



HAWAII HEALTH WORKFORCE SUMMIT

2024

MOVING
AHEAD
TOGETHER

JOHN A. BURNS SCHOOL OF
MEDICINE, UNIVERSITY OF HAWAII
651 ILALO STREET, HONOLULU, HI
96813

8:30 AM-5:30PM

Aloha and welcome to the Hawaii Workforce Summit!

We are honored to have you join us for this special gathering, where we come together to explore, learn, and grow as a collective workforce. This summit represents more than just a meeting of minds; it is a celebration of our shared dedication to progress, collaboration, and the pursuit of excellence.

In Hawaii, the spirit of Ohana reminds us that we are stronger together. It's in this spirit that we recognize the true meaning of working together. When we combine our strengths, skills, and experiences, we create something far greater than the sum of our individual efforts. We build communities that thrive, workplaces that innovate, and a future that holds endless possibilities.

At its core, a workforce is more than just a collection of employees or colleagues. It is a network of support, a source of inspiration, and a driving force behind every success story.

Whether you are here to learn, to teach, or simply to connect, remember that every conversation, every idea shared, and every collaboration is a step towards a brighter future.

As we embark on this journey together, let us hold on to the belief that **nothing is impossible**. Every challenge we face is an opportunity to grow, every obstacle a chance to innovate, and every setback a lesson in resilience. Together, we can overcome any hurdle and achieve the extraordinary.

Thank you for being a part of this summit. Your presence here today is a testament to your commitment to making a difference not just in your career, but in the lives of those around you. Let's make the most of this opportunity to connect, to learn, and to inspire one another. Mahalo Nui Loa for your dedication, your hard work, and your unwavering belief in the power of working together. The future is bright, and it's ours to shape.

Moderator Script for: **2024 Hawai'i Health Workforce Summit**

CONTINUING EDUCATION:



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INTERPROFESSIONAL CONTINUING EDUCATION

In support of improving patient care, this activity has been planned and implemented by Hawai'i Pacific Health and the John A. Burns School of Medicine (JABSOM). Hawai'i Pacific Health is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Hawai'i Pacific Health designates this live activity for a maximum of 7.5 *AMA PRA Category 1 Credits™* for physicians. Physicians should only claim credit commensurate with the extent of their participation in the activity.

Hawai'i Pacific Health designates this live activity for up to 7.5 contact hours for nurses. Nurses should only claim credit commensurate with the extent of their participation in the activity.

Hawai'i Pacific Health is accredited by the Accreditation Council for Pharmacy Education (ACPE) as a provider of continuing pharmacy education. This activity is accredited for a maximum of 7.5 contact hours for attendance at the entire CE session.



As a Jointly Accredited Organization, Hawai'i Pacific Health is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved under this program. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. Hawai'i Pacific Health maintains responsibility for this course. Social workers completing this course receive up to 7.5 continuing education credits.



AMERICAN
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Hawai'i Pacific Health is accredited by the American Psychological Association and designates this live activity for a maximum of 7.5 continuing education credit. Continuing Education (CE) credits for psychologists are provided through the co-sponsorship of the American Psychological Association (APA) Office of Continuing Education in Psychology (CEP). Hawai'i Pacific Health maintains responsibility for the content of the programs.

CLAIM CE CREDIT:

Please note that in order to receive continuing education credits for this offering, you must:

- Be registered for this activity and sign in.
- Claim credit commensurate with the extent of your participation in the activity.
Speakers cannot claim credit for their own presentations.
- Complete and submit the evaluation survey that will be emailed to you within one week of the offering.
- Your CE certificate will be immediately available to you upon completion of your evaluation.

CSAC Credit

This activity is approved for up to 7.5 continuing education contact hour(s) by the Alcohol and Drug Abuse Division (#ADAD-25-01) for Certified Substance Abuse Counselor, Certified Clinical Supervisor, Certified Prevention Specialist, Certified Criminal Justice Addiction Professional, and Certified Substance Abuse Program Administrator. For CE, go to the Registration table and sign for a salmon colored CE certificate. We will report your hours to DOH ADAD.

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Hawaii Health Workforce Summit Agenda

