



Hawai'i State Center for Nursing Advisory Board Meeting Minutes

Wednesday, April 17th, 2024

Time: 5:30 -7:00 P.M.

Hawai'i State Center for Nursing Conference Room – C105 H
Biomedical Sciences Building - 1960 East-West Rd, Honolulu, HI 96822

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ATTENDANCE:

Name	Present	Name	Present	Name	Present
Anne Scharnhorst, Chair	Yes	Renee Shove, Interim Member	No	Laura Reichhardt, Director HSCN	Yes
Rhoberta Haley, Vice Chair	Yes	Jeannette Ayers-Kawakami, Interim Member	Yes	Katherine Finn Davis, Assoc. Director EBP	Yes
Linda Beechinor, Member	Yes	Voting Members Present:	6	Carrie Oliveira, Researcher, HSCN	Yes
Gloria Fernandez, Member	No			Liane Muraoka Hussey, Pgm Lead., HSCN	No
Rose Hata, Member	Yes	Clementina Ceria-Ulep, Ex Officio	Yes	Brianne Kuwabara, Pgm Coord., HSCN	Yes
Arthur Sampaga Jr., Member	Yes	Mary Farmer, Guest Speaker	Yes		
Present total:					12

TOPIC	DISCUSSION	ACTION
Welcome: Call to Order Anne Scharnhorst Video Timestamp 0:00:00	Chair Anne Scharnhorst called the HSCN Advisory Board meeting to order at 5:33 P.M. The chair welcomed, special guest speaker, Mary Farmer, from the University of Hawai'i Maui College. The Chair provided a statement on public testimony and welcomed members and attendees to the meeting. Roll Call: A round-table roll call was taken for Advisory Board members and staff members present. Welcome and introductions concluded at 5:37 P.M.	None

TOPIC	DISCUSSION	ACTION
<p>Public Comment</p> <p>Video Timestamp 0:03:26</p>	<p>Board Chair Scharnhorst called for public testimony and read the Center’s public testimony statement.</p> <p>Public Testimony: “Any interested person may submit testimony in writing to the Board on any agenda item by regular mail, email, or fax. An individual or representative wishing to testify in person should register prior to the start of the meeting. Testimony must be related to an item that is on the agenda, and such a person shall be required to identify the agenda item to be addressed by the testimony. Submit testimony by one of the following methods: Email to HSCFN@Hawai’i.edu, FAX to (808) 956-0547, mail to Hawai’i State Center for Nursing Advisory Board 2528 McCarthy Mall Webster Hall 402 Honolulu, Hawai’i 96822. Each individual is allotted five minutes, or an amount of time otherwise designated by the Chairperson, to provide testimony to the Board.”</p> <p>No members of the public were present to provide oral testimony. The Board did not receive written testimony for any agenda item before the meeting.</p> <p>Agenda: The Chair reviewed the planned agenda for the meeting.</p> <p>The comment period concluded at 5:38 PM.</p>	<p>None</p>
<p>LPN Innovations - Maui CC</p> <p>Mary Farmer</p> <p>Video Timestamp 0:04:44</p>	<p>LPN Innovations - Maui Community College</p> <p>Mary Farmer, Associate Professor and Department Chair with the University of Hawai’i Maui College provided a presentation on the school's innovative Licensed Practical Nurse (LPN) program. A summary of the discussion is included herein.</p> <p>CNA to LPN Bridge Program Innovation</p> <ul style="list-style-type: none"> • Program Overview: HSCN Mary Farmer discussed the program’s community partnerships, admissions cohorts, program timeline of courses, cohort distribution, clinical experience types in long-term care and outpatient settings • Key Takeaways: <ul style="list-style-type: none"> ○ Many of these CNAs are required to work 20-30 hrs per week in LTC to maintain eligibility and this curriculum is designed to work around their schedule. ○ Industry Partners are committed to helping their CNAs succeed in the program with flexible scheduling of shifts. ○ Industry Partner staff invest in these students because they will be working alongside them after graduation. ○ OPH has seen an increase in CNA applicants who want to be eligible for this program to become LPNs. • Upcoming Plans for Cohort 3: <ul style="list-style-type: none"> ○ Self-Study Report for ACEN Accreditation planned for Fall 2024 ○ Admitting a Cohort of 10 students from Molokai. 	<p>None</p>

