



HAWAI'I STATE CENTER
FOR NURSING

2024

ANNUAL REPORT

A REPORT FOR GOVERNOR JOSH GREEN AND THE HAWAI'I STATE LEGISLATURE

2024 Annual Report

Alternate forms of this report
will be provided upon request
of HSCFN@hawaii.edu.



HAWAII STATE CENTER FOR NURSING

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Contents

EXECUTIVE SUMMARY	1
EXECUTIVE SUMMARY	2
THE CENTER'S BACKGROUND	4
ADVISORY BOARD 2024 PRIORITIES	5
MISSION AND VISION	6
HSCN WORK WITHIN MANDATES	7
WORKFORCE DATA	8
OVERVIEW AND STEERING COMMITTEE	9
2021-2022 HAWAI'I NURSE EDUCATION CAPACITY SURVEY	9
2023 NURSING WORKFORCE SUPPLY SURVEY	10
SPECIAL REPORTS	11
BEST PRACTICES AND QUALITY OUTCOMES	12
OVERVIEW	13
EVIDENCE-BASED PRACTICE	13
NURSING PROFESSIONAL DEVELOPMENT	14
RECRUITMENT AND RETENTION	18
OVERVIEW	19
NURSE LEADERS HUI	19
HAWAI'I CLINICAL PLACEMENT COLLABORATIVE (HCPC)	20
HAWAI'I NURSE TRANSITION-TO-PRACTICE PROGRAM	22
ADDRESSING BARRIERS TO APRN PRACTICE	25
IMPROVING VISIBILITY OF THE CENTER AND HAWAI'I NURSING INITIATIVES	26
OVERVIEW	27
HSCN STRATEGIC INITIATIVES	27
STATEWIDE INITIATIVES	30
NATIONAL INITIATIVES	31
AARP REMOVING BARRIERS LEARNING COLLECTIVE	33
APPENDICES	34
APPENDIX A: THE CENTER'S ADVISORY BOARD	35
APPENDIX B: STRATEGIC PLAN, 2018-2023	36
APPENDIX C: LAURA RECEIVES FAAN RECOGNITION	37
APPENDIX D: LAURA SELECTED FOR OMIDYAR FELLOWS COHORT IX	38
APPENDIX E: CARRIE RECEIVES INAUGURAL EXCEPTION CONTRIBUTION BY A STATE REPRESENTATIVE SUBSCRIBER AWARD	39
APPENDIX F: CARRIE, CHAIR OF THE HAWAI'I BOARD OF NURSING	40
APPENDIX G: CARRIE RECEIVES AMERICAN ASSOCIATION OF NURSING PRACTITIONERS HAWAI'I ADVOCATE AWARD FOR EXCELLENCE	40
APPENDIX H: NATIONAL PUBLICATION: LEVERAGING THE HAWAI'I NURSE RESIDENCY COLLABORATIVE TO OPTIMIZE STATEWIDE WORKFORCE GOALS	41



Executive Summary

IN THIS SECTION:

Executive Summary | The Center's Background |
Advisory Board 2024 Priorities | Mission and Vision |
HSCN Work Within Mandates

We remain committed to being a strong mission-driven state entity that produces effective outcomes on behalf of our state.



Executive Summary

TO GOVERNOR JOSH GREEN AND STATE LEGISLATORS:

The Hawai'i State Center for Nursing (HSCN/Center) is proud to report the significant impact we contributed to the State of Hawai'i during Fiscal Year 2023-2024 (FY2024) through this Annual Report. Tracking workforce fluctuation and responding to the ever-changing needs of our state's nurses is not new to us. For instance, starting in 2018, we started to see reductions in education capacity due to shifts in hospital setting patient dynamics, followed in 2020 with a sudden decrease in hospital utilization during the pandemic, a surge in nursing support services in the community, and a drastic shift in nursing education delivery methods to maintain education quality and capacity. Between 2021 and 2022, the Center collaborated with community partners to address the increased health demands in acute care, significant impacts on mental health in healthcare workers and within the community, dire staffing shortages in post-acute care settings, acute-care specialty areas, and the impacts of these nursing phenomena on nursing education delivery. During the 2023-2024 period, we have dedicated efforts to both inquiring with our nursing stakeholders about their current need and investing in actions to support their needs. This report will show our commitment to understanding our nursing workforce, developing strategies to address nursing needs, and developing initiatives to achieve our intended outcomes. That is to say: we remain committed to being a strong mission-driven state entity that produces effective outcomes on behalf of our state.

Taking a moment to reflect however, despite the fluctuant state of our current environment, there are glimmers of reprieve. In 2024, our work focused on responding to these new and deep findings from the 2023 Nursing Workforce Supply Survey. Among the nurses who live in Hawai'i and are in the labor force, 97% are currently working in a nursing-related job. Satisfaction and stability in Hawai'i's nursing workforce is better than the United States on average, with 33% of our state's nurses reporting they are very satisfied in their current role as compared to 28%, nationally. As a positive sign, more than two-thirds of our state's nurses report intention to stay in their current position through the next year, including more than half of those who report being very likely to stay. Though we find areas of hope and growing stability, we also continue to see areas that need improvement. Our statewide collaboratives include representatives from education, acute-care nursing, post-acute care nursing, government, private sector, and more. These community groups served as key informants for our work.

In 2024, we were granted significant funds from the State Department of Health, the University of Hawai'i Community Colleges, and the State of Hawai'i to support professional development that significantly supplemented the license renewal fees that we receive from nurses. These funds allowed us to continue our professional development program offerings, leading to over 1,000 hours in continuing education credits for nurses. We have supported over 1,000 nurses in enrolling in residencies, preceptor training, and specialty training this year alone. We engaged nurse faculty in a clinical instructor training intensive to bolster our nursing education capacity across the state. These efforts enable nurses to feel well supported in their roles, prepared with the knowledge they need to exceed in their roles the goal of staying – and thriving – in the workforce. We know efforts like these pay off. For example, the Hawai'i Nurse Residency Program's

AMONG THE NURSES WHO LIVE IN HAWAII' AND ARE IN THE LABOR FORCE, 97% ARE CURRENTLY WORKING IN A NURSING-RELATED JOB.

12-month retention remains high at 96%, a considerable 20 percentage points higher than the current national average.

Focusing now on needs, our state has a drastically declining licensed practical nurse (LPN) workforce, near flat growth of our Registered Nurse (RN) workforce, and the wellbeing of our nurses continues to be strained. To this last point, though 85% of Hawai'i's nurses reported that nursing was a fulfilling career, 47% stated they felt so stressed at work they considered leaving the profession, and 32% reported experiencing verbal or physical abuse by a patient or visitor at least monthly. Our successes remain tempered by the continued needs of nurses.

While we are making headway, we know there is a long road before us until we meet stability. In Fall 2023, our Advisory Board established priorities to reinforce our efforts and enable us to accelerate our impacts. Our priorities are focusing on Education Capacity, Nursing Wellbeing, and Leadership, and continuing our work addressing adequate nursing workforce goals and barriers to APRN practice. We both continue to explore opportunities to address these priorities while we initiate action. In the year ahead, we will also be engaging in focus groups across the islands that will lead to a new strategic plan. We will also be investing in a robust nursing workforce projection to better aid us in driving strategies for the future.

Other questions loom. How do we support our nurses in caring for patients when external factors like cost-of-living and working-age-to-retiree population ratio continue to impose challenges that complicate strategies.

Simply, we are all in it together. So let's do this together.

It is with great honor that the Center continues to serve our call to action set forth in 2003. We are committed to convening partners, building trust, delivering outcomes, and supporting innovation to ensure high quality care is accessible to all the people of Hawai'i. Most importantly, we are so honored to work on behalf of our state's nurses.

Respectfully submitted by:



Laura Reichhardt,
MS, APRN, AGPCNP-BC, FAAN
Director



Anne Scharnhorst,
DNP, RN, CNE
Chair, Advisory Board

The Center's Background

The Hawai'i State Center for Nursing was established by the Hawai'i Legislature in 2003 by Act 198, the Center was founded "to address nursing workforce issues." This legislative mandate guides our endeavors.

Specifically, the Center works to fulfill our state mandates, as follows:

MANDATES

Collect and analyze data and prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce;

Conduct research on best practices and quality outcomes;

Develop a plan for implementing strategies to recruit and retain nurses; and

Research, analyze and report data related to the retention of the nursing workforce.

The Center uses our mandates as our guiding pillars to fulfill our mission and achieve our vision. Further, we use community feedback, program outcomes, Center research findings, and national research and best practices to revise our priorities, strategies, initiatives, and activities to continue to right-size our efforts for the state's needs.

Furthering our guiding framework are the generous and voluntary contributions of the Center's Advisory Board. The Governor appoints Advisory Board members, who may serve up to an eight-year term. The Center for Nursing Advisory Board uses information including program updates, recommendations from our community partners to develop direction related to the Center's goals. Nationally, the Center is a member of The National Forum of State Nursing Workforce Centers, which provides insights and expert guidance for state nursing workforce centers.

The Center is located at the University of Hawai'i at Mānoa Nancy Atmospera-Walch School

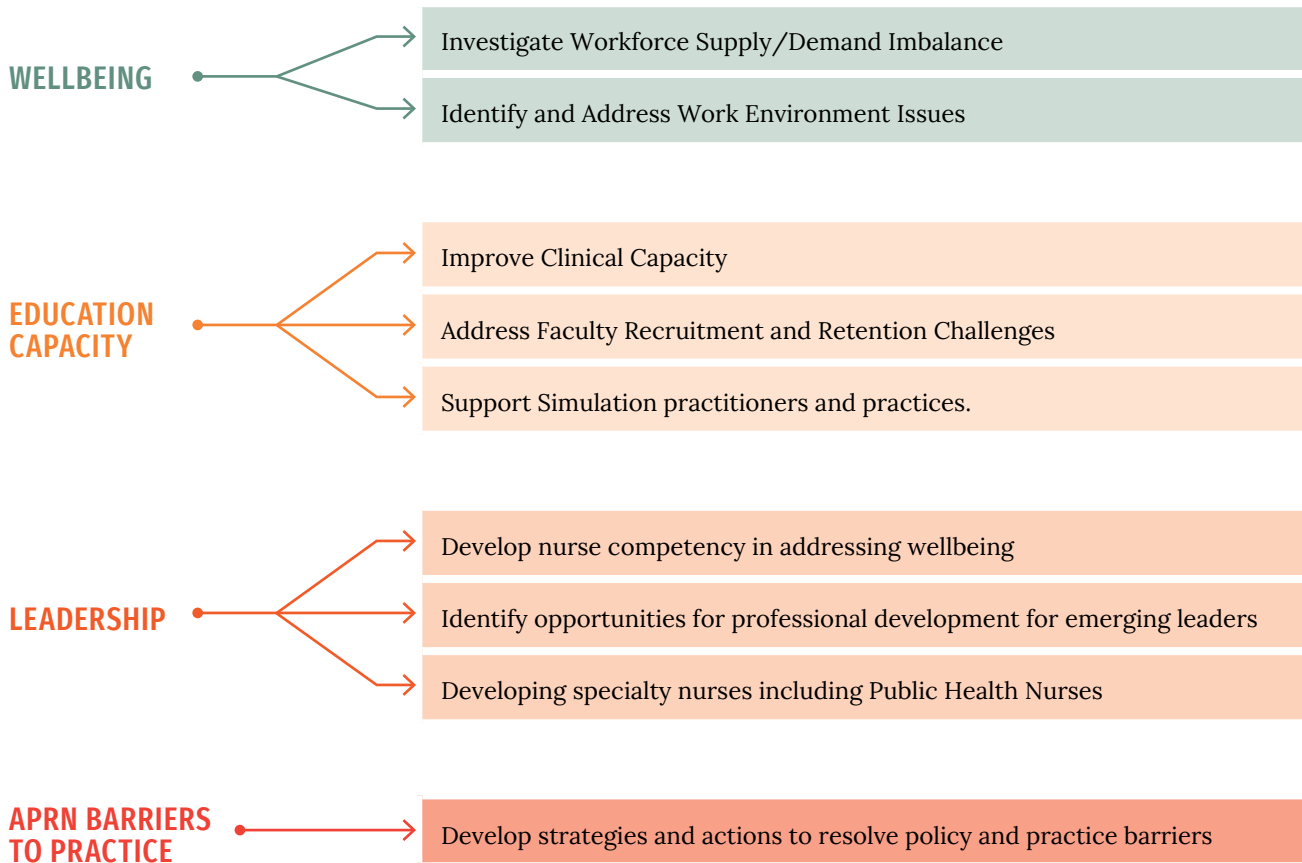
of Nursing (NAWSON) and reports to its Dean in addition to receiving guidance from the Advisory Board. The Center currently has five full time staff and two part time staff. The Center achieves progress towards its mandates, mission, and vision through statewide collaborative working groups, coalitions, and through direct efforts from the staff. These collaborative working groups including the Workforce Research Steering Committee, the Evidence Based Practice Steering Committee, the APRN Policy and Practice Task Force, the Nursing Professional Development Collaborative, The Hawai'i Clinical Placement Collaborative, the Hawai'i Action Coalition, the Hawai'i State Simulation Collaborative, the Hawai'i Nursing Transition to Practice Collaborative, the Hawai'i Clinical Placement Collaborative and the Nurse Leaders Hui, which is composed of the Deans and Directors Collective and the Chief Nursing Officers Collective. These collaborative working groups are a guiding light for our work, ensure that our efforts represent the needs

