



## SOAR-ing with the Hawai'i State Center for Nursing 2025-2029 STRATEGIC PLANNING DISCOVERY GROUPS December 6, 2024 ~ 9:00-12:00n ~ UH Maui College

### **STRENGTHS**

**Collaboration and Networking:** The Hawaii State Center for Nursing fosters a strong sense of collaboration among nursing professionals, educational institutions, and government entities. This networking is particularly vital during crises, allowing stakeholders to share resources, knowledge, and support, ultimately enhancing the nursing community's resilience.

**Proactive Responsiveness:** The Center's ability to respond proactively to challenges, such as the pandemic and natural disasters, was highlighted as a key strength. By anticipating needs and mobilizing resources swiftly, the center demonstrates its commitment to addressing urgent issues in the nursing field and the broader community.

**Data-Driven Decision Making:** Emphasizing the importance of data, the Center utilizes evidence-based practices to inform policies and initiatives. This focus on data not only helps in evaluating the effectiveness of programs but also supports advocacy efforts for nursing and healthcare improvements.

**Trustworthiness and Compassion:** Participants noted the Center's reputation for trustworthiness and compassion, which fosters a supportive environment for nurses. This trust is built through transparent communication and a genuine commitment to understanding and addressing the needs of nursing professionals.

**Educational Support and Development:** The Center plays a crucial role in advancing nursing education and professional development. By advocating for initiatives like the BSN-prepared nurses and providing continuing education opportunities, the Center enhances the skills and competencies of the nursing workforce.

**Community Impact:** The Center's initiatives extend beyond nursing professionals to positively impact the broader community. Programs like Hawai'i Keiki ensure that children receive necessary health services in schools, demonstrating the Center's commitment to public health and community well-being.

**Innovative Solutions:** The Center is recognized for its innovative approaches to solving workforce challenges, such as the CNA to LPN Bridge program. By creating new pathways for nursing education and

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

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career advancement, the Center addresses staffing shortages and enhances the overall quality of healthcare in Hawai'i.

### Exemplar Stories

“During an AONL meeting in 2023, Laura presented the Hawai'i State Center for Nursing's initiatives focused on well-being post-pandemic. I was eager to reconnect with her but found her surrounded by 50 people seeking insights into Hawai'i's innovative approaches. This overwhelming interest showcased the Center's impactful work, demonstrating how it has become a beacon of hope and guidance for nursing professionals across the country.”

“Our group discussed the creation of the CNA to LPN Bridge program, developed in response to the staffing crisis during the pandemic. Collaborating with the Healthcare Association of Hawai'i and Maui College, we successfully doubled the number of LPN graduates in the state. This initiative not only increased educational capacity but also provided opportunities for CNAs to advance in their nursing careers, significantly impacting the nursing workforce in Hawai'i”.

“The Hawai'i Keiki program emerged from the collaboration between the Hawai'i State Center for Nursing and local universities, ensuring every DOE school has a dedicated nurse. This initiative alleviates the burden on public health nurses and enhances health services for students. By focusing on children's health, the program aims to create a healthier community and inspire future generations to pursue nursing careers.”

### OPPORTUNITIES

- Identify the nursing work demands at the bedside
- Take charge of how technology and AI impacts nursing
- Safe staffing strategies
- HSCN Marketing
- Affordable housing
- Connect people

### ASPIRATIONS

- Healthcare access for Maui County
- Incentives for high achievers
- HSCN identifies the nursing work demands, how to implement what works, and how to make it work better
- Professional Identity as nurses
- Retention of staff
- Knowing our “why”

### SESSION PARTICIPANTS

<https://www.hawaii-center-for-nursing.org/strategic-initiatives/>

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Katherine Finn Davis	Brianne Atwood Kuwabara	Anne Scharnhorst
Erica Dela Cruz	Sarah Lane	Kelly Yokouchi

### GROUP SHARES

STRENGTHS

- HSCN listens & drives solutions
- Ripples of engagement w/ HSCN
- Woven into different aspects of nursing (education, workforce, mental health, financial, research...)
- created opportunities
- Free CE's (Keep 'em coming!)
- Education for faculty
- EBP drives patient safety
- Innovation

STRENGTHS:

**COLLABORATION**

**DATA** (reliable data)

**RESPONSIVE**

**PROACTIVE**

**TRUSTWORTHY**

**PROFESSIONALISM**

**COMPASIONATE**

**NOT RECREATING THE WHEEL**

## STRENGTHS

Networking leaders (during crisis)

Advocacy / Policy / legislation

Education (CE)

BSN prepared nurses

Research data

Workforce development

& housing

Hawaii  
Keiki  
in  
Schools

## OPPORTUNITIES

\* / identify the nsg work demands at the bedside

· partnership with unions

\* taking charge of how technology + AI impacts nursing

## OPPORTUNITIES (A)

- Engagement of newer & seasoned nurses
- \* Safe staffing strategies
- cost of living/exodus of workforce
- post-pandemic reflections & EBP
- \* HSCN marketing
- Exposure to nursing careers, esp. on neighbor islands
- Technology aligned w/ nursing values

## opportunities

- affordable \*  
housing
- connect people \*
- education
- primary care
- climate change
- disaster preparedness & response
- using AI for good
- leveraging multigenerational strengths
- understanding role & scope of HSCN

## aspirations

- safety
- healthcare \*  
access for Maui County
- BSN
- AI use to improve planning & outcomes
- incentives for high achievers \*

## ASPIRATIONS:

\* HSCN identifies the nsg work demands + how to implement what works + how to make it work better

• Retention

\* Professional Identity as nurses

## ASPIRATIONS (B)

- \* retention of staff
- Stable staffing
- \* Knowing our "why"
- Patients are safer
- community-based health improves
- Distribution of vax knowledge improved
- Mitigation of violence / threats in nursing
- Healthy decompression for HC workers
- BSN 80%