



2025-2029 STRATEGIC PLANNING DISCOVERY GROUPS

October 16, 2024 ~ 9:00-12:00n ~ Alohilani Resort

STRENGTHS

Relationship Building: The center emphasizes the importance of connecting people and fostering relationships among staff and participants, which is seen as a foundational strength.

Approachability: Staff members at the center are described as approachable, which facilitates open communication and relationship development.

Educational Opportunities: The center provides numerous educational and networking opportunities, including workshops and symposiums that enhance professional development.

Collaboration and Teamwork: There is a strong emphasis on collaboration among various healthcare facilities, allowing for shared problem-solving and support during challenges.

Data-Driven Solutions: The center utilizes data to inform decisions and develop solutions that address the needs of the nursing community.

Community Building: The center fosters a sense of community among nursing professionals, encouraging collaboration and support across different organizations.

Responsiveness and Crisis Management: The center is noted for its ability to respond effectively to crises, such as during the COVID-19 pandemic, by bringing together various stakeholders to address challenges collaboratively.

Advocacy and Policy Influence: The center serves as a voice for nursing in the state, engaging in policy and advocacy efforts that benefit the nursing profession.

Passionate and Purpose-Driven Staff: The staff's passion and commitment to their mission are evident and contribute to the center's effectiveness.

Structured Support: The organization is structured to be responsive to community needs, ensuring equitable support for nursing professionals.

OPPORTUNITIES

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

For alternate versions of this document, contact HSCFN@hawaii.edu

Innovative Recruitment and Training: There is a call to think outside the box regarding where and how nurses are trained, including exploring diverse training environments and focusing on long-term care facilities.

Career Fair Facilitation: The Hawaii State Center for Nursing could play a crucial role in organizing career fairs to connect nursing students with various healthcare organizations, especially for smaller institutions that may lack resources.

Improving Retention Strategies: Opportunities exist to enhance job satisfaction and retention by making bedside nursing more appealing, which includes addressing issues like work environment, workload, and support systems.

Addressing Barriers to Employment: Identifying and addressing barriers such as the high cost of living, student loan debt, and childcare needs is essential to facilitate nurses' ability to perform their jobs effectively.

Engaging CNAs in the Nursing Pipeline: Focusing on Certified Nursing Assistants (CNAs) as a vital part of the nursing workforce pipeline presents an opportunity to strengthen the nursing community and support career advancement for CNAs.

Adapting to Technological Advances: Embracing technology, including artificial intelligence, presents opportunities to improve nursing practices, enhance job satisfaction, and streamline workflows.

Collaboration and Communication: There is an opportunity to foster better communication and collaboration among nursing educators, clinical partners, and healthcare organizations to ensure that nursing students are well-prepared for their roles.

Research and Data Utilization: Utilizing research data to inform workforce strategies and understand the current workforce's needs and expectations can help shape effective recruitment and retention efforts.

ASPIRATIONS

Improving Retention and Job Satisfaction: There is a strong desire to make bedside nursing more attractive, which includes addressing barriers such as the cost of living, student loan repayment, and childcare.

Engaging CNAs: There is an aspiration to involve Certified Nursing Assistants (CNAs) more actively in the nursing community, with the goal of increasing their engagement and potentially integrating them into nursing organizations.

Adapting to Technological Changes: Participants expressed the need to embrace artificial intelligence (AI) and other technologies to improve nursing practices, while also ensuring that nurses retain their core skills and critical thinking abilities.

Preparing Students for Real-World Challenges: There is a call for nursing education to evolve, incorporating more relevant and current case studies to better prepare students for clinical environments.

Open Dialogue on Healthcare Issues: Participants highlighted the importance of discussing the politicization of healthcare and its impact on nursing, suggesting that the Hawaii State Center for Nursing could facilitate these dialogues.

Collaboration with Other Industries: There is an aspiration to learn from other industries to identify successful strategies that could be adapted to nursing.