of the nursing workforce across counties, specialties, roles, in regard to nursing education as well as nursing practice. Further, by engaging our community partners in strategy development, we yield positive and fulfilling engagement that contributes to our successful program.

The Center is supported by the nurses of Hawai'i through the Center for Nursing Fee. With [Act 66, Session Laws of Hawai'i 2022](#), starting July 1, 2022 each nurse pays \$60 upon the issuance of new licenses and at each license renewal period. This is a \$20 increase in biennial nurse license fees for licensed nurses which was established by Act 198, SLH 2003. These funds are deposited into a special fund account for Center use, and represent 75% of the operating budget. In addition, the Center receives support for programs from our in-state schools of nursing and health care facilities across the state, and through grants and funding opportunities from state and national partners, which accounts for 25% of the operating budget.

Advisory Board 2024 Priorities

In 2024, the Advisory Board prioritized Wellness, Education Capacity, Leadership, and APRN Barriers to Practice. Within each of these categories, initiatives were identified to direct Center efforts.



DRIVERS FOR STRATEGIC PRIORITIES:



Mission and Vision

VISION

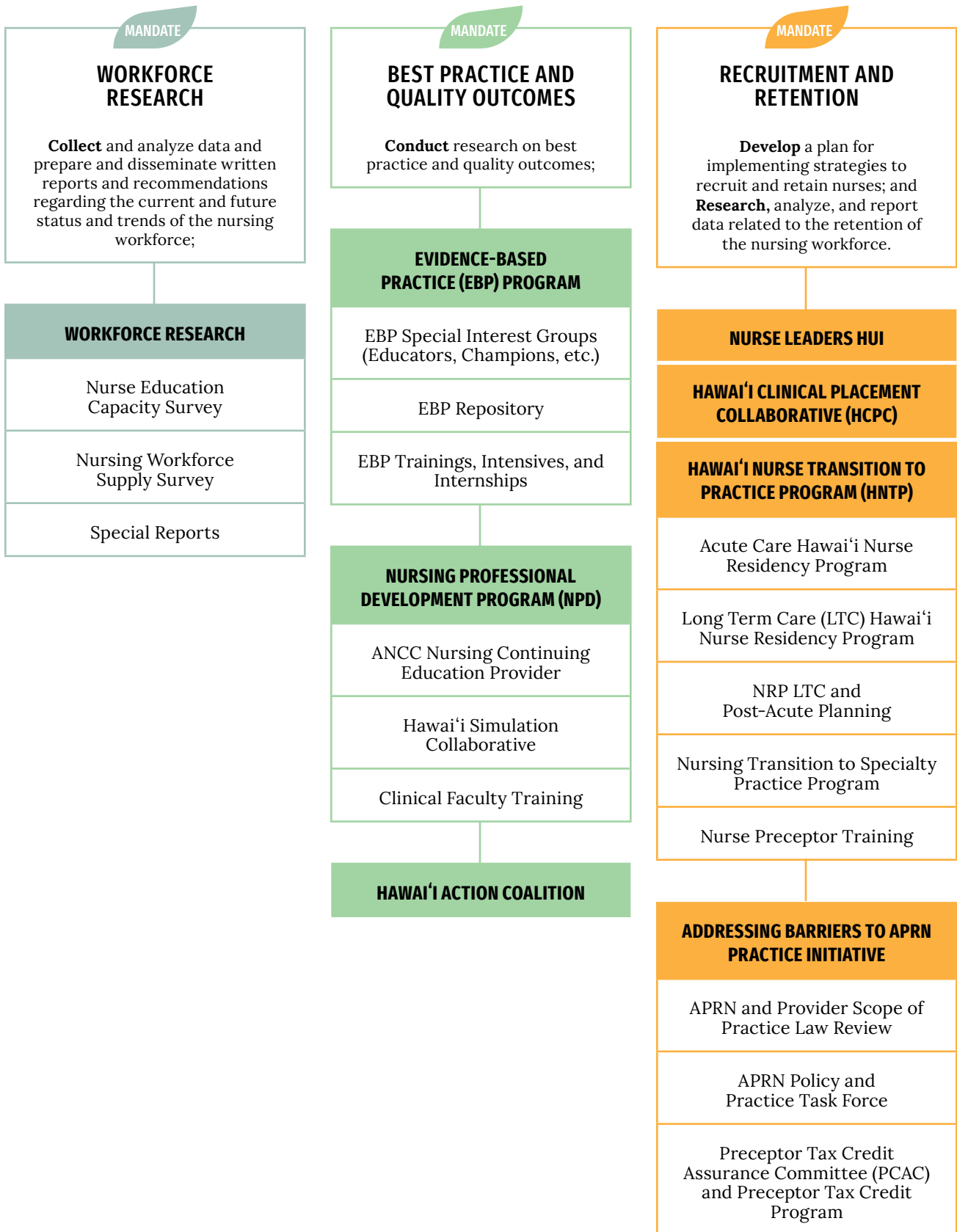
To achieve and sustain nursing excellence, leading to the highest quality nursing care for the people of Hawai‘i.

MISSION

To engage in nursing workforce research, promote best practices and disseminate knowledge, cultivate a diverse and well-prepared workforce, support healthy work environments, champion lifelong learning, and strategically plan for sound nursing workforce policy.



HSCN Work Within Mandates



Workforce Data

IN THIS SECTION:

Overview and Steering Committee | 2021-2022 Hawai'i
Nurse Education Capacity Survey | 2023 Nursing
Workforce Supply Survey | Special Reports

The Center is the
owner and steward of
the most comprehensive
and detailed data about
nurses in the state.



Overview and Steering Committee

The primary goal of the Center's workforce research activities is to collect, analyze, and disseminate data about the current status, changing trends, and likely future of Hawai'i's nursing workforce. Conducting workforce research is one of our legislative mandates and has resulted in the Center being the owner and steward of the most comprehensive and detailed data about nurses in the state.

The Center's data collection and reporting efforts are guided, in part, by the Center's Research Steering Committee. The steering committee comprises 11 individuals who represent nursing employers, nurse educators, and workforce developers. The committee meets as needed, generally in the spring of each odd-numbered year, to review the Nursing Workforce Supply Survey prior to the biennial fielding period for the study.

MANDATE

Collect and analyze data and prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce.

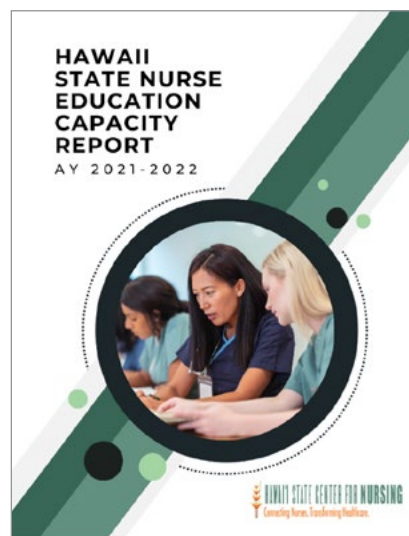
2021-2022 Hawai'i Nurse Education Capacity Survey

Each year, the Center conducts a survey of the eight schools of nursing with a physical campus in Hawai'i. The goal of the survey is to identify changes in the availability of nursing education in the state, the faculty vacancy rate, and challenges that schools experience in sustaining or growing their nurse education programs. The survey also tracks changes in the demand for enrollment in nurse education programs.

In December 2023, we released the Hawai'i Nurse Education Capacity Report for Academic Year 2021-2022. We also updated our three education dashboards for [LPN programs](#), [pre-licensure RN programs](#), and [nursing faculty](#). The dashboards provide historical data for five academic years. The RN and faculty dashboards are interactive so users can filter the data by program type and location.

Highlights from the 2021-2022 Education Capacity Survey include:

- ▼ **Enrollment demand continues to exceed schools' capacity to enroll new students.** LPN programs had the capacity to admit only 39% of fully qualified applicants. Among pre-licensure RN programs, 26% of qualified applicants were admitted to ADN programs and 55% of applicants were admitted to BSN programs.
- ▼ **403 students graduated from pre-licensure RN programs.** Upon being approved for licensure and passing the NCLEX-RN exam, these graduates will be ready to join the nursing workforce. An additional 48 students completed the RN curriculum of the state's only graduate entry program in nursing (GEPN). Though some GEPN completers may enter the workforce as RNs, most of them will continue their education at the graduate level.
- ▼ **The vacancy rate for full-time nurse faculty positions was 13%.** While higher than the national vacancy rate, this is a decrease from 18% in the previous academic year.



2023 Nursing Workforce Supply Survey

In each odd-numbered year, the Center conducts its biennial Nursing Workforce Supply Survey. The survey produces the most comprehensive and detailed dataset of characteristics of nurses employed in Hawai'i. The 2023 survey was conducted between April and June of 2023. By the end of the survey data collection period, 15,420 nurses had participated resulting in the largest sample in a single year in the history of the survey.