Agenda

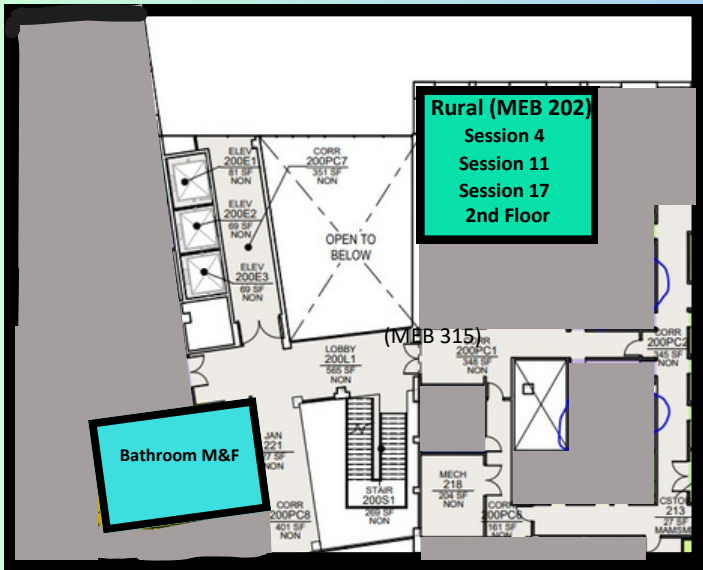
	Substance Use & Behavioral Health MEB(301)	Pediatric Mental Health MEB(314)	Rural MEB(202)	Working Together MEB(315)	Public Health (Sullivan)	Advances in Community Practices MEB (304)
8:30 am 10:00 am	Advances and Challenges Remaining for the Hawaii Health Workforce (MEB 315)					
	Moderator: Nadine Tenn-Salle Panelists: Della Belatti, Judy Mohr-Peterson, Mark Mugiishi, Gary Okamoto					
Break						
10:15am 11:45am	Culture and Substance Use Intervention Moderator: Clifford Bersamira Panelists: Lilinoe Kauahikaua, Nicole Wright, Makani Tabura	Caring for the Health Needs of Our Micronesian Youth Moderator: Vina Ayuuy Panelists: Jackielyn Westbrook, Reyna Malone Saures, Paul Hadik, Davis Rehuher	Rural Policy Moderator: Gregg Kishaba Maui Together-Wildfire Assessment Presentation Speaker: Lisa Grove	Updates in Alzheimer's Disease Diagnosis and Treatment Moderator: LJ R. Duenas Panelists: Huidy Shu, Abraham S. Chyura	Visualizing the Public Health Workforce Ecosystem Moderator: Scott Murakami Panelists: Tentine Sentell, Rie Kuhalua, Janet Berreman, Becky Rodericks	Empowering NHPI Health Workers: Combating Racism, Building Workforce and Enhancing Resilience Moderator: Ke'alo'hi Antonio Panelists: Atalina Pasi, Chantelle Eseta Mataai
Break						
12:15 pm 1:15 pm	Maintaining Our Workforce in 2024; Finding Balance When We Stumble and Staying Well Through It (MEB 315)					
	Aukahi Austin Seabury, PhD					
Break						
1:45 pm 3:00 pm	Community-Based Harm Reduction Efforts Moderator: Maisha Amare-Herrera Panelist: Natalia Werkoﬀ	Seeing the Whole Keiki Moderator/Speaker: Julia Yeary Speakers: Justina Acevedo-Cross, Erin Henderson Lercardo	No CE this Session Rural Health Approaches Moderator/Speaker: Krysste Chai Know Your Numbers Randy Kurohara, Karen Teshima Barry Taniguchi Health professions Subsidy-Maui County Cohort Summer Mochida-Meek, Kelly Go, Kimberly Svetin, Irene Papaconstadopoulos	Strategies for Growing and Scaling the Healthcare Practices in Hawaii Moderator/Speaker: Claire E. Doi Panelists: Lawrence Pai, Bernyce Peglowski, Paul Norio Morton, Micheal Kim	Lived Experiences of the Public Health Workforce Moderator/Speaker: Yuka Polovina Panelists: Diana Felton, Ah-Lan Coloma	Understanding Helps Healing: Trauma-informed Care & Practices Moderator: Christine Park Panelists: Geniel Hernandez, Armstrong Tia L.R Hartsock, Stephanie Campbell
Break						
3:15 pm 4:30 pm	Collaboration and Substance Use Prevention Moderator: Jina Uyeda Panelists: Michelle Park, Valerie Mariano, Valerie Crabbe	Safe Spaces, Strong Voices: Empowering LGBTQIA+ Youth Moderator: Kiki Rosario Speakers: Haylin Dennison, Jethro Macaraeg, Kai Chang, Jaye Kanaprach	Rural Network Moderator: Summer Mochida-Meek TOUCH Program Jana Ortiz-Misiaszek (Virtually) Healthy Equity ECHO: Maya Maxym, Nani Morgan, Teresa Schiff-Elfalan	Palliative Care Primer for Allied Healthcare Workers Presenter: Naomi F. Morita	Community Health Workers in Public Health Moderator: Blanca GilLopez Panelists: Rosi Filemoni, Chauncey Hatico, Cyd Hoffeld, Emma Falvey	Secret Sauce: Peer Specialist Moderator: Katherine Aumer Panelists: Scott K. Shimabukuro, Amy Naylor, Michael Peacock
4:30 pm 5:30 pm	How to Improve Your Work/Life Balance (MEB 315)					
	Kelley Withy					

Moving Ahead Together

Session Locations

Substance Use & Behavioral Health	Pediatric Mental Health	Rural	Working Together	Public Health	Advances in Community Practices
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1st Floor

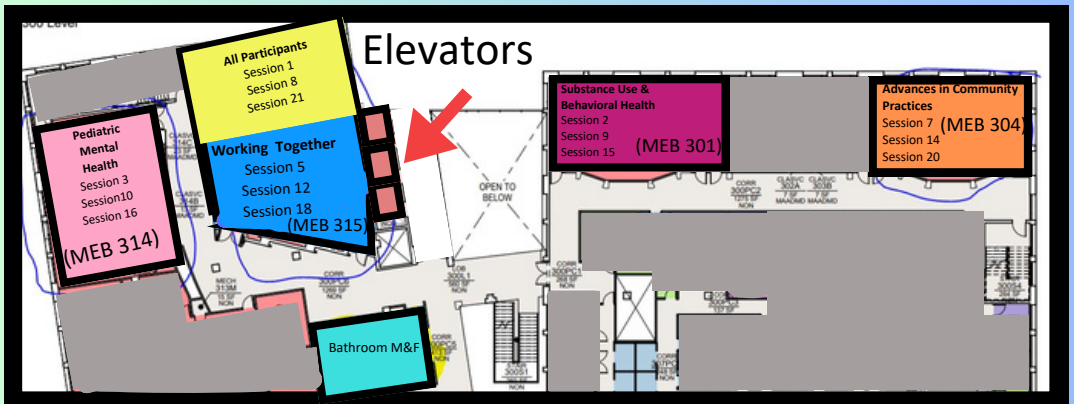


Public Health

- Session 6
- Session 13
- Session 19
- (Sullivan)

Different Building
Outside

3rd Floor



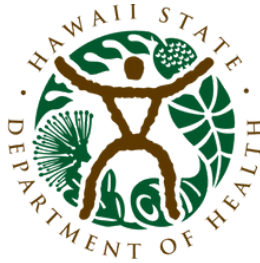
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- AlohaCare
- Fresenius Kidney Care
- WestPac Wealth Partners
- Papa Ola Lokahi
- 2T Department of Health, Family Health Services Division
- 2T HSRHA
- Public Health (State of Hawaii Department of Health)
- Thompson School of Social Work & Public Health
- Inspire Medical Systems
- Hawaii Dept. of Health Office of Primary Care and Rural Health



Cafe:

- Hawaii Permanente Medical Group
- Hawaii Pacific Health
- Adventist Health Castle
- Diagnostic Laboratory Services
- University Health Partners of Hawaii
- Ho'ola Health
- American Savings Bank
- Legacy of Life Hawaii
- Hawaii Small Business Development Center (HISBDC)
- Hawaii Medical Association
- Hawaii Academy of PAS
- Hawaii Community Health Worker Association
- Hawaii Dept. of Health Office of Primary Care and Rural Health
- Arcadia Family of Companies
- Central Pacific Bank
- OCHIN
- Hawaii Pacific University Graduate College of Health Sciences
- University of Maryland Global Campus
- ScribeAmerica
- Center for Occupational and Environmental Health (COEH)
- Hawaii Public Health Workforce Catalyst Lab
- Nancy Atmospera-Walch School of Nursing
- DOH AMHD PIER



Grass Area (Cancer Center):

- Hawaii'i Dementia Initiative, Executive Office on Aging, Hawaii State Department of Health
- Kahuku Medical Center
- Hawaii Veterinary Medical Association
- Always Best Care
- Pear Suite
- Eisai
- ageLOC (we age you younger)
- Area Health Education Center

