

# **HAWAII HEALTHCARE WORKFORCE ADVISORY BOARD**

State of Hawaii

Department of Labor and Industrial Relations (DLIR)

## **Minutes of Meeting**

**DRAFT**

Date: Wednesday, March 3, 2021  
Time: 9:00am – 11:00am  
Location: Virtual Meeting through TEAMS

### **Board Members Present:**

JoAnn Vidinhar, Chair, Deputy Director, Department of Labor and Industrial Relations  
Mark Nakashima, Representative, State House of Representatives  
Aukahi Austin Seabury, Executive Director, I Ola Lāhui Rural Hawai'i Behavioral Health  
Lorrin Kim for Bruce Anderson, Director, Department of Health  
Wesley Lo, CEO, Hale Makua Health Services  
Lisa Radak, Dean of Health Academic Programs, Kapiolani Community College  
Laura Reichhardt, Director, Hawaii State Center for Nursing  
Tetine Sentell, Director, Office of Public Health Studies, University of Hawaii  
Richard Taaffe, CEO, West Hawai'i Community Health  
Kelley Withy, Director, Hawaii/Pacific Basin AHEC

### **Staff:**

Maricar Pilotin-Freitas, Administrator, DLIR Workforce Development Division  
Jarret Yip, Program Officer, DLIR Workforce Development Division  
Jay Ishibashi, Program Specialist, DLIR Workforce Development Division

### **Guests:**

Katherine Finn-Davis, Kapiolani Community College  
Carissa Holley, Hale Makua  
Liane Hussey, Hawaii State Center for Nursing  
Gail Izumigawa, Waipahu High School

### **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 JoAnn Vidinhar at 9:10 a.m.

## **II. Introductions**

With all board members present, Chair JoAnn Vidinhar introduced herself and asked each member to provide some background on themselves and the organizations they represent.

## **III. Approval of March 11, 2020 Minutes**

Board member Wesley Lo moved to accept and approve the minutes of the March 11, 2020 board meeting as submitted to the Board; with board member Lorrin Kim seconding the motion. The minutes were accepted unanimously by the Board as submitted.

## **IV. FY 20 Project Updates**

Chair JoAnn Vidinhar and DLIR staff Jay Ishibashi noted to start the project updates section, that many of the projects funded through the Healthcare Workforce Advisory Board allocated mini grants faced challenges with the ongoing pandemic and had to alter their courses of action (sometimes several times) due to restrictions in the classrooms, travel and purchasing).

### **A. Aiea High School Emergency Medical Technician Program (EMT)**

Jay Ishibashi shared that Aiea High School encountered setbacks when the school lost their project coordinator/instructor (returned to the mainland) a couple of months after securing the funding for the project and had difficulty replacing the coordinator. The EMT program was having difficulty logistically and in the recruitment of students due to the pandemic. The school asked and were permitted by DLIR to revise their focus to a Pharmacy Technician program. The results of the Aiea High School project's new direction will be reported at a later date.

### **B. Nursing Workforce Development Program (Hale Makua)**

Carissa Holley of Hale Makua provided a brief overview of the Nursing Workforce Development Program. Hale Makua in partnership with UH Maui had requested funding to help address two main gaps in Maui's nursing workforce - the (1) lack of education capacity statewide as well as a (2) low workforce supply. This gap existed due to a limited number of faculty to teach, a lack of clinical business sites, and an aging workforce. The funding was used to develop curriculum and to hire instructors for preceptor training to mentor the new graduate nurses so that they can become more independent in their practices. The impact of the program has been an increased teaching/educational capacity and workforce supply on Maui, and expanded employment pathways for nursing and healthcare creating a more sustainable workforce. In addition, through the funding provided by DLIR and the Cares Act, Hale Makua was able to train and/or hire licensed practical nurses, certified nurse aides and home health aides.