In September 2023, the first reports were released. The first was the [Method](#) which provided the technical documentation for the survey. The second report was the [Statewide Data Tables by License](#). The data tables provided frequency distributions and estimated counts for most of the variables on the survey for LPNs, RNs, and APRNs. In May 2024, to coincide with the country's annual Nurses Week celebration, the [2023 Hawai'i Nursing Workforce Supply Report](#) was released. The report discusses the current state of the nursing workforce with an emphasis on issues impacting each subset of the workforce:

- ▼ **There is an LPN shortage in the state.** The shortage is driven by the decline in both education capacity and enrollment demand over the past five years. Although the LPN workforce is shrinking, employers, especially in post-acute/long-term care settings, still rely heavily on LPNs. Growing the LPN workforce will require an expansion in education capacity and sustained investment in earn-and-learn models of enrollment that allow assistive personnel such as CNAs to remain in the workforce while completing LPN education.
- ▼ **The RN shortage is easing.** Employers report fewer unfilled vacancies and lower utilization of travel (also called contract) nurses. Though the shortage is easing, RNs still report heavy workloads signaling that employers should prioritize improving the work environment to support nurses' well-being and promote workforce retention.
- ▼ **APRNs are the fastest growing subset in the nursing workforce.** 85% of Hawai'i's APRNs are certified as nurse practitioners. NPs who work on O'ahu are more likely to work within the Honolulu urban core and report that they are not primary care providers. In contrast NPs who work on the Neighbor Islands are more likely to report being in private practice and they are more likely to report that they provide primary care. Facilitating the expansion of more APRNs into private practice are rules that improve pay parity with that of physicians.



Special Reports

Our major workforce reports focus on statewide issues in nursing workforce and education. In addition to our major reports, we also disseminate more detailed information about specific aspects of the workforce.



NEW GRADUATE REGISTERED NURSES

In April 2024, our Researcher gave a presentation to the graduating BSN students at the University of Hawai'i at Mānoa to help them better understand the prospective job market for newly graduated RNs. Using data from the 2023 Nursing Workforce Supply Survey, the presentation addressed how long after graduation new graduate RNs typically their first jobs and the settings in which new graduates are most likely to be hired.

Highlights from the presentation include:

- 67%** Of new graduate RNs got their first job within 6 months of graduation.
- 76%** Of new graduate RNs report that they want their first job to be in acute care hospitals.
- 55%** Of new graduates report that they were actually hired by a hospital right out of school.
- 21%** Of new graduate RNs report that their first job was in a post-acute/long-term care setting.
- ✔ New graduate RNs whose first nursing job is in an ambulatory or home health setting have the fastest post-graduation entry into the job market.



WELLBEING OF HAWAI'I'S NURSES

In May 2024, our Researcher gave an hour-long webinar in which she presented the most recent data about the wellbeing of Hawai'i's nurses. The webinar focused on the overall wellbeing of the nursing workforce as well as variations in nursing wellbeing by primary practice setting and duration of tenure in the nursing profession.

Selected highlights from the presentation include:

- 85%** Of nurses who work in Hawai'i report that nursing is a fulfilling career.
- 57%** Of nurses feel that their employers are genuinely concerned about their wellbeing.
- 47%** Of nurses felt so stressed at least one time in the 12 months prior to the survey that they considered leaving the nursing profession.
- 18%** Of nurses report being verbally or physically abused by a patient or visitor at least weekly.
- 17%** Of nurses reported that they were asked or expected to work more shifts or hours than they felt was safe at least weekly.



THE VALUE OF NATIONAL NURSING WORKFORCE DATA

In June 2024, our Director and Researcher recorded a podcast episode in which they discussed the value and relevance of national nursing workforce data to Hawai'i. Topics addressed in the episode include why national data are important when we collect state level data, whether Hawai'i's data tracks with national data regarding nurses' intention to leave the workforce, and the annual WalletHub study that consistently calls Hawai'i the worst state in the country to be a nurse.

Best Practices And Quality Outcomes

IN THIS SECTION:

Overview | Evidence-Based Practice |
Nursing Professional Development

These programs instill the professional value of lifelong learning and ensure accessible and high-quality activities that support the Hawai'i nursing population at large.



Overview

In response to the mandate to conduct research on best practices and quality outcomes, the Center maintains two robust programs:

- ✔ [Evidence-based Practice \(EBP\) Initiatives](#) and
- ✔ [Nursing Professional Development Program](#).

The primary focus of these programs is to instill the professional value of lifelong learning and ensure accessible and high-quality activities that support the Hawai'i nursing population at large. The EBP Program is one of the longest-standing programs of the Center, starting in 2009. This program includes workshops for clinicians and faculty as well as promotion of EBP to nurses and healthcare leadership. The Nursing Professional Development Program serves as an umbrella for our [ANCC accredited nursing continuing education](#) activities, nursing faculty professional development, the [Hawai'i Simulation Collaborative](#), and other efforts that support academic progression in nursing and lifelong learning. In addition to these programs, the Center engages in national efforts aimed at achieving best practices and quality outcomes in nursing.



Conduct research on best practices and quality outcomes.

Evidence-Based Practice

EBP STRATEGIC PLAN

- ✔ The Center held one-on-one interviews statewide with key stakeholders and determined that, due to ongoing pandemic repercussions, nurses did not have the capacity to participate in formal EBP training in FY2024.
- ✔ We are currently developing a strategy to reinvigorate the movement towards a statewide culture of EBP.

Hopkins guided participants through the process of developing an EBP practice change using their tools.

- ✔ Feedback was overwhelmingly positive, and participants enjoyed the interactive small group work throughout the event.

EBP SPECIAL INTEREST GROUPS

CLINICIANS

- ✔ Feedback from our partners indicated that nurses continued to be overwhelmed and burnt out with their regular work duties and could not participate in a formal EBP training program.
- ✔ New graduates continue to receive EBP education through various nurse residency programs across the state.
- ✔ The Center worked in FY2024 to partner with the Johns Hopkins Center for Evidence-based Practice to give Hawai'i

DEEP DIVE INTO JOHNS HOPKINS EBP TOOLS WORKSHOP

- ✔ One-day workshop held in partnership with Johns Hopkins Center for Evidence-based Practice sponsored by HSCN and NAWSON COLs Stephanie Marshall and Charles Miller Endowment.
- ✔ 79 nurse educators attended from employer and academic organizations across the state.
- ✔ Expert faculty from Johns

EBP SKILLS OF A NEW GRADUATE RN



nurses access to on-demand online training that could be completed at their convenience.

EDUCATORS

- ▼ The Hawai'i Academic & Clinical Nurse Educator Workgroup continued to meet throughout FY2024. This group of academic and clinical nurse educators collaborate to ensure nurses' EBP knowledge and skills are well honed as they transition from nursing school to clinical practice.
- ▼ This year, the group focused on developing a strategy to ensure clinical nurse leaders understood what knowledge and skills

new graduates have as they enter the workforce. This helps ensure that when the new graduate enters practice, they can be utilized to their fullest potential and that future education is not redundant.

- ▼ See graphic: *EBP Skills Of A New Graduate RN* on page 13.

COLLABORATIVE

- ▼ This Collaborative continues to serve as our steering committee for evidence-based practice efforts and creating a culture of EBP across the state.
- ▼ This group focuses on disseminating EBP project processes

and outcomes across healthcare organizations.

EBP REPOSITORY

- ▼ Development of an online-based repository for evidence-based practice changes continued throughout FY 2023-2024.
- ▼ The Center finalized contracts with a website developer who began constructing the repository with feedback from key stakeholders.
- ▼ Plan to launch live repository in early FY 2024-2025.

Nursing Professional Development

In response to the mandates to conduct research on best practices and quality outcomes and to develop a plan for implementing strategies to recruit and retain nurses, the Center has developed and maintained a multitude of programs under the “nursing professional development” umbrella. Nursing professional development ensures lifelong learning for licensed nurses to be prepared to provide evidence-based, safe, quality patient care. The nursing professional development arm of the Center focuses on continuing education (CE) offerings, simulation education, clinical faculty training, promoting scientific inquiry, and writing for publication.

CONTINUING COMPETENCY

The Center continued offering CE contact hours throughout FY 2023-2024. During this period, 13 activities were provided throughout the year, resulting in 659 nurses receiving 1,715 hours of continuing education.

Learning activity topics included wellbeing, policy and legislation, recruitment and retention in long-term care, latest trends in oncology care, ethical considerations of recruitment and retention, and Hawai'i nursing workforce supply data.

The Center continued partnering with community organizations to increase the breadth of topics and reach of the Center's CE program. Learning activities were

developed in partnership with the CGFNS International, the University of Hawai'i Cancer Center, the Oncology Nurses Society – Hawai'i Chapter, the University of Hawai'i at Mānoa Nancy Atmospera-Walch School of Nursing, and other healthcare organizations across the state.

The Center continues to utilize the CE program as a way to give learners credit while learning about Center initiatives such as our workforce research, our legislative work, and our Evidence-based Practice Program.

The Center's planning unit worked to implement an online learning management system (LMS) that will improve the experience of obtaining CE from the Center for



nurses across Hawai'i. This LMS gives users easy access to a library of activities and the ability to track the activities they've completed and CE they've earned. The LMS also makes management of the activities by the planning unit more efficient. The public launch of this system is expected to take place in Fall 2024.

The Center is accredited as an ANCC CE Provider through 2025. We began planning to apply for re-accreditation this year.

HAWAI'I STATE SIMULATION COLLABORATIVE

The Center convened the Simulation Collaborative to provide Hawai'i's nurse educators and simulationists and opportunity to discuss their challenges, share ideas, and exchange resources. Following a long period of online-only meetings, in 2022, the Collaborative requested that the Center investigate opportunities for in-person engagement, especially the possibility of a simulation conference.

In 2023, the Collaborative's co-leads at the Center applied for a mini grant from the Hawai'i Department of Labor and Industrial Relations' Healthcare Workforce Advisory Board to hold a simulation conference. The Center was awarded \$29,150 to host a one-day simulation conference on O'ahu. The grant budget included funding to bring national speakers to Honolulu to provide education to local nursing educators. Also included in the budget was funding to support travel for educators on Hawai'i Island, Kaua'i, and Maui County to attend the event.

Shortly after receiving notification of the award, the Collaborative co-leads were contacted by the directors of the California Simulation Alliance (CSA) and the Victorian Simulation Alliance of Australia (VSA). The CSA and VSA were collaborating on planning simulation conference to be held



CONFERENCE PLANNING COMMITTEE MEMBERS FROM THE VICTORIAN SIMULATION ALLIANCE, THE CENTER, AND THE CALIFORNIA SIMULATION ALLIANCE WITH KEYNOTE SPEAKER, ADAM CHENG, MD AT SIMHUDDLE.

in Honolulu at around the same time that the Center would have been holding its event. Rather than attempting to host competing events, the Center joined the CSA-VSA collaboration. Together the three organizations planned SimHuddle – A Transpacific Simulation Conference which took place on October 18-20, 2023 at the 'Alohilani Resort in Waikiki.

Because of the support from DLIR and the collaboration with the CSA and VSA, the conference program featured:

- ✓ 3 internationally renowned simulation experts as keynote speakers,
- ✓ 1 panel of editors of nursing journals,
- ✓ 21 podium presentations selected by a competitive abstract submission process,
- ✓ 1 workshop on virtual and augmented reality in simulation,
- ✓ 1 workshop on moulage for the simulation of wounds, and
- ✓ 7 posters.

