



HAWAI'I STATE CENTER
FOR NURSING
FY 2022-2023

Annual Report

A REPORT FOR GOVERNOR JOSH GREEN
AND THE HAWAI'I STATE LEGISLATURE



HAWAI'I STATE CENTER FOR NURSING
Connecting Nurses. Transforming Healthcare.

Annual Report 2023

Alternate forms of this report will be provided upon request of HSCFN@hawaii.edu.



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Executive Summary

TO GOVERNOR JOSH GREEN AND STATE LEGISLATORS:

In the 2022-2023 Fiscal Year, the State contended with a growing nursing workforce shortage. There are too few licensed practical (LPN) and registered nurses (RN), and as the physician shortage deepens, the demand for advanced practice registered nurses (APRN) only grows. While the reliance on new nurses to meet the State's nursing needs increases, yet we also find ourselves with a deepening shortage of nurse faculty. Employers are hiring local nurses and new graduates at rates unseen in recent history, yet they still require a large number of travel nurses to cover nursing duties. The State is compromised in its ability to maintain nursing care due to the lack of nurses.

Increasingly, we are needing to look outside of our state for immediate solutions. Travel nursing, interstate telehealth options, virtual nursing, and international nursing recruitment are becoming frequent topics of conversation. While each help fill the gap, our nation and the world similarly face nursing shortages. These solutions are limited. We have a solution at home. Within our state, our local schools of nursing turn down 60% of all qualified applications for pre-licensure RN programs (ADN, BSN, GEPN). These applicants -local residents- have met the academic requirements to become a nurse, and more importantly, are trying to be a nurse.

Our solution to stabilize the nursing workforce is already here.

Our challenge is improving the healthcare education-to-practice pipeline to allow for expansion of local nursing programs, support of new graduate nurses, and continued support for new and existing nurses as they grow in their careers and roles. Coupled with this challenge is the commitment the Hawai'i State Center for Nursing (hereafter referred to as the Center) has made to develop strategies and implement solutions to improve the wellbeing of the nursing workforce. This requires a multi-pronged effort which includes resolving the nursing faculty shortage, expanding professional

development and support for nurses throughout their careers, developing opportunities for innovation, evidence-based practice, collaboration, and more.

We are making progress. Within this annual report, you will read that the Center is brimming with research findings, data driven strategies, collaborative partnerships, and positive outcomes.

As you read through the expansive impacts that the Center achieved in FY2023, I want to recognize that this work does not happen without the incredible, dedicated, and vibrant staff that compose the Center. The Center's staff convene our partners and ensures we yield outcomes. Please join me in thanking them for their resolute commitment to nurses in our state.

It is with great honor that the Center continues to serve our call to action set forth in 2003—twenty years ago. We are committed to convening partners, building trust, delivering outcomes, and supporting innovation to ensure high quality care is accessible to all the people of Hawai'i.

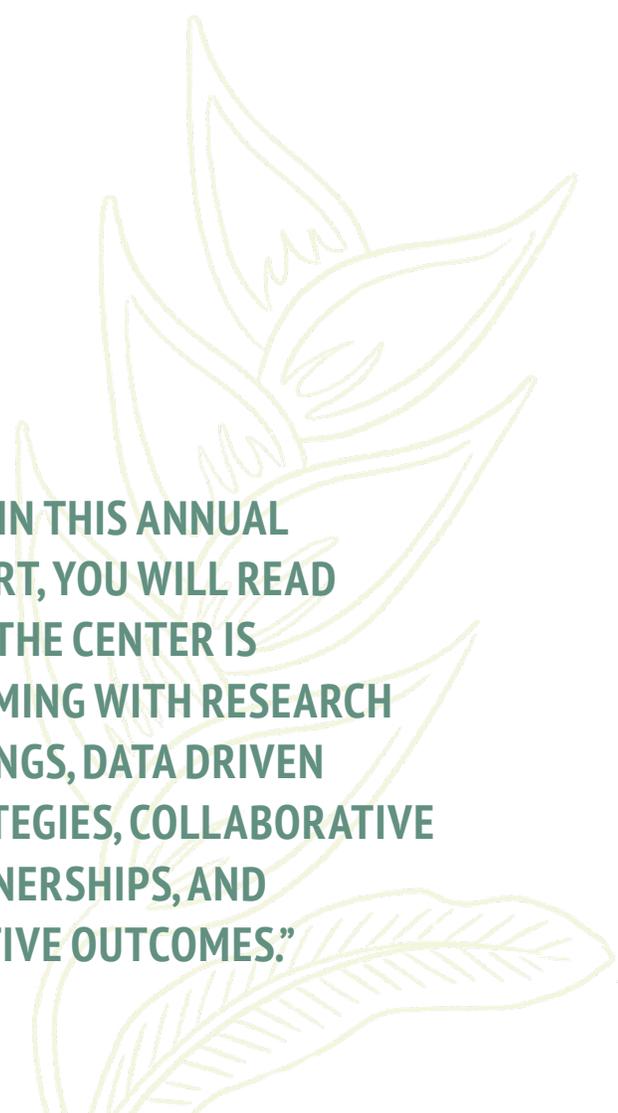
Respectfully submitted by:



Laura Reichhardt, MS, APRN, AGPCNP-B, FAAN
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Chair, Advisory Board



**“WITHIN THIS ANNUAL
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The Center's Background

Established by the Legislature in 2003 by Act 198, the Center was founded ***“to address nursing workforce issues.”*** This legislative mandate guides our endeavors.

Specifically, the Center shall:

- ✦ Collect and analyze data and prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce;
- ✦ Conduct research on best practices and quality outcomes;
- ✦ Develop a plan for implementing strategies to recruit and retain nurses; and
- ✦ Research, analyze and report data related to the retention of the nursing workforce.

The Governor appoints an Advisory Board that provides direction and supports accomplishments related to the Center's goals. Additionally, community partners throughout the State participate in implementing innovative programs to meet the needs of Hawai'i's nursing workforce and the community.

The Center is located at the University of Hawai'i at Mānoa

Nancy Atmospera-Walch School of Nursing (NAWSON) and reports to its Dean, in addition to being guided by the Advisory Board. The Center currently has five full time staff and two part-time staff. The Center achieves progress towards its mandates, mission and vision through statewide collaborative working groups, coalitions, and through direct efforts from the staff. These collaborative working groups including the Workforce Research Steering Committee, the APRN Policy and Practice Task Force, the Nursing Professional Development Collaborative, The Hawai'i Clinical Placement Collaborative, the Hawai'i Action Coalition, the Hawai'i State Simulation Collaborative, the Hawai'i Nurse Residency Collaborative, the Hawai'i Clinical Placement Collaborative and the Nurse Leader's Hui, which is comprised of the Deans and Directors Collective and the Chief Nursing Officers Collective. These collaborative working groups are a guiding light for our work, ensuring that our efforts represent the needs

of the nursing workforce across counties, specialties, roles, and in regard to nursing education as well as nursing practice.

The Center is supported by the nurses of Hawai'i through the Center for Nursing Fee. With [Act 66, Session Laws of Hawai'i 2022](#), starting July 1, 2022 each nurse will pay \$60 upon the issuance of new licenses and at each license renewal period. This is a \$20 increase in biennial nurse license fees for licensed nurses which was established by Act 198, SLH 2003. These funds are deposited into a “special fund” account for Center use. In addition, the Center receives support for programs from our in-state schools of nursing, health care facilities across the state, and through grants and funding opportunities from state and national partners. These funds comprise approximately three quarters of the revenue of the Center and support expansion services and programs; remaining funds are sourced primarily from federal and state grants, service fees, or donations.

Advisory Board 2023 Priorities

PRIORITIZE WELLNESS AS A FACTOR OF RECRUITMENT AND RETENTION

The Advisory Board reviewed the growing body of evidence, including the 2021 Nursing Workforce Supply Survey [Wellbeing of Hawai'i's Nurses During the COVID-19 Pandemic](#) findings as well as the [Wellbeing Literature Review](#) conducted by the CNO Collective subcommittee on Wellbeing. The findings and evidence inspired the Center's Advisory Board to develop and launch the Wellness as a Factor of Recruitment and Retention Initiative. Given the dire findings and the impact on nurses individually and collectively, the Center's Advisory Board adopted a new strategic initiative. This initiative will focus efforts on nurse wellbeing, both as a means to support nurses and as a means to ensure the state retains nurses and maintains an adequate workforce.

REVIEW MISSION AND VISION

For the Fiscal Year 2022-2023, Advisory Board established a goal to review and revise, as deemed appropriate, the mission and vision of the Hawai'i State Center for Nursing. The Center Staff and Advisory Board convened a subcommittee to propose recommendations to the Advisory Board for consideration, this committee reviewed best practices in developing mission and vision, and drafted recommendations to the Advisory Board for consideration.

CONTINUATION OF THE 2018-2023 STRATEGIC PLAN

The Center's Advisory Board reviewed the progress towards the [2018-2023 Strategic Plan](#), as well as their alignment to current needs in the state. The Advisory Board supported the continuation of existing programs and work within the strategic plans.

DRIVERS FOR STRATEGIC PRIORITIES



Mission and Vision

MISSION

Through collaborative partnerships, the Center provides accurate nursing workforce data for planning, disseminates nursing knowledge to support excellence in practice and leadership development; promotes a diverse workforce and advocates for sound health policy to serve the changing health care needs of the people of Hawai'i.

VISION

A champion for nursing excellence and a trusted collaborative partner developing a healthcare workforce committed to the promise of quality care for all the people of Hawai'i.

Nursing Workforce Research

Overview and Research Steering Committee

The primary goal of the Center's workforce research activities is to collect, analyze, and disseminate data about the current status, changing trends, and likely future of Hawai'i's nursing workforce. Conducting workforce research is one of our legislative mandates and has resulted in the Center being the owner and steward of the most comprehensive and detailed data about nurses in the state.

The Center's workforce research activities are guided in part by our Research Steering Committee. The committee is composed of 11 individuals who teach or employ nurses or who are involved in healthcare workforce development. The committee convened in October 2022 to discuss revisions to the biennial Hawai'i Nursing Workforce Supply Survey in anticipation of the 2023 fielding period. The committee also provided guidance on how the Center should prioritize reporting from the Workforce Supply Survey to allow our partners rapid access to data.

2020-2021 Hawai'i Nurse Education Capacity Survey

Each year, the Center conducts a survey of all in-state schools of nursing to assess enrollment demand for nursing education, schools' capacity to educate an adequate number of new nurses to sustain the workforce, and challenges that schools must address. We collected data about academic year 2020-2021 between February and March of 2022 and released our [statewide report](#) in August. Additionally, we updated our data dashboards that show historical education capacity data going back to 2018 for [LPN programs](#), [pre-licensure RN programs](#), and [nursing faculty](#).

KEY FINDINGS FROM THE 2020-2021 EDUCATION CAPACITY SURVEY:

- ✦ Enrollment demand continues to exceed schools' capacity to admit new students. Across all pre-licensure RN programs, **60% of qualified applications were not accepted.**
- ✦ The nursing faculty shortage has worsened since 2018. **Over 18% of funded full-time faculty positions were vacant.**
- ✦ New admissions to and **graduates from LPN programs have decreased despite a persistent need** for LPNs in the workforce, especially in post-acute/long-term care and home health settings.