C. Hawai'i Solo and Small Practice Loan Repayment Program (JABSOM/AHEC)

Kelley Withy reported that the loan repayment for individuals in non-traditional settings that couldn't get federal match was revised to expand the opportunity to more non-traditional clinicians and has encouraged local county organizations to support these non-traditional loan repayers. The funding has thus far helped individuals with loan repayment practicing in high need areas such as the Queen Emma Clinic, the Community Assistance Center of Hawaii and four on the island of Hawaii. Since 2012 the program has helped 52 recipients and of these recipients 57% stayed in the location for which they received the loan prepayment. Also, five career flyers were created and six allied health mentors identified with fifteen more posters under development. These will be included with additional information in a basket to science teachers, counsellors, and principals at high schools throughout the state.

D. Medical Assistant Program (KCC)

Lisa Radak reported that the project received a no cost extension due to the pandemic and had to quickly develop a distance education model to address restrictions imposed as a part of the pandemic response, which was much different from how students were engaged on campus. All the courses have been updated and instructional designers are currently engaging with a content expert to build the content into a master shell in the management system to enable use by multiple instructors.

E. Expanding Access to Evidence-Based Practice Education

Katherine Finn Davis of the Hawaii State Center for Nursing thanked Jay Ishibashi and DLIR for allowing the project to delay the proposed workshop until April 2021 in the wake of restrictions imposed by the pandemic. The hope is to build upon past evidence based practice projects and that the modifications to the workshop will have longer lasting neighbor island impacts than the original project design.

F. Waipahu High School Community Health Worker Program

Gail Izumigawa thanked the Board for the support of Waipahu High School's pharmacy technician programs and now the community health worker program. The partnership with Kapiolani Community College and the funding provided through the Department of Labor and Industrial Relations (DLIR) allowed Waipahu High School to expand the opportunities for students in the area of healthcare. The goal with this funding was to help the students complete two of the five courses towards attaining a community health worker program certificate. A total of 19 Waipahu High School students are continuing the program with target certification later this summer.

Chair JoAnn Vidinhar thanked all of the projects for their updates and successes thus far; and thanked Representative Mark Nakashima for his ongoing support of these healthcare workforce initiatives.

## **V. FY21 Proposal Review and Recommendations for Allocation**

Chair JoAnn Vidinhar cited that healthcare is very important to Hawaii's economic prosperity and finds it unusual that the five proposals received by DLIR and the Healthcare Workforce Advisory Board were the fewest number submitted since the creation of the Board by the State Legislature. But, the funding requests still exceeded the amount allotted for the FY21 mini grants for healthcare. The Board proceeded to discuss each of the proposals submitted and at the suggestion (to reduce each request to allow for the funding of each viable proposal) of Chair JoAnn Vidinhar - made recommendations on each submittal's viability and by how much to reduce their budget requests.

### **Innovative Loan Repayment Program (UH Manoa JABSOM/AHEC)**

Noting the successes of previous healthcare professional loan repayment programs funded by the Board, Board member Kelley Withy highlighted the goals of the proposal and explained that this year's loan repayment request would focus on loan repayment for professions that have not previously received assistance by the board such as radiology technicians, ultra-sound technicians, genetic counselors, and physical therapists. The project will also be creating a set of twenty posters and career information booklets.

Board member Aukahi Austin Seabury liked that the program fills a gap left the federal government's disallowances with regard to loan assistance and applauded the effort to expand to other allied health professionals.

Board member Wesley Lo added that expanding to assist some of the allied professions will help move into healthcare versus sick care saving the healthcare delivery system a large amount of money.

### **Educating Our Educators (Hawaii State Center for Nursing)**

Liane Hussey of the Hawaii State Center for Nursing explained that the goal of the project is to train nurse educators to prepare Hawaii's nursing workforce for evidence-based practice (EBP). There will be a two-day workshop in early 2022 led by an internationally recognized EBP training instructors. Board member Laura Reichhardt added that these train the trainers EBP sessions are important towards shrinking the knowledge gap and helping ensure a safe and effective healthcare workforce.



Board member Aukahi Austin Seabury alluded to the readiness of the preceptors and believes that where it fits into our values and matrix is the quality and effectiveness of our workforce.

Board member Laura Reichhardt responded to Board member Richard Taaffe's inquiry – that the Hawaii State Center for Nursing provides ongoing community managed support after the two-day workshop.