Notable outcomes resulting from SimHuddle included:

- ✓ Over 105 attendees from Hawai'i, the continental United States, Australia, Canada, and the United Kingdom.
- ✓ Overwhelmingly positive feedback from participants on the event evaluation:
 - 89% of participants were satisfied or very satisfied with the information that was presented during podium presentations and workshops.
 - 94% of participants were satisfied or very satisfied with the information that was presented by the three keynote presenters.
 - 97% of participants were satisfied with the amount of time that they had to network with other attendees.
 - 87% of participants were satisfied or very satisfied with the overall conference experience.
- ✓ The development of a collegial relationship between the Center and the California Simulation Alliance which the Center can leverage to the benefit of the Hawai'i State Simulation Collaborative.

CLINICAL FACULTY TRAINING

In FY 2022-2023, the Hawai'i State Center for Nursing received the first round of funding from the State of Hawai'i budget for clinical faculty training. We continue to receive these funds annually. In FY 2023-2024, we continued to collaborate with Deans and Directors of schools of nursing across the state to determine how to best utilize these funds.

HEALTHIMPACT / BENNER INSTITUTE WUFAR9 TRAINING

The WUFAR9 Clinical Faculty Training was developed as part of a HRSA Grant received by HealthImpact and in partnership with the Benner Institute and Western University. This is a four-year grant and as of November 2023, the second year had just started.

Online Offering

- ✦ 6 modules, each 4 hours long with additional home study. Online modules are live. The course offers 30 CNE total.
- ✦ Audience: Developed for clinical faculty, unit educators, and masters prepared faculty.
- ✦ Intended to be for groups of four, two academic faculty and two clinical partners.
- ✦ Hawai'i is written into the grant and can send 16 participants online under grant funding. Two faculty from UH Mānoa NAWSON and two clinical educators from The Queen's Medical Center have completed the Course.

In-Person Offering

- ✦ In November 2023, the Center worked with the Deans and Directors of all schools of nursing across the state to determine the feasibility of supporting their faculty to attend this training as a 3-day intensive that will be held in-person.
- ✦ On May 8-10, 2024, the Center held a 3-day intensive at the Hyatt Regency Waikiki with 20 participants from Chaminade University (6), Hawai'i Pacific University (1), Kapi'olani Community College (10), and University of Hawai'i at Mānoa NAWSON (3).

NURSETIM

NurseTim offers faculty development workshops and webinars for schools and healthcare organizations.

- ✦ **NurseTim Mission:**
To provide hands-on interactive training for educators and learners through customized onsite and online conferences and consultations.
- ✦ **NurseTim Vision:**
To empower educators and learners for success in life and leadership.

The Center contracted with NurseTim to offer their services to all eight schools of nursing across the state. Their fee structure is based on the number of full-time faculty but their offerings will be available to all full-time and part-time faculty, and graduate students.

HAWAI'I NURSING SCIENTIFIC SYMPOSIUM

Over the last few years, the Center has been invited to several events that showcased scientific studies being done at individual organizations. These events allowed organizations to present their work to others from their organization as well as a few select community partners. The Center determined the need for a statewide dissemination of scientific studies being completed by nurses across the state and began planning the inaugural 2024 Hawai'i Nursing Scientific Symposium.

The Hawai'i Nursing Scientific Symposium provides an opportunity for nurses and nursing students from clinical and academic settings to share their original scientific studies (research, EBP, and quality improvement) and programmatic innovations to others across the state.

Symposium Outcomes

- ✦ Describe scientific studies and programmatic innovations being conducted by nurses across the State of Hawai'i.
- ✦ Apply knowledge gained at the Symposium to their everyday practice.
- ✦ The inaugural symposium will take place on October 4, 2024.

HAWAI'I ACTION COALITION

The Hawai'i Action Coalition revamped its efforts, including participating in national engagement and learning sessions related to the Future of Nursing: Campaign for Action, and initiative of the AARP Foundation, AARP, and the Robert Wood Johnson Foundation's priorities. The Center continues to achieve the state's goals in contributing to fostering interprofessional collecting workforce data, fostering interprofessional collaboration, transforming nursing education, and promoting nursing leadership.

Recognizing the opportunity to engage in new initiatives, the Center sought new co-leads that are actively working to address health equity, growing the equity-minded nurses, increasing the diversity in nursing, improving access to care, and building healthier communities.

NEW CO-LEADS

Donna-Marie Palakiko,
PhD, APRN,

Papa Ola Lōkahi Directors of Workforce Development

Representing [Papa Ola Lōkahi](#), Dr. Palakiko supports the Native Hawaiian Health Scholarship Program and the Kako'o Ulu 'Oihana program that supports the healthcare workforce that are committed to serving Native Hawaiian communities. As a nurse researcher at the University of Hawai'i at Mānoa School of Nursing, she further engages in community-based participatory research focused on addressing health inequities among Hawaiian and Pacific Island peoples in Hawai'i.

Deborah Mattheus,
PhD, APRN, CPNP, FAAN,

Senior Practice Director [Hawai'i Keiki: Healthy & Ready to Learn.](#)

As the Endowed Professor of School Health at the University of Hawai'i at Mānoa School of Nursing and the Senior Practice Director for the Hawai'i Keiki: Healthy and Ready to Learn Program, Dr. Mattheus contributes significantly to improving access to school nursing services in Hawai'i public and charter schools as well as directing the Hawai'i Keiki Oral Health Program that provides school-based oral health assessments, education and dental sealants across the islands. Through her work, school nursing and oral health services have expanded to all complex areas in the state.

NURSES ON BOARDS COALITION



The Center Director and Nursing Professional Development program coordinator serves as state representatives for the [National Nurses on Boards Coalition](#). Hawai'i exceeded its goal for nurses serving on local, state, and national non-nursing boards by 167%. As of the close of the FY2024, 136 nurses reported Board Service (total), of those, 28 reported an interest in additional board service, and 30 nurses indicated wanting to start serving on boards. Communication to nurses interested in beginning or expanding their board engagement are provided annual communications about how to nominate oneself for state boards and commissions.



Recruitment and Retention

IN THIS SECTION:

Overview | Nurse Leaders Hui | Hawai'i Clinical Placement Collaborative (HCPC) | Hawai'i Nurse Transition-to-Practice Program (HNTP)

The Center explores emerging needs through the frequent convening of stakeholders including nurse executives, nursing deans and directors, as well as industry representatives.



Overview

Responding to the mandates to develop a plan for implementing strategies to recruit and retain nurses, and research, analyze and report data related to the retention of the nursing workforce, the Center develops strategies, plans, and activities to address priority areas based on state workforce research, national best practices, stakeholder feedback and Advisory Board guidance. Outcomes are then reported as program evaluation, and continuing needs assessments are used to establish updated and ongoing understanding of recruitment and retention opportunities.

Programs developed to support recruitment and retention of nurses include nursing student clinical placement optimization through the Hawai'i Clinical Placement Collaborative, and the Hawai'i Nurse Transition to Practice Program which encompasses the Hawai'i Nurse Residency Program for acute care and long-term care, specialty transition to practice, and preceptor training.

The Center also engages in strategies and initiatives to improve the recruitment and retention of Advance Practice Registered Nurses. The Center's work related to the wellness initiative aligns with these mandates. The Center explores emerging needs through the frequent convening of stakeholders including nurse executives, nursing deans and directors, as well as industry representatives.

MANDATE

Develop a plan for implementing strategies to recruit and retain nurses.

MANDATE

Research, analyze and report data related to the retention of the nursing workforce.

Nurse Leaders Hui

The Hawai'i Nurse Leaders Hui is a collective of nurse executives, deans, and directors from schools of nursing who convene to address key issues in nursing workforce recruitment and retention. In their meetings in October 2023 and October 2024, the Hui focused on strategies to expand clinical education capacity at healthcare facilities, with the goal of increasing student enrollment. They discussed enhancing academic-practice partnerships to improve clinical placement access and foster joint initiatives. Members reported progress in strengthening individual partnerships but emphasized the need for continued collaboration in this area.

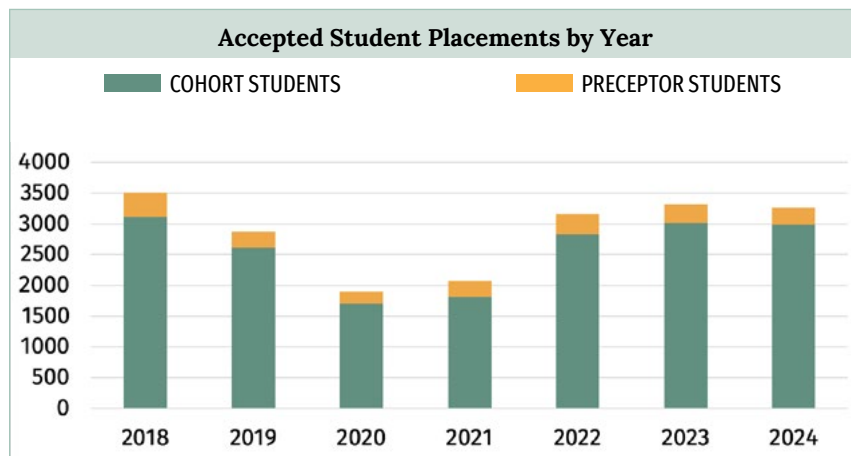
The Hui also highlighted the importance of transition-to-practice programs, particularly nurse residency programs, and explored opportunities to offer specialty training for both new and incumbent nurses. These efforts aim to ensure smoother transitions for nurses entering practice and to support ongoing professional development.



Hawai'i Clinical Placement Collaborative (HCPC)



- ▼ The Center facilitated four [Hawai'i Clinical Placement Collaborative \(HCPC\)](#) quarterly meetings during FY2024 for clinical and education coordinators and steering committee members. In addition, the Center conducted two specialty topic meetings for participating program partners and the larger clinical placement community.
- ▼ In collaboration with the Foundation for California Community Colleges, the developers of the Centralized Clinical Placement System (CCPS), the Center supported its partners in transitioning from version 2.0 to the upgraded CCPS 3.0 platform. To ensure a smooth transition, the Center conducted four online training sessions for clinical and academic partner coordinators, equipping users with the skills and confidence to navigate the new system effectively. Additionally, the Center held five onboarding sessions during FY 2024 to train new coordinators for HCPC partners, further supporting the integration of the upgraded platform.
- ▼ Using data mined from CCPS 2.0 and 3.0, the Center developed custom partner reports for clinical facilities and schools to improve resources available for partner planning and reporting.
- ▼ In September 2024, the Center conducted a statewide survey of nursing schools to produce the Projections of Hawai'i Nursing Clinical Placement Demand Report. This report aims to support both long-term and short-term planning for clinical placement needs and to identify high-priority areas for clinical placements.



2024 Accepted Clinical Placements by Department Type

DEPARTMENT TYPE	TOTAL STUDENT COHORTS	TOTAL PRECEPTED STUDENTS	EST. TOTAL STUDENT HOURS
ADV. PRECEPTOR/MENTOR	0	17	2,118
CLINIC	120	31	15,065
CRITICAL CARE	48	25	10,897
EMERGENCY DEPARTMENT	0	37	6,546
MEDICAL/SURGICAL	866	60	142,285
OBSTETRICS	659	10	37,519
PEDIATRICS	565	15	35,080
PERI-OPERATIVE	0	23	3,572
POST-ACUTE	74	0	5,864
PSYCHIATRY	203	15	20,612
SPECIALTY	48	2	6,096
TELEMETRY	407	37	65,764
TOTAL	2,990	272	351,418

HCPC OUTCOMES

- ▼ In 2024, HCPC successfully facilitated 3,262 individual student clinical placements through the CCPS platform, streamlining the placement process for both pre-licensure and graduate nursing students.
- ▼ In spring 2024, one new school joined the HCPC network. Seven nursing schools across the state placed pre-licensure students in 2,990 clinical cohorts at 27 hospitals and clinical facilities.