2023 Nursing Workforce Supply Survey

In odd-numbered years, the Center conducts its biennial Nursing Workforce Supply Survey. The survey produces the most comprehensive and detailed dataset of characteristics of nurses employed in Hawai'i. In April, the 2023 survey was fielded with the endorsement of the Hawai'i Board of Nursing and technical assistance from the Professional and Vocational Licensing (PVL) Division of the Department of Commerce and Consumer Affairs (DCCA).

PVL made significant and impactful improvements to the availability of the survey link including making the link available both before and after an application for license renewal was submitted, programming the survey to automatically open in a new window after the license renewal application was submitted, and including a link to the survey on the electronic receipt for payment of license fees.

Additionally, employers supported the Center by providing an informational flyer to nurses along with a QR code to take the survey on their mobile device at their convenience.

As a result of the combined efforts of PVL, healthcare employers, and the Center, **15,420 of 31,795 nurses who renewed licensed to practice in Hawai'i completed the 2023 Workforce Supply Survey.** This is the largest sample in the 16-year history of the survey.

Following fielding, the Center's researcher will work on reporting the data through a variety of reports, infographics, and presentations.

Best Practice and Quality Outcomes

In response to the mandate *to conduct research on best practices and quality outcomes*, the Center maintains two robust programs:

Evidence-based Practice (EBP) Program and Nursing Professional Development Program.

The EBP Program is one of the longest-standing programs of the Center, starting in 2009. This program includes workshops for clinicians and faculty as well as promotion of EBP to nurses and healthcare leadership. The Nursing Professional Development Program facilitates continuing competency activities, convenes workgroups related to simulation, academic progression, nursing professional certification, and facilitates workshops.

Outcomes of the FY 2022-2023 efforts are as follows.

Evidence-based Practice

OUTCOMES

CLINICIAN EVIDENCE-BASED PRACTICE (EBP) WORKSHOP AND INTERNSHIP

- ✦ The Clinician Workshop and Internship series was on hiatus. Discussions with healthcare organizations statewide determined that Hawai'i's nurses needed the opportunity to rest and recover from the strain put on them and the healthcare system during the COVID-19 pandemic. The Center's EBP team is currently strategizing with key stakeholders to develop a plan to move EBP forward statewide.

EBP EDUCATORS

- ✦ The EBP Educators Workgroup representing academia continued meeting throughout FY 2022-2023. This allowed for brainstorming and strategy sharing between nursing schools across the state. Our Educators collaborate to overcome barriers faced when integrating EBP into curricula.
- ✦ DLIR funding was received in FY 2021-2022 to offer an Educator EBP Workshop in partnership with The Ohio State University, Helene

Fuld Health Trust National Institute for Evidence-based Practice in Nursing and Healthcare. The March 2022 in-person workshop was so successful that a virtual workshop was organized and held in November 2022 to reach more nurses across the state. This virtual offering included 28 nurse educators from clinical and academic settings. Many participants from this event also elected to continue the academic & clinical educator collaboration that stemmed from the workshop by joining the Hawai'i Academic & Clinical Nurse Educator Workgroup.

- ✦ The Hawai'i Academic & Clinical Nurse Educator Workgroup was developed following the March 2022 Educator EBP Workshop mentioned above. A vital outcome of this workshop was the group's request to continue collaboration between clinical and academic nurse educators. Throughout FY 2022-2023, our clinical and academic nurse educators came together to discuss how to best support nurses in transitioning their EBP knowledge and skills from academia to practice. The group determined that in

FY 2023-2024, they would focus on developing a strategy to ensure nursing leadership understood what knowledge and skills a new graduate has as they enter the workforce. This helps ensure that upon entering practice, they can be utilized to their fullest potential and future education is not redundant.

EBP COLLABORATIVE

- ✦ The development of a web-based repository of EBP practice changes began in FY 2022-2023. The Collaborative gave input on what information they wanted in the repository and how they would input it. Final edits are being made, and we plan to launch it in mid-FY 2023-2024.
- ✦ This Collaborative continues to allow for the dissemination of EBP project processes and outcomes across healthcare organizations. We meet several times throughout the year to discuss how a culture of EBP is being created for working nurses across the state.

Nursing Professional Development

In response to the mandates to conduct research on best practices and quality outcomes and to develop a plan for implementing strategies to recruit and retain nurses, the Center has reimagined its program structure to include nursing professional development. Nursing professional development ensures lifelong learning for licensed nurses to be prepared to provide evidence-based, safe, quality patient care. The nursing professional development arm of the Center focuses on academic progression, continuing nursing education, simulation education, national certification, EBP, and writing for publication.

CONTINUING COMPETENCY

OUTCOMES

- ✦ The Center continued offering continuing nursing education (CNE) contact hours throughout FY 2022-2023. Twelve activities resulted in 2,032 cumulative contact hours provided throughout the year to over 800 learners. Of the learners, 97% were nurses.
- ✦ The Center focused many learning activities on nurse wellbeing at the request of staff nurses and nurse

leaders across the state. Wellbeing topics included the importance of maintaining a positive outlook, compassion, fostering better relationships at work, and navigating personal and professional wellness. The Center also hosted a series that focused on wellbeing data collected by our 2021 Hawai'i Nursing Workforce Supply survey. Other learning activity topics included recruitment and retention in long-term care, latest trends in oncology care, suicide prevention, strategies to support youth mental health, and the new graduate nursing workforce in Hawai'i.

- ✦ The Center continued partnering with community organizations to increase the breadth of topics and reach of the Center's CNE program. Learning activities were developed in partnership with The Queen's Medical Center, Hawai'i Pacific Health, the Oncology Nurses Society - Hawai'i Chapter, Hawai'i Public Health Institute, the University of Hawai'i at Mānoa Nancy Atmospera-Walch School of Nursing, and other healthcare organizations across the state.

- ✦ The Center continues to utilize the CNE program as a way to give learners credit while learning about Center initiatives such as our workforce research, legislative work, and EBP program.
- ✦ The Center's planning unit refined its protocols and procedures to increase efficiency and streamline workflows. We were able to develop a strategy to offer enduring activities to ensure that our nurses have access to continuing education at their convenience.
- ✦ The Center is accredited as an ANCC CNE Provider through 2025.



HAWAI'I STATE SIMULATION COLLABORATIVE

The Hawai'i State Simulation Collaborative (HSSC) determined in 2022 that they would benefit most from attending a local simulation conference. Members wanted an opportunity to network with their peers from across the state and hear presentations from nationally or internationally recognized experts in healthcare simulation.

To make a conference possible, HSSC's co-coordinators applied for and were awarded a grant from the Department of Labor and Industrial Relations (DLIR) Healthcare Workforce Development Council. Subsequently, the HSSC's co-coordinators received an inquiry from the chief administrators from the California Simulation Alliance (CSA) and the Victorian Simulation Alliance of Australia (VSA) about combining HSSC's conference with a conference that CSA and VSA were planning to hold in Hawai'i. As a result of that conversation, what began as plans for a one-day local conference evolved into plans for a transpacific healthcare simulation conference to be held in Waikiki in late October 2023.

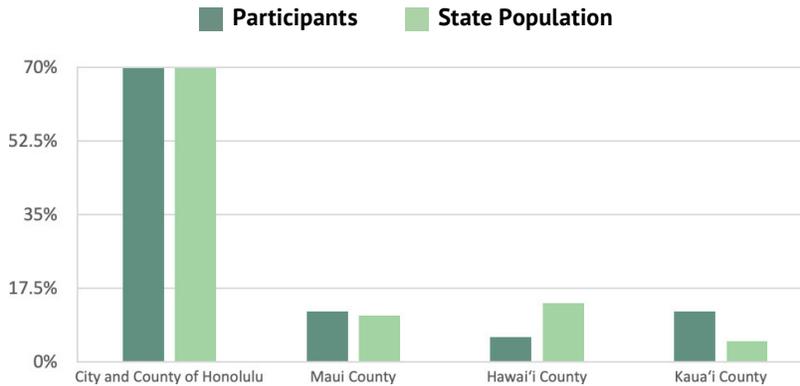
CLINICAL FACULTY TRAINING

OUTCOMES

- ✦ In FY 2022-2023, the Center received the first round of funding from the State of Hawai'i budget for clinical faculty training for 20 faculty. We convened all deans and directors of statewide schools of nursing to determine how to best utilize these funds.
- ✦ This first round of funding supported 47 clinical faculty across the state to complete the Connecticut Center for Nursing Workforce's Clinical Faculty Training course. This is a 3-week online course with assignments due twice a week.
 - The training supported 235% of the goal (20).
 - 97% of clinical faculty participants agreed all learning outcomes were met.
- ✦ Learning outcomes for this course included:
 - Understanding the expectations and purpose of the clinical faculty role.
 - Develop and implement a clinical orientation process for students and/or faculty.
 - Assess students' readiness for clinical assignments.

CLINICAL FACULTY TRAINING YIELDED **235%** OF THE GOAL

CLINICAL FACULTY PARTICIPANTS BY COUNTY AS COMPARED TO HAWAII'S POPULATION



State data source: census.hawaii.gov

CLINICAL FACULTY FROM ACROSS THE HAWAIIAN ISLANDS RECEIVED VALUABLE PROFESSIONAL DEVELOPMENT DUE TO THIS STATE FUNDED INITIATIVE.

- Anticipate and plan response to issues that may arise in the clinical setting.
 - Effectively manage students' post-clinical conference sessions.
 - Support unsuccessful students based on legal & ethical guidelines.
- ✎ The majority of clinical faculty participants felt the course was valuable and made them a more confident clinical instructor. Other feedback was that the course was intensive and difficult to complete while maintaining full-time teaching schedules. The Center is currently surveying the environment for other clinical faculty training opportunities that are a better fit for our faculty across the state.

SUCCESS PAYS MULTI-FACILITY COHORT

The Center established an effort in 2020 to increase the number of nurses in this state holding national certifications. Partnering with the American Nurses Credentialing Center (ANCC), the Center became a Success Pays provider. This enabled the Center to offer Hawai'i-based nurses the opportunity to both reduce the cost of applying for a national certification, and receive multiple test-taking opportunities to become certified.

OUTCOMES

- ✎ The Center exceeded its goal of 17 newly certified nurses by 135% with 23 nurses earning national certification in FY 2022-2023. Certified nurses were from O'ahu, Maui, and Hawai'i Island.

- ✎ Certification specialties included geriatric nurse practitioner, family nurse practitioner, ambulatory care, gerontological nursing, medical-surgical nursing, nursing case management, pain management, psychiatric-mental health, and nurse executive.
- ✎ We convened our partners and determined that the Success Pays program needed to be retired due to external strains on our nursing workforce and nurses needing to recover following the COVID-19 pandemic.

