



Hawai'i Public Health
Workforce Catalyst Lab

Hawai'i Public Health Workforce Stakeholder Meeting

*Visions &
Conversations*

Thursday, August 15, 2024



Aloha,

We are so glad and deeply grateful you are here with us today!

This event is designed to convene academic, practice, and community partners important to the Hawai'i public health workforce. We will share visioning perspectives, as well as highlights from our planned special issue on the Hawai'i public health workforce for the *Hawai'i Journal of Health & Social Welfare*. We will brainstorm next steps to build, train, and support this workforce towards our goal of health equity!

Collectively, this meeting includes over 80 invited stakeholders from organizations and programs across many sectors that support, build, employ, and collaborate with Hawai'i's public health workforce. Some have decades of public health involvement, while others are new to the field and support related academic programs, community advocacy, and/or workforce development. This gathering is a special opportunity for us to connect and share expertise to grow and strengthen the public health workforce.

This booklet contains excerpts of activities, observations and themes around public health workforce efforts in Hawai'i. It is far from comprehensive and intended to generate new conversations and deepen existing ones as well as ground and contextualize this meeting.

Together, we can grow and support Hawai'i's public health workforce. We know many are addressing this across sectors. And we know many hands make lighter work. Connecting these efforts can make the sum greater than its individual parts. Let's be that connector and catalyst, and celebrate so much that we have achieved, as well as build new momentum.

Mahalo for all your contributions to the health and well being of our communities! We invite you to participate, share, learn, connect, and listen today. We look forward to continuing the conversations in collaboration with all of you to realize health equity through a robust and diverse public health workforce.

~ The Hawai'i Public Health Workforce Catalyst Lab



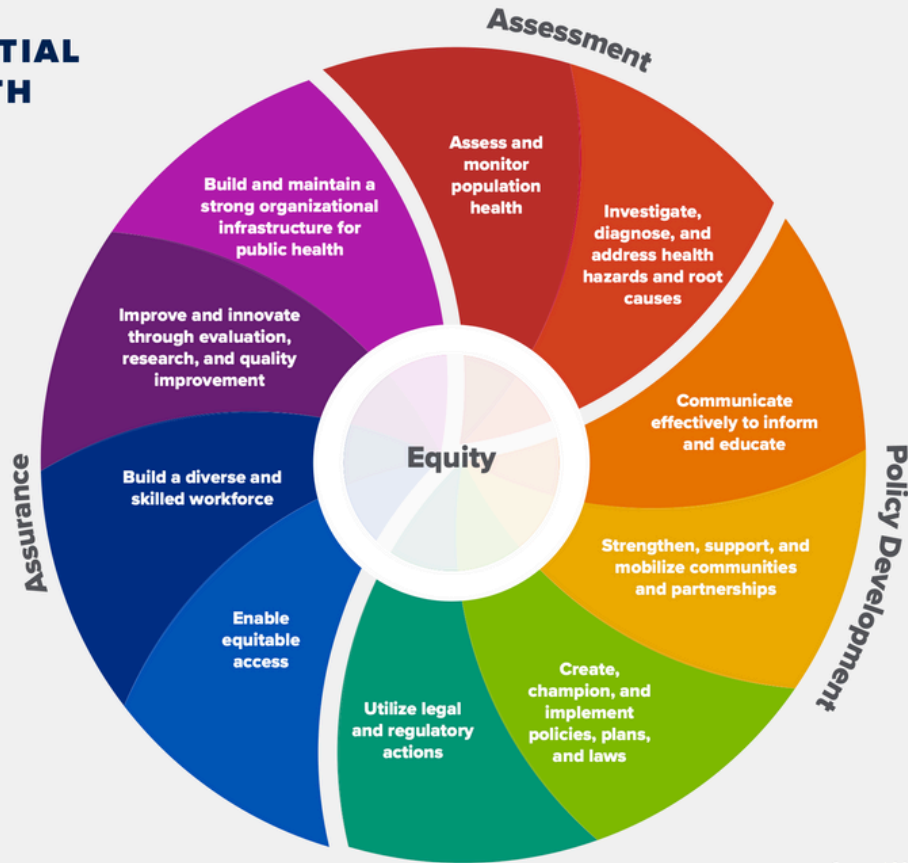
We offer this Land Acknowledgement, acknowledging Hawai'i as an indigenous place whose original people are today identified as Kanaka 'Ōiwi - Native Hawaiians. The 'āina of Ka'ākaukui on which we gather is located in the ahupua'a of Waikīkī, in the moku of Kona, on the moku of O'ahu, in the pae'āina of Hawai'i. We further recognize that generations of indigenous Hawaiians and their knowledge systems shaped Hawai'i in a sustainable way that allows us to enjoy her gifts today. For this, we are deeply grateful. We recognize our kuleana – both responsibilities as well as privileges – to care for this 'āina for the many generations yet to come and for the many communities who call this place home.