- Partners placed 255 pre-licensure students into one-on-one preceptor rotations and 17 APRN students into advanced preceptor/mentor-led clinical rotations.
- In 2024, HCPC clinical partners facilitated over 351,418 hours of clinical education through CCPS placements, including 2,118 hours dedicated to APRN students.
- Preceptorship placements accounted for 45,905 hours of clinical education in FY 2024, representing 272 individual rotations.
- The student-to-faculty ratio for cohort-based placements increased from 5.8 to 6.7, marking a 13% increase in the annual average cohort ratio compared to the previous year. This growth suggests a stabilization in access to clinical education following the significant disruptions to Hawai'i's healthcare and academic systems during the COVID-19 pandemic in 2020 and 2021.
- Pediatric placements have increased by 23% (134 additional placements) compared to 2019, and Obstetrics placements grew by 15% (107 additional placements). However, Critical Care and Psychiatry placements remain below pre-pandemic levels, with a net loss of 19 placements.
- Despite these improvements, cohort placements still face a deficit of 24 student placements compared to pre-pandemic levels in 2019.

HCPC PLANNING FOR IMPROVEMENTS

Enhancing access to clinical placements is critical to ensuring nursing students gain the hands-on experience and training required to become competent, qualified nurses. Hawai'i's schools of nursing and clinical partners are committed to improving access to placements and utilizing data tools to manage student rotation information effectively and apply data analytics to monitor and assess placement utilization and trends.

In 2022, HCPC partners identified several areas for improvement in the clinical placement process and established working groups to address priority areas:

ENHANCING STUDENT CLEARANCE MANAGEMENT TOOLS

HCPC partners currently use a variety of resources to manage pre-clinical student requirements, such as immunizations, facility onboarding forms, and background checks. In 2023, a subcommittee was formed to standardize these requirements across partners and explore cost-effective tools for managing pre-clinical documentation and clearance. The subcommittee aims to complete this initiative by the close of 2024.

COORDINATING CLINICAL PLACEMENTS FOR ALLIED HEALTH

HCPC school and clinical partners currently facilitate nursing clinical placements in settings such as acute care hospitals, long-term care facilities, public health nursing, and community health centers. These complex placements are managed without unified tools or resources. To strengthen Hawai'i's healthcare workforce, HCPC has prioritized better coordination between academic institutions and practice organizations for allied health professions. In 2023, a subcommittee was formed to explore integrating allied health clinical placements into the CCPS 2.0 software, with a pilot program planned for 2025.



Hawai'i Nurse Transition-to-Practice Program



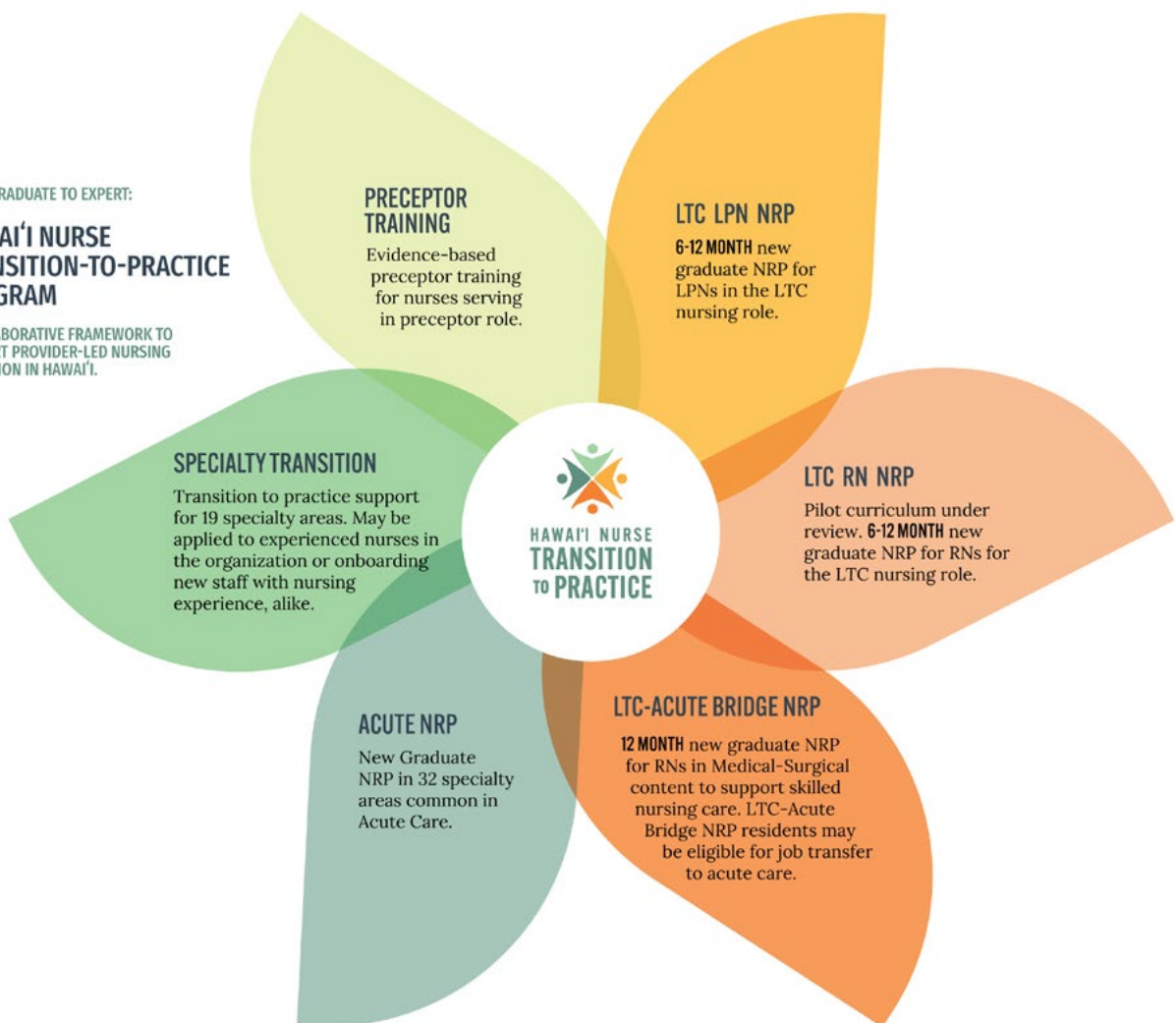
The Hawai'i Nurse Transition-to-Practice Program (HNTTP) is a compilation of the Hawai'i Nurse Residency Programs (HNRP), The Hawai'i Nursing Transition-to-Specialty Practice Program and Preceptor Training. All these efforts aim to improve recruitment and retention of nurses in Hawai'i. Building from the initial acute care residency program, growth is now focusing on establishing specialty training, post-acute care focused content and delivery, and preceptor training. Since the launch of the original HNRP program to its current version, there have been 3,011 total nurse participants statewide, of which, 1,088 participated in 2024.

HNTTP FRAMEWORK

FROM GRADUATE TO EXPERT:

HAWAII' NURSE TRANSITION-TO-PRACTICE PROGRAM

A COLLABORATIVE FRAMEWORK TO SUPPORT PROVIDER-LED NURSING EDUCATION IN HAWAII'.



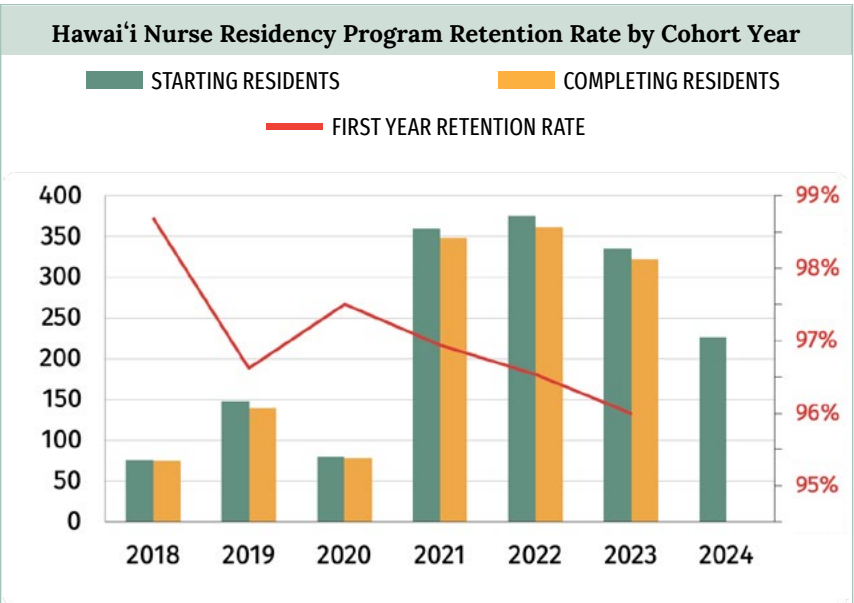
HAWAI'I NURSE RESIDENCY PROGRAM (HNRP)

The Center supports three key programs designed to assist newly licensed RNs in transitioning from the academic environment to clinical practice in healthcare facilities. Partner healthcare organizations offer the [Hawai'i Nurse Residency Program](#), which helps new nurses build the knowledge and skills needed to become competent and confident practitioners in acute care settings.

THE 1ST YEAR RETENTION RATE FOR PARTICIPANTS OF HNRP'S IS 96% IN 2024, FAR BETTER THAN THE NATIONAL AVERAGE.

ACUTE CARE NEW GRADUATE NURSE RESIDENCY PROGRAM

- ✓ In 2024, 227 new graduate nurses were enrolled in HNRP programs; bringing the total number of nurses engaged in this program since 2012 to over 2,322.
- ✓ 2024 saw a 199% increase compared to pre-pandemic enrollment levels in 2019, although enrollments in 2024 were 47% lower than in 2023. This indicates a stabilization in the nursing workforce after the rapid hiring surges driven by post-pandemic shortages. This suggests the workforce is beginning to recover and return to more sustainable levels of demand.
- ✓ In 2024, an impressive 96% of nurses who began a residency program successfully completed it, resulting in a first-year turnover rate of just 4%—significantly lower than



the national average of 24% (NSI, 2024). The 7-year rolling average first-year retention rate for HNRP organizations remains strong at 97%. This program remains effective in retaining new nurses and reducing early-career attrition.

- ✓ In 2024, there were 47 new graduate enrollments in rural counties, accounting for 21% of all enrollments. Since 2021, four new partners—representing rural hospitals and LTC/post-acute facilities—have joined HNRP. This increased participation has helped narrow the gap in access to transition-to-practice support and residency programs on Neighbor Islands.

LONG-TERM CARE AND POST-ACUTE NURSE RESIDENCY PILOT

The Center collaborated with partners and HealthStream, LLC to develop a customizable 6- and 12-month nurse residency program, which may be delivered 95% virtually and asynchronously. This model is designed to support facilities with limited educational resources by providing effective training for newly licensed RNs.

- ✓ In 2023, two new partners joined the Center to launch a pilot Long-term Care (LTC) Nurse Residency Program.
- ✓ In 2024, nine new graduate nurses began the LTC Nurse Residency Program and an additional 14 preceptors began preceptor training in the LTC setting to support the residents.
- ✓ The HNRP continues to explore the feasibility of an LTC nurse residency program specifically for newly LPNs.

