



*Hawai'i State Center For Nursing 2025-2029 Strategic Planning*  
EDUCATIONAL CAPACITY FOCUS GROUP REPORT  
January 23, 2025 ~ Prince Waikīkī Resort

**CONDITIONS FOR INNOVATION IN NURSING EDUCATION**

**Collaboration:** Collaboration emerged as a key theme across all reports. It emphasizes the importance of working together among students, faculty, and healthcare providers to foster innovation and improve educational outcomes. This collaboration can enhance the learning experience and ensure that all stakeholders are engaged in the process.

**Safe Space for Innovation:** The need for a safe environment where individuals can experiment and potentially fail without fear of repercussions was highlighted. This theme underscores the importance of creating a culture that encourages creativity and risk-taking, allowing for new ideas to flourish.

**Financial Support and Resources:** Financial backing is crucial for implementing innovative ideas. The reports pointed out that without adequate funding, it is challenging to support new initiatives, especially those that involve trial and error. This theme stresses the necessity of securing resources to enable innovation.

**Quality Improvement and Feedback:** The integration of feedback from community partners and stakeholders to improve educational programs was a recurring theme. It highlights the importance of adapting curricula based on real-world needs and ensuring that students are adequately prepared for their roles in healthcare.

**Coaching and Mentorship:** Providing guidance and support through coaching and mentorship was emphasized as essential for fostering learner autonomy. This theme reflects the need for experienced professionals to help guide new learners through their educational journeys.

**Celebration of Milestones:** Recognizing and celebrating the achievements of learners was identified as a vital component of their development. This theme focuses on the importance of acknowledging small wins to boost morale and encourage continued progress toward larger goals.

**Exemplar Story 1: Nurse Residency Program**

<https://www.hawaiicenterfornursing.org/strategic-initiatives/>

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“I want to share a story about our nurse residency program. We really celebrate the milestones and accomplishments of our employees and learners. It’s about creating an environment where they feel supported not just through coaching and mentorship but also in recognizing their small wins. These small victories give them a sense of accomplishment and value, which helps them push through the challenges of their demanding shifts. We’ve found that using various techniques to celebrate these achievements has been incredibly effective in fostering a supportive atmosphere.”

### Exemplar Story 2: Nurse Residency Program

"I want to share a quick story about our nursing residency programs. We graduate students who pass their NCLEX exams and then they come to our acute care facilities. But the question is, are they really ready to work? To address this, we developed a year-long nursing residency program that helps integrate new nurses socially and with the skills they need for their specific units. Additionally, we have a critical care training program. Nurses must first complete at least six months as a resident before they can enter this program, which lasts another six months. I personally train the ICU staff with my preceptor team, and this training costs our hospital nearly \$190,000 for each nurse. It’s a significant investment, but we believe in molding these new nurses, regardless of their age or background, to ensure they are prepared to provide the best care possible. We focus on engagement and education to help them succeed in their careers."

### Exemplar Story 3: Curriculum Improvement Based on Feedback

“At our table, we discussed a great example related to quality improvement. We received feedback from our community partners indicating that our nurse practitioner students weren’t as prepared for specialty tracks as they should be. In response, we adjusted the curriculum and implemented new strategies, like interview panels, to give students more ownership of their learning. This collaboration not only improved student preparedness but also strengthened our partnerships, leading to positive outcomes for everyone involved.”

## OPPORTUNITIES FOR INCREASING EDUCATIONAL CAPACITY

**Funding and Financial Support:** A recurring theme across the reports was the necessity for adequate funding to support innovative ideas and initiatives in nursing education and healthcare. Speakers emphasized that without substantial financial resources, it becomes challenging to implement new programs, attract faculty, and provide the necessary training and support for students and staff.

**Community Engagement and Outreach:** The importance of engaging with the community and promoting healthcare careers was highlighted. Speakers discussed the need to reach out to younger students, particularly in middle and high schools, to spark interest in nursing and healthcare professions. This outreach aims to build awareness and encourage diverse populations to consider careers in healthcare.

**Flexible Clinical Training Opportunities:** Several speakers pointed out the need for more flexible clinical training options, including evening and weekend shifts. This flexibility would allow for better utilization of preceptors and staff while accommodating the varying schedules of nursing students. It also opens up opportunities for students to gain experience in different settings beyond traditional acute care facilities.

**Utilization of Technology and Innovation:** The integration of technology, particularly AI and virtual reality, was a significant theme. Speakers discussed how these technologies could enhance learning experiences for students and reduce administrative burdens for faculty. Embracing innovative tools can help modernize nursing education and improve efficiency in clinical practice.

### **ASPIRATIONS FOR THE FUTURE OF NURSING EDUCATION (with some illustrations)**

**Reimagine Clinical Models:** Explore innovative approaches to nursing education and clinical training. By reimagining clinical models, nursing programs can better meet the needs of students and the healthcare system while also increasing the capacity for training more nurses.

- *We talked about looking at alternate shifts during clinicals. The typical preceptor clinical or nursing school clinical is day shift. But let's do some night shift. Let's do some weekends, let's do some holidays and vary up that experience so that we can collaborate and pass around those hours and use preceptors and talented staff on other clinical, on other shifts. And then being creative with clinical sites, you have to think outside the box. So just the acute care hospital might not be the only place you can go to. Are there home health? Are there long term, is there hospice, Is there clinics? Where else can they go and get this hands on experience for the students and the preceptors.*

**Pathways to Nursing Careers:** The aspiration to create clear and accessible pathways into nursing careers was emphasized. Speakers discussed the importance of developing programs that allow for various entry points into nursing, such as transitioning from Certified Nursing Assistants (CNAs) to Licensed Practical Nurses (LPNs) and ultimately to Registered Nurses (RNs). This approach aims to foster diversity and inclusivity in the nursing workforce. There was also mention reaching out middle and high school teachers to be sure their curriculum properly prepares graduates for the expectations of a college or university nursing degree program.