Recruitment and Retention

Responding to the mandate to develop a plan for implementing strategies to recruit and retain nurses, the Center aims to develop plans to address priority areas based on state workforce research and national best practices, continue nursing student clinical placement optimization through the Hawai'i Clinical Placement Collaborative, and continue new graduate nurse transition to practice efforts through the Hawai'i Nurse Residency Program (HNRP). The Center explores emerging needs through the frequent convening of stakeholders including nurse executives, nursing deans and directors, as well as industry representatives.

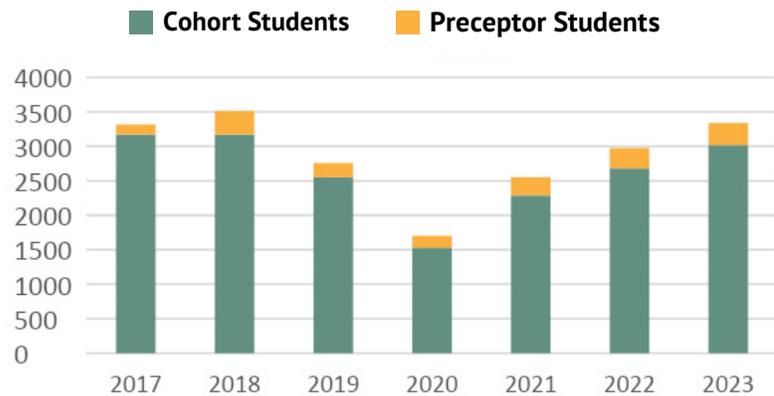
Nurse Leaders Hui

The Hawai'i Nurse Leaders Hui is the collective of nurse executives, deans, and directors of schools of nursing who meet to discuss relevant topics related to nursing recruitment and retention. The Hui met in October 2022 and February 2023 to discuss expanding clinical education capacity at healthcare facilities to increase nursing student enrollment potential. Hui members reported improvement in individual academic-practice partnerships while also reporting a need for continued attention to this matter. The Hui also focused on transition-to-practice support, including nurse residencies as well as expanding to include specialty training for incumbent and new nurses alike.

Hawai'i Clinical Placement Collaborative (HCPC)

- ✎ The Center facilitated four quarterly meetings during FY 2023 for clinical and education coordinators and steering committee members. In addition, the Center conducted four specialty topic meetings for participating program partners and the larger clinical placement community.
- ✎ The Center provided two online training sessions for clinical partners and academic partner coordinators, each to ensure users are prepared and confident using the Centralized Clinical Placement System (CCPS) 2.0 system. We provided two topical training webinars during FY 2023 for HCPC partners to enable them to stay abreast of CCPS 2.0 system changes and upgrades.
- ✎ Using data mined from CCPS 2.0, the Center developed custom partner reports for clinical facilities and schools to improve resources available for partner planning and reporting.
- ✎ In October of 2022, the Center surveyed nursing schools across the state. It published the [Projections of Hawai'i Nursing Clinical Placement Demand Report](#) to assist with long and

ACCEPTED STUDENT PLACEMENTS BY CALENDAR YEAR



short-term planning of clinical placement needs and identify high-priority clinical placement areas.

HCPC OUTCOMES

- ✎ During FY 2023, HCPC made 3,338 discrete student clinical placements using the CCPS 2.0 system, effectively streamlining the process for the pre-licensure and graduate nursing students.
- ✎ Six nursing schools from across the state placed pre-licensure nursing students in 3,019 clinical rotations at 27 different hospitals and clinical facilities.
- ✎ Partners placed 269 students into one-on-one preceptor-led clinical rotations for pre-licensure students and 28 APRN students.

- ✎ HCPC experienced an overall gain of 362 clinical education placements, an increase of 12% from FY 2022.
- ✎ In 2023, the HCPC collaborative clinical partners facilitated over 359,360 hours of clinical education through CCPS placements. Of those hours, 5,948 were APRN students.
- ✎ Placements for preceptorships accounted for 175,011 hours of clinical education in FY 2023, equating to 296 discrete rotations.
- ✎ The faculty-to-student ratio increased from 1:4 in 2021 to 1:6 in 2023, the same ratio as 2018.
- ✎ The gain in both cohort placements and 1-to-1 preceptor placements from
- ✎ Pediatrics, Obstetrics, and Specialty placements

remain below pre-pandemic levels, totaling a loss of 14 critical preceptor placements.

- Despite the gains, cohort placements remain at an overall deficit of 154 student placements from pre-pandemic (2018).

HCPC PLANNING FOR IMPROVEMENTS

Improving access to clinical placement is essential to ensure students receive the necessary hands-on experience and clinical training to become competent and qualified nurses. Hawai'i schools of nursing and clinical partners continue to work to improve not only access to clinical placements but also the use of data tools to assist with the management of critical student rotation information, as well as data analytics to monitor and analyze placement utilization and trends.

In 2022, HCPC partners identified several areas for improvements to the clinical placement process and established working groups to support priority areas.

IMPROVEMENT OF STUDENT CLEARANCE MANAGEMENT TOOLS

HCPC partners currently use varying resources and tools to manage a dearth of pre-clinical student requirements, such as immunizations, facility onboarding forms, and background

STUDENT CLINICAL EDUCATION HOURS BY DEPARTMENT

Department Type	Total Student Cohorts	Total Student Preceptors 1:1	Est. Total Student Hours
Adv. Preceptor/Mentor	0	28	5,948
Clinic	27	40	10,792
Critical Care	24	34	15,028
Emergency Department	0	36	10,244
Medical/Surgical	910	68	144,656
Obstetrics	678	9	36,588
Pediatrics	504	4	24,864
Peri-Operative	2	25	5,544
Post-Acute	342	3	24,208
Psychiatry	187	12	15,176
Specialty	88	1	10,752
Telemetry	257	36	55,560
TOTAL	3,019	296	359,360

checks. In 2023, HCPC established a subcommittee to standardize across partners requirements-related to documentation and investigate incorporating cost-effective tools for managing forms and data related to pre-clinical student clearance and requirements. The subcommittee aims to complete the project in the Fall of 2024.

COORDINATION OF CLINICAL PLACEMENTS FOR ALLIED HEALTH

HCPC school and clinical partners facilitate nursing clinical placements. Placements take place in acute care hospitals, long-term care (LTC) facilities, public health nursing settings,

community health centers, and other settings where nursing care takes place. Currently, these complex clinical opportunities are managed without coordinated tools or resources. The HCPC aims to improve the healthcare workforce development environment in Hawai'i through improved coordination between academic institutions and practice organizations for allied health professions. A subcommittee was established in 2023 to investigate incorporating allied health clinical placements into CCPS 2.0 software and aims to complete a pilot in 2024.

Clinical Placement Collaborative: [Click here for more information.](#)

Hawai'i Nurse Residency Program

HAWAI'I NURSE RESIDENCY PROGRAM (HNRP)

OUTCOMES

The Center supports three programs aimed at supporting newly licensed RNs transitioning from the academic setting to clinical practice in a healthcare facility. Partner healthcare organizations offer the New Graduate Nurse Residency Program to help new nurses develop the knowledge and skills they need to become competent and confident practitioners in the acute care setting. In 2022, HNRP partners began the Preceptor Pathway Program to train experienced nurses to effectively mentor those transitioning into new nursing roles. In 2023, the Center launched the new LTC and Post-acute New Graduate RN Program, offering specialized training to support the transition to care for the elderly and individuals with complex medical needs.

NEW GRADUATE NURSE RESIDENCY PROGRAM

- ✔ More than 2,095 new graduate nurses have participated in HNRP partner programs, with 1,634 completing or still participating in HNRP programs.
- ✔ In 2023, there were 335 new graduate nurses enrolled in HNRP programs, an increase of 350% from those enrolled pre-pandemic (2018).
- ✔ Enrollments in 2023 decreased by 11% compared to 2022; however, enrollments are expected to rebound by the end of 2023.
- ✔ In 2022 and 2023, 97% of residents who began a nurse residency program completed their program. This first-year retention rate is substantially higher than national retention rate which declined to 73% in 2022.
- ✔ The 7-year average first-year retention rate of HNRP organizations remains high at 96%.
- ✔ Nursing shortages and critical hiring needs, which the COVID-19 pandemic exacerbated, remain leading drivers of the increase in nurse residency enrollments in recent years.
- ✔ Extramural funding helped HNRP partners offset the costs of tuition. This allowed smaller facility partners to participate,

THE RETENTION RATE FOR PARTICIPANTS OF NURSE RESIDENCY PROGRAMS IS **97%**. FAR BETTER THAN THE NATIONAL AVERAGE.

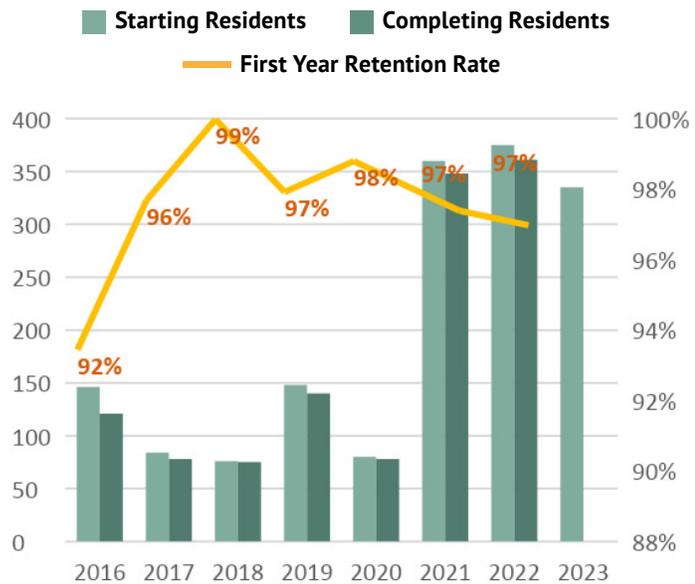
as well as assisting larger partners to maintain increased enrollments.

- ▼ HNRP saw a 75% increase in hospitals with residency programs for new graduate nurses, equaling a 350% increase in rural counties. This increased engagement reduced the current gap in access to transition-to-practice support and nurse residency programs on neighbor islands.

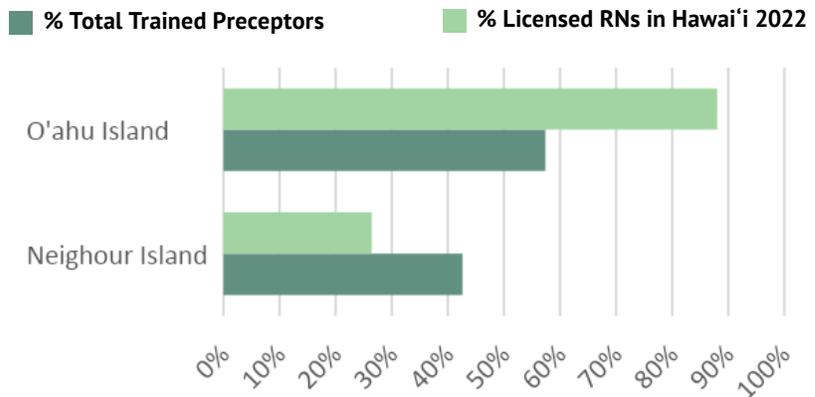
IN FY 2023, THERE WAS A 350% INCREASE IN RURAL COUNTY PARTICIPATION IN NURSE RESIDENCY PROGRAMS.