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	<ul style="list-style-type: none"> ○ Planning to increase enrollments on the Island of Hawai'i <p>Laura Reichhardt commended the innovative program to address LPN workforce shortage in Hawaii and thanked Mary Farmer for her commitment to the nursing program.</p> <p>The workforce supply update session concluded at 5:49 P.M.</p>	
<p>LPN Workforce</p> <p>Carrie Oliveira</p> <p>Video Timestamp 0:16:49</p>	<p>Carrie Oliveira provided an update on the LPN workforce in Hawaii. A summary of the discussion is included herein.</p> <p>The LPN Workforce in Hawai'i</p> <ul style="list-style-type: none"> ● Shrinking LPN workforce in Hawaii, employer demand, and recruitment challenges. <ul style="list-style-type: none"> ○ 40% decrease in licensed practitioners over the past decade. ○ The share of LPNs residing in Hawaii has decreased by 48% over the same period, highlighting a concerning trend. ○ 30% vacancy rate and a need for 90 new LPN hires annually through 2030. ○ Employer demand for LPNs in Hawaii is constricted due to a decrease in hiring, despite a 47% increase in vacancy rate between 2019 and 2022. ○ Employers struggle to adapt to LPN shortage due to educational capacity issues. ● LPN education challenges in Hawaii, including salary differential and workload. <ul style="list-style-type: none"> ○ Carrie discussed challenges in LPN education in Hawaii, including lack of accreditation and funding issues. ○ Salary differential between LPNs and RNs in Hawaii is significant, with RNs earning an average of \$60,000 more annually than LPNs. ○ Salary is a major factor in recruiting and retaining LPNs, with many working multiple jobs to make ends meet. ○ LPNs face challenges in autonomy and pay compared to RNs, leading to burnout and turnover. ● LPN workforce development and employer investment in nursing education. <ul style="list-style-type: none"> ○ Carrie Oliveira highlighted the importance of employer investment in LPN programs to sustain the workforce. ○ Strategies to address workforce challenges include streamlining prerequisites, providing loan repayment, and implementing new grad residency programs. ○ Carrie Oliveira discusses LPN program access and employer partnerships. <p>Big Picture Takeaways</p> <ul style="list-style-type: none"> ○ Hawaii still needs LPNs despite the declining supply. ○ Hawaii's schools of nursing cannot satisfy existing and future employment demands. ○ Employer investment in LPN programs is crucial. 	<p>None</p>

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	<ul style="list-style-type: none"> ○ Wellbeing isn't enough to solve recruitment and retention challenges. ○ It can help to provide better access to LPN education for people in entry-level health professions seeking a career in nursing. <p>The events debrief session concluded at 6:08 P.M.</p>	
<p>Recruitment and Retention Updates</p> <p>Brianne Kuwabara</p> <p>Video Timestamp 0:34:35</p>	<p>Brianne Kuwabara updated the board on the recent activity and status of the Center's Recruitment and Retention programs. A summary of the discussion is included herein.</p> <p>Nurse Residency / Transition-to-Practice Updates</p> <ul style="list-style-type: none"> • Program Rebranding: The HSCN is organizing the expanded HNRP (Recruitment and Retention) program to the Hawaii Nurse Transition to Practice (HNTP), comprised of 4 subprograms; <ul style="list-style-type: none"> ○ Hawaii Nurse Residency Program ○ LTC/Post-Acute NRP ○ Preceptor Training Program ○ Transition to Specialty Training Program • New Graduate Student: The Center recently hired a new graduate assistant, Chelsey Bucher-Hebert to help with the administrative grant duties. • Program Participation Updates <ul style="list-style-type: none"> ○ The Hawaii Nurse Residency Program has a 3-year total of 987 participants. ○ LTC/Post-Acute NRP currently has 12 new graduate participants, with 9 preceptors in training in the setting. ○ The Preceptor Training Program has a 3-year total of 770 participants. ○ Transition to Specialty Training Program has 659 current participants in courses. <p>Hawaii Clinical Placement Collaborative (HCPC)</p> <ul style="list-style-type: none"> • HCPC Software Upgrade: The software that HCPC utilizes was recently upgraded and included bugs and processing errors resulting in delays for placements for Fall 2024. • The HCPC Management Tools subcommittee is investigating tools & solutions for the management of clearance and requirements documentation. • Limited faculty and preceptors shortages continue to hinder nursing school clinical placements. <p>The Recruitment and Retention Program Updates session concluded at 6:26 PM.</p>	<p>None</p>