2024 Planning Committee

Kelley M. Withy
Scott Murkami
Janet Berreman
Gregg S. Kishaba
Krystal Chai
Renzymeir Baloran
Clifford Bersamira
Maisha Amare-Herrera
Miquela Ibrao
Kamal Masaki
Aida Wen
Lisa Kaanoi
Carolyn Weygan-Hildebrand
Jane Uyehara-Lock
Aukahi Austin
Laura Reichhardt
Nadine Tenn Salle
Robin Miyamoto
Lisa Rantz
Kenneth MD CMO Robbins
Katherine Davis
Laura Reed
Linda S. Stevens



Substance Use & Behavioral Health

Culture and Substance Use Intervention

10:15am-11:45pm

This session focuses on the grounding of cultural values and practices in substance use intervention. Lilinoe Kauahikaua will introduce efforts AANHPI 'Ohana Center of Excellence to support Asian American, Native Hawaiian, and Pacific Islander individuals seeking behavioral healthcare. Nicole Wright and Makani Tabura will discuss cultural practices integrated into behavioral healthcare at Waianae Coast Comprehensive Health Center

Moderator: Cliff Bersamira, PhD

Panelists:

Lilinoe Kauahikaua, MSW

Nicole Wright, PsyD, CSAC, ICADC

Makani Tabura

Community-Based Harm Reduction Efforts

1:15pm-3:00pm

This session will introduce approaches to harm reduction to address substance use, health, and wellbeing. Natalia Werkoff will discuss approaches to substance use harm reduction at the Hawai'i Health and Harm Reduction Center.

Moderator: Maisha Amare-Herrera, LSW

Panelist: Natalia Werkoff, LCSW, CSAC

Website: <https://www.hhhrc.org/>

Collaboration and Substance use prevention

3:15pm-4:30pm

In the realm of prevention, the concept of "working upstream" is paramount. This approach focuses on addressing the root causes of issues before they manifest into larger problems, thereby sparing individuals and communities from potentially severe consequences down the line. Our upcoming workshop will delve into how the prevention field and various networks can effectively organize to ensure genuine collaboration. By fostering robust partnerships and weaving together the resources of multiple networks, we can create a cohesive and proactive system that not only tackles substance use prevention but also addresses a broader spectrum of societal challenges

Moderator: Jina Uyeda, LMFT, CSAC

Panelists:

Michelle Park, CPS

Valerie Mariano

Valerie Crabbe



HAWAI'I SUPD

Substance Use Professional Development

University of Hawai'i at Mānoa
Thompson School of Social Work & Public Health

Hawai'i SUPD is a partnership between the University of Hawai'i at Mānoa Thompson School of Social Work & Public Health and the Department of Health Alcohol and Drug Abuse Division to support substance use workforce and training needs.



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DOH Alcohol and Drug Abuse Division (ADAD)

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Substance Use
Professional? Learn
more!

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CPS, CPRS, CCS,
CCJP, & CSAPA



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UNIVERSITY OF HAWAII AT MĀNOA
THOMPSON SCHOOL
SOCIAL WORK & PUBLIC HEALTH

hisupd@hawaii.edu
(808)956-9885



STATE OF HAWAII
DEPARTMENT OF HEALTH
ALCOHOL AND DRUG ABUSE DIVISION

Pediatric Mental Health

Caring for the Mental Health needs of our Micronesian Youth

10:15am-11:45pm

During this session, a panel of speakers will offer insights into the challenges of addressing mental health within Micronesian communities in Hawaii, Palau, the Northern Mariana Islands, and Chuuk. The discussion will also cover strategies for effectively engaging the Micronesian community on mental health topics, how clinic providers can best interact with children and parents, and ways to strengthen efforts to achieve health equity in the Micronesian community.

Moderator: Vina Ayuyu, MPH

Panelists:

Jackielyn Westbrook

Reyna Malone Saures

Paul Hadik

Davis Rehuher

Seeing the Whole Keiki: Hawai'i's progression toward an inclusive mental health system for babies, toddlers and preschoolers and an introduction to the Diagnostic Classification of Mental Health and Developmental Disorders of Infancy and Early Childhood

1:15pm-3:00pm

Session Overview We'll begin with an overview of Hawai'i's Integrated Infant and Early Childhood Behavioral Health Plan to understand the importance of supporting mental health from a young age. Our discussion will then focus on DC:0-5, a comprehensive approach to assessing the whole child, including clinical disorders, relational context, physical health, psychosocial stressors, and developmental competence. Early identification of mental health challenges is crucial, even with nurturing caregiving. Infants may show signs like difficulty gaining weight, inconsolable crying, or sleep disturbances. Preschoolers might exhibit impulsive behavior or difficulty paying attention. It's vital to distinguish between clinically impairing disorders and normal developmental variations. DC:0-5 serves as the recommended framework for the clinical diagnosis of children from birth through five years old.

Moderator/Speaker: Julia Yearly, LCSW, IMH-E®

Justina Acevedo-Cross, MPP, JAcevedo

Erin Henderson Lacerdo, LCSW, IECMH-E®,

Safe Spaces, Strong Voices: Empowering LGBTQIA+ youth with inclusive practices

3:15pm-4:30pm

Spill the Tea Café team and youth leaders will share their experiences and insights on best practices for conversations around mental health and gender identity with teens and parents. This will include perspectives from both a clinician working with LGBTQIA+ youth and a teen leader.

Moderator: Kiki Rosario

Speakers:

Haylin Denission, LCSW

Kai Chang

Mat Stromback

Jaye Kanaprach



PEDIATRIC MENTAL HEALTH CARE ACCESS HAWAII

Overall Goals

Establish statewide network of pediatric mental health teams to provide teleconsultation, training & care coordinator support services to pediatric providers

Utilize telehealth modalities to deliver high quality and timely care to children and adolescents

Address racial, ethnic and geographical disparities in accessing mental health care, particularly in underserved areas

Pediatric Mental Health Care Access (PMHCA):

- 5-year Federal Health Resources and Services Administration (HRSA) grant
- Awarded in 2021 to the Hawai'i Department of Health Family Health Services Division
- Focus: To promote the **integration of behavioral health in primary care** and **build statewide workforce capacity for pediatric primary care providers** can be better equipped and supported to **provide high-quality and timely mental/behavioral health care to children and adolescents in Hawaii.**

HRSA PMHCA GRANT DELIVERABLES



1 Provide training to Pediatric Providers on Behavioral Health Topics



2 Create a warmline for Pediatric Providers to access curbside consult from a child psychiatrist



3 Provide coordinated referrals and intake services

FOR MORE INFORMATION

Visit the PMHCA website:
<https://health.hawaii.gov/pmhca/>



Any questions about PMHCA, contact:

- Renzmeir Baloran, renzmeir.baloran@doh.hawaii.gov or (808) 733-9018
- Eden Sun, eden.sun@doh.hawaii.gov or (808)733-8364



HAWAII SUPD

Substance Use Professional Development

University of Hawai'i at Mānoa
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Hawai'i SUPD is a partnership between the University of Hawai'i at Mānoa Thompson School of Social Work & Public Health and the Department of Health Alcohol and Drug Abuse Division to support substance use workforce and training needs.