- ▼ In 2023, total new graduate enrollments in rural counties increased to 30%, a 10% increase from 2022 and an overall increase of 39% from prior years.
- ▼ Four new partners have joined the HNRP since 2022 representing rural hospitals and LTC/Post-acute facilities.

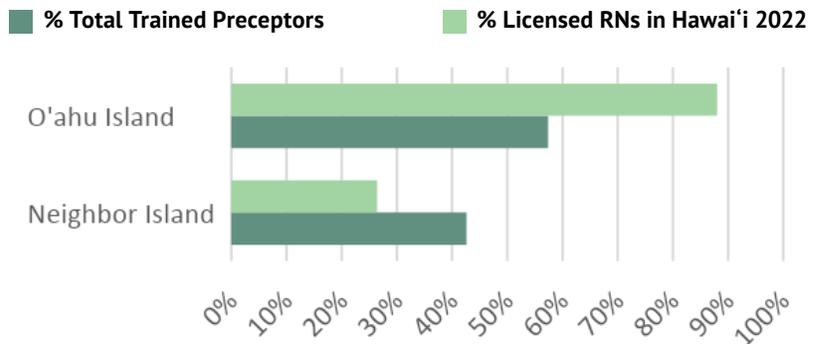
HAWAII NURSE RESIDENCY PROGRAM RETENTION RATE BY COHORT YEAR



TRAINED PRECEPTORS BY PERCENTAGE OF LICENSED REGISTERED NURSING POPULATION



HNRP PARTNERS BY CLASSIFICATION AREA



PRECEPTOR PATHWAY PROGRAM

- ✦ HNRP partners trained 286 nurse preceptors in 2023, totaling 831 nurses trained under the program.
- ✦ Since 2021, HNRP partners have trained nearly 5% of the licensed RN population in Hawai'i. (Professional and Vocational Licensing Division, 2021)

LONG-TERM CARE AND POST-ACUTE NURSE RESIDENCY PLANNING

- ✦ The Center works with partners and HealthStream, LLC to create a customizable six and 12-month nurse residency program that can be delivered asynchronously and 95% virtually to support facilities with smaller education department resources to train newly licensed RNs.
- ✦ In 2023, the Center added two new partners to launch the pilot LTC nurse residency program in 2023.
- ✦ The HNRP began investigating the feasibility of an LTC nurse residency program for newly LPNs in 2023.

NURSE RESIDENCY PROGRAM EXTRAMURAL FUNDING ASSISTANCE

The Center was generously awarded a grant extension in 2022 to support HNRPs. As a result, the HNRP saw a 75% overall increase in hospitals with residency programs for new graduate nurses in Hawai'i, including a growth of 350% in neighboring islands. HNRPs integrated standardized, evidence-based critical opioid education for the first time, and led to a doubling of new nurse access to NRP entry-to-practice support.

HAWAI'I DEPARTMENT OF HEALTH OPIOID TRAINING GRANT

On May 1, 2021, the Center was awarded a 15-month grant from the Hawai'i State Department of Health, entitled "Hawai'i Nurse Residency Program Enhancement." The Opioid Training Project grant assists the HNRP partners in transitioning to utilizing HealthStream tools to support Hawai'i's nurse residency programs. In addition, the grant supports the delivery of standardized, evidence-based

opioid education to new graduate nurses and incumbent nurses training to be preceptors as part of the HNRP programs. The grant aims to increase nurses trained in best practices and models for opioid care and to increase healthcare provider knowledge and utilization.

GRANT OUTCOME HIGHLIGHTS

By the close of the grant in September of 2022:

- ✦ Twelve Hawai'i partner hospitals continued nurse residency cohorts, which included evidence-based opioid education modules.
- ✦ Funding covered 80% of all training costs partners incurred for enrollments into Preceptor Pathway and Nurse Residency Pathway and opioid training during 2022. The grant will cover 100 % of partner tuition costs in 2023 for participating partners.
- ✦ The Opioid Training Project is expected to continue in FY 2024 with modifications to include additional substance use and abuse training.

Nurse Residency Program: [Click here for more information](#)

Hawai'i Nurse Transition-to-Practice Program

In 2022, the Center worked with partners to identify needs and curriculum for new and incumbent nurse transition-to-specialty support resulting in the development of the [Assessment of Specialty Nurse Needs for Hawai'i](#). In 2023, the Center launched the Hawai'i Nurse Transition to Practice (HNTP), a long-standing goal of the HNRP collaborative. The program helps facility partners train new nurses and nurses new to specialized areas of nursing, where the skills and knowledge required may be significantly different from those in general nursing practice.

The Center collaborated with HealthStream, LLC to negotiate statewide discounts for specialized curricula from leading industry experts to reduce the overall cost for partners. This will streamline the delivery of the educational content through integration into learning management systems used by HNRP partners. In addition, the Center secured extramural funding to support the transition to a new vendor and the delivery of specialty educational content.

TRANSITION-TO-SPECIALTY CURRICULUM

- ✦ The Center secured 48 industry-leading specialty

training curriculum packages in 25 specialty care areas for the HNRP partners.

- ✦ HNTP curriculum addresses specialties identified in the Assessment of Specialty Nurse Needs for Hawai'i, in greatest need for incumbent nurse development (Hawai'i State Center for Nursing, 2022).
- ✦ In October of 2023, the Center launched the Hawai'i Collaborative, an internet marketplace to allow HNRP partners to purchase educational curricula at a discount.

TRANSITION-TO-SPECIALTY EXTRAMURAL FUNDING ASSISTANCE

In partnership with the University of Hawai'i Community Colleges, Maui College (UHMC), and the Healthcare Association of Hawaii, the Center was awarded grant funding for the nursing sector as part of the Good Jobs Hawai'i Initiative which is a partnership among the University of Hawai'i Community Colleges, employers, and organizations and aims to provide free skills training in high-demand industries. Good Jobs Hawai'i is provided by

various government and philanthropic organizations, including the U.S. Economic Development Administration, the U.S. Department of Education, and the City & County of Honolulu.

HAWAI'I GOOD JOBS INITIATIVE

The Good Jobs Hawai'i Initiative formed around two federal grants which aim to increase nurses trained in high-demand specialty areas and supports the course and curriculum costs for HNRP partners to provide employer-based transition-to-specialty education. HNRP partners will receive support to provide specialized training and mentorship, and nurse HNTP ensure that nurses can provide high-quality care in their chosen specialty and will support Hawai'i clinical facilities to grow the specialty workforce.

GRANT OBJECTIVES HIGHLIGHTS

By the close of the grant in September of 2024,

- ✦ The HNRP aims to provide 845 employer-based transition-to-specialty courses to Hawai'i nurses.
- ✦ Participating partners will receive reimbursement for 100% of tuition and curriculum during the grant period.

Improving Visibility of the Center and Hawai‘i Nursing Initiatives

The Center leads a number of nursing workforce initiatives. These initiatives engage the nursing community, identify needs in our state along with solutions to help meet these needs.

LEADERSHIP IN ACTION CONFERENCE

- ✦ The Center co-sponsored the Leadership in Action Conference for the sixth time after a 4-year hiatus due to the COVID-19 pandemic. The conference is also sponsored by the American Organization of Nurse Leaders Hawai‘i Chapter and the Hawai‘i-Pacific Chapter of the American College of Healthcare Executives. Over 200 healthcare and nursing leaders across Hawai‘i attended and engaged in professional development and networking.

NATIONAL SPEAKERS INCLUDED:

- ✦ **Rebecca Love**, an experienced nurse executive and first nurse featured on Ted.com, and is one LinkedIn Top Voices. Rebecca, was the first Director of Nurse Innovation & Entrepreneurship in the United States at Northeastern School of Nursing – the founding initiative in the Country designed to empower nurses as innovators and entrepreneurs, where she founded the Nurse Hackathon, the movement has led to transformational change in the Nursing Profession.

✦ **Thomas A. Atchison, Ed.D.**, President and founder of Atchison Consulting, LLC. Dr. Atchison has consulted with healthcare organizations, on managed change programs, team building and leadership development. He has consulted to the military, healthcare vendors, and government agencies on the intangible aspects of healthcare. He also has taught several courses on leadership and change management for the American College of Healthcare Executives.

✦ **Jade Simmons**, acclaimed creator of mind-blowing transformational experiences. Jade spent the first few years of her career performing as a classical concert pianist. Following an artistic epiphany, she pivoted from playing the piano to impressing audiences, to using the piano as the vehicle by which to provide the inspiration, entertainment, and transformation that profoundly moves them instead.



Planning Committee for Leadership in Action Conference



Nurses and Participants of the Leadership In Action conference participating in a mini-hackathon.

HAWAII CHIEF NURSE OFFICER COLLECTIVE

Active since 2021, instigated by the COVID-19 pandemic's first Delta surge, chief nursing officers (CNO) requested regular phone calls to enable information and resource sharing, efficient access to state updates,

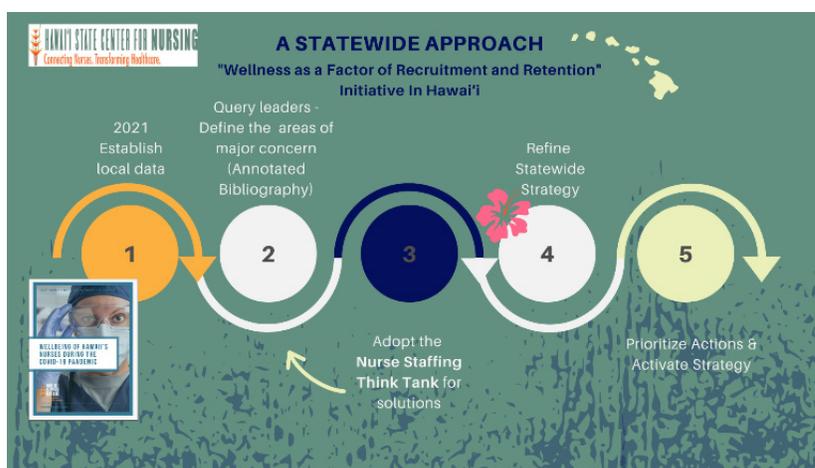
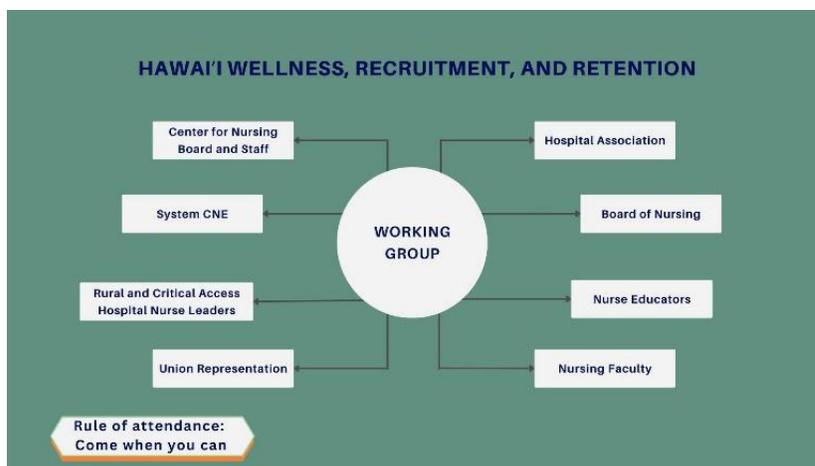
identify trends and engage in anticipatory planning, and facilitate communications. The calls started out weekly and continue today. These calls occur every other week in periods of patient surges or staffing crisis and lessen in frequency as urgency declines. Over 55 nurse leaders are included in these calls.