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<p>Policy Update</p> <p>Laura Reichhardt</p> <p>Video Timestamp 0:52:55</p>	<p>Laura Reichhardt provided an update on recent policy activities. A summary of the discussion is included below.</p> <p>2024 Legislative Session</p> <p>Workforce Bills</p> <ul style="list-style-type: none"> • Nurse Licensure Compact: <ul style="list-style-type: none"> ○ SB2492 SD2 (Dead), HB2415, HD2 SD2 (Alive). ○ NLC bill HB2415 SD2 is moving to the Conference Committee. If passed, effective date is 7/1/2026. • Temporary Permits: <ul style="list-style-type: none"> ○ HAR 89 proposed changes. ○ Hawaii BON approved proposed changes on 4/4 • Staffing Ratios: <ul style="list-style-type: none"> ○ SB1580, SD1 (Dead), HR 167, HCR 187 HD1 (Alive). ○ Ratio/OT bill died. Resolution introduced to change to a study, now assigned to the Legislative Reference Bureau. Decision Making on resolution 4/17. • SHPDA Planning: <ul style="list-style-type: none"> ○ SB2285 SD2 HD3 (Alive) SB3129/HB2728 Dead. ○ Establishes the Hui Ho‘omana Task Force within the DOH SHPDA to develop a comprehensive plan to provide universal access to equitable and affordable high-quality health care for state residents. <p>Education Bills</p> <ul style="list-style-type: none"> • UHWO pre-nursing & NAWSON UWHO nursing expansion: <ul style="list-style-type: none"> ○ HB1800 (Passed to Gov) ○ UHWO pre-nursing faculty/staff and NAWSON faculty/staff proposed at full funding in House and approx 50% in Senate budget drafts. Bill is in Conference Committee, DM for funding occurred on 4/16: 6.50 Perm, \$1,068,821 for UHM and UHWO Nursing Collaboration (full funding!) • DOE/DLIR Workforce Development <ul style="list-style-type: none"> ○ SB3225 (Dead), HB1827, HD2, SD1 (Alive) ○ Support health care workforce development programs, specifically the public high school health care workforce certificate program and glidepath program for certified nurse aides. Appropriates funds to renovate and equip certain public high school classrooms to be used for health care training. The Bill is moving to the Conference Committee. <p>Possible Trends</p> <ul style="list-style-type: none"> • Workforce Trends for 2025 may include; Work Environment, Professional Development, Legislative Barriers to Practice (APRN), Licensure Capacity, and AI and Innovation to offset 	<p>None</p>

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	<p>labor changes.</p> <ul style="list-style-type: none"> Education Trends for 2025 may include; Education Capacity for Nursing and Allied Health, Educational Equipment (Simulation, Class availability, etc), Faculty positions and salary, LPN education expansion, and RN education expansion. <p>Advisory Board</p> <ul style="list-style-type: none"> Board Member Confirmations: Jeanette Ayers-Kawakami with the University of Hawai'i at Hilo and Sondra Leiggi Brandon with the Queen's Health System were confirmed by the Governor. Outgoing Board Members: Member Renee Shove with Kona Community Hospital has tenured her resignation. <p>The policy update session concluded at 6:47 PM.</p>	
<p>Advisory Board Priorities</p> <p>Laura Reichhardt</p> <p>Video Timestamp 1:13:03</p>	<p>Laura Reichhardt provided an update on Advisory Board priorities. A summary of the discussion is included below.</p> <p>Wellness as a Factor for Recruitment and Retention</p> <ul style="list-style-type: none"> Wellness Workgroup prepared an annotated bibliography and is working to develop a plan. The next steps include the revision of activities and job descriptions for supportive staff and the identification of partners for engagement in selected activities <p>The Advisory Board priorities session concluded at 6:49 PM.</p>	
<p>Other Business</p> <p>Anne Scharnhorst</p> <p>Video Timestamp 1:14:44</p>	<p>HSCN Strategic Plans and 20th Anniversary</p> <p>The last major HSCN Strategic Plan was created for years 2018-2023 and needs revision and an extension beyond year-to-year.</p> <p>Tentative Plans for 2024-2025</p> <ul style="list-style-type: none"> HSCN intends to use 2024 and 2025 for robust strategic planning which may include the integration of visits to Hawaii islands by HSCN Advisory Board and Staff for focus groups and listening sessions Launch new strategic plan in late 2025 Celebrate 20 years of service in conjunction with a strategic plan launch <p>The National Forum for State Workforce Center's 2024 Annual Conference</p> <ul style="list-style-type: none"> The conference will be held in San Diego from June 17th to the 19th. HSCN staff members Carrie Oliveira, Brianne Kuwabara, and Laura Reichhardt will be presenting. Other HSCN attendees include Katherine Finn Davis, Liane Hussey, and Anne Scharnhorst <p>2024 Hawai'i Nursing Scientific Symposium</p>	

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	<ul style="list-style-type: none"> The HSCN is hosting its inaugural Nursing Scientific Symposium on October 4th, 2024. <p>The other business session concluded at 7:24 PM.</p>	
<p>Adjournment</p> <p>Anne Scharnhorst</p> <p>Video Timestamp 1:20.12</p>	<p>Anne Scharnhorst asked if attendees had any questions before adjournment. No additional questions or comments were made.</p> <p>Chair Anne Scharnhorst adjourned the meeting at 7:25 PM.</p>	

Next Meeting

The next Board Meeting will be held on May 22nd, 2024. Location: HSCN Conference Room with a teleconference attendance option where permitted by Sunshine Laws.

The [April 17, 2024, HSCN Advisory Board meeting recording](#) may be viewed on the HSCN Youtube channel or through the HSCN Advisory Board webpage.

Please contact Brianne Atwood Kuwabara at 808-956-0545 or batwood@Hawaii.edu for questions and additional information.