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'A'OHE HANA NUI KE ALU 'IA

NO TASK IS TOO BIG WHEN DONE TOGETHER

Rural

Rural Policy

10:15 am-11:45am

The Maui Together Wildfire Assessment is a story of despair and survival. The presentation will highlight findings from its recent Maui County-focused groups and surveys of 2,097 residents, 1,105 fire-impacted individuals, and healthcare providers. Topics include healthcare access, primary care, mental health, housing, and the economy. The assessment provides important and impactful data for policy and decision-makers, health and human service agencies, nonprofit organizations, and community leaders.

Moderator: Gregg Kishaba
Presenter:
Lisa Gove

Rural Health Approaches

1:45pm-3:00pm

Know Your Numbers

Community First Hawaii's "Know Your Numbers" blood pressure awareness campaign brings education, awareness and community screenings to communities across Hawaii Island. Working with various media outlets, community events, worksites and partnering many local healthcare clinics and businesses, this multiprong approach builds on a vision that to end high blood pressure on Hawaii Island starts with an informed community

Moderator:
Krystle Chai

Speakers:
Randy Kurohara
Karen Teshima

The HSRHA Barry Taniguchi Health Professions Subsidy Program addresses Hawaii's long-standing physician shortage by providing financial support to health professionals practicing in rural areas. Honoring the legacy of a dedicated rural advocate and community leader, this program offers funding support to help retain healthcare providers in underserved communities. The program aims to build a sustainable healthcare network, improving access to quality care across Hawaii's islands. Discover the program's impact through the stories of two HSRHA BTHPS Maui County awardees—a Maui pediatrician and a Molokai family pharmacy—as they share how this support is helping them overcome unique challenges and continue their essential work in our communities.

Moderator/Speaker:
Summer Mochida-Meek
Speakers:
Kelly Go
Kimberly Svetin
Irene Papaconstadopoulos

Rural Network

3:15pm-4:30pm

The session will provide an overview of the Hawaii State Rural Health Association's programs and initiatives. Hear about the Telehealth Outreach for Underserved Communities of Hawai'i (TOUCH) program, focusing on expanding telehealth access and addressing the digital divide in rural Hawaii. The session concludes with a presentation on building health equity in medical education through Project ECHO, introducing a new Health Equity ECHO program for providers. This session aims to highlight efforts in improving rural healthcare access and promoting health equity in Hawaii through various innovative programs and educational initiatives.

Moderator/Speaker: Jana Ortiz-Misiaszek
Speakers:
Maya Maxym, MD
Nani Morgan, MD
Teresea Schiff-Elfalan, MD

Working Together

Updates on Alzheimer's Disease Diagnosis and Treatment

10:15 am-11:45am

The panel discussion consists of two parts. The first covers the evaluation and diagnosis of Alzheimer's Disease, with a focus on current challenges and advancements. The second covers the latest developments in Alzheimer's Disease, particularly new biomarkers and treatments.

The first half of the panel will address the complexities of diagnosing Alzheimer's in various stages, the limitations of current disease-modifying therapies, and the importance of early detection. Topics will include an overview of cognitive decline types, the effectiveness of treatments like Lecanemab and Donanemab, and the significant role primary care and specialist doctors play in managing Alzheimer's. Attendees will gain insights into the latest diagnostic pathways and therapeutic options, emphasizing the critical need for timely intervention.

The second half of the panel will discuss the latest developments in Alzheimer's Disease, particularly new biomarkers and treatments. The discussion will cover a range of topics, including advanced imaging techniques like MRI and Amyloid PET Imaging, the role of Cerebrospinal Fluid (CSF) analysis, and the emerging use of blood-based biomarkers such as p-Tau217. Additionally, the panel will delve into the latest FDA-approved treatments, including anti-amyloid monoclonal antibodies like Lecanemab and Donanemab. Attendees will gain insights into the evolving landscape of Alzheimer's diagnosis and treatment, with a focus on how these advancements can contribute to creating a healthier future.

Moderator: LJ R. Duenas
Presenters:
Abraham S. Chyung, MD
Huidy Shu, MD



**Scan me
Sessions Handout**

Strategies for Growing and Scaling Healthcare Practices in Hawai'i

1:45pm-3:00pm

The Session, presented by Claire E. Doi, a Business Advisor from the Hawaii Small Business Development Center (HISBDC), outlines strategies for growing and scaling healthcare practices in Hawaii. The presentation covers Hawaii's healthcare industry unique challenges and opportunities due to its geographic location and demographic composition. It emphasizes the importance of understanding these factors to develop effective growth strategies.

Moderator/Speaker: Claire E. Doi
Panelists:
Dr. Bernyce Peplowski M.S. O.D.
Dr. Paul Norio Morton, M.D.
Dr. Ira Zunin, M.D.
Lawrence Pai, VP, Business Banking ASB
Michael Kim, VP, Business Banking CPB

Palliative Care Primer for Allied Healthcare Workers

3:15pm-4:30pm

The "Palliative Care Primer for Allied Healthcare Workers" is an approximate 3-hour interactive introductory course to palliative care concepts, knowledge, and skills. The instructor course is approximately 5 hours long.

Learning Objectives of the course:

1. Describe Palliative Care (PC) and how it compares with usual disease-modifying care and hospice care
2. Explain who may benefit from PC and how it can benefit them
3. Understand the role of allied healthcare workers, including community health workers (CHWs), emergency medical technicians (EMTs), and other members of the PC team
4. Describe communication strategies among interdisciplinary team members.

The presentation during the 2024 Hawaii Healthcare Workforce Summit will cover about 1/3 of the 3-hour course, focusing on introductory palliative care concepts and knowledge, and the roles and communication strategies among interdisciplinary team members.