This group also requested special attention to two critical topics affecting recruitment and retention, specialty development and wellness. The Center launched a specialty nurse initiative and developed the Wellness, Recruitment, and Retention task group in response.

NURSING WELLBEING, RECRUITMENT, AND RETENTION STRATEGIC INITIATIVE AND WORKING GROUP

In 2021, the Nursing Workforce Supply Survey [Wellbeing of Hawai'i's Nurses During the COVID-19 Pandemic](#) findings indicated that while 66% of nurses felt valued at work, a considerable number of nurses reported feeling stressed at work (70%), experienced workplace violence (37%), bullying, verbal abuse or other forms of incivility (23%), and felt so stressed they considered leaving the nursing profession (25%). Using these findings and the interest of the CNO Collective, the Center formed the Wellbeing as a Factor of Recruitment and Retention Initiative and Working Group. Representatives include members from the nursing community, including CNOs, professional associations, board of nursing, union representation, nursing faculty, nursing educators, HAH, as well as Center Advisory Board members and staff.

The first product from this initiative was a description of factors driving poor wellbeing. The Working Group reviewed literature, news articles, as well as local and national research to inform the group on the factors that impact recruitment, retention and wellbeing in nursing. These were summarized in a [literature review](#).



Following the literature review, the Working Group began developing a set of recommendations suitable for implementation in Hawai'i based on the Nurse Staffing Think Tank Priorities and Recommendations for sustaining a healthy nursing workforce ([Partners for Nurse Staffing Think Tank, 2022](#)) as well as applying the Center data, literature review, and leadership voices. Three priorities were identified: 1) Healthy Work Environment; 2) Innovative Care Delivery Models; and 3) Total Compensation. The Working Group is currently developing

strategy recommendations that require county or state level engagement. In addition, Work Schedule Flexibility was identified by the statewide Working Group as an area of high priority that would be best implemented at the organizational level.

A launch of the initiative's activities is planned for calendar year 2024.

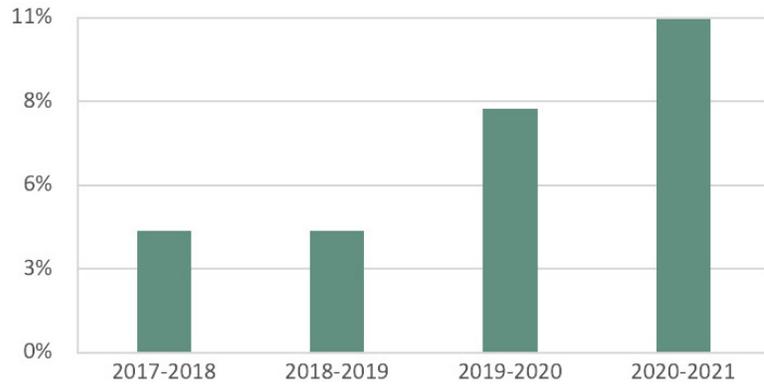
SPECIALTY NEEDS IN NURSING

The Center continued the work to improve training and workforce development opportunities for nurses in Hawai'i to gain specialty nursing competencies.

- ✦ Facilitate certification in nursing specialties through the Success Pays® Program
- ✦ Partner with the Hawai'i Nurse Residency Program to explore how to improve access to specialty training.
- ✦ Partner with University of Hawai'i Community Colleges and Healthcare Association of Hawai'i on their workforce development initiatives and Good Jobs grant implementation to optimize outcomes for shared workforce development goals.

Nursing Transition to Specialty Practice programs launched in 2023 under the Recruitment and Retention mandate and foci.

OVERALL FACULTY VACANCY RATE



As reported by Hawai'i's schools of nursing, a visual from the [Hawai'i Nursing Faculty Data, 2018-2021 Data dashboard](#).

NURSE FACULTY SHORTAGE

In summer of 2021, nurse faculty leaders across the state sounded the alarm that they were experiencing greater faculty shortages than even the academic year before. Hawai'i-based school of nursing deans and directors met with the Center to quantify the change in the environment, determine new faculty staffing needs that resulted from this change, and determine solutions that would help address the needs. As a result, school of nursing leadership identified training products to establish a pathway into nursing faculty positions including Just-In-Time training for new clinical instructors, professional development for experienced faculty, and certificate based and graduate education in nursing emphasizing nursing education. In addition, unmet lecturer and faculty needs were quantified.

To support efforts to address our faculty shortage, the Center is engaging in a multi-pronged approach to support the recruitment, retention, and professional development of nursing faculty in Hawai'i.

- I. Continue the Nursing Education Capacity survey and research efforts;
- II. Improve data visibility related to nursing faculty through [data visualization dashboards](#);
- III. Summarize factors related to nursing faculty shortages through an [informational brief](#);
- IV. Contribute to the with the Western Interstate Commission on Higher Education's (WICHE) [Nursing Workforce in the West](#) project which explored faculty shortages, including pay disparities, faculty vacancies, faculty retirements, and limited capacity to enroll students. Four briefs were published.

- V. Initiate the Deans and Directors Collective to ensure continuous feedback on the state of the nursing education programs and how the Center can assist in strategies and solution to resolve the faculty work-force shortage;
- VI. Support the initiative to increase nursing faculty roles and support staff roles within the [University of Hawai'i System Health Workforce Initiative](#);
- VII. Administer the Preceptor Tax Credit Assurance Committee, which verified criteria for tax credits for healthcare preceptors statewide;
- VIII. Partner with National Forum of State Nursing Workforce Centers member organization, Connecticut Center for Nursing Workforce, to implement [Clinical Instructor Preparation Course](#) to nurses in Hawai'i using faculty workforce development funding allocated by the legislature through [Act 248, SLH 2022, the Supplemental Appropriations Act of 2022](#); and
- IX. Support dissemination and engagement faculty and preceptor professional development opportunities available to all Hawai'i schools of nursing through WUFAR9, a of grant-funded project of National Forum of State Nursing Workforce

Centers member organization HealthImpact (California) and Western University of Health Sciences.

ADDRESSING BARRIERS TO APRN PRACTICE

The Center engages in multiple initiatives to improve the education, recruitment and retention of APRNs, as well as improve access to healthcare. These initiatives are as follows.

APRN AND PROVIDER SCOPE OF PRACTICE REVIEW

This task group, consisting of interprofessional healthcare providers, reviewed health-care-related Hawai'i Revised Statutes (HRS) as compared to each profession's own scope of practice as established in state law (i.e., practice acts) to assess and recommend if HRS amendments are needed to improve access to care. The intended outcome is revision of Hawai'i laws to align healthcare related HRS with established scope of practice for recognized healthcare providers in Hawai'i. The intended impact of these statute changes is to improve access to healthcare provided by highly trained, qualified and safe licensed healthcare professionals for Hawai'i residents.

The task group finds that, over the review of 180 statutes, 35% have no recommended change, 51% have some recommended change to existing statute; the remainder have

recommendations for additional research before an action is proposed. The most common recommendation was to amend the language to use "provider neutral" language to support access to care. The Healthcare Provider Barriers to Practice Law Review Task Group recommends that 82 Hawai'i Revised Statutes be reviewed in the 2024 Legislative Session by the Hawai'i State Legislature with the goal of improved access to healthcare for the people of Hawai'i.

APRN POLICY AND PRACTICE TASK FORCE

The APRN Policy and Practice Task Force is composed of APRNs across the state and across all settings of care who work collaboratively with the Center to accomplish their goals. The Task Force was established to address professional issues relating to APRNs, provide historical background of the APRN movement in Hawai'i, keep healthcare stakeholders apprised of APRN roles, and provide a central venue for APRNs to share concerns and information. The Task Force continues to focus their work through three pillars: education, practice considerations, and policy.

Members of this group worked with the Hawai'i Board of Nursing and the Hawai'i Association of Professional Nurses to draft an APRN decision making framework, designed after similar

How to Start Practicing as an APRN in Hawai'i

National Certification
Through Act 46, S.L.H. 2014, Hawai'i became the 8th state in the nation to adopt the national test practices for APRN regulation, the APRN Consensus Model. Whether you are an NP, CNM, CRNA or CNS, all APRNs need to maintain national certification. You can also add on certifications, but be sure to always keep a primary certification in good standing. See the [2022 APRN Roles and APRN Consensus Model](#) for more information.

Licenses
All APRNs need an RN and APRN license issued by the Hawaii Board of Nursing (HBON). If you plan to prescribe, ensure you seek 'prescriptive authority' on your application.

National Provider Identifier (NPI)
The NPI is a unique identifier that is used for insurance, credentialing and other purposes. Every APRN needs one.

Hawaii Narcotics Enforcement Division (NED) & Federal Drug Enforcement Agency (DEA)
All APRNs who prescribe need an oral code from NED. You need to email NED to request an oral code to call in prescriptions in Hawai'i. APRNs who prescribe controlled substances also need to register with the DEA and Hawaii NED. You may need to register and use the Hawaii Prescription Drug Monitoring Program (e-PDMP), visit NED for more information.

Liability Insurance
Protecting yourself is an important part of practice. Ensure you are covered by your employer or purchase a plan yourself.

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The Four APRN Roles

What is an APRN? - Advanced Practice Registered Nurse

Scope of Practice includes:

- Assess, diagnose, develop a care plan, refer for care, and patient management
- May bill for services
- May provide primary, acute, or critical care depending on specialty certification

APRNs all have:

- Master's or Doctorate in Nursing with APRN emphasis
- National Certification in APRN specialty
- Registered Nurse (RN) and APRN license

APRNs may have:

- Prescriptive Authority
- Qualifications to educate future APRNs

Nurse Practitioner (NP)
Patient populations include:

- Adult-Gerontology
- Advanced Oncology
- Emergency
- Family
- Neonatal
- Pediatrics
- Psychiatric-Mental Health Across the Lifespan
- Women's Health

Clinical Nurse Specialist (CNS)
Patient populations include:

- Advanced Oncology
- Adult-Gerontology
- Adult Psychiatric-Mental Health
- Child-Adolescent Psychiatric-Mental Health
- Pediatrics

Certified Nurse Midwife (CNM)
Focuses on women's reproductive health and the pregnancy, childbirth, postpartum, and neonatal periods.

Certified Registered Nurse Anesthetist (CRNA)
Provides anesthesia, perioperative care and acute and chronic pain management across the lifespan.

