



SOAR-ing with the Hawai'i State Center for Nursing 2025-2029 STRATEGIC PLANNING DISCOVERY GROUPS November 21, 2024 ~ 9:00-12:00n ~ 'Alohilani Resort

STRENGTHS

High-Functioning Team: The Center is recognized for its effective teamwork, energy, and leadership skills. This strong team dynamic fosters a positive work environment where members feel valued and motivated to contribute their best efforts.

Collaboration Across Stakeholders: There is a strong emphasis on collaboration among all levels of nursing professionals, particularly during the COVID-19 pandemic. This collaborative spirit not only enhances problem-solving capabilities but also builds trust and camaraderie among nurses, which is essential for a cohesive healthcare system.

Effective Dissemination of Information: The Center serves as a hub for sharing information and coordinating events, fostering connections throughout the state. By facilitating communication among various stakeholders, the center ensures that all nurses have access to the latest resources and best practices, ultimately improving patient care.

Data-Driven Approach: The Center prioritizes using data and outcomes to guide initiatives. This commitment to evidence-based practice allows the center to make informed decisions that directly impact nursing practices and healthcare policies, ensuring that they meet the evolving needs of the community.

Mentorship and Leadership Development: The Center supports the growth of nursing leaders through mentoring programs. These initiatives not only enhance individual professional development but also strengthen the overall nursing workforce by cultivating future leaders who can advocate for the profession.

Inclusiveness and Engagement: The Center actively engages with various nursing communities, recognizing diverse needs beyond acute care. By fostering an inclusive environment, the center ensures that all voices are heard, leading to more comprehensive and effective solutions for the nursing profession.

Exemplar Stories

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

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

“Our exemplary story focuses on how we navigated COVID-19, showcasing our collaboration and leadership. The team came together to address challenges, demonstrating exceptional teamwork. We adapted quickly, supporting each other and implementing effective practices. The collaboration across all levels of nursing was crucial during this time, helping us maintain high standards of care. Our efforts not only benefited our local community but also made Hawai‘i proud on a national level. This experience highlighted our strengths and commitment to nursing, proving that together, we can overcome significant challenges.”

“When the Hawai‘i State Center for Nursing launched its Nurse Residency Program, I was working at Shriners Children’s Hawai‘i. We had very few new graduates, but the modules provided by the Center were invaluable. They helped us onboard a new graduate who has since become a remarkable leader in our unit. I attribute her growth to the resources we received from the program. This experience reinforced the importance of having structured support for new nurses, ensuring they have the tools and guidance necessary to thrive in their roles.”

“When the state began collecting CEUs for RN licensure, it was a confusing time for many of us. I frequently reached out to Lianne for clarity. She came to our facility multiple times to present information, making it easier for me to understand and relay to my colleagues. Her presentations were instrumental in helping us navigate the new requirements. Over two years, we successfully trained a third of the workforce, ensuring everyone was compliant. This support exemplified the Center’s commitment to education and professional development for nurses across the state.”

“I participated in a significant initiative where we reviewed over 500 laws to ensure they included Advanced Practice Registered Nurses (APRNs) and other healthcare professionals. The Hawai‘i State Center for Nursing brought together stakeholders from various groups to tackle this challenge. Laura’s leadership was crucial in keeping us focused on our own scope of practice. It took two years, but we successfully identified necessary changes to promote inclusivity in healthcare legislation. This experience demonstrated the power of collaboration and the Center’s dedication to advocating for all nursing professionals in Hawai‘i.”

OPPORTUNITIES

Leveraging Technology: There is a significant opportunity to enhance the use of technology for accessing data and trends. Streamlining processes, such as the Central Clinical Placement System (CCPS), can improve efficiency and effectiveness in nursing placements and education.

Supporting New Graduates: A strong focus on bridging the gap for new graduates is essential. This includes advocating for initiatives that address workforce issues, such as cost of living, sign-on bonuses, loan repayment programs, and housing assistance, to encourage them to stay in Hawai‘i.

Adapting to Generational Differences: As new generations enter the workforce, there is an opportunity to adapt educational and workplace practices to meet the needs and preferences of younger nurses, including Generation Z and Alpha.

Creating a Think Tank for Innovation: Establishing a think tank within the center could provide a platform for addressing complex challenges in nursing. By encouraging diverse stakeholders to brainstorm and propose innovative solutions, the center can tackle “impossible” problems and drive meaningful change.

Enhancing Community Engagement: There is an opportunity to deepen engagement with various nursing communities, ensuring that all voices are heard and that the center addresses the diverse needs of nurses across different specialties and practice areas.

Promoting Evidence-Based Practices: Continuing to emphasize evidence-based practices can enhance the quality of care provided by nurses. This includes providing resources and training that support the implementation of best practices in various healthcare settings.

ASPIRATIONS

Integration of Artificial Intelligence (AI): There is a strong desire for the center to lead in the intelligent application of AI within nursing. This includes ensuring that AI technologies enhance, rather than diminish, the human aspects of nursing care.

“I think this is an opportunity for the Hawai’i State Center for Nursing to possibly lead the way in the application of AI in nursing so that we do it intelligently and we make sure that AI does not reduce the humanity of nursing.”

Retention of New Graduates: A significant aspiration is to develop strategies that will encourage new nursing graduates to remain in Hawai’i after completing their education. This includes addressing workforce issues and creating supportive environments that make staying in the state appealing.

“By 2029, we have figured out a way to keep more new grads here in the state instead of leaving and never coming back.”

Bridging Generational Gaps: Participants expressed a wish to adapt nursing education and workplace practices to better accommodate the needs and preferences of younger generations entering the workforce, such as Generation Z and Alpha.