Presented by: Naomi F. Morita, MD

Public Health

Visualizing the Public Health Workforce Ecosystem

10:15 am-11:45am

This panel will have a lively discussion starting with the labor market conditions impacting Hawaii's public health workforce. Panelists will then share real-world solutions in various stages of development and implementation, that are designed to address these challenges. The panel will discuss how intentional efforts to catalyze a workforce eco-system that fosters recruitment through quality career pathways; expands work-based learning opportunities; and creates professional development opportunities for incumbent workers, will further the vision that all Hawaii residents have a fair and just opportunity to achieve optimal health.

Moderator: Scott Murakami

Panelists:
Tetine Sentell, PhD
Rie Kuhaulua, PsyD, MPH
Janet Berreman, MD, MPH
Becky Rodericks, MPM, MSc
Ha'a Pagan, MSW

Lived Experiences of the Public Health Workforce

1:45pm-3:00pm

This panel explores pathways to their careers for those working in diverse roles in public health. The panelists will share their career paths into the field, current roles in public health, as well as their experiences along the way. Discussions will also focus around the panelists' visions for the future public health workforce and "words of wisdom" for those interested in a public health career. Discussions will also focus on health equity and ensuring the workforce represents the community.

Moderator: Yuka Polovina, PhD, MPH

Panelists:
Diana Felton, MD
Ah-Lan Coloma
Keilyn Kawakami, MPH

Community Health Workers in Public Health

3:15pm-4:30pm

Community Health Workers (CHWs) play a key role in public health by connecting community members with healthcare and social systems, more so in diverse and geographically unique contexts such as Hawai'i. This panel aims to provide a comprehensive perspective of the contributions of CHWs to public health through the insights from Chauncey, Cyd, Emma, and Rosi, all community health workers with experience in Hawaiian Health Care systems, Federally Qualified Health Centers, and the Hawaii Public Health Institute. Our panelists will identify CHWs' role in different systems, highlighting their dedicated work in addressing barriers, improving access to care, and meeting the unique needs of local, diverse communities. They will also share their first-hand experiences in the field, offering perspectives on daily difficulties and opportunities while exploring the current challenges for Hawaii's CHW workforce sustainability and opportunities for professional development such as the Hawai'i Community Health Worker Association. Join this inspiring session to learn about the essential role of CHWs, opportunities for addressing workforce challenges, and some of the current efforts for strengthening CHWs' roles in the state.

Moderator: Blanca Gilopez

Panelists:
Rosi Filemoni
Chauncey Hatico
Cyd Hoffeld
Emma Falvey

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- IT Support Technician
- Office Assistant III

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AMHD
ADULT MENTAL HEALTH DIVISION

STATE DEPT. OF HEALTH

Adult Mental Health Division

Room 256

P.O. Box 3378

Honolulu, HI 96801

Advances in Community Practices

Empowering NHPI Health Workers: Combating Racism Building Workforce and Enhancing Resilience

10:15 am-11:45am

This session will feature three distinguished panelists: a Native Hawaiian Community Health Worker, a Pacific Islander Community Health Worker, and a Native Hawaiian and Pacific Islander Community Health Worker Leader. The panel will focus on the infrastructure building being undertaken through Community Health Worker (CHW) workforce development, specifically through the NHPI CHW curriculum, Peau O Le Vasa.

Each speaker will share insights on the critical role Native Hawaiian Pacific Islander (NHPI) CHWs play in bridging the gap between medical providers and the community. They will discuss strategies for fostering collaborative relationships that leverage NHPI CHWs to enhance community connections and improve health outcomes.

Additionally, the session will cover advocacy efforts and the importance of working with government entities to create a sustainable system that supports the licensing and professional development of NHPI CHWs. This system aims to honor the diversity of NHPI communities while meeting Western guidelines, ensuring both cultural competency and adherence to established health standards.

By the end of the session, attendees will have a deeper understanding of the value of NHPI CHWs in promoting health equity, the steps needed to build a sustainable NHPI CHW workforce, and the ways in which NHPI CHWs can help dismantle systemic racism and enhance cultural resilience within NHPI communities.

Moderator/Speaker: Ke'eloni Antonio

Panelists:
Atalina pasi
Chantelle Eseta Matagi

Trauma Informed Care Practices

1:45pm-3:00pm

Trauma-informed care is guided by the question, "What happened to you?" rather than "What's wrong with you?" Hawaii seeks to lead as a Trauma-Informed Care State. Presenters will overview trauma, describe trauma-informed care, and provide strategies to engage in trauma-informed practices. Attendees will have opportunities to engage in reflection and dialogue about trauma and trauma-informed care.

Moderator: Christine Park, PhD

Panelists:
Geniel Hernandez Armstrong, MD
Tia L.R Hartssock, MSW
Stephanie Campbell, PH. D

Peer Support Practices

3:15pm-4:30pm

Peer Specialists are trained and certified to offer support and assistance in helping others in their recovery and community integration process. This session will answer why, "secret sauce?". It will reflect on how this 'secret sauce' is added in practice by highlighting advances in the area of public mental health care.

Moderator: Kathrine Aumer, PhD

Panelists:
Scott K. Shimabukuro Ph.D. ABPP
Amy Naylor, MA
Micheal Peacock, HPCS

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20 MAUI OLA
MĀLAMALAMA



KE OLA
MAMO

HUI NO KE OLA PONO

Addressing Burnout & Moral Injury

The WCC's Strategies Framework provides a conceptual overview of actionable areas to address burnout and moral injury. Click the boxes below to find specific strategies stakeholders can take to improve the well-being of the health and public safety workforce.

<https://www.wpchange.org/actionable-strategies>

Strategies for Public Safety Organizations

The public safety workforce, which includes emergency medical service (EMS), fire, search and rescue, and more, is the first line of defense for public health and safety during emergencies. COVID-19 demonstrated their indispensable role, as well as the rising concerns of burnout and moral injury in this workforce.

<https://www.wpchange.org/actionable-strategy/public-safety-organizations>

Strategies for Health Organizations

Improve the well-being of the health and public safety workforce must address the full range of relational and operational drivers of burnout and moral injury. The following strategies have been identified to help leaders – from C-suite to Dean's offices to supervisors – and frontline workers and learners address burnout and moral injury in hospitals, primary care, pharmacies, mental health centers, nursing homes, and other health and healthcare organizations.

<https://www.wpchange.org/actionable-strategy/health-organizations>

Medical Economics: Six Ways to Reduce Burnout:

Burnout has become an epidemic in medicine, with between one-third and one-half of U.S. clinicians experiencing it, according to a report from the National Academy of Medicine. Personal stress management strategies are insufficient to address the issue, and the academy says it must be approached not as an individual problem, but one that results from workplace culture, healthcare policies, and societal expectations. Here are six ways healthcare leaders can reduce burnout, according to the academy.