APRNs are APRNs but not all APRNs are NPs

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frameworks were provided by the Ohio and Oregon Boards of Nursing. This framework is intended to serve as a guide for APRNs to determine whether a specific procedure or activity is within their scope of practice and is appropriate for the APRN to perform based on their unique education, training, certification, skills, and competencies. The Hawai'i Board of Nursing formally adopted this framework, which is publicly available on the [Hawai'i Board of Nursing website](#) and the [Hawai'i State Center for Nursing website](#).

To improve understanding of how to start practicing as an APRN, the Task Force made two instructional resources:

- [How to Start Practicing as an APRN](#). This resource contains information on certification, licensure, registration, prescriptive authority considerations, and insurance.
- [The Four APRN Roles](#). This resource contains descriptions of the four APRN roles and their population foci.

PRECEPTOR TAX CREDIT ASSURANCE COMMITTEE



The Preceptor Tax Credit Assurance Committee approved 645 tax credits for 301 preceptors for the 2022 tax year. Though 1,500 tax credits may be issued annually, only 55% of the maximum potential tax credits were awarded. Reasons that the maximum number of credits was not issued include preceptors working as specialists and not primary providers, precepting less than the minimum or more than the maximum allowable hours, and not registering for the program. However, the state has experienced gains to the preceptor community. Since 2019, there was a 72% increase in the registered preceptors who taught at least one rotation, and 65 tax credit recipients indicated they had never precepted prior to registering for this program. The Preceptor Tax Credits are both increasing overall preceptors and providers who are new to precepting. The [2022 Preceptor Tax Credit Annual Report](#) details additional outcomes.

Statewide Initiatives

The Center participates in a number of nursing workforce initiatives convened by statewide partners. These initiatives engage the nursing and healthcare community related to nursing workforce development and practice.

HEALTHCARE WORKFORCE INITIATIVES

The [Healthcare Workforce Initiative](#) is a statewide undertaking led by the Hawai'i Chamber of Commerce, the HAH, and others. The Center engaged in activities related to improving clinical placement access to healthcare students and improving the education and training capacity of Licensed Practical Nurses (LPN).

LPN INNOVATION TEAM

HAH convened the LPN Innovation Team which comprises members from HAH, local employers, community colleges, and the Center. The goal is to find creative ways to grow the LPN workforce in Hawai'i.

The primary focus of the LPN Innovation Team has been to support the development of the CNA-to-LPN Bridge Program at UHMC. The program is designed to provide substantial support to individuals employed as CNAs or medical assistants so they can enroll in and complete a 12-month program to become

LPNs. The program is taught by UHMC faculty with clinical education support provided by 'Ohana Pacific Health and Kaiser Permanente, the program's current employer partners.

In June 2023, the Center's researcher and the chair of the Nursing Program at UHMC presented about the CNA-to-LPN Bridge program at the annual conference of the National Forum of State Nursing Workforce Centers in Washington, D.C.

The Center's researcher also provides ongoing support to the Team for evaluation development and data analysis related to program outcomes.

TRANSITION-TO-PRACTICE SUPPORT

The Center continued the work to improve training and workforce development opportunities for nurses in Hawai'i to gain specialty nursing competencies, including in partnership with the University of Hawai'i Community Colleges and HAH on their workforce development initiatives and Good Jobs Grant implementation to optimize

outcomes for shared workforce development goals.

Nursing Transition-to-Practice programs launched in 2023 under the Recruitment and Retention mandate and foci.

HAWAI'I STATE RURAL HEALTH ASSOCIATION



The Center's Director serves as a board member at large for the Hawai'i State Rural Health Association (HSRHA). The Center supported HSRHA to identify barriers to Certified Nurse Aide (CNA) development in rural areas, define known root causes and impacts as a result of these barriers, and rank the priorities for future action. As a result, HSRHA members initiated a collaborative effort with the Health Workforce Initiative (see above) and included the Lāna'i Kinaole, Hale Makua, UH Maui College, the HAH, and the Center. In 2022, Lāna'i successfully launched the first certified nurse aide

training since 2016, and the training opportunities continue today. This collaborative also identified barriers, including minimum requirements of past work experience for nurse educators, as described in the Hawai'i Administrative Rules (HAR), which, if amended, would improve the pool of qualified instructors, particularly in rural communities and islands with smaller populations.

HAWAI'I DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS HEALTHCARE WORKFORCE ADVISORY COMMITTEE

The Center's Director continued service to the Director of the Hawai'i DLIR as an active member of the Healthcare Workforce Advisory Board. The Healthcare Workforce Advisory Board allocated mini-grants in FY23 to Hawai'i Innovative State Loan Repayment Program, Hawai'i State Simulation Collaborative Conference, Work-Based Learning in Healthcare Settings, and Emergency Medical Responder Summer Class at Farrington High School.

UHEALTHY HAWAI'I

UH *healthy* Hawai'i

The Center's Director continued to work with UH System and representatives from UH health science programs on the [UHealthy Hawai'i](#) initiative, to identify challenges in delivering healthcare education and opportunities to improve healthcare profession education and training. Activities included identifying and proposing opportunities to increase the number of LPN program completers through recruitment, employer partnerships, student support, capacity, coordination and alignment. Other efforts included seeking information about new faculty positions needed to grow the capacity of nursing education programs and produce more nursing graduates.

National Initiatives

The Center supports work on a number of nursing workforce initiatives. These initiatives engage the nursing community, identify needs in our state, and identify solutions to help our state meet these needs.

NATIONAL FORUM OF STATE NURSING WORKFORCE CENTERS



The Center's Director and Researcher continue to be active members of the [National Forum of State Nursing Workforce Centers](#), the national member organization for state nursing workforce centers.

In June, our Director, Associate Director of EBP, Researcher, one advisory board member, and one state partner attended the Forum's annual conference in Arlington, Virginia. Presentations by both the Associate Director of EBP on an innovative EBP initiative and the Researcher and state partner on the LPN Innovation Team and initiative were received with acclaim.

The Center's Researcher is an active member and current co-chair of the Forum's Research Committee. As the

co-chair of the committee, the Researcher facilitates monthly committee meetings in which members share questions, challenges, and accomplishments related to workforce data collection in their own states. Additionally, the committee is responsible for providing guidance to other Forum members about best practices in collecting, disseminating, and using workforce data.

The Center's Researcher also leads a subcommittee to review and revise the Forum's minimum dataset (MDS) for the collection of nursing workforce supply data. The Forum's MDS for Supply has been adopted in whole or part by many states' workforce centers and the National Council of State Boards of Nursing, making it the nationally recognized guidance for measuring characteristics of the state and national nursing workforces.

The Center's Director serves as the Co-Chair of the State Advocacy Committee which was launched in February 2023. This committee develops education for member organizations and

individuals about advocacy for nursing workforce centers; determines and creates resources needed by states for state-based legislation or collaboration, and engages in state sharing during monthly calls. The committee led a national training for state nursing workforce centers in May 2023 and is drafting policy brief templates to assist state nursing workforce centers across the nation in articulating how nursing workforce centers can help define issues and identify solutions relevant to the nursing workforce.

The Center's Researcher is a member of the Forum's Justice, Diversity, Equity, and Inclusion (JEDI) Committee. The JEDI committee's core goal is to support Forum members in approaching the collection of workforce data and doing workforce development with a mind toward diversity, equity, and inclusion. The committee will develop guidance to assist state workforce centers in pursuing JEDI-related initiatives based on responses to a member needs assessment.

NURSES ON BOARDS COALITION



The Center's Director and Nursing Professional Development program coordinator serve as state representatives for the National Nurses on Boards Coalition. Hawai'i exceeded its goal for nurses serving on local, state, and national non-nursing boards by 167%. As of the close of the FY 2023, 136 nurses reported Board Service (total). Of those, 28 reported interest in additional board service, and 30 nurses indicated wanting to start serving on boards. Communication to nurses interested in beginning or expanding their board engagement are provided via annual communications about how to nominate oneself for state boards and commissions.

AARP Removing Barriers Learning Collective

The Center's Director participates in the AARP Removing Barriers Learning Collective which hosts monthly meetings that discuss federal and state activities focused on improving access to care by removing barriers to APRN practice. Hawai'i representatives provides frequent updates and contributions as it relates to local efforts and insight related to national trends.

Hawai'i Action Coalition

An Advisory Board member and the Center Director serve as co-leads for the Hawai'i Action Coalition, which is a member of the Future of Nursing: Campaign for Action, and initiative of the AARP Foundation, AARP and the Robert Wood Johnson Foundation. Center staff continued to participate in national webinars and conversations related to Campaign for Action initiatives.

Appendices

APPENDIX 1:

The Center's Advisory Board

HSCN ADVISORY BOARD MEMBERSHIP 2023

VOTING MEMBERS

Anne Scharnhorst, DNP, RN, CNE (Chairperson)
Professor of Nursing
University of Hawai'i Maui College

Rhoberta Haley, PhD, RN (Vice-Chairperson)
Dean, School of Nursing and Health Professions
Chaminade University of Honolulu

Linda Beechinor, DNP, APRN
Executive Director and Vice President
Hawai'i - American Nurses Association (Hawai'i-ANA)

Gloria Fernandez, DNP, RN, PHNA-BC
Quality Assurance Coordinator
Hawai'i State Department of Health, Public Health
Nursing Branch

Rose Hata, DNP, MBA, RN, APRN, CCRN, CCNS, NEA-BC
Director, Queen Emma Nursing Institute
The Queen's Medical Center

Renee Shove, MSN, RN (Interim Member)
Director of Patient Care Services
Kona Community Hospital

Eva Williams, PhD, MSW (Interim Member)
VP, Population Health & Clinical Operations
Ohana Health Plan

Jeannette Ayers-Kawakami, DNP, MSN, RN (Interim Member)
Director & Associate Professor, School of Nursing
University of Hawai'i Hilo

Arthur Sampaga, Jr., RN, MSN, CCRN, CHEP, CNML
Chief Nursing Officer, East Hawai'i Region
Hilo Medical Center

EX-OFFICIO MEMBERS

Clementina Ceria-Ulep, PhD, MSN, RN
Dean and The Queen's Health Systems Endowed
Professor, Nancy Atmospera-Walch School of
Nursing
University of Hawai'i at Mānoa

HSCN EXECUTIVE

Laura Reichhardt, MS, APRN, AGPCNP-BC
Director
Hawai'i State Center for Nursing

THE HSCN ADVISORY BOARD

The Center Advisory Board is organized to actively champion professional nursing in Hawai'i and to engage the community in issues affecting professional nursing to improve healthcare and the health of our people. Voting members are appointed by the Governor of the State of Hawai'i and represent a full range of expertise and experience. Together they leverage their knowledge and talents to support the major functions of the Center and the nursing workforce of Hawai'i.

The Center Advisory Board convened four regular Advisory Board meetings in 2023 and Members also participated in a facilitated half-day strategic planning session conducted on August 12th, to develop the Center's strategic priorities for the coming year. Members of the Center's Advisory Board are active in many of the Center's subcommittees and priority groups and regularly attend Center meetings and special events.



