

HAH Healthcare Workforce Initiative (HWI)

The Healthcare Association of Hawaii (HAH) Workforce Initiative (HWI) report is a cross-sector collaboration involving education, healthcare, and other stakeholders. The report provides new data and an overview of the non-physician, patient-facing workforce professions in Hawaii.

The goal of this report is to offer a meaningful understanding of Hawaii's unique workforce needs, as well as to help guide discussion among healthcare employers, Hawaii education and training programs, and the community to better educate, train, equip, and recruit healthcare employees.

Why it's Unique

The study is **unique** in the following ways:

- It is Hawaii's **first industry-led job demand report**
- It is the first supply (education sector) and demand (job opening) surveys of this scope ever conducted in Hawaii
- It is the first time that the healthcare industry has teamed up to address the workforce as a single entity
- **This is the first report**, and subsequent reports are planned every two years
- This work took approximately **18 months** to produce

Key Findings

- There are at least **2,200 job vacancies** within 76 non-physician, patient facing healthcare professions in Hawaii
- This represents approximately a **10% vacancy rate**
- Roughly half (44%) of the open positions are in the **hospital setting**; the remaining positions are spread out across all other areas
- On average, vacancies are taking between **6 – 12 months to fill**
- **Positions in the greatest demand include the following:**
 - Medical Assistants
 - Nurse Aides
 - Registered Nurses (RNs)
 - Patient Service Representatives
 - Phlebotomists
- **Nineteen** of the 76 identified professions have **no Hawaii-based training programs**, meaning students must leave Hawaii to pursue training in these areas
- Of these 19 professions, the **greatest needs** are for the following professions:
 - RN Case Managers
 - Occupational Therapists
 - Patient Service Representatives
 - Physical Therapists

Early Outcomes

Collaborative progress is already emerging from this work. A few examples are below, but these do not represent all initiatives:

- There has been early interest expressed by some educational organizations to explore launching a physical therapy training program;
- Hawai'i Pacific Health (HPH) launched a pilot medical assistant program with five high schools in 2018, and expanded this program to 12 Oahu high schools for the 2019–20 school year;
- The University of Hawai'i partnered with The Queen's Health Systems to offer free tuition to 26 students entering Kapi'olani Community College's (KCC's) medical assisting program;
- HPH, in partnership with Ohana Pacific Management Company, offered a nurse aide program to 44 students from Pearl City High School in the 2018-2019 school year;
- Hale Makua Health Services in partnership with the University of Hawai'i Maui Community College launched a licensed practical nurse (LPN) educational program in January 2018 to help address the need for LPNs; and
- Adventist Health Castle, the first Hawaii site for the COPE Health Scholars Program, gives students interested in healthcare fields the opportunity to gain first-hand exposure to care delivery alongside professionals in clinical and administrative settings.
- Discussions are in progress with DOE faculty and administrators involved with the Health Academies, which are high school programs that give students training to enter the healthcare workforce directly after graduation.