#### Kalaheo High School

At the suggestion of Chair JoAnn Vidinhar, Kalaheo High School would be asked if they would like to revise their proposal to purchase more consumable type of supplies and equipment.

#### Medical Reimbursement Specialist (Waipahu High School)

Board member Laura Reichhardt commented - Waipahu High School has demonstrated competence in implementing their certification projects and that medical billing is a good entry to practice in exposing high school students to the diagnostics of the healthcare environment

Board member Lorrin Kim shared that this program would expose young students to the enormous complexity of healthcare and the need link those pathways in healthcare

Board members Aukahi Austin-Seabury, Kelley Withy, Richard Taaffe, and Wesley Lo echoed the thoughts of Laura Reichhardt and Lorrin Kim with Wesley Lo suggesting that because there is not a plethora of jobs in the profession – to have the project coordinators talk to the students about all of the different pathways in healthcare.

#### Workforce Development Program: LPN Pathway Sustainability and CHW Internship Capacity Building Pilot Program (Hale Makua/UH Maui College)

Board member Wesley Lo spoke on behalf of the proposal citing that while Hale Makua too has had to adjust to the pandemic, they are expanding things considerably from a sustainability standpoint - working with UH Maui College on an apprenticeship program now. Hale Makua has been making substantial progress over the last few months starting a change within the insurance plans to a new healthy focus model utilizing community health workers over the current sick centered system. Ohana Pacific, is bridging the gap between the high schools to the pathways and Wesley Lo is encouraging others to help expand this effort statewide.

To meet the funding allocation for the healthcare workforce mini grants the Board trimmed funds from each of the submittals. Led by Chair JoAnn Vidinhar the voting proceeded as follows:

Board Member Wesley Lo motioned to approve the partial funding of the UH JABSOM/AHEC “Innovative Loan Repayment Program”. Board Member Aukahi Austin Seabury seconded the motion. The Board members unanimously approved the partial funding of the proposal.

Board Member Wesley Lo motioned to approve the partial funding of the Hawaii State Center for Nursing “Educating Our Educators” program. Board Member Lisa Radak seconded the motion. The Board members unanimously approved the partial funding of the proposal.

Board Member Aukahi Austin Seabury motioned to approve the partial funding of the Waipahu High School “Medical Reimbursement Specialist program”. Board Member Kelley Withy seconded the motion. The Board members unanimously approved the partial funding of the proposal.

Board Member Kelley Withy motioned to approve the partial funding of the Hale Makua/UH Maui College “LPN Pathway Sustainability and CHW Internship Capacity Building Pilot Program”. Board Member Aukahi Austin Seabury seconded the motion. The Board members unanimously approved the partial funding of the proposal.

Chair JoAnn Vidinhar proposed to hold partial funding for Kalaheo High School should they agree to submit a revised proposal. Jay Ishibashi asked for the Board’s willingness to give the department discretion with regard to a potential Kalaheo High School revised submittal. Board member Kelly Withy motioned to approve the tentative partial funding of a revised Kalaheo High School proposal and to give the department discretion on the matter. Board member Aukahi Austin Seabury seconded the motion. The Board members unanimously approved the partial funding of Kalaheo High School’s possible revised proposal and on the department’s review and approval prior to funding.

With abstentions, all proposals were approved unanimously for the recommended partial funding amounts. Jay Ishibashi noted to the Board that a majority was achieved on the funding approval of each of the proposals even after noting the abstentions.

Board member Kelley Withy thanked the Board and was excited that the abundance of discussion had everyone thinking as a team regarding workforce pathways.

Board member Laura Reichhardt asked if this will be the last year for funding of this type to the Healthcare Workforce Advisory Board. Chair JoAnn Vidinhar encouraged the Board members to continue their efforts in growing the healthcare workforce and emphasize the importance of healthcare to the leaders in our community.

#### **VII. Next Meeting**

With funding in question, the Board agreed to meet after the start of the new fiscal year if the 2021 Legislature allocated funds to the Board during the current session or if there is a need to revisit the funding for any of the approved proposals for FY21.

#### **VIII. Adjournment**

The Board meeting was adjourned by Chair JoAnn Vidinhar at 10:32 a.m.