APPENDIX 2:
Strategic Plan



2018-2023 Strategic Plans

Executive Summary



Hawai'i State Center For Nursing Strategic Plan 2018-2023

Advisory Board

Susan Young, DHA, MSA, RN, Chair
Julio Zamarripa, MSN, RN, Vice-Chair
Susan Lee, RN
Beth Hoban, RN, MAOM
Lynn Milligan, MSN/ED, RN, C-NE, RAC-CT
Kecia Kelley, DNP, MBA, RN, NEA-BC, FACHE
Anne Scharnhorst, MN, RN
Rota Hata, MSN, MBA, RN, APRN, CCRN, CCNS
Mary Boland, DrPH, RN, FAAN

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Acknowledgements

The Hawai'i State Center for Nursing is grateful to the 51 unique participants from industry, academia, government, and community healthcare organizations that provided their emerging priorities and needs related to the future nursing workforce in Hawai'i. This enabled the HSCN to develop a plan that is grounded in the present, informed by our partners, and with a vision for the future.

Additionally, HSCN is grateful to the time contributed by the Advisory Board and the HSCN Staff. The creation of this plan would not be possible without their contributions to the community conversation process and strategic plan development.

Executive Summary

The Hawai'i State Center for Nursing gathered data for its 2018 strategic plan by convening stakeholder focus groups to discuss the current environment, trends, and future needs of nursing in relation to the Center's mandates. Thematic analysis of the focus areas from all three focus groups resulted in the identification of six potential strategic focus areas for the Center. Based on these focus areas and the Center's existing work, the Director recommended activities and strategies to approach work to help achieve the new strategic plans. Following this activity, the Center's Advisory Board reviewed goals, activities, and outcomes over the past six years as well as the strategic planning focus areas uncovered during the stakeholder meetings. The Advisory Board identified two priority areas to address over the next three years, with recognition of the drivers and that the director's recommendations were realistic, feasible, and aligned with the identified priority areas.

VISION

A champion for nursing excellence and trusted collaborative partner developing a healthcare workforce committed to the promise of quality care for all the people of Hawai'i.

MISSION

Through collaborative partnerships, the Center provides accurate nursing workforce data for planning, disseminates nursing knowledge to support excellence in practice and leadership development, promotes a diverse workforce and advocates for sound health policy to serve the changing health care needs of the people of Hawai'i.

STRATEGIC PRIORITIES

APRN TRANSITION TO PRACTICE

Explore APRN transition to practice facilitators, barriers, and constructs that will support full healthcare delivery in acute, primary and community care settings.

COMMUNITY BASED HEALTH CARE MANAGEMENT TEAMS (NURSING AND ALLIED HEALTH)

Explore opportunities to optimize community-based health care management through interprofessional healthcare teams that include allied health members.

DRIVERS FOR STRATEGIC PRIORITIES

Responsive Education

Evidence-Based Practice (EBP)

Home Health and Community-Based Nursing

Leadership Development

Actionable Data

Promotion of Nursing

HSCN Strategic Plan Mandates, Goals and Objectives, 2018-2023

Mandates/Goals	Objectives
Collect and analyze data and to prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce.	✔Continue the workforce supply survey and educational capacity survey.
	✔Revise the education capacity survey.
	✔Determine demand and future projections of nursing workforce needs.
	✔Promote nursing through accessible data.
Conduct research on best practices and quality outcomes.	✔Continue evidence-based practice (EBP) workshop for clinicians and faculty.
	✔Promote evidence-based practice to nurses and healthcare leadership.
	✔Investigate the Center’s role in offering continuing competency activities.
	✔Resume an evidence-based practice steering committee.
Develop a plan for implementing strategies to recruit and retain nurses.	✔Develop plans to address priority areas based on state workforce research and national best practices.
	✔Continue nursing student clinical placement optimization through the Centralized Clinical Placement System.
	✔Continue new graduate nurse transition to practice efforts through the Hawai’i Nurse Residency Program.
Research, analyze, and report data related to the retention of the nursing workforce.	✔Improve visibility of Center’s work and initiatives.
	✔Utilize key partners to amplify reporting outcomes.
Engage in Communication and Public Awareness Strategies to support strong nursing workforce and Center initiatives.	✔Expand partnerships to achieve priorities, mandates and goal outcomes.
	✔Diversify funding sources for Center initiative.
	✔Advocate for sound nursing and health policy development using data-driven strategies.
	✔Engage with national initiatives to ensure Hawai’i’s nursing and healthcare is grounded in national best practices and aims.

HSCN Strategic Plan Timeline, 2018-2023

18-19

- Continue existing work initiatives.
- Develop and launch steering committees for Research, EBP and Academic-Practice Nursing Leader Hui.
- Identify research questions relative to priority areas to incorporate into research initiatives.
- Launch initiative to become nursing CE provider.

19-20

- Continue existing work and steering committees.
- Disseminate research findings relative to strategic priorities to Advisory Board, steering committees, program committees, community partners, policy makers, and the general public.
- Devise plans to address research findings related to priority areas, which include programmatic initiatives, policy agenda, further research inquiry and dissemination strategy plans.
- Form new Center initiatives as determined by devised plans.
- Expand quality practices and best outcome initiatives to include continuing education offerings that meet needs of recruitment and retention plans.

20-21-22

- Continue existing work and steering committees.
- Refine and launch research strategies to respond to data needs of initiatives.
- Expand partnerships (program participants and funding partnerships) to activate and enable Center initiatives.
- Identify and report initiative outcomes, successes and barriers related to new and existing work initiatives.

22-23

- Maintain existing work and steering committees.
- Assess work and initiative status, progress, and outcomes.
- Determine work and initiatives to be retired or continued.
- Determine new or shifting priorities informed by outcomes of existing work initiatives.



Stakeholder Identified Drivers for Strategic Priorities

Responsive Education

Quality education that aligns with workforce need is the foundation of the nursing profession. Focus areas include preparing nurses for entry level and advanced practice nursing along the education continuum, continuing competency requirements, qualified faculty and educators, and academic-practice partnerships.

Leadership Development

Leadership development is key to succession planning and ensuring movement within the workforce pipeline. The discussion addressed the risk of insufficient leadership on our healthcare workforce. Focus areas identified were the influence of leadership across healthcare settings and educational and training opportunities for leadership.

Evidence-Based Practice (EBP)

EBP is key to a high-quality clinical environment. Continuing competency offerings and leadership development opportunities are essential to sustaining EBP changes in the workplace. Focus areas identified include EBP education at academic institutions and for leadership, and EBP implementation in home health and community-based settings. The application of EBP in these settings requires additional attention as nursing competencies evolve with a changing healthcare delivery models.

Home Health and Community-Based Nursing

These settings were identified as needing additional attention. They are central components of the changing healthcare model where increasingly complex patient care calls for the deepening of nursing competencies. Preparing nurses for this change affects education, leadership development, and EBP.

Promote Nursing

The promotion of nursing has become more critical in light of the changing healthcare model, including changes to traditional roles and responsibilities. The Center is in a position to investigate, articulate, and illuminate these changes relative to the nursing profession and to communicate findings to a number of audiences and stakeholders. Central to this effort is the collection, analysis, and dissemination of nursing data and information.

Actionable Data

Our partners expressed a desire for access to quality data, which is crucial to all five other priority areas. Participants desire timely, accessible data that is aligned with need, and delivered in multiple formats to make it relevant to both the nursing profession and individual organizations.

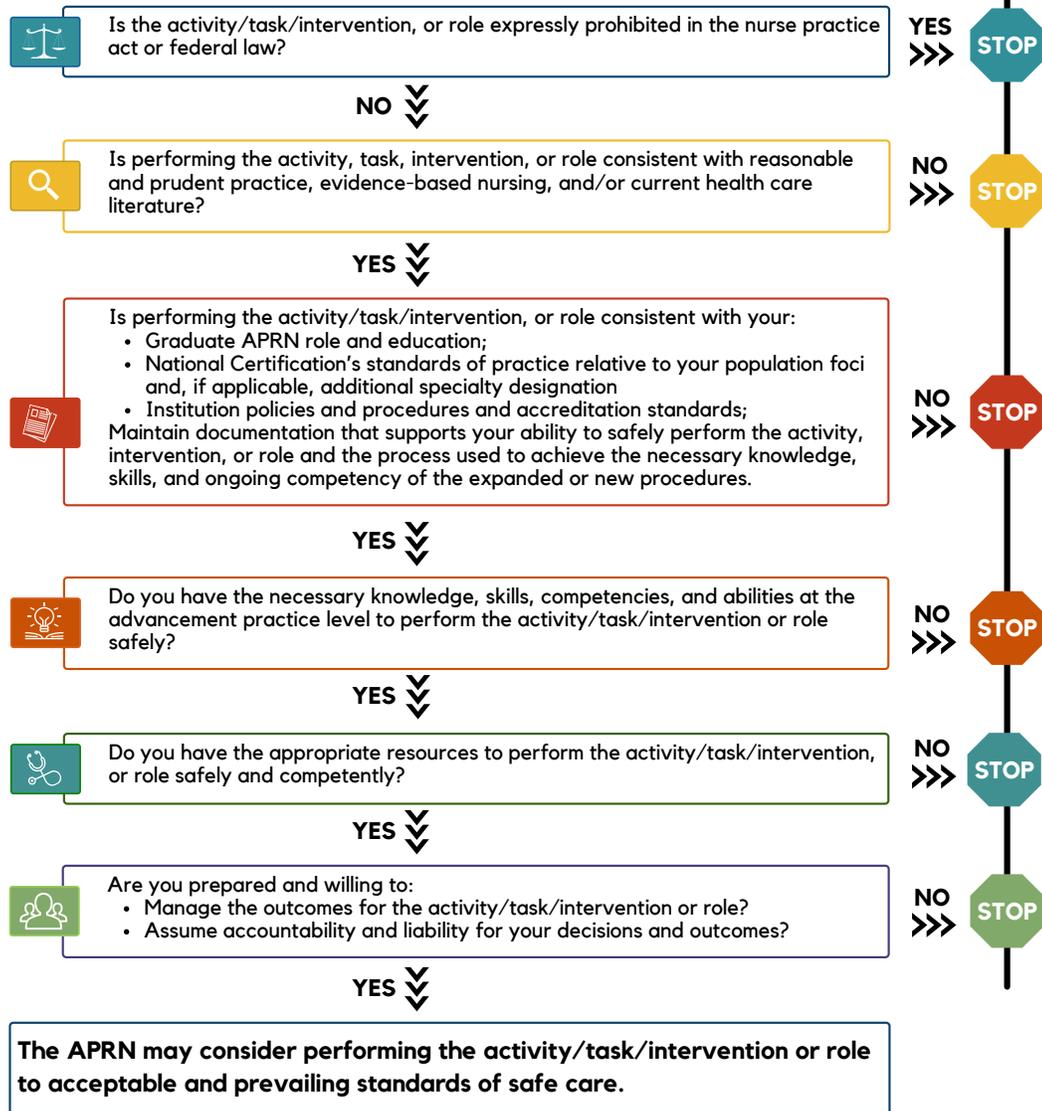
APPENDIX 3:

APRN Informational Supplements

Hawai'i APRN Scope of Practice

Decision Making Flow Chart

Identify, describe, or clarify the activity/task/intervention, or role under consideration.