PRECEPTOR PATHWAY PROGRAM

- ✓ In 2024, HNRP partners trained 286 nurse preceptors, bringing the total number of preceptors trained since the program's launch in 2021 to 1,117. This milestone underscores the program's vital role in strengthening mentorship and clinical support for the next generation of nurses.
- ✓ Since 2021, HNRP partners have trained nearly 5% of the licensed RN population in Hawai'i.



HAWAI'I DEPARTMENT OF HEALTH OPIOID TRAINING GRANT

Since May 1, 2021, the Center has received funds from the Hawai'i State Department of Health for the Hawai'i Nurse Residency Program Enhancement project. This grant funded the integration of HealthStream tools into HNRP to strengthen nurse residency programs across the state. Its goal is to improve healthcare providers' knowledge of best practices in opioid care and increase utilization of these practices.

The grant supported the delivery of standardized, evidence-based

opioid education to both new graduate nurses and experienced nurses preparing to become preceptors. In recognition of its success initial, the Center received a 24-month extension of the grant, covering the period from September 30, 2022 to September 29, 2024.

- ✓ Thirteen partner hospitals in Hawai'i offered nurse residency cohorts that incorporated evidence-based opioid education.
- ✓ The current funding is projected to cover 85% of training costs incurred by partners for

enrollments in the Preceptor Pathway, Nurse Residency Pathway, and opioid training by the close of the second grant period.

- ✓ Since June 2021, 2,225 nurses have completed safe opioid administration training.
- ✓ Over 4,450 hours of opioid training have been provided to Hawai'i nurses.
- ✓ Approximately 13% of Hawai'i's licensed registered nurses residing in the state have completed opioid training.

Nursing Transition-to-Specialty Practice Program

The Nursing Transition-to-Specialty Practice Program aims to address the needs for specialty nurses across Hawai'i. This program improves access to training for the top specialty areas identified in the [2022 Assessment of Specialty Nurse Needs for Hawai'i](#). The Center worked with state partners and the curriculum provider to identify training needs by specialty, resulting in selection of 48 industry-leading specialty training curriculum offerings across 25 sub-specialty care areas for 11 specialties.

- ✓ In September 2024, the Center launched the Hawai'i Collaborative, an internet marketplace allowing HNRP partners to purchase educational curricula at discounted rates.
- ✓ 563 participants completed training in across the 11 nursing specialties, of which cardiac care and pediatrics was the most utilized. The table below identifies all training enrollments by specialty areas.
- ✓ Notably, enrollments from rural areas accounted for 43% of total program participation, underscoring the ongoing need for

Total HSCN Good Jobs Enrollments by Specialty Area*	
TRAINING PROGRAM SPECIALTY AREA	NO. OF ENROLLMENTS
CARDIAC CARE	179
EMERGENCY - NOVICE	11
INTENSIVE CARE	54
LEADERSHIP	15
MEDICAL ASSISTANT	7
NEONATAL	39
OBSTETRICS	92
PEDIATRICS	152
PERINATAL	5
PERIOPERATIVE - CESAREAN SECTION	2
PERIOPERATIVE - OR	7
TOTAL	563

* Enrollments started in January 2023 and will transition to a fiscal year reporting cycle in FY2025, therefore total program enrollments to date are reported herein due to the novelty of this initiative.

transition-to-practice support in Hawai'i's underserved regions. This participation highlights the critical role such programs play in addressing workforce shortages and ensuring access to quality healthcare in rural communities.

ENROLLMENTS
FROM RURAL AREAS
ACCOUNTED FOR 43%
OF TOTAL PROGRAM
PARTICIPATION

TRANSITION-TO-SPECIALTY EXTRAMURAL FUNDING ASSISTANCE

The Good Jobs Hawai'i Initiative supported HNRP partners to cover course and curriculum costs for employer-based transition-to-specialty education. HNRP partners received support for specialized

training and mentorship to ensure nurses are well-prepared to provide high-quality care in their chosen specialties. This initiative supported clinical facilities across Hawai'i in growing the specialty nursing workforce. Participating partners will receive reimbursement for 100% of tuition and curriculum during

the grant period, slated to end in December of 2024.

By the close of the grant in September of 2024, 10 HSCN provider partners statewide participated in the reimbursement program funded by the Good Jobs grant.

Addressing Barriers to APRN Practice

The HSCN engages in multiple initiatives to improve the education, recruitment and retention of APRNs, as well as improve access to healthcare. These initiatives are as follows.

HEALTHCARE PROVIDER BARRIERS TO PRACTICE LAW REVIEW TASK GROUP

In response to needs for interprofessional understanding of other professions' scopes of practice and Legislative inquiries about the Legislature's role in overseeing scope of practice for healthcare professionals, the Center formed the Healthcare Provider Barriers to Practice Law Review Task Group in 2022. In October 2023, the Task Group released its first report, which found that over the review of 180 statutes, 35% have no recommended change, 50% have some recommended change to existing statute, and 15% the Task Group recommended additional research to determine an outcome. The most common recommendation was to amend the language to use provider neutral language to support access to care provided by any qualified licensed healthcare provider. The Task Group completed its review of 526 statutes in June 2024. Of the recommendations reviewed, the most frequent recommended change (36%) was no change. The next most frequent recommendation remained to adopt provider-neutral language.

The Healthcare Provider Barriers to Practice Law Review Task Group

recommends that 237 Hawai'i Revised Statutes be reviewed by the Hawai'i State Legislature with the goal of improved access to healthcare for the people of Hawai'i. The Task Group will continue to address its goals, which include developing a communication plan about what the scopes of practice are for each profession and how the removal of certain barriers may improve access to healthcare, statewide (examples may include case studies, citation of literature/research findings, etc.).

APRN POLICY AND PRACTICE TASK FORCE

The APRN Policy and Practice Task Force is composed of APRNs (CNM, CNP, CNM, CNRA) across the state and across all settings of care who work collaboratively with the Hawai'i State Center for Nursing to accomplish the goals of the Task Force. The Task Force identifies new educational opportunities in 2024 which will be set into action in the following year. The Task Force also continues to work with identifying opportunities to address barriers to practice in the Hawai'i Administrative Rules through collaborative relationships with State Departments.



PRECEPTOR TAX CREDIT ASSURANCE COMMITTEE

The Preceptor Tax Credit Assurance Committee (PCAC) approved 667 tax credits for 371 preceptors for the 2023 tax year. As compared to the first program year, 2019, there is a gain of 158 (77%) registered preceptors who taught at least one rotation and within this, a gain of 76 new preceptors who had not provided clinical education prior to the tax credit program.

The PCAC released two reports and gave one national presentation in 2024, as follows:

- ▼ [Evaluation of Hawai'i Preceptor Tax Credit Program: Five Year Program](#)
- ▼ [2023 Annual Report](#)
- ▼ [Presentation at the 2024 National Forum of State Nursing Workforce Centers Annual Conference](#)



Improving Visibility

Of the Center and Hawai'i Nursing Initiatives

IN THIS SECTION:

[Overview](#) | [HSCN Strategic Initiatives](#) | [Statewide Initiatives](#) | [National Initiatives](#) | [AARP Removing Barriers Learning Collective](#)

These initiatives engage the nursing community, identify needs in our state along with solutions to help meet these needs.



Overview

The HSCN leads numerous nursing workforce initiatives. These initiatives engage the nursing community, identify needs in our state along with solutions to help meet these needs. These initiatives work to address the HSCN Advisory Board priorities. In addition, HSCN supports other local and national organizations with their initiatives.

HSCN Strategic Initiatives

Annually the HSCN affirms the strategic priorities with our Advisory Board. The activities that supported the Advisory Board priorities - Wellness, Education Capacity, Leadership, and APRN Barriers to Practice - that aren't otherwise achieved through program outcomes, are as follows:

NURSING WELLBEING, RECRUITMENT AND RETENTION STRATEGIC INITIATIVE AND WORKING GROUP

The [Nursing Wellbeing, Recruitment and Retention Strategic Initiative](#) and Working Group continued to meet 2024. The working group identified the underlying health workforce problem and its determinants, as well as contributing factors, that once addressed, will help achieve our goal of Hawai'i being the best state for nurses to work. The determinants were derived from local data sources, namely that HSCN Supply Survey Report and the [HAH Hawaii Healthcare Workforce Initiative Report](#). Contributing factors were aligned to the multi-organizational national effort, the Nurse Staffing Think Tank.

INITIATIVE GOAL

To make Hawai'i the best state for nurses in the nation.

HEALTH WORKFORCE PROBLEM

The proportion of nurses who cite factors related to poor wellness and negative workplace factors as a reason for job separation or leaving the profession.

DETERMINANTS

- ✦ Factors that Contribute to the Problem that Keeps Hawai'i from being the best.
- ✦ The supply of nurses is insufficient to fill available nursing positions.
- ✦ One in four nurses plans to leave their current job.
- ✦ A significant portion of nurses say they do not feel valued by their employer.
- ✦ Nearly half of Hawai'i nurses felt their employers do not feel concerned for their wellbeing.

CONTRIBUTING FACTORS

- ✦ Healthy Work Environment
- ✦ Total Compensation
- ✦ Work Schedule Flexibility
- ✦ Innovative Care Delivery Models

Next steps include expanding HSCN staff to support HSCN activities and identifying state and local efforts that address the contributing factors. Progress will be tracked over time by tracking baseline data from 2021 as compared to subsequent reporting years in the HSCN Workforce Supply wellness questions and HAH demand findings.



EDUCATION CAPACITY STRATEGY

In 2024, new activities were embedded into existing programs, including expanding Faculty Training and supporting the Hawai'i Clinical Placement Collaborative, as reported earlier in this report. In addition, HSCN continues to work with the Hawai'i Clinical Placement Collaborative to identify clinical placement demand.

NURSING WORKFORCE POLICY

Nursing workforce stability is an overarching theme that remains as the leading priority in all times, whether we are experiencing a workforce oversupply, a workforce under-supply, or are in equilibrium – in which care we work to maintain that status. While some indicators we use to track the nursing workforce imply we may be moving away from the dire state of nursing in 2020–2022, we continue to see urgent need to address nursing workforce stability and continue to see impacts from the COVID-19 pandemic period. Below are two legislative initiatives that HSCN has responded to that relate directly to nursing workforce stability.

SCR 112, SLH 2023 NURSE LICENSURE COMPACT

Pursuant to SCR 112, SLH 2023, passed on April 24, 2023, The Hawai'i State Legislature requested that the Hawai'i State Center for Nursing convene a working group to identify and assess the Nurse Licensure Compact's potential impacts relating to (1) the State's nursing workforce; (2) fiscal obligations of the State, including any fees or other costs; (3) the potential for workforce migration into and out of the State, including job transfers, travel nursing, and telehealth nursing; (4) the regulation of out-of-state nurses, including recouping costs arising from investigations of consumer complaints or other

THEME	ACTIVITIES
FACULTY TRAINING	<ul style="list-style-type: none"> Engage Deans and Directors in ongoing dialogue to identify needs and opportunities (See Nursing Professional Development). Utilize HSCN Education Capacity Survey findings to trend faculty vacancies overtime (See Research Dashboards). Direct State and HSCN funds towards intensive faculty training workshops and on-demand faculty training resources (See Nursing Professional Development).
CLINICAL PLACEMENT CAPACITY EXPANSION	<ul style="list-style-type: none"> Utilize Hawai'i Clinical Placement Collaborative to support data-driven dialogue to align clinical demands to available clinical placements. Partner with Healthcare Association of Hawai'i to increase awareness of clinical partnership with Acute Care and Post-Acute Care entities, statewide. Survey schools of nursing on enrollment projections with plans to update clinical placement demand projection report for FY2025.
ISSUE BRIEFS (NATIONAL)	<ul style="list-style-type: none"> Partner with the Western Interstate Commission on Higher Education (WICHE) on the Nursing Faculty Shortages issue briefs.

disciplinary actions; (5) disciplinary actions taken against a nurse with a multistate licensure privilege; (6) health care workforce research and planning efforts; (7) differences in licensure renewal and competency requirements between member states; (8) jurisdiction and regulatory oversight of nurses in the State; and (9) any other matters that the working group deems applicable to the evaluation of the State's adoption of the Nurse Licensure Compact.