Framing the PH Workforce

THE 10 ESSENTIAL PUBLIC HEALTH SERVICES

To protect and promote the health of all people in all communities

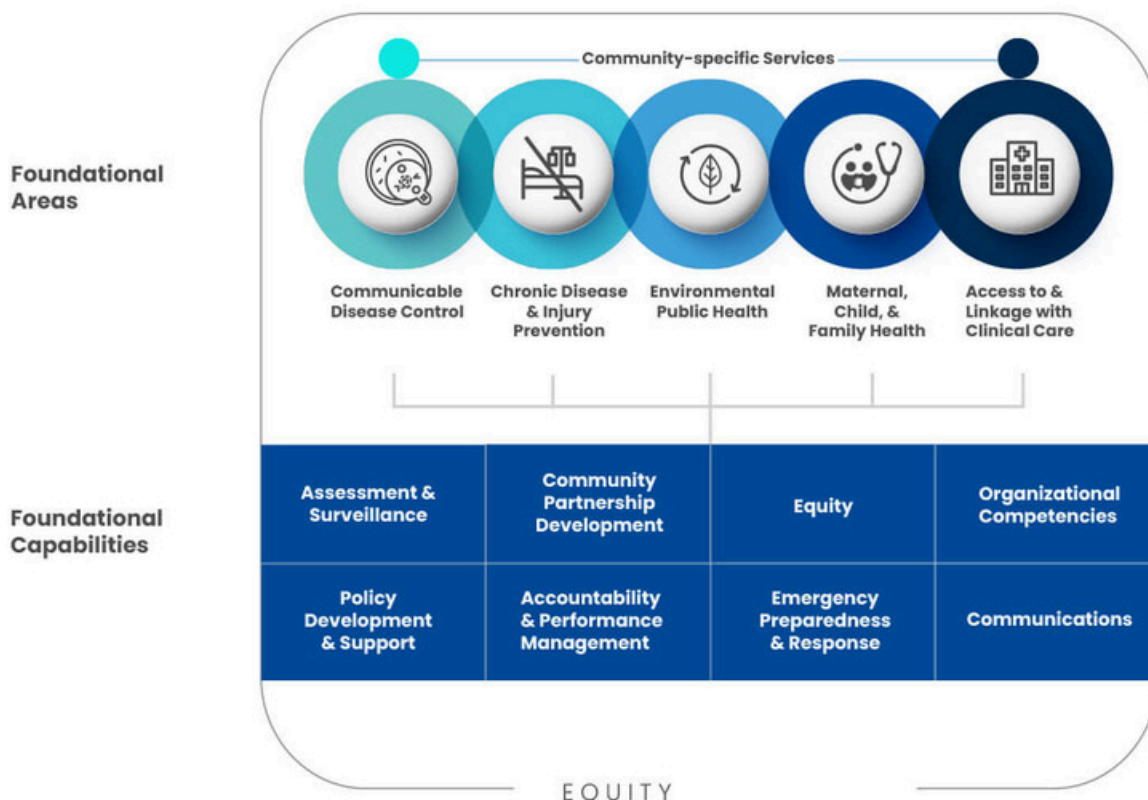
The 10 Essential Public Health Services provide a framework for public health to protect and promote the health of all people in all communities. To achieve optimal health for all, the Essential Public Health Services actively promote policies, systems, and services that enable good health and seek to remove obstacles and systemic and structural barriers, such as poverty, racism, gender discrimination, and other forms of oppression, that have resulted in health inequities. Everyone should have a fair and just opportunity to achieve good health and well-being.



Created 2020

<https://phaboard.org/center-for-innovation/public-health-frameworks/the-foundational-public-health-services/>

Foundational Public Health Services



Your Visions

Mahalo for sharing your visions for the Hawai'i public health workforce. Some calls to action to inspire us are below.

Lots and lots of collaboration and resource sharing.

More robust pipeline from academia to workforce and more opportunities for professionals to grow and stay in Hawai'i.

I'd like to see the public health workforce grow and for young graduates to have more employment options in Hawai'i. System change at the State level (position requirements, hiring, telework, etc), incentives to encourage young people to enter and stay in the workforce, options and pathways to advancement.

