago, an advisory group recommended that the focus should be not to rush people to a prescription but to make sure patients are aware of all end of life options. Palliative care is aimed at relief from pain and reducing suffering during the curative phase of treatment, but there is a large gap in the referral system.

The department through this project and other efforts is trying to pull the community together to improve access to palliative care, to address the need for more referrals and quicker referrals as people are suffering unnecessarily. The project was able to certify five of the six nurses at Hawaii Care Choices in palliative care. These palliative efforts will help in reducing



suffering at home; have the patient less likely to be readmitted; improve satisfaction with the healthcare system; and reduce the stress level of their families. The grant helped fund materials and certifications in a proof of concept effort demonstrating the capabilities of local palliative certification.

There will be a palliative summit sponsored by the Department of Health in April to initiate a statewide set of priorities, develop a strategic plan to increase workforce and to inform Medicaid what the benefit should look like.

#### Nursing Community Conversations

Laura Reichhardt shared that since 2012, the Center for Nursing has been engaging in an initiative to assist with the academic progression in nursing. The goal is to increase the level of academic preparation of nurses, primarily because it results in better outcomes for patients. The health community is currently experiencing a rapid shift in the delivery of healthcare as well as the increased complexity of patients. Having an LPN in the community based setting offsets the challenges that the newer environment presents.

The project was able to breakdown the conversations through an initial focus group and subsequent working groups throughout the summer. The focus group identified as one of the initiatives was the need to breakdown the financial barriers experienced while pursuing a career in nursing and additionally pointed to the need for addressing the special barriers experienced by the neighbor islands.

The group found four unique characteristics (academia, financial shortfalls, employer barriers, and direct costs and personal challenges) that posed a challenge to nurses trying to continue their education in nursing. Some of the students were found to have no or little access to adequate food or housing.

The group additionally realized that there are specific action points that can be addressed at the state level and were able to identify state government resources that can support students while they are continuing their education.

#### Preceptor Education for APRN Clinical Practice

Lorrie Wong could not be present at the board meeting and submitted an update report to the Board. Laura Reichhardt mentioned that there are challenges with faculty recruitment and retention. A requisite for any healthcare education is having clinical supervision. Hawaii, however has a shortage of preceptors and without enough preceptors the volume of classes cannot be attained to meet the population's demand for healthcare.

Phase one of the program addressed the curriculum for nurses and physicians. The second year or phase two modified the curriculum to be more interprofessional and have modules

aimed to make the online portion of the curriculum more robust to help optimize each interprofessionals' work. The program addresses interprofessional education, support for the preceptors, and support for the schools in developing the capacity to sustain the programs.

Chair Murakami mentioned the Employment Training Fund (ETF) which started a discussion on how all programs can be woven together and the Department of Labor and Industrial Relations role in supporting some of these efforts.

#### Pharmacy Technician Program

Vice Principal Eunice Fukunaga from Waipahu High School could not be present at the Board meeting. She submitted an update that was included in the packet for the Board members. Sally Pestana of Kapiolani Community College provided some background on the cohorts for the pharmacy technician program. There were seventy-five students that have gone through the program thus far from four schools. The pharmacy technician program is a non-credit program and graduates of the program receive a certificate of competence.

#### Healthcare Workforce Infrastructure

Kelley Withy reported that the grant proposed to set up the preceptor tax credit database and data collection tool and support loan repayment for behavioral health professionals. There were four hundred twenty three preceptors registered with \$369,000 of tax relief going out to preceptors across the state. The project was able to use another funding source to fund the preceptor tax credit database and data collection tool and used the funds proposed for this purpose to fund additional loan repayments.

Six behavioral health professionals (a marriage and family counselor, two psychiatrists, a psychologist, a social worker, and a nurse practitioner) were assisted with loan repayments statewide through the project.

#### Community Health Worker Fundamentals

Sally Pestana reported that there are thirteen students participating in the pre apprenticeship cohort at Waipahu High School. The Community Health Worker program is a registered apprenticeship with DLIR and Kapiolani Community College (KCC) was able to leverage this pilot project with funding through the USDOL State Apprenticeship Expansion (SAE) grant. The pathway set up by KCC encourages the high school student in the pre apprenticeship program to continue into a registered apprenticeship at the community college level to become a certified apprentice. The student may also choose to enter into any of the wrap around programs in the healthcare field offered by the community college.



### Emergency Medical Dispatcher

After vetting the project and curriculum with what was believed to be all the essential agencies, Sally Pestana learned after the initial proposal submittal that the curriculum built did not meet everyone's needs. After continued searching, Kapiolani Community College (KCC) was able to find an individual from Hawaii who taught certified emergency dispatcher programs across the country. Sally Pestana made a request to the Board to use the funds originally proposed for tuition in the proposal be used to develop the curriculum that would satisfy the needs of all of the agencies that are looking for emergency dispatchers and if there were any remaining funds - the funds be used to subsidize tuition for the first cohort.

Sally Pestana responded to Chair Murakami's concern with regard to implementing a national curriculum with each county having different training mechanisms by explaining that the E911 program offers a different level of training for the incumbent worker while the KCC project is meant as a foundational training aimed at exposing students to the expectations of the emergency medical dispatcher field to help eliminate the revolving door of individuals who do not know what to expect from the profession. Kapiolani Community College will be coordinating with the neighbor island campuses once the curriculum is developed.

Kelley Withy moved and Wes Lo seconded the motion to recommend to the Chair/Director to extend the Emergency Medical Dispatcher project until May 2020. The motion carried and moved to Chair Murakami for consideration and final approval.

Chair Murakami responded to an inquiry about access to CTE funding by referring those interested to Bernadette Howard at the University of Hawaii regarding Carl Perkins Act grant.

### **V. FY20 Project Proposals**

Chair Murakami asked the Board to review and propose any changes to the proposal criteria and guidelines to the document or to the review process. Questions and suggestions by Aukahi Austin-Seabury and Kelley Withy prompted a discussion led by Chair Murakami on how the proposals should streamline with other streams of funding. Chair Murakami cited that the projects should leverage any state money optimally and be reflected in the outcomes.

The Board agreed on January 17, 2020 as a deadline to review and propose any changes to the proposal criteria and guidelines to the document or to the review process and a deadline of February 28, 2020 for the submittal of healthcare workforce development proposals to the Department of Labor Industrial Relations.

### **VI. Appointment of Board Members**

The Board agreed to ask the Chancellor from Kapiolani Community College or her designee to be the community college representative (as selected by the Board per Act 166 [15]) on

the Hawaii Healthcare Workforce Advisory Board. Kelley Withy moved and Laura Reichhardt seconded the motion for this Board action.

**VIII. Next Meeting**

The Board will schedule the next meeting after the proposal receipt (February 28, 2020) deadline set by the Chair and the Board.

**IX. Adjournment**

The Board meeting was adjourned at 3:37 pm.