

HAWAII HEALTHCARE WORKFORCE ADVISORY BOARD

State of Hawaii

Department of Labor and Industrial Relations (DLIR)

Princess Ruth Keelikolani Building

830 Punchbowl Street, Room 329

Minutes of Meeting

DRAFT

Date: Monday, November 7, 2022

Time: 2:00pm – 4:00pm

Board Members Present:

JoAnn Vidinhar, Chair, Deputy Director, Department of Labor and Industrial Relations

Lorin Kim (Policy and Planning Officer) for Libby Char, Director, Department of Health

Aaron Koseki for Health Academic Programs, Kapiolani Community College

Wesley Lo, CEO, Hale Makua Health Services

Christy Nishita (Interim Director for the Center on Aging) for Tetine Sentell, Director, UH Office of Public Health Studies

Laura Reichhardt, Director, Hawaii State Center for Nursing

Richard Taaffe, CEO, West Hawai'i Community Health

Kelley Withy, Director, Hawaii/Pacific Basin AHEC

Excused:

Aukahi Austin Seabury, Executive Director, I Ola Lāhui Rural Hawai'i Behavioral Health

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:

Eunice Fukunaga, Waipahu High School

Lori Nishimura, Kalaheo High School

Marvin Sagucio, Farrington 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 2:07 p.m.

II. Introductions

Chair JoAnn Vidinhar introduced herself and asked each member in attendance to provide some background on themselves and the organizations they represent.

III. Approval of March 3, 2021 Minutes

Board member Wesley Lo moved to accept and approve the minutes of the March 3, 2021 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

A. "Medical Reimbursement Specialist Program" (DOE/Waipahu High School)

Eunice Fukunaga (former assistant principal of the Academy of Health and Sciences at Waipahu High School at the time of the grant award) was the grant coordinator to fund a medical reimbursement specialist certification program through Leeward Community College. The Academy advisory board comprised of post high school educators and representatives from the industry recommended that a program be offered for students who are in the Academy of Health and Sciences but who may be more interested in the business side of the industry and citing workforce data demonstrating a need for the program. The program was offered virtually during the summer but only six students filled the available twelve budgeted seats due to the pandemic (some interested students indicated a preference for in-person classes). The rest of the funds were used to purchase scrubs for the current students and future students to use while participating in the class on campus – "dressing the part". Chair Vidinhar thanked Eunice for the report and project's success. Eunice who now serves as the school's early college director, thanked DLIR for the tremendous support and great partner to Waipahu High School's Health and Science Academy and the accomplishments of the Pharmacy Technician and Community Health Worker programs. She cited as an example, the Community Health Worker certification programs as an example of a project that started with funding through DLIR and now is under the early college umbrella where students can now earn dual credits.

B. "Healthcare Pathways Program" (DOE/Kalaheo High School)

Lori Nishimura (career and technical education coordinator for Kalaheo High School). The DLIR funding helped the school acquire simulation dummies and monitoring systems for the health academy kits. There were seventy-nine health pathway students from grades 9 -12 that accessed the simulation units. Eleven of the students after practicing received their teacher certification with Symmetric bots. Three of the students used their experience with the simulation aid and CPR training for their internship application and interned at Cope Junior College Advent Health Castle, Waimanalo Health Center and the Facility Institute in

Honolulu. Three of the students completed the pharmacy tech program through Kapiolani Community College and secured jobs as pharmacy technicians. Kalaheo High School hopes to grow the program and acquire more simulation units to reduce the wait time to gain access (had to rotate time) to the units to practice. The students were also able to take the simulation units to the Kalaheo High School Student Showcase to demonstrate CPR applications.

C. “Educating our Educators” University of Hawaii at Manoa Hawaii State Center for Nursing)

Katherine Finn Davis and Liane Hussey were unable to present a summary of the program because as a result of the grant funding activities they started convening nurse educators in clinical settings for the first time in twelve years of running EDP programs and the first time is has been done in the nation. On behalf of Katherine Finn Davis and Liane Hussey, Board Member Laura Reichhardt provided updates on the outcomes of the grant. There was an in-person conference held on March 16-17 of this year with over fifty attendees that represented public, private health organizations and schools of nursing; and Liane and Katherine wished to thank the Director, Deputy Director and Workforce Development Division Administrators of DLIR, and the Legislators for attending the opening morning of the conference. This was the first offering geared toward teaching clinical and academic nursing educators how to teach EDP in a pairing. Some of the feedback from participants was that the collaboration between the clinical and academic educators is important and it is work that needed to be continued. With sustainability the Center for Nursing will continue to convene academic and clinical nurse educators to create an ongoing dialog and idea sharing around integrating EDP into the curriculum for student nurses. The Center for Nursing has partnered with Ohio State University (OSU) for the educational content of the conference and has seen OSU’s participation expense rise exponentially. The funding provided by DLIR has allowed for considerably more access to the information than other parts of the nation by reducing the conference costs per participant and providing for a virtual component.