HSCN launched the NLC working group to support the SCR112 recommendations. Meetings were open to the public and all minutes, materials and recordings remain accessible on the [HSCN Policy and Legislation Nurse Licensure Compact webpage](#). To support the working group, HSCN also produced

a special survey which asked to nurses: [Should Hawai'i join the Nurse Licensure Compact?](#)

The working group addressed the nine focus areas and produced both an executive summary as well as a full report. The Report to the 2024 Legislature: [Report on the Feasibility and Impact of the State Adopting the Nurse Licensure Compact \(SCR112\), December 2023](#) is available on the HSCN website and the University of Hawai'i legislative reports website

In the 2024 Legislative Session, the HSCN Advisory Board voted to support the initiative and note the findings of the NLC working group which were determined to be contingent factors to ensure intended outcomes. The NLC was not enacted in the 2024 legislative session.

HCR 187, SLH 2024

HCR187 HD1 SD1, Nursing Staffing Study; Legislative Reference Bureau; Requesting The Legislative Reference Bureau To Conduct A Study On Best Practices For Nurse Staffing In Health Care Facilities is a resolution that responded to the request of nurses, through SB1580 and HB1378, SLH 2024, to establish nursing and nurse aide to patient ratios in a variety of healthcare settings in the state. The Legislative Reference Bureau requested support in conducting the study by way of receiving existing nursing staffing standards and regulations in other states and a literature review of best practices for staffing and workforce development, along with successful efforts in other states to address the nursing workforce shortage. HSCN provided resources related to overtime, staffing rations, professional position statements, as well as contact information for national experts on the subject matter.

LEADERSHIP

In 2023, HSCN Advisory Board members prioritized leadership development as a general need, as well as a targeted approach to support other initiatives. In FY2024, work focused on increasing opportunities for general leadership training, investigating opportunities for wellbeing focused leadership training, and developing strategies to increase leadership knowledge, skills, and abilities related to evidence-based practice.

LEADERSHIP PROFESSIONAL DEVELOPMENT

THEME	ACTIVITIES
GENERAL LEADERSHIP TRAINING	<ul style="list-style-type: none"> Through grant funding received from the Good Jobs Hawai'i initiative, partners engaged nurses in leadership training to support general leadership knowledge, skills and abilities (See Nursing Transition to Specialty Practice and Statewide Initiatives). HSCN personnel reviewed national training curricula to identify content focus. Training options were shared with statewide partners for their review and assessment of which model or models aligned best with their organizational needs. Assessment is ongoing.
WELLBEING -FOCUSED LEADERSHIP TRAINING	<ul style="list-style-type: none"> Nursing Wellbeing, Recruitment and Retention Strategic Initiative and Working Group identified a need for leadership training tailored specifically to the workplace wellbeing topics that do not appear in standardized leadership training. See curricula review, above for status of actions.
EBP SUPPORT	<ul style="list-style-type: none"> Strategic planning for the Evidence-based Practice programs identified ongoing need for leadership engagement and support, which can be aided through leadership training on EBP. Grant proposal submitted for an accelerated EBP training for staff nurses in conjunction with focused training for leadership. No response, to date, on funding proposal.

HAWAI'I CHIEF NURSE OFFICER COLLECTIVE

Active since 2021 with the precipice of the COVID-19 pandemic's first Delta surge, chief nursing officers in the state requested regular phone calls to enable information and resource sharing, efficient access to state updates, identify trends and engage in anticipatory planning, and facilitate communication among nurse leaders. The calls started as weekly calls and continue today. These calls occur every other week in periods of patient surges or staffing crisis and lessen in frequency as urgency declines. Fifty-seven nurse leaders are invited to these calls.

This group also requested special attention to two critical topics affecting recruitment and retention, specialty development and wellness. The Center launched a specialty nurse initiative and developed the Wellness, Recruitment, and Retention task group in response.

Statewide Initiatives

The Center participates in a number of nursing workforce initiatives convened by statewide partners. These initiatives engage the nursing and healthcare community related to nursing workforce development and practice.

HEALTHCARE WORKFORCE INITIATIVE

The Healthcare Association of Hawai'i Healthcare Workforce Initiative is a statewide undertaking that includes the Chamber of Commerce, K-12 educational partners, and others. The Center engaged in activities related to improving clinical placement access to healthcare students and improving the education and training capacity of LPN.

HEALTHCARE ASSOCIATION OF HAWAI'I LPN INNOVATION TEAM

The Healthcare Association of Hawai'i (HAH) convened the LPN Innovation Team to identify ways to develop and sustain the LPN workforce in Hawai'i. The Team comprises representatives from HAH, the HSCN, University of Hawai'i Maui College and employers who need to cultivate their own LPN workforces. The Team's primary focus has been to support the UH Maui College LPN program which is being billed as an earn-and-learn glidepath. The glidepath is designed to enable assistive personnel such as certified nurse aids and medical assistants to continue working while they complete their LPN education.

The Center's role on the team is to aid with developing program evaluation metrics, analyzing program outcomes, and facilitating the development of relationships between the UH Maui College program and clinical sites on O'ahu.

GOOD JOBS HAWAI'I

The [University of Hawai'i Community Colleges Good Jobs Hawai'i Initiative](#) offers free skills training in Hawai'i's high-demand sectors, including health with the goal that the training will help individuals secure higher paying jobs and accelerate one's career. The funding comes from a variety of sources, including the U.S. Economic Development Administration, the U.S. Department of Education, the City & County of Honolulu, and private donors. HSCN partnered with the administrators, including UH Maui College, to support the Nursing Transition to Practice initiative. This initiative addresses the needs identified in 2022 for more nurses trained in specialty nursing roles in our state.

HAWAI'I DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS HEALTHCARE WORKFORCE ADVISORY COMMITTEE

The Center's Director continued service to the Director of the Hawai'i Department of Labor and Industrial Relations as an active member of the Healthcare Workforce Advisory Committee. The Healthcare Workforce Advisory Board allocated mini-grants in FY2024 to Hawai'i Innovative State Loan Repayment Program, Hawai'i State Simulation Collaborative Conference, Work-Based Learning in Healthcare Settings, and Emergency Medical Responder Summer Class at Farrington High School.

UNIVERSITY OF HAWAI'I RURAL HEALTH RESEARCH AND POLICY CENTER



The [UH Rural Health Research and Policy Center](#) launched in 2022 and serves as part of the UHealthy Hawai'i Initiative. As a representative on the Advisory Board, HSCN supported development of the research agenda, and topics that yielded expert driven research-based policy recommendations.



National Initiatives

The Center supports work on a number of nursing workforce initiatives. These initiatives engage the nursing community, identify needs in our state, and identify solutions to help our state meet these needs.

NATIONAL FORUM OF STATE NURSING WORKFORCE CENTERS

The Center's Director and Researcher continue to be active members of the National Forum of State Nursing Workforce Centers the national member organization for state nursing workforce centers. In 2024, the Forum revised its membership format, enabling additional membership levels. With that, all program staff as well as the Advisory Board chair and vice chair are now members.

In June, our Director, Associate Director of Evidence Based Practice, Researcher, Nursing Professional Development lead, Recruitment and Retention lead, one advisory board member, and one state partner attended the Forum's annual conference in San Diego, California. Four presentations by the Director, Researcher, Nursing Professional Development lead, and the state partners were delivered at this conference.

In addition, HSCN is an active member of the regular functioning of the Forum.

RESEARCH COMMITTEE

The Center's Researcher is an active member and current co-chair of the Forum's Research Committee. As the co-chair of the committee, the Center's Researcher facilitates monthly committee meetings in which members share questions, challenges, and accomplishments related to workforce data collection in their own states. Additionally, the committee is responsible for providing guidance to other Forum members about best practices in collecting, disseminating, and using workforce data.



STATE SUBSCRIBER ANNUAL MEETING FOR THE NATIONAL FORUM OF STATE NURSING WORKFORCE CENTERS

STATE SUBSCRIBER MEETING ACTIVITY

In fall and winter of 2023, the Center's Researcher and another member of the Research Committee, a colleague from the Massachusetts Nursing Council on Workforce Sustainability, planned an activity for the Forum's 2024 State Representative Subscriber meeting. The goal of the activity was to assist nursing workforce centers in being more strategic about asking questions and using data to address workforce challenges.

REVISIONS TO THE MINIMUM DATASET FOR SUPPLY

In spring and summer of 2024, the Center's Researcher led a subcommittee of Forum Research Committee members in revising the Forum's Supply Minimum

Dataset (MDS). The MDS provides technical guidance to assist states in collecting data about their own nursing workforces. The MDS was last revised in 2016. Since then, the pandemic, a global nursing workforce shortage, and concerns about nurses' wellbeing have all changed our understanding of the nursing workforce, so the MDS needed to be revised to include variables relevant to nursing wellbeing and retention.

In June, the Center's Researcher, and colleagues from Massachusetts and Maryland gave a presentation about the proposed revisions to the Supply MDS at the Forum's annual conference in San Diego, California. The final revisions to the Supply MDS will be subject to public comment and a ratification vote by the Forum's membership in late 2024.

FORUM COLLABORATION WITH THE NATIONAL COUNCIL OF STATE BOARDS OF NURSING ON THE 2024 NATIONAL NURSING WORKFORCE STUDY

Beginning in October 2023, the Center's Researcher joined a subcommittee of Forum members assigned to collaborate with NCSBN to conduct the 2024 national survey of nurses. The survey collects data from over 25,000 nurses nationwide about their demographic, education, and practice characteristics as well as their intention to leave the workforce.

Data collection began in the spring of 2024 and will conclude around Labor Day. The study findings will be published in the Journal of Nursing Regulation in spring of 2025.

STATE ADVOCACY COMMITTEE

The Center's Director serves as the Co-Chair of the State Advocacy Committee which was launched in February 2023. This committee develops education for member organizations and individuals about advocacy for nursing workforce centers; determines and creates resources needed by states for state-based legislation or collaboration, and engages in state sharing during monthly calls. The committee delivered two products, a template for states to draft position papers, and an informational document on the funding and organization structures of state nursing workforce centers. The state advocacy committee also launched monthly policy sharing session, so workforce centers can respond to local nursing workforce policy inquiries and priorities and understand trends and opportunities across the nation. The Director led two trainings on behalf of the committee.

JUSTICE, DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

The Center's Researcher is a member of the Forum's Justice, Diversity, Equity, and Inclusion (JEDI) Committee. The JEDI committee's goal is to assist the nursing workforce centers that are members of the Forum with approaching all of their work with JEDI principles in mind.