<https://www.medicaleconomics.com/view/six-ways-healthcare-leaders-can-reduce-burnout?slide=1>

National Academy of Medicine National Plan for Health Workforce Well-Being:

The capacity and well-being of the U.S. health workforce has been under threat for years by an epidemic of burnout, and the COVID-19 pandemic has exacerbated this systems issue. Now more nurses, physicians, and state and local public health department employees than ever are considering leaving their professions.

Recognizing that the function of the U.S. health system is at stake, the NAM released the National Plan for Health Workforce Well-Being in October 2022 to drive collective action to strengthen health workforce well-being and restore the health of the nation.

<https://nam.edu/initiatives/clinician-resilience-and-well-being/national-plan-for-health-workforce-well-being/>

National Academy of Medicine Workforce Wellness Initiatives:

The NAM launched the Clinician Well-Being Collaborative in 2017 to reverse trends in health worker burnout. In October 2022, the NAM released the National Plan for Health Workforce Well-Being to drive collective action to strengthen health workforce well-being and restore the health of the nation, as more nurses, physicians, and public health employees than ever are poised to leave their professions.

<https://nam.edu/initiatives/clinician-resilience-and-well-being/change-makers/>

AMA Joy in Medicine: Slides

<https://www.ama-assn.org/system/files/joy-in-medicine-roadmap.pdf>

NIH Addressing Health Care Workers' Mental Health

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10916736/>

2024 Hawai'i Physician Workforce Report (DRAFT NUMBERS)

Kelley Withy, MD, PhD

Statewide

Specialty (Primary Care)	Demand	Supply	Difference	Dif W/O overage	Percent short
Family Medicine	441.7	353.1	88.6		20.1%
General Internal Medicine	416.9	338.4	78.5		18.8%
Geriatric Medicine	31.1	43	-11.9		0.0%
Pediatrics	234	226.7	7.3		3.1%
Primary Care Total	1123.7	961	162.7	163	14.5%
Allergy & Immunology	20.7	10.8	9.9	10	47.8%
Dermatology	35.7	58.2	0	1	2.2%
Infectious Disease	39.7	22.1	17.6	18	44.3%
Neonatology	25.9	18.6	7.3	8	31.7%
Nephrology+	49.1	30.4	18.7	19	38.1%
Adult Cardiology	107.1	78.1	29	29	27.1%
Pediatric Cardiology	7.3	6.6	0.7	1	15.1%
Adult Critical Care+	17.5	36.8	0	4	23.4%
Pediatric Critical Care	2.9	4.1	0	1	34.5%
Adult Endocrinology	28.8	11.5	17.3	17	60.1%
Pediatric Endocrinology	8	3.3	4.7	5	58.8%
Adult Gastroenterology	64.9	56.3	8.6	11	16.9%
Pediatric Gastroenterology	8.3	1.6	6.7	7	81.9%
Adult Hematology & Oncology	45.7	25.8	19.9	20	43.5%
Pediatric Hematology & Oncology	7.4	6.3	1.1	2	24.3%
Adult Pulmonary	59	24.2	34.8	35	59.0%
Pediatric Pulmonary	5.5	2	3.5	4	63.6%
Adult Rheumatology	23	15	8	8	34.8%
Pediatric Rheumatology	1.3	2.2	0	0	30.8%
Colorectal Surgery	11	4.9	6.1	6	55.5%
General Surgery	96.1	95.8	0.3	8	8.3%
Neurological Surgery+	15	14.1	0.9	6	37.3%
Obstetrics & Gynecology	165.7	174.8	0	2	1.4%
Ophthalmology	85.6	91.9	0	14	15.8%
Orthopedic Surgery+	92.3	83.9	8.4	9	9.2%
Otolaryngology	38.5	28.7	9.8	11	27.3%
Plastic Surgery	30.6	25.9	4.7	7	21.2%
Thoracic Surgery+	19	8.3	10.7	11	56.3%
Urology+	37.5	29.9	7.6	8	20.5%
Vascular Surgery+	21.1	18.5	2.6	3	12.3%
Anesthesiology	177.9	147.7	30.2	32	17.8%

Emergency Medicine*	280.2	206.6	73.6	77	27.6%
Other Specialties***	150.1	107.4	42.7	43	28.8%
Pathology	65.7	36.8	28.9	29	44.0%
Physical Medicine & Rehabilitation	38	26.9	11.1	11	29.2%
Radiation Oncology	18.1	19.6	0	1	4.4%
Radiology	99.9	88.7	11.2	22	21.7%
Adult Neurology	53	45.2	7.8	9	17.4%
Pediatric Neurology	6.7	5	1.7	2	35.8%
Adult Psychiatry**	225.3	144.2	81.1	81	36.0%
Child/Adolescent Psychiatry**	68.9	36.2	32.7	33	47.5%
Hospital Medicine	140.3	217.9	0	3	2.1%
Grand Total (Statewide)	3618	3033.8	584.2	786	21.7%

Hawai'i County

Specialty (Primary Care)	Demand	Supply	Difference	%Shortage
Family Medicine	70.3	74.2	-3.9	
General Internal Medicine	44.8	23.2	21.6	
Geriatric Medicine	2.4	1.5	0.9	
Pediatrics	28.4	26.4	2	
Primary Care Total	145.9	125.3	20.6	14.1%
Allergy & Immunology	2.2	0.9	1.3	59.1%
Dermatology	4.8	4.8	0	0.0%
Infectious Disease	5.6	1.2	4.4	78.6%
Neonatology	4	0	4	100.0%
Nephrology+	6.8	3	3.8	55.9%
Adult Cardiology	14.2	10.3	3.9	27.5%
Pediatric Cardiology	0.7	0.5	0.2	28.6%
Adult Critical Care+	2.4	0	2.4	100.0%
Pediatric Critical Care	0.4	0	0.4	100.0%
Adult Endocrinology	3.2	0.1	3.1	96.9%
Pediatric Endocrinology	1.2	0	1.2	100.0%
Adult Gastroenterology	7.1	3.7	3.4	47.9%
Pediatric Gastroenterology	0.5	0	0.5	100.0%
Adult Hematology & Oncology	6.2	1	5.2	83.9%
Pediatric Hematology & Oncology	0.9	0	0.9	100.0%
Adult Pulmonary	6.8	0	6.8	100.0%
Pediatric Pulmonary	0.4	0	0.4	100.0%