“One of the opportunities... is adaptive to generational differences now that we’re having our Z’s and alphas in both education as well as in the workforce.”

Innovative Problem-Solving: There is an aspiration to create a think tank that would allow stakeholders to collaboratively tackle complex and seemingly insurmountable challenges within the nursing profession. This initiative aims to foster creativity and generate innovative solutions.

“So having the center just take an impossible problem, leave all of the reasons that you can’t do something behind and get in a room and then have from the workforce up to admin everyone just come up with some impossible problem and then have solutions.”

Strengthening Community Connections: Participants aspire to enhance engagement with various nursing communities, ensuring that the center addresses the diverse needs of all nurses, including those in specialized and non-acute care settings.

Commitment to Lifelong Learning: There is a strong emphasis on promoting continuous professional development and lifelong learning among nurses. This includes providing access to resources, training, and opportunities that support ongoing education and skill enhancement.

SESSION PARTICIPANTS

Genecir Joan Acidera	Carrie Fisher	Jessica Nishikawa
Cheryl Ann Afuso-Sumimoto	Liane Hussey	Laura Reichhardt
Shaynalynn Ah Sam	Lorrin Kim	Amy Sirivattha
Richelle Tressa Asselstine	Bradley Kuo	Pamela Smith
Joy Bliss PhD RN	Brianne Atwood Kuwabara	Betty Tamayo
Clementina Ceria-Ulep	Miki Miura	Audrey Torres
Gloria Fernandez	Barbara Mwamba	Samantha Wilcox-Zimmer
		Lorrie Wong

GROUP SHARES

STRENGTHS OF HSCN

- DESSIMINATION
- WELL COORDINATED EVENTS
- HUB FOR CONNECTION & COLLABORATION
- PARTNER-DRIVEN PROGRAMS
- LISTENING & TRULY RECEIVING & UNDERSTANDING THE PROBLEMS
- TOOLS & RESOURCES
- LEADERSHIP & MENTORING
- DATA & OUTCOME DRIVEN
- NEUTRALITY
- INCLUSIVENESS

Strengths: HSCN

1. Core life giving factors:
high functioning team
with energy, leadership,
communication skills
strategic thinking.
2. Themes that evolved:
Collaboration across all
stake holders, new grads to
all levels

Exemplar story: Covid - Collaborative navigation
clinical + leadership - adaptive leadership practice
+ state laws related

STRENGTHS

- passionate about nursing
- * EBP supported
- * Works towards resolution to Nsg. Concerns
- AI included
- Invites different voices to the table
- Different voices to HSCN i.e. public health, SDOH, holistic care
- AI exploration between
- Links/connections to/different agencies program
- Feeling welcomed
- * Support for nurses different areas licensing, CEU
- positive energy
- Mission of HSCN
- * Listens to/engages i nursing community

STRENGTHS

- * People (People @ HSCN)
NSQ
- Responsive to ~~community~~ community
↳ provided presentations
- Takes the feedback and is responsive
- Considers certification and locates funding to pay for certifications
"pay for success"
- Story = CEU

Strengths of the HSCN

- Center leadership/personnel
- Workforce retention
- Networking/expand communities

OPPORTUNITIES

- WORKFORCE · NS. RESIDENCY, PRECEPTOR BUILDING
 - PT. ASSIGNMENTS (SAFE)
 - WELLBEING
 - AI - USE EFFECTIVELY/ NSG. DOCUMENTATION
 - PROMOTING NS RECOGNITION
 - PARTNERING (UNIVERSITY/ COLLEGES)
 - MAGNET PROCESS (INTERNAL/EXTERNAL)
- ### MAGNET STATE
- Population health (SDOH & Data utilization)
 - Adoption of LTC/ NSG. HOMES AND CONNECT/rotates NS. Between acute care/LTC to provide overall connection between levels of care.
 - ~~Effective~~ Community involvement

MORE ALIGNED & WHAT PHYSICIAN ARE DOING (FUNDING)

Opportunities

use Technology to access data
and trends -
streamline CCPS process
and procedure

data/research to
effect change

proactive approach and hub to
engage "nurses in trenches"

ie: "Journal-sharing trends from all
nurses' scholarship" levels "web page"

Opportunities

- Political involvement
- Adaptive to generational differences (e.g. staffing, learning & communication)
- Having nurses at the forefront in technology development & implementation
- INNOVATIONS around nurse retention & evolving nurse role

Opportunities

- Lead the way in emerging AI
- Retention of local workforce

Aspirations

Bridging + advocating ^{promote "EBP standard-ization"}
to keep new grads at home in Hawaii ^{- addressing workforce issues ebbs/flow}

- cost of living
- sign on bonus
- loan repayment
- housing assistance

to promote a stable workforce and well being + prevent Burnout

Aspirations

- Stronger connection to frontline
- Closing gap between supply & demand
- more events & ↑ attendance
- Breaking of silos, hub of multicenter collaboration
- Broader plan of preceptors & mentors statewide
- changing from paternal mindset to partnership
- think tank for impossible problems

- Working at the top of our scope & understanding what "delegation" truly means

ASPIRATIONS

- MARKETING DIFFERENTLY TO GET US TO GET INVOLVED
- VISIBILITY (HIGH) OF VARIOUS NSQ
- INTERISLAND FLOAT POOL
- AI - (PICTURES, CLINICAL PATHWAYS, MEDICATION DISPENSING, QA PROCESS)
- FORUM FOR INNOVATIONS IN NURSING
- BETTER DATA DICTATION FOR (AI) NURSING
- CONNECTING CARE



- BRIDGING NS GENERATION WORKFORCE

Aspirations

- More new grads stay in HI
- More collaboration/ networking
- Better understanding of our profession for the public