In the fall and winter of 2023, the committee planned an activity for the January 2024 State Representative Subscriber Meeting in New Orleans, Louisiana. The activity focused on identity and privilege. The goal was to assist Centers in improving their ability to take a multitude of perspectives in mind when undertaking the work of a nursing workforce center.

In the spring and summer of 2024, the JEDI committee worked on a toolkit of resources that centers can use to better understand foundational JEDI concepts. The toolkit also includes guidance to help nursing workforce centers create accessible websites and documents and some general guidance for incorporating land acknowledgments into their work.

BOARD OF DIRECTORS

From July 2023 to June 2024, the Director served as an interim Board of Directors for the Forum. In addition to monthly meetings, the Director developed a crisis communication strategy, worked with the board to receive and examine Forum member concerns, and draft a fact sheet on what the National Forum of State Nursing Workforce Centers is and who their members represent. In addition, the Director served as the interim Nominations Chair, revised resources to support board of director nominations, and successfully led the elections for the new board.



AARP Removing Barriers Learning Collective

The HSCN's Director participates in the AARP Center to Champion Nursing In America Removing Barriers Learning Collective which hosts monthly meetings that discuss federal and state activities focused on improving access to care by removing barriers to APRN practice. Hawai'i representatives provides frequent updates and contributions as it relates to local efforts and insight related to national trends.

CENTRALIZED CLINICAL PLACEMENT SYSTEM (CCPS) CUSTOMER ADVISORY BOARD (CAB)

The Center's Recruitment and Retention Lead serves as a member of the Centralized Clinical Placement System (CCPS) Customer Advisory Board (CAB) under the Foundation for California Community Colleges (FCCC). The CAB brings together leaders from various regions that use CCPS for clinical placements, fostering community, collaboration, and open discussion.

In the Spring of 2024, the CAB focused on prioritizing software improvements and developing implementation road maps for clinical placements. In addition to quarterly meetings, the Recruitment and Retention Lead collaborated extensively with the CAB, participating in beta testing and providing feedback on system analysis and best practices.

In the Fall of 2024, the CAB worked to develop a survey of nursing schools to gather information on their needs, barriers, clinical placement practices, and simulation use. The insights from this survey aim to guide future software development efforts, ensuring the system better supports its users.

FCCC DATA COMMITTEE

The Center's Recruitment and Retention Lead serves as the Chair of the Foundation for California Community Colleges (FCCC) Data Committee. The committee's purpose is to identify and analyze the types of data that can significantly enhance planning and decision-making at the national, regional, and statewide levels taking into account the needs of diverse groups and individuals.

During 2024, the committee has worked to identify specific data that will aid in decision-making for clinical placements, focusing on national, regional, and statewide needs, capacity challenges, and quality of placements. The Committee worked to draft a bibliography of reports to show how others use data to drive health-care education and workforce development.

The committee aims to complete reports, in 2025 outlining recommended data collection best practices, potential data sources, and strategies for data analysis, create a road map for systematically collecting and using data for planning purposes and to draft a brief on findings with recommendations for using data to inform policy decisions affecting clinical placements.

STATE NURSE RESIDENCY COLLABORATIVE NATIONAL COLLECTIVE

In August 2023, HSCN's Director and Recruitment and Retention lead launched a quarterly call with other state that lead statewide nurse residency programs. Since that time, the quarterly meetings have grown to include representatives from Arizona, New Jersey, Colorado, Maryland, Kansas, Tennessee, Pennsylvania, and New York City. The group has developed a matrix that identifies key elements, including curriculum, settings and specialties of focus, funding structure, and more. This national call has improved national relationships and fostered a greater sense of understanding of the potentials each of our states may achieve.



Appendices

IN THIS SECTION:

A: The Center’s Advisory Board | B: Strategic Plan, 2018-2023 | C: Laura receives FAAN recognition | D: Laura Selected for Omidyar Fellows Cohort IX | E: Carrie Receives Inaugural Exception Contribution by a State Representative Subscriber Award | F: Carrie, Chair of the Hawai‘i Board of Nursing | G: Carrie Receives American Association of Nursing Practitioners Hawai‘i Advocate Award for Excellence | H: National Publication: Leveraging the Hawai‘i Nurse Residency Collaborative to Optimize Statewide Workforce Goals



Appendix A: The Center's Advisory Board

THE HSCN ADVISORY BOARD

The Center Advisory Board is organized to actively champion professional nursing in Hawai'i and to engage the community in issues affecting professional nursing to improve healthcare and the health of our people.

Voting members are appointed by the Governor of the State of Hawai'i and represent a full range of expertise and experience. Together they leverage their knowledge and talents to support the major functions of the Center and the nursing workforce of Hawai'i. The Center Advisory Board convened four regular Advisory Board meetings in FY 2024 including a facilitated half-day strategic planning session conducted on August 12th, 2023 to plan for the development of the Center's strategic priorities for the coming year. Members of the Center's Advisory Board are active in many of the Center's subcommittees and priority groups and regularly attend Center meetings and special events.

HSCN ADVISORY BOARD MEMBERSHIP 2024

VOTING MEMBERS

Anne Scharnhorst, DNP, RN, CNE (Chairperson)
Professor of Nursing, *University of Hawai'i Maui College*

Gloria Fernandez, DNP, RN, PHNA-BC (Vice Chairperson)
Branch Chief, *Hawai'i State Department of Health, Public Health Nursing Branch*

Jeannette Ayers-Kawakami, DNP, MSN, RN
Director & Associate Professor, *School of Nursing, University of Hawai'i at Hilo*

Linda Beechinor, DNP, APRN
Vice President, *Hawai'i - American Nurses Association (Hawai'i-ANA)*

Rose Hata, DNP, MBA, RN, APRN, CCRN-K, CCNS, NEA-BC
Director, *Queen Emma Nursing Institute, The Queen's Medical Center*

Sondra Leiggi Brandon, DNP, MBA, MPH, PMHNP-BC, FNP-C, APRN
Vice President, *System Behavioral Health, The Queen's Medical Center*

Arthur Sampaga, Jr., RN, MSN, CCRN, CHEP, CNML
Chief Nursing Officer, *East Hawai'i Region, Hilo Medical Center*

EX-OFFICIO MEMBERS

Clementina Ceria-Ulep, PhD, MSN, RN
Dean and The Queen's Health Systems Endowed Professor, *Nancy Atmospera-Walch School of Nursing, University of Hawai'i at Mānoa*

HSCN EXECUTIVE

Laura Reichhardt, MS, APRN, AGPCNP-BC, FAAN
Director, *Hawai'i State Center for Nursing*

Appendix B: Strategic Plan, 2018-2023



EXECUTIVE SUMMARY

The Hawai'i State Center for Nursing gathered data for its 2018 strategic plan by convening stakeholder focus groups to discuss the current environment, trends, and future needs of nursing in relation to the Center's mandates.

Thematic analysis of the focus areas from all three focus groups resulted in the identification of six potential strategic focus areas for the Center. Based on these focus areas and the Center's existing work, the Director recommended activities and strategies to approach work to help achieve the new strategic plans.

[Click here](#) to read the complete Strategic Plan.



Appendix C: Laura Receives FAAN Recognition



LAURA REICHHARDT WITH UH MĀNOA NANCY ATMOSPORA-WALCH SCHOOL OF NURSING
DEAN EMERITUS MARY BOLAND, DRPH, MSN, FAAN

In October 2023, Laura Reichhardt was inducted into the American Academy of Nursing Fellows.

The American Academy of Nursing serves the public by advancing health policy and practice through the generation, synthesis, and dissemination of nursing knowledge. Fellows of the American Academy of Nursing (FAAN) represent nursing's most accomplished leaders in policy research, administration, practice and academia and selected based on their demonstrated contributions to improve health locally and globally.

[Click here](#) to read more about The American Academy of Nursing.

Appendix D: Laura Selected for Omidyar Fellows Cohort IX



LAURA REICHHARDT, MS, APRN, AGPCNP-BC, FAAN

Laura Reichhardt joins 15 others in the Omidyar Fellows Cohort IX which is comprised of leaders and change makers from the for-profit, nonprofit, and government sectors.

Members of the cohort were selected through a rigorous application and selection process based on their accomplishments, innovative skills, ability to collaborate with other leaders, and motivation to make a positive difference.

The Omidyar Fellows program seeks to cultivate the conditions in which Hawai'i thrives by enhancing connections among leaders and improving their desire and capabilities to mobilize communities and organizations who can create these broad and durable improvements.

Appendix E: Carrie Receives Inaugural Exceptional Contribution by a State Representative Subscriber Award



CARRIE OLIVEIRA, PHD, WITH NATIONAL FORUM OF STATE NURSING WORKFORCE CENTERS PRESIDENT, LANELLE WEEMS.

Dr. Carrie M. Oliveira received the inaugural Exceptional Contribution State Representative Subscriber Award at the 2024 National Forum of State Nursing Workforce Centers annual conference. This award recognizes Dr. Oliveira's immense contribution to the Forum since her time at the Hawai'i State Center for Nursing.

Dr. Oliveira's notable accomplishments during her time with the Forum include:

- ▼ Working with other Forum members to concept test and develop a data dashboard of nursing workforce data collected by Forum member states,
- ▼ Collaborating with researchers from the National Council of State Boards of Nursing on the 2020 and 2024 National Nursing Workforce Survey studies,
- ▼ Developing a presentation with other Forum members designed to help nursing workforce centers ask better questions and be more strategic, and
- ▼ Leading the workgroup for the revisions of the Forum's Minimum Dataset for Supply which is the tool that most states base their own nursing workforce surveys on.

Appendix F: Carrie, Chair of the Hawai‘i Board of Nursing

Dr. Carrie Oliveira continues to serve as a public member of the Hawai‘i Board of Nursing. On August 03, 2023, the board of nursing unanimously voted for Dr. Oliveira to continue serving as the Chair of the Board of Nursing. Dr. Oliveira has served as Chair of the Board of Nursing since July 2020.

Appendix G: Carrie Receives American Association of Nursing Practitioners Hawai‘i Advocate Award for Excellence



In June 2024, Dr. Carrie Oliveira was awarded the American Association of Nurse Practitioners Hawai‘i Advocate Award for Excellence. The State Advocate States Award for Excellence is given to an individual in each state who has made a significant contribution toward increasing awareness and recognition of Nurse Practitioners.

~
CARRIE OLIVEIRA, PHD

Appendix H: National Publication: Leveraging the Hawai'i Nurse Residency Collaborative to Optimize Statewide Workforce Goals

Reichhardt, Laura MS, APRN, AGPCNP-BC, FAAN;
Kuwabara, Brianne BA; Loos, Joanne R. PhD. Leveraging
the Hawai'i Nurse Residency Collaborative to Optimize
Statewide Workforce Goals. JONA: The Journal of
Nursing Administration 54(1):p 54-60, January 2024. |
DOI: 10.1097/NNA.0000000000001377

ABSTRACT:

This article describes the planning and implementation of the Hawai'i Nurse Residency Program (HNRP). The HNRP provides a shared, adaptable nurse residency program model. Through the HNRP, Hawai'i achieved high new-graduate retention and addressed other state initiatives. Since 2012, more than 1666 new-graduate nurses have participated, leading to an average 1st-year retention rate of 96.77%. Statewide nurse residency collaboratives are adaptable, may cost less than other alternatives, and may save on lost funds due to nurse attrition, resulting in an enhanced nursing workforce.