- *We don't have all our students who come in totally prepared. A lot of our students have come in with this different background in their high schools and even in middle schools where they can take tests over and over and over again and are totally surprised that they come to us and they can only take it once and that's their grade and you're not allowed to take every test over and over again.*

**Integration of Technology in Nursing Education:** The aspiration to incorporate technology, such as AI and virtual reality, into nursing education was a common theme. Speakers discussed how these tools can enhance learning experiences, streamline administrative tasks, and better prepare students for real-

world clinical environments. The use of AI was also mentioned to ease the workload of nurses. Speakers highlighted that AI could help with various tasks, such as documentation and charting, which often consume a considerable amount of time for nursing staff. By automating these processes, AI can reduce the administrative burden on nurses, allowing them to spend more time on direct patient care.

- *One of the opportunities is AI innovations. I think it's really important that we recognize that AI is here, it's going to stay. But it's also an opportunity to help faculty in your work on how to create syllabi. You know, some, some of the basics, get you started, get you started in writing a scenario, get you started in rubric. But also for students. We're exploring ways that we set limits to students, but also helping the students understand how they can use AI as tutors. AI charting also decreased faculty workload. Consider a paradigm shift as we create solutions. So instead of wallowing in the disgruntlement of what's not going well, really focusing on what can we do next.*

**Community-Based Education and Outreach:** There was a strong emphasis on the need for community-based education initiatives. Speakers expressed the desire to engage with local communities to promote healthcare careers and educate the public about available opportunities. This outreach can help demystify the healthcare profession and encourage more individuals, especially from underrepresented backgrounds, to pursue careers in nursing.

**Increased Support for Nursing Faculty:** a prominent theme was the need for enhanced support and compensation for nursing faculty. Speakers highlighted that competitive salaries and benefits are essential to attract and retain qualified educators. By investing in faculty, nursing programs can ensure a stronger pipeline of skilled professionals who can effectively train the next generation of nurses.

### **SESSION PARTICIPANTS**

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## GROUP SHARES

### CONDITIONS FOR INNOVATION

- Support from leadership
- Simulation / Skills Lab - practice env.
- Community is your "why"
- Need for growth, gaps
- Invest in PPL. who want to have healthcare careers (part-time, childcare, edu. assistance)
- \$\$\$ sustainable funding
- Engagement

### CONDITIONS for Innovation

#### \* Collaboration

- ↳ ongoing quality improvement
- ↳ accelerating what we already have!

- \* Creating a safe space to be innovative
  - ↳ standard of practice
  - ↳ how do you make it better
  - ↳ freedom to fail

- \* Financial support + space to problem solve

- \* Exemplar - Clinical placement adjustments for quality improvement

### CONDITIONS for INNOVATION

- Q1 Utilize Simulation for learning
- Freedom to Create
  - Freedom to Fail
- GRIT -
- Planning + Prep
  - Documentation of Learner progress
  - Debriefing + Reflection
  - Provide coaching + guidance while Promoting Autonomy
  - Integrate Education, Finance, + Leadership
  - Create space/sense of belonging
  - Create space for engagement
  - Celebrate each learner milestone
  - Persistence towards goals
  - Solicit Stakeholders
  - Trust in partners

### OPPORTUNITIES

- ↑ faculty, compensation
- incentivize preceptors (\$, recognition, PTO)
- housing for faculty & clinicians
- alternative shifts during clinicals (Nights)
- creativity w/ clinical sites

## Opportunities

Increase clinical training  
Consider # nights, other solutions

Grow Nursing faculty locally

Burnout: Avoid further stress/overload/overburden

Help grow perspective healthcare workers  
& support. Help disadvantaged students

AI utilization Ambient Charting

Decrease Faculty workload

Paradigm shift in creating solutions

Utilizing capacity data

Develop  
Community of Clinical Development (Educators, preceptors)

Anticipate, innovate, use newest tech/EBP

Collaboration overall: Universities + Hospitals

NRP - collaborate & schools

Educate RNs to not just lead but  
be Floor RNs / task focus

## Opportunities

AI innovations

VR

Policy

Be nimble

Transition to practice

\* Transition to Nursing Ed

## ASPIRATIONS Key Initiatives/Wishes

- \$\$
- AI
- Outreach to middle schoolers (earlier than high school)
- Community-based education at healthcare facilities
- Build community

## Aspirations

Meaningful conversions LTC  
Grow LTC capacity

Integrate AI

Pathways from High School → healthcare roles

Housing solutions

Reimagine clinical models for school cohorts/clinical

Wage equity (RNs ... Faculty #)

Community of thriving graduates, new RNs, faculty, U.RNs, leadership, etc.

Action oriented steps forward  
Communication network in + out of own hospital

National NP Preceptor Registry

Hire local RNs / New grads

## Aspirations

- \* HSCN help to guide conversations related to transition from HS → Nursing School
- \* More pathways to nursing for disadvantaged students to foster diversity