Adult Rheumatology	3	1.3	1.7	56.7%
Pediatric Rheumatology	0.2	0	0.2	100.0%
Colorectal Surgery	1.7	0.3	1.4	82.4%
General Surgery	17.6	12.3	5.3	30.1%
Neurological Surgery+	2	0	2	100.0%
Obstetrics & Gynecology	21.3	19.7	1.6	7.5%
Ophthalmology	13.1	4	9.1	69.5%
Orthopedic Surgery+	14.6	10.1	4.5	30.8%
Otolaryngology	5.2	1	4.2	80.8%
Plastic Surgery	4.1	1.5	2.6	63.4%
Thoracic Surgery+	2.1	0	2.1	100.0%
Urology+	5.3	1.5	3.8	71.7%
Vascular Surgery+	3.2	2.7	0.5	15.6%
Anesthesiology	26.4	6.1	20.3	76.9%
Emergency Medicine*	38.4	33.5	4.9	12.8%
Other Specialties***	20.7	14.7	6	29.0%
Pathology	9.6	3	6.6	68.8%
Physical Medicine & Rehabilitation	7.5	1.2	6.3	84.0%
Radiation Oncology	2.4	1.9	0.5	20.8%
Radiology	17.9	6.3	11.6	64.8%
Adult Neurology	6.3	1.1	5.2	82.5%
Pediatric Neurology	0.9	0	0.9	100.0%
Adult Psychiatry**	36.9	11.7	25.2	68.3%
Child/Adolescent Psychiatry**	5.7	1.6	4.1	71.9%
Hospital Medicine	20.5	18.2	2.3	11.2%
Grand Total (Statewide)	499.9	304.5	195.4	39.1%

Honolulu County

Specialty (Primary Care)	Demand	Supply	Difference		%Shortage
Family Medicine	293.3	222.5	70.8	70.8	
General Internal Medicine	315.8	273.2	42.6	42.6	
Geriatric Medicine	22.1	38.5	-16.4	-16.4	
Pediatrics	169.9	170.1	-0.2	-0.2	
Primary Care Total	801.1	704.3	96.8	96.8	12.1%
Allergy & Immunology	15	9.9	5.1	5.1	34.0%
Dermatology	24	47	-23	0	0.0%
Infectious Disease	27.5	18.4	9.1	9.1	33.1%
Neonatology	17.7	18.6	-0.9	0	0.0%

Nephrology+	34.7	25.4	9.3	9.3	26.8%
Adult Cardiology	75	57.9	17.1	17.1	22.8%
Pediatric Cardiology	5.6	6	-0.4	0	0.0%
Adult Critical Care+	11.4	31.8	-20.4	0	0.0%
Pediatric Critical Care	1.9	4.1	-2.2	0	0.0%
Adult Endocrinology	21.1	10.8	10.3	10.3	48.8%
Pediatric Endocrinology	5.3	3.3	2	2	37.7%
Adult Gastroenterology	47.4	49.8	-2.4	0	0.0%
Pediatric Gastroenterology	6.8	1.6	5.2	5.2	76.5%
Adult Hematology & Oncology	29.8	21.8	8	8	26.8%
Pediatric Hematology & Oncology	5.6	6.3	-0.7	0	0.0%
Adult Pulmonary	42.5	22.5	20	20	47.1%
Pediatric Pulmonary	4.3	2	2.3	2.3	53.5%
Adult Rheumatology	16.2	13.5	2.7	2.7	16.7%
Pediatric Rheumatology	0.9	2.2	-1.3	0	0.0%
Colorectal Surgery	7.3	4.5	2.8	2.8	38.4%
General Surgery	60.6	68.3	-7.7	0	0.0%
Neurological Surgery+	9	13.7	-4.7	0	0.0%
Obstetrics & Gynecology	117.4	128.8	-11.4	0	0.0%
Ophthalmology	58.5	78.3	-19.8	0	0.0%
Orthopedic Surgery+	60.2	60.3	-0.1	0	0.0%
Otolaryngology	25.4	21.9	3.5	3.5	13.8%
Plastic Surgery	19.5	21.3	-1.8	0	0.0%
Thoracic Surgery+	12.5	7.3	5.2	5.2	41.6%
Urology+	25.4	24.3	1.1	1.1	4.3%
Vascular Surgery+	13.6	13.5	0.1	0.1	0.7%
Anesthesiology	119.9	114.8	5.1	5.1	4.3%
Emergency Medicine*	197.9	139.2	58.7	58.7	29.7%
Other Specialties***	104.5	75.2	29.3	29.3	28.0%
Pathology	45.1	31.8	13.3	13.3	29.5%
Physical Medicine & Rehabilitation	24.9	22.7	2.2	2.2	8.8%
Radiation Oncology	12.1	13.9	-1.8	0	0.0%
Radiology	62.7	73.2	-10.5	0	0.0%
Adult Neurology	38.5	39.9	-1.4	0	0.0%
Pediatric Neurology	4.3	5	-0.7	0	0.0%
Adult Psychiatry**	151.5	116.2	35.3	35.3	23.3%
Child/Adolescent Psychiatry**	51.3	32	19.3	19.3	37.6%
Hospital Medicine	96.3	176.4	-80.1	0	0.0%
Grand Total (Statewide)	2512.2	2339.7		363.8	14.5%