Hawaii State Board of Nursing



Resources:
 Hawai'i Board of Nursing <http://cca.hawaii.gov/pvl/boards/nursing/>
 Nursing laws and rules: http://cca.hawaii.gov/pvl/boards/nursing/statute_rules/
 *NCSBN Consensus Model <https://www.ncsbn.org/aprn-consensus.htm>
 *Hawai'i aligned it's laws and rules to the APRN Consensus model in 2014.

Please be advised that this decision-making framework or algorithm is being provided as a guidance when the need arises to determine the APRN's scope of practice. The decision-making framework was developed in accordance with Chapters HRS 457 and HAR 89 and is not intended to address the appropriateness of the use of specific procedures in any particular work setting or to grant permission to implement specific procedures in any particular work setting.

Est. December 2022

How to Start Practicing as an APRN in Hawai'i



National Certification

Through Act 46, SLH 2014, Hawai'i became the 8th state in the nation to adopt the national best practices for APRN regulation, the APRN Consensus Model. Whether you are an NP, CNM, CRNA or CNS, all APRNs need to maintain national certification. You can also add on certifications, but be sure to always keep a primary certification in good standing. See the [Four APRN Roles](#) and [APRN Consensus Model](#) for more information.



Licenses

All APRNs need an RN and APRN license issued by the [Hawaii Board of Nursing \(BON\)](#). If you plan to prescribe, ensure you select "prescriptive authority" on your application.



National Provider Identifier (NPI)

The NPI is a unique identifier that is used for insurance credentialing and other purposes. Every APRN needs one.



Hawaii Narcotics Enforcement Division (NED) & Federal Drug Enforcement Agency (DEA)

All APRNs who prescribe need an oral code from NED. You need to email NED to request an oral code to call in prescriptions in Hawaii. APRNs who prescribe controlled substances also need to register with the [DEA](#) and Hawaii NED. You may need to register and use the Hawaii Prescription Drug Monitoring Program (HI-PDMP), visit [NED](#) for more information.



Liability Insurance

Protecting yourself is an important part of practice. Ensure you are covered by your employer or purchase a plan yourself.

The Four APRN Roles

What is an APRN? - Advanced Practice Registered Nurse

Scope of Practice includes:

- Assess, diagnose, develop a care plan, refer for care, and patient management
- May bill for services
- May provide primary, acute, or critical care depending on specialty certification

APRNs all have:

- Master's or Doctorate in Nursing with APRN emphasis
- National Certification in APRN specialty
- Registered Nurse (RN) and APRN license

APRNs may have:

- Prescriptive Authority
- Qualifications to educate future APRNs



Nurse Practitioner (NP)

Patient populations include:

- Adult-Gerontology
- Advanced Oncology
- Emergency
- Family
- Neonatal
- Pediatrics
- Psychiatric-Mental Health Across the Lifespan
- Women's Health



Clinical Nurse Specialist (CNS)

Patient populations include:

- Advanced Oncology
- Adult-Gerontology
- Adult Psychiatric-Mental Health
- Child-Adolescent Psychiatric-Mental Health
- Pediatrics



Certified Nurse Midwife (CNM)

Focuses on women's reproductive health and the pregnancy, childbirth, postpartum, and neonatal periods



Certified Registered Nurse Anesthetist (CRNA)

Provides anesthesia, perioperative care and acute and chronic pain management across the lifespan.

Senate Concurrent Resolution 112 (SCR112)

THE SENATE
THIRTY-SECOND LEGISLATURE, 2023
STATE OF HAWAII

S.C.R. NO. 112

MAR 10 2023

SENATE CONCURRENT RESOLUTION

REQUESTING THE HAWAII STATE CENTER FOR NURSING TO CONVENE A
WORKING GROUP TO STUDY THE FEASIBILITY AND IMPACT OF THE
STATE ADOPTING THE NURSE LICENSURE COMPACT.

1 WHEREAS, according to the United States Bureau of Labor
2 Statistics, the registered nursing workforce is expected to grow
3 by six percent over the next decade, from 3.1 million in 2021 to
4 3.3 million in 2031, an increase of 195,400 nurses; and

5
6 WHEREAS, the United States Bureau of Labor Statistics
7 projects 203,200 openings nationwide each year through 2031 for
8 registered nurses; and

9
10 WHEREAS, according to the Hawaii State Center for Nursing,
11 there are fifteen thousand seventy-two licensed registered
12 nurses living and practicing in the State; and

13
14 WHEREAS, according to the Healthcare Association of Hawaii,
15 there were approximately one thousand vacant registered nursing
16 positions in Hawaii in 2022, and, according to the Hawaii State
17 Center for Nursing, sixteen percent of registered nurses plan to
18 retire in the next five years; and

19
20 WHEREAS, during the coronavirus disease 2019 pandemic,
21 hospitals, nursing facilities, and other health care practices
22 faced nursing shortages, and those shortages continue to persist
23 today; and

24
25 WHEREAS, shortages in the local nursing workforce require
26 health care facilities to recruit traveling nurses, the
27 employment of which is often costly to the State; and

28
29 WHEREAS, the State and local health care systems continue
30 to invest in growing the local nursing and health care
31 professional workforce through expanded educational
32 opportunities, incentives, and other investments; and

2023-2114 SCR SMA.docx



S.C.R. NO. 112

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WHEREAS, the Nurse Licensure Compact would enable:

- (1) Nurses to practice in person or provide telenursing services to patients located across the country without needing to obtain additional licenses;
- (2) Nurses to work across state borders and provide vital services in the event of a disaster; and
- (3) Nurses who are spouses of active duty military personnel to seamlessly continue working without needing to obtain a new license each time they relocate, thus expanding the nursing workforce; and

WHEREAS, as of March 2023, thirty-nine jurisdictions have adopted the Nurse Licensure Compact; now, therefore,

BE IT RESOLVED by the Senate of the Thirty-second Legislature of the State of Hawaii, Regular Session of 2023, the House of Representatives concurring, that the Hawaii State Center for Nursing is requested to convene a working group to study the feasibility and impact of the State adopting the Nurse Licensure Compact; and

BE IT FURTHER RESOLVED that the Hawaii State Center for Nursing is requested to invite the following individuals to serve as members of the working group:

- (1) The Director of Commerce and Consumer Affairs, or the Director's designee;
- (2) A representative from the Department of Commerce and Consumer Affairs' Regulated Industries Complaints Office;
- (3) A representative from the Board of Nursing;
- (4) The Chairs of the Senate Standing Committees on Commerce and Consumer Protection and Health and Human Services, or the Chairs' designees;



S.C.R. NO. 112

- 1 (5) The Chairs of the House Standing Committees on
2 Consumer Protection and Commerce and Health and
3 Homelessness, or the Chairs' designees;
4
- 5 (6) A representative from the Healthcare Association of
6 Hawaii;
7
- 8 (7) A representative from the Hawaii Government Employees
9 Association;
10
- 11 (8) A representative from the Hawaii Association of Health
12 Plans; and
13
- 14 (9) A representative from the American Nurses Association
15 - Hawaii Chapter; and
16

17 BE IT FURTHER RESOLVED that the study is requested to
18 identify and assess the Nurse Licensure Compact's potential
19 impacts relating to:

- 20 (1) The State's nursing workforce;
21
- 22 (2) Fiscal obligations of the State, including any fees or
23 other costs;
24
- 25 (3) The potential for workforce migration into and out of
26 the State, including job transfers, travel nursing,
27 and telehealth nursing;
28
- 29 (4) The regulation of out-of-state nurses, including
30 recouping costs arising from investigations of
31 consumer complaints or other disciplinary actions;
32
- 33 (5) Disciplinary actions taken against a nurse with a
34 multistate licensure privilege;
35
- 36 (6) Health care workforce research and planning efforts;
37
- 38 (7) Differences in licensure renewal and competency
39 requirements between member states;
40
- 41



APPENDIX 5:

Laura Reichhardt, Hawai'i Business Magazine "20 For The Next 20"

Laura REICHHARDT

*

DIRECTOR,
HAWAII STATE CENTER
FOR NURSING

I**N HIGH SCHOOL,** Laura Reichhardt was known to buy condoms for sexually active peers. She lived in Arizona's Yuma County, which at the time had one of the highest teen pregnancy rates in the state.

She says she was appalled because it meant many of her peers faced devastating consequences to their health, their dreams and their livelihoods: "I went into health care because I knew every single kid in my class, and I wanted to change their lives."

She began her career in community health at the U.S.-Mexico Border Health Commission before moving to Hawai'i, where she focused on quality improvement at the Hawaii Medical Service Association. She received her master's in nursing from UH Mānoa, received policy training under then-Dean Mary Boland and worked as a nurse policy intern with then-state Sen. Rosalyn Baker. Reichhardt is certified as an adult gerontology nurse practitioner.

She became the Hawai'i State Center for Nursing's director in 2015. She says nurses are her patients now, and she's especially proud of her involvement in establishing a state income tax credit for health care providers who

train eligible students, thus increasing the number of these mentors by 85. Earlier in the pandemic, she also helped create a hui of chief nursing officers who share challenges and solutions with each other. And in 2021, Reichhardt was honored by the DAISY Foundation and HealthImpact for her policy work to remove barriers preventing highly educated advanced practice registered nurses from practicing advanced-level care.

Dr. Aimee Malia Grace, director of Strategic Health Initiatives at UH, says Reichhardt is a bright, visionary, thoughtful leader who crafts policy solutions that consider the impacts on people and communities.

"I think she will address Hawai'i's health care workforce shortages in a way that does right by our state and our people," she says.

Reichhardt also serves on the boards of the Hawai'i State Rural Health Association, the Arcadia Family of Companies and the Hawai'i and Pacific Basin Area Health Education Center, as well as the Hawaii Healthcare Workforce Advisory Board.

"In 15 years, I want nurses to be able to say, 'I feel so supported in this state. I love working in Hawai'i as a nurse,'" she says. "I want the people of Hawai'i to say, 'I feel cared for. It doesn't stress me out to figure out how to get health care. I know that I will receive the health care I deserve.'"

- NOELLE FUJII-ORIDE



APPENDIX 6:

Carrie Oliveira, Leadership in Action Conference Award

The Center is proud to announce that our Workforce Researcher, **Dr. Carrie M. Oliveira, PhD**, was awarded Nurse Advocate Award. This award recognizes a non-nurse for outstanding demonstration of advocacy and the promotion of nursing in the community, through interprofessional healthcare teams, health care administration, or through policy change.



APPENDIX 7:

Brianne Kuwabara, Representative at the HealthStream Innovation Council

HAWAI'I STATE CENTER FOR NURSING INVITED AS A REPRESENTATIVE ON THE HEALTHSTREAM INNOVATION COUNCIL



Bridget Lai, Hawai'i Pacific Health (back row, second to right), and Brianne Kuwabara, Hawai'i State Center for Nursing (back row, far right) represent Hawai'i at the HealthStream Innovation Council.



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