Increased Experimentation and Innovation: The group emphasized the need for increased experimentation with new technologies and practices to find effective solutions to current challenges in the nursing field.

Building Trust in Technology: There is a desire to develop a roadmap for organizations and nurses to build confidence in new technologies, ensuring they are effectively integrated into nursing practices.

SESSION PARTICIPANTS

Andrew Moats

Brianne Kuwabara

Carrie Oliveira

Christine Beaulé

Daniel Ross

Edna Magpantay-Monroe

Eileen Wong

Gary Wong

Jackson Sayama

Janna Hoshide

Jennifer Chee

Katherine Finn Davis

kris clark

Laura Reichhardt

Laura Reichhardt

Liane Hussey

Melissa Miller

Mihye Sol

Rose Hata

Saba Kam

Sarah Folker Woodbury

Tiana Loo

GROUP SHARES

Strengths

- Pulse
- Collaboration / Facilitating Relationships
- Monitoring state wide nursing trends
- Voice of nursing
- Innovation
- Openness, Transparency, Availability
- Team
- Advocacy for Healthcare systems

STRENGTHS

- WORKFORCE DATA
- COLLABORATION
- POLICY & ADVOCACY
- GRANTS, FINANCIALS
- LAURA'S LEADERSHIP & TEAM

Strengths
Nurse Church
(Regional)

approachable
ebp

high quality work

Relationship Building

educational / connecting / network
• opportunities

building a community of practice
• data sharing

STRENGTHS

Community

Responsiveness / Action / Crises Mgmt.

Partnerships

People

Purpose

Organization

Equitable Support

Collaboration

Engagement / Excitement

OPPORTUNITIES

- IMPROVE RETENTION
 - MAKE BEDSIDE MORE ATTRACTIVE
 - HELP ADDRESS ADDITIONAL BARRIERS (EG. COST OF LIVING, LOANS, CHILDCARE, ETC.)
- BRING PEOPLE & DATA TOGETHER TO ADDRESS BARRIERS.
- ENGAGE CNAs TO IMPROVE THE WORKFORCE PIPELINE.

Opportunities

- diversity
 - do we have representation in the workplace, spaces
- collaboration
 - Continued relationships
 - events
- * values
 - individual
 - how to support
 - adjust
 - mindset
 - training of new grads

OPPORTUNITIES ✨

- * INCORPORATION OF NATIONAL/INTERNATIONAL VIEWS
- * AI

Opportunities

- Adapting and changing recruiting strategies and staffing models to meet the shifting values/needs/expectations of current workforce.
- Innovation: Open to change and trust in upcoming tech. View as tools to be more efficient rather than adding extra work.
- Ways to better prepare students for the workforce.
- Research data: What is drive of the current workforce
Hawaii workforce funders collective
- Grow education program in order to produce more nurses
- Taking stance on controversial topics and creating opportunities for research, data, open & findings.

Aspirations:

- Center has looked outside to other industries - what works, what's relevant to nursing and applying those to meet our nurses needs.
- Developed confidence in innovations in technology: what's the road map to get organizations to buy in / trust and implement/apply effectively
- Increased EXPERIMENTATION

ASPIRATIONS

IT IS 2029....

- CNAs ARE PART OF HSCN'S MEMBERSHIP & ↑ THEIR ENGAGEMENT
- REDEFINE BEDSIDE NCG USE AI TO REMOVE MENIAL TASKS AND GET BACK TO TRUE NURSING.

Aspirations

focus topic on AI/technology

"embrace the change"

building pathway career from

middle / high school to non-acute care

how do we learn from our younger learners

keep our new grads home

media training of nursing

ASPIRATIONS

- * DIALOGUE ABT POLITICIZING HEALTH CARE
- * CULTURE SHIFTS
- * PREPARATION GAPS / SHIFTS
- * ~~WEBSITE~~ MORE ROBUST OF INFORMATION / SHARING
- * HISTORY INFORMED