D. Innovative Hawaii State Loan Repayment Program (JABSOM/AHEC)

Kelley Withy reported that with the funding DLIR provided, the program was able to help five health care providers with loan repayment opportunities. These are individuals who do not have access to loan repayment from the federal programs because they do not meet the federal guidelines (not practicing in a federally funded healthcare shortage area; profession [medical, mental health and dental professionals] not covered by grant; or are not practicing at a non-profit) for the receipt of funding for loan repayment. The recipients for the DLIR FY21 mini grants were a physical therapist, psychologist, physician assistant, nurse practitioner and a medical physician. More people are realizing the need to assist these individuals to help with retention in these healthcare areas. It is believed that this program is innovative and currently the only active one of its kind in the nation. Kelley also cited that most of the recipients who had received funds for loan repayment through the DLIR mini grants in the

past are still practicing in Hawaii and is thought to contribute to Hawaii's higher than the national health average retention rate.

E. "Licensed Practical Nurses (LPN) Pathway Sustainability and Community Health Worker (CHW) Capacity Building Pilot Program" (UH Maui College/Hale Makua)

Wes Lo reported the LPN training portion of the project had a major pivot due to the inability of the students to enter the facilities during the pandemic. The cohort of ten LPN students were limited to didactic training initially until the program started down the path of earn and learn. The challenge for many of the students was that they could not afford to learn without being able to provide for themselves. The "Earn and Learn" program allowed the students to earn while they are receiving training (experience helping on the floors etc.). The other component of the project was to create a training program for community health workers as it is believed that community health workers represent the next phase of healthcare. With additional Cares Act funding the program was able to train and observe the participants in the program. They are continuing to work on the training program for community health workers.

Chair JoAnn Vidinhar thanked all of the projects for their updates and successes in promoting workforce development in the area of healthcare.

V. FY23 Proposal Review and Recommendations for Allocation

Chair JoAnn Vidinhar noted that there were only four proposals submitted for this fiscal year, but the funding requests still exceeded the amount allotted for the FY23 mini grants for healthcare by a small amount. The Board proceeded to discuss each of the proposals submitted and made recommendations as to the submittal's viability and whether to reduce their budget requests to help fall below the funding ceiling.

"Hawaii Innovative State Loan Repayment Program" (UH Manoa JABSOM/AHEC)

Board member Kelley Withy provided a brief overview of the current proposal for the loan repayment program and hoped to continue to assist those healthcare providers that did not qualify for loan repayment through federal programs. Additionally, the program plans to help more individuals through matching funds received from the Legislature this past session.

"Hawaii State Simulation Collaborative Conference" (University of Hawaii Nancy Atmospera-Walch School of Nursing)

Board Member Laura Reichhardt spoke on behalf of Liane Hussey and Katherine Finn Davis that due to the pandemic students could not participate in-person at the facilities and simulation became more important. This proposal would allow clinical and academic

educators to continue to learn from national recognized simulation experts by reducing the rising costs associated with holding a conference and lowering the cost to participants.

“Workforce Development Program: Work-based Learning in Healthcare Settings” (University of Hawaii Maui College/Hale Makua Health Services)

Wes Lo reported that UH Maui College in partnership with Hale Makua intends to enrich the career experience of skilled nursing workers by helping them develop their nursing skills. In addition, the project is looking to enhance the skills of culinary students to blend cooking with nutrition and disease management.

“Emergency Medical Responder Summer Program” (DOE/Farrington High School)

The Board members were in agreeance that the submittal was missing elements and lacked various components to assure the Board that what being proposed was implementable. The Board members expressed a need for what being proposed and while the proposal was not ready to move forward as proposed - wanted to assist in any way they could to bring it to fruition. Board members Aaron Koseki, Lorrin Kim and Kelley Withy all offered Marvin Sagucio (submitter) to provide resources, guidance and professional connections.

After a brief discussion, the Board agreed to recommend fully funding UH Maui College’s “Workforce Development Program: Work-based Learning in Healthcare Settings” proposal and to partially fund the University of Hawaii Nancy Atmospera-Walch School of Nursing’s “Hawaii State Simulation Collaborative Conference” and UH JABSOM/AHEC’s “Hawaii Innovative State Loan Repayment Program” to meet the funding ceiling.

Board member Laura Reichhardt motioned and Board member Wes Lo seconded on separate motions to approve the recommendations as to the funding of the proposals as decided upon by the Board and giving the department discretion to increase funding for the “Hawaii Innovative State Loan Repayment Program” if there were additional funds available. Staff member 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. The Board unanimously voted to approve the motion to approve the recommendation of funding of the proposals as decided upon by the Board.

As this meeting was her last meeting as Chair, the Board embers thanked Chair Vidinhar for her leadership. Chair Vidinhar in turn thanked the Board for their support and her appreciation for their willingness to share their knowledge and support each other.

VII. Next Meeting

With funding in question, the Board agreed to meet after the start of the new fiscal year if the 2023 Legislature allocated funds to the Board session.

VIII. Adjournment

The Board meeting was adjourned by Chair JoAnn Vidinhar at 3:25 p.m.