Kaua'i County

Specialty (Primary Care)	Demand	Supply	Difference		%Shortage
Family Medicine	24.3	20.7	3.6	3.6	
General Internal Medicine	15.5	12.6	2.9	2.9	
Geriatric Medicine	0.8	3	-2.2	-2.2	
Pediatrics	9.8	7.6	2.2	2.2	
Primary Care Total	50.4	43.9	6.5	6.5	12.9%
Allergy & Immunology	0.7	0	0.7	0.7	100.0%
Dermatology	1.6	0.8	0.8	0.8	50.0%
Infectious Disease	1.9	1.5	0.4	0.4	21.1%
Neonatology	1.4	0	1.4	1.4	100.0%
Nephrology+	2.4	0	2.4	2.4	100.0%
Adult Cardiology	4.8	2	2.8	2.8	58.3%
Pediatric Cardiology	0.2	0	0.2	0.2	100.0%
Adult Critical Care+	1.7	0	1.7	1.7	100.0%
Pediatric Critical Care	0.3	0	0.3	0.3	100.0%
Adult Endocrinology	1.1	0	1.1	1.1	100.0%
Pediatric Endocrinology	0.4	0	0.4	0.4	100.0%
Adult Gastroenterology	2.5	1.8	0.7	0.7	28.0%
Pediatric Gastroenterology	0.2	0	0.2	0.2	100.0%
Adult Hematology & Oncology	2	1	1	1	50.0%
Pediatric Hematology & Oncology	0.3	0	0.3	0.3	100.0%
Adult Pulmonary	2.2	1	1.2	1.2	54.5%
Pediatric Pulmonary	0.2	0	0.2	0.2	100.0%
Adult Rheumatology	1.1	0	1.1	1.1	100.0%
Pediatric Rheumatology	0.1	0	0.1	0.1	100.0%
Colorectal Surgery	0.6	0.1	0.5	0.5	83.3%
General Surgery	6	5.5	0.5	0.5	8.3%
Neurological Surgery+	2	0	2	2	100.0%
Obstetrics & Gynecology	7.4	6.6	0.8	0.8	10.8%
Ophthalmology	4.5	4.3	0.2	0.2	4.4%
Orthopedic Surgery+	5.1	4	1.1	1.1	21.6%
Otolaryngology	1.8	2.5	-0.7	0	0.0%
Plastic Surgery	1.3	0	1.3	1.3	100.0%
Thoracic Surgery+	2	0	2	2	100.0%
Urology+	2	2.1	-0.1	0	0.0%
Vascular Surgery+	2	0.3	1.7	1.7	85.0%
Anesthesiology	9	10.5	-1.5	0	0.0%
Emergency Medicine*	14	17.7	-3.7	0	0.0%

Other Specialties***	7.1	7.7	-0.6	0	0.0%
Pathology	3.3	0.5	2.8	2.8	84.8%
Physical Medicine & Rehabilitation	2.5	1	1.5	1.5	60.0%
Radiation Oncology	0.8	1.3	-0.5	0	0.0%
Radiology	5.9	3.9	2	2	33.9%
Adult Neurology	2.2	1	1.2	1.2	54.5%
Pediatric Neurology	0.3	0	0.3	0.3	100.0%
Adult Psychiatry**	13	4.7	8.3	8.3	63.8%
Child/Adolescent Psychiatry**	2.1	0.8	1.3	1.3	61.9%
Hospital Medicine	7	6.3	0.7	0.7	10.0%
Grand Total (Statewide)	177.4	132.8	44.6	51.7	29.1%

Maui County

Specialty (Primary Care)	Demand	Supply	Difference		%Shortage
Family Medicine	53.8	35.7	18.1		
General Internal Medicine	40.8	29.4	11.4		
Geriatric Medicine	5.8	0	5.8		
Pediatrics	25.9	22.6	3.3		
Primary Care Total	126.3	87.7	38.6	38.6	30.6%
Allergy & Immunology	2.8	0	2.8	2.8	100.0%
Dermatology	5.3	5.6	-0.3	0	0.0%
Infectious Disease	4.7	1	3.7	3.7	78.7%
Neonatology	2.8	0	2.8	2.8	100.0%
Nephrology+	5.2	2	3.2	3.2	61.5%
Adult Cardiology	13.1	7.9	5.2	5.2	39.7%
Pediatric Cardiology	0.8	0.1	0.7	0.7	87.5%
Adult Critical Care+	2	5	-3	0	0.0%
Pediatric Critical Care	0.3	0	0.3	0.3	100.0%
Adult Endocrinology	3.4	0.6	2.8	2.8	82.4%
Pediatric Endocrinology	1.1	0	1.1	1.1	100.0%
Adult Gastroenterology	7.9	1	6.9	6.9	87.3%
Pediatric Gastroenterology	0.9	0	0.9	0.9	100.0%
Adult Hematology & Oncology	7.7	2	5.7	5.7	74.0%
Pediatric Hematology & Oncology	0.6	0	0.6	0.6	100.0%
Adult Pulmonary	7.5	0.7	6.8	6.8	90.7%
Pediatric Pulmonary	0.6	0	0.6	0.6	100.0%
Adult Rheumatology	2.7	0.2	2.5	2.5	92.6%
Pediatric Rheumatology	0.1	0	0.1	0.1	100.0%
Colorectal Surgery	1.4	0	1.4	1.4	100.0%

General Surgery	11.9	9.7	2.2	2.2	18.5%
Neurological Surgery+	2	0.4	1.6	1.6	80.0%
Obstetrics & Gynecology	19.6	19.7	-0.1	0	0.0%
Ophthalmology	9.5	5.3	4.2	4.2	44.2%
Orthopedic Surgery+	12.4	9.5	2.9	2.9	23.4%
Otolaryngology	6.1	3.3	2.8	2.8	45.9%
Plastic Surgery	5.7	3.1	2.6	2.6	45.6%
Thoracic Surgery+	2.4	1	1.4	1.4	58.3%
Urology+	4.8	2	2.8	2.8	58.3%
Vascular Surgery+	2.3	2	0.3	0.3	13.0%
Anesthesiology	22.6	16.3	6.3	6.3	27.9%
Emergency Medicine*	29.9	16.2	13.7	13.7	45.8%
Other Specialties***	17.8	9.8	8	8	44.9%
Pathology	7.7	1.5	6.2	6.2	80.5%
Physical Medicine & Rehabilitation	3.1	2	1.1	1.1	35.5%
Radiation Oncology	2.8	2.5	0.3	0.3	10.7%
Radiology	13.4	5.3	8.1	8.1	60.4%
Adult Neurology	6	3.2	2.8	2.8	46.7%
Pediatric Neurology	1.2	0	1.2	1.2	100.0%
Adult Psychiatry**	23.9	11.6	12.3	12.3	51.5%
Child/Adolescent Psychiatry**	9.8	1.8	8	8	81.6%
Hospital Medicine	16.5	17	-0.5	0	0.0%
Grand Total (Statewide)	428.6	257	171.6	175.5	40.9%

Wellness Resources I DARE you to read!

Let me know others: wityh@hawaii.edu

- **Medical Economics: Six Ways to Reduce Burnout:**
 - <https://www.medicaleconomics.com/view/six-ways-healthcare-leaders-can-reduce-burnout?slide=1>
- **National Academy of Medicine National Plan for Health Workforce Well-Bding**
 - <https://nam.edu/initiatives/clinician-resilience-and-well-being/national-plan-for-health-workforce-well-being/>
- **National Academy of Medicine Workforce Wellness Initiatives**
 - <https://nam.edu/initiatives/clinician-resilience-and-well-being/change-makers/>
- **AMA Joy in Medicine**
 - <https://www.ama-assn.org/system/files/joy-in-medicine-roadmap.pdf>
- **NIH Addressing Health Care Workers' Mental Health**
 - <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10916736/>

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