



Hawai'i State Center for Nursing Advisory Board  
 Tuesday, November 14, 2017, 5-6:30 pm  
 Leahi Hospital – 2<sup>nd</sup> Floor Conference Room  
 3675 Kilauea Ave, Honolulu, HI 96816

Attendance:

Name	Present	Name	Present	Name	Present
Susan Young, Chair	Yes	Lynn Milligan	Yes	Laura Reichhardt, Director HSCN	Yes
Kari Shintaku, Vice Chair	No	Julio Zamarripa	Yes	Katherine Finn Davis, Assoc. Director EBP	Excused
Beth Hoban	Excused	Mary Boland, Ex Officio	Yes	Carrie Oliveira, Researcher, HSCN	Yes
Susan Lee	Yes	Anne Scharnhorst, Ex Officio	No	Liane Muraoka, Program Lead, HSCN	Yes
Kecia Kelly	Yes				
Riza Hanneman, Guest	Yes	Aileen Sakado, Guest	Yes	Present total:	11

TOPIC	DISCUSSION	ACTION
Welcome	Meeting called to order at: 5:10 pm	
Recruitment & Retention Needs in LTC at Leahi Hospital & Maluhia  Aileen Sakado & Riza Hanneman	RN & LPN Needs <ul style="list-style-type: none"> <li>• DON position took 2 years to fill.</li> <li>• Three LPNs have left in the last year and Maluhia has not been able to recruit               <ul style="list-style-type: none"> <li>○ Voiced need at Kapi'olani CC however, no LPNs to recruit due to them moving up to ADN quickly</li> <li>○ RNs were hired because LPN positions could not be filled</li> </ul> </li> <li>• RN positions are RPN 3 (with 6 months experience); RPN 2 they also have which is for new graduates               <ul style="list-style-type: none"> <li>○ RPN 3 – RNs with 6 months experience or greater</li> <li>○ RPN 2 – New graduate RNs; given preceptor for 6 months; if satisfactory, they get promoted to RPN 3.</li> </ul> </li> </ul>	

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>• Maluhia had successes with hiring new graduates. Two RPN 2s started in 2010/2011 and are still with the facility.</li> </ul> <p>RECRUITMENT</p> <ul style="list-style-type: none"> <li>• Historically used newspaper but due to rising cost and advancing technology, now the internet is used. <ul style="list-style-type: none"> <li>○ Main way is to recruit on facility website – positions posted with start pay and benefits; pay is competitive.</li> </ul> </li> <li>• Recruit at school alumni events, job fairs, or at facilities that are planning to close</li> <li>• Barriers to recruitment <ul style="list-style-type: none"> <li>○ Fear of rifting – losing position to someone with more seniority</li> <li>○ New RNs want to use acute care skills / gain acute care skills to eventually transition into a hospital</li> </ul> </li> </ul> <p>TIMELINE</p> <ul style="list-style-type: none"> <li>• After recruitment there is screenings, interviews, selection, and paperwork.</li> <li>• Time from job posting to job starting is approximately 2 months.</li> </ul> <p>RETENTION</p> <ul style="list-style-type: none"> <li>• All 3 head nurses (on all 3 floors) retired (all with 20+ years of service)</li> <li>• 8 RNs retired in the same timeframe (all with 20+ years of service)</li> <li>• Minimal retention issues</li> <li>• Notifications of retirement are made in a timely manner</li> </ul> <p>AGE OF WORKFORCE</p> <ul style="list-style-type: none"> <li>• Staff is younger at Maluhia after wave of 11 retirements</li> </ul> <p>STAFFING</p> <ul style="list-style-type: none"> <li>• 1:38 (nights/evenings/weekend)</li> <li>• 2:38 (day)</li> </ul>	
Workforce Research	2017 Workforce Report	

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>• Making final revisions; expected release set for next month</li> <li>• Structure changes: Instead of focusing on “by license” we are focused on “by counties” – County specific data should allow employers to build their workforce as they see fit</li> <li>• Key findings: <ul style="list-style-type: none"> <li>○ BSN+ Preparation: 72% in HI vs. 53% Nationally. Hawai’i has one of the highest percentages in comparison to other states.</li> <li>○ 104% growth in APRNs from 2005 – 2017.</li> <li>○ 1 in 4 nurses are unaware of continuing competency requirements. 80% of hospital nurses report being aware, we need to focus on smaller facilities, care homes, and home health.</li> <li>○ 16% decrease in LPN licenses: 2560 in 2005 to 2148 in 2017. At the same time, 17% of LPNs currently in the workforce are planning to leave within the next five years.</li> </ul> </li> <li>• Ethnicity is tracked by “primary identification” (select one). Additionally we ask if one has Native Hawaiian ancestry. 5% of our nurses primarily identify as Native Hawaiian. 11% of our nurses have Native Hawaiian ancestry.</li> <li>• Infographics available on our website</li> </ul>	
Continuing Competency	<p>HAH Workgroup</p> <ul style="list-style-type: none"> <li>• HAH, HNA, HADONA, HSCN, AONE</li> <li>• Amount of nurses unaware of continuing competency requirements should be a concern of and priority for HSCN</li> <li>• Purpose: To discuss the needs of CE providers in the state and determine how to move forward in relationship to continuing competency</li> </ul>	
Longview Conference	<p>June 5-7, 2018 Chicago, IL Presentation &amp; networking opportunities</p>	
Policy & Leg	<p>*see attachment - 2018 Legislative Initiatives Grid</p> <p>Hawai’i Keiki Bill</p> <ul style="list-style-type: none"> <li>• Funding to be continued in DOE budget, no bill in 2018.</li> </ul> <p>Preceptor Tax Credit Bill</p> <ul style="list-style-type: none"> <li>• Interdisciplinary</li> </ul>	<p>Advisory Board requests more information about Harming Healthcare Worker bill, Jury</p>

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>• Provides tax credit to increase preceptors across health care fields in the state</li> <li>• HSCN recently completed a survey using a national tool to assess preceptor needs statewide</li> </ul> Harming Healthcare Worker is a Felony (HAH) Jury Duty Bill (HAPN) <ul style="list-style-type: none"> <li>• Exempts APRNs from jury duty</li> </ul> Midwifery Bill <ul style="list-style-type: none"> <li>• Establishes licensure for Certified Midwives and Certified Professional Midwives.</li> </ul>	Duty bill and Midwifery bill
Open Discussion	SAVE THE DATE: May 20, 2018 Strategic Planning Session Time & Location TBD	
Adjournment	Meeting adjourned at: 6:35 pm.	
Next Meeting	Next Board Meeting will be on <b>Tuesday, Tuesday, January 10, 2017</b> at 5:00 pm - 6:30 pm, location: TBD	Approved

Please contact Liane Muraoka at 808-956-3983 or [muraokal@hawaii.edu](mailto:muraokal@hawaii.edu) for questions and additional information.