I would like to see more mentorship with students and emerging workforce.

I would like to see more workforce training programs at the university level. We would need to workshop high demand and long lasting programs that translate to entry level jobs, and also think about how we can find funding for students to take these programs.

Increased inclusion of Native Hawaiians and Pacific Islanders.

Strengthen collaborative partnerships across sectors including the education sector to get local youth and young adults to know about and become interested in public health professions as well as work with government, policy makers, etc to ensure these jobs offer livable wages to be able to live and stay in Hawai'i.

Opportunities for higher education while being able to work in your current job, opportunities for cultural education (language, significance of place, etc.), opportunities to for mentoring professionals/ being mentored by other public health professionals.

More representation of populations that experience health disparities & better supports to get them into PH programs and help them be successful once they are in them.

Diversity in leadership

More HIDEO Public Health Programs of study within CTE Health Science Academies.

Opportunities for career growth for public health workers. We likely need civil service reform.

Incentivize state residents to work on neighbor islands and where healthcare professionals are most needed.

Would love to see a plan on ways to engage high school students and help them to learn where their passion and interests intersect with public health.

I would like to see a well-trained public health workforce that sees opportunities for advancement within the field...We need to tackle the issue of civil service reform to realign salaries with actual cost of living in Hawai'i.

I think we can look at systems to see how things can be changed, develop training, get feedback from the current workforce, feedback from new graduates. Trauma informed care training is important and can be integrated so people know how to conduct themselves in the workplace. It will take some time, but having the conversation is important.

All of the Hawaii DOH vacancies filled! Much less bureaucracy!

A greater community understanding of what public health is and how it benefits us all.

For the workforce to reflect the communities who are hardest hit by health disparities and be well trained in public health concepts and social justice practice to holistically meet the needs.

Increased amount of roles with good salaries

Greater representation of NHPi within health workforce leadership positions; continuing supporting DOH Student Pathways program

I would like to see state job applications simplified...Native Hawaiian values should also be established for a stronger sense of purpose, understanding and Kuleana to the work we are hired to do.

Below: The OPHS online MPH program was created for those who are working full time but want to expand their career options, as well for those living and working on the neighbor islands, the continental U.S. or in the U.S. Affiliated Pacific Jurisdictions. Students have come from neighbor islands Hawai'i, Saipan, Guam, and American Samoa.



Right: An in-person DOH/OPHS career fair at the end of each semester has led to important connections and opportunities for students to learn more about the work being conducted by various offices within the DOH, and gain first-hand information about current employment opportunities.

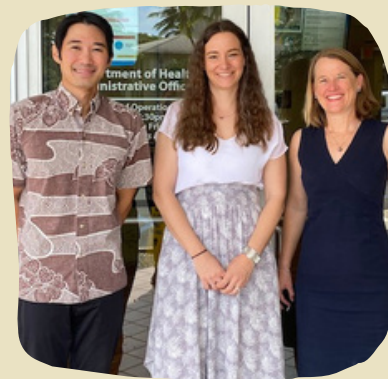


Below: The Public Health Scholars Summer Program provides college credit for local high school and incoming UH college students with backgrounds underrepresented in higher education. Developed by Denise Nelson-Hurwitz and Michelle Tagorda-Kama, the inaugural program was launched in 2022 and the third program was just held in Summer 2024.

Program costs are fully covered at no cost to students.



Right: Simone Schmid (middle) started a new post-doc position in 2022 designed as a partnership between OPHS and the DOH. This model aims to improve health outcomes in the community, and allow recent doctoral graduates to start their careers while receiving mentorship in both academic and applied public health.



Pathway Examples & Inspiration

Left: Two OPHS grads, Eden Sun (MPH 2023) and Renzymeir Baloran (MPH 2022), have found meaningful roles at the DOH in the Family Health Services Division focused on pediatric mental health care access.



Right: Elia Titiimaea, MPH (2023 OPHS graduate) leverages his skills and passions for supporting his Samoan community's health. He works with the Chronic Disease Prevention and Health Promotion Division at the DOH as the Diabetes Program Coordinator.



Left: The Catalyst Lab launched "Canva 101 Visual Design" as the first topic of our Workforce Training Series at the DOH. The next set of training modules includes "Public Health 101," "AI for Public Health," and "Logic Models," with more topics in development.



Right: Daniel De Gracia and Andy Ku at the Spring 2024 DOH/OPHS Career Fair. These DOH Chronic Disease Prevention and Health Promotion Division employees are starting their second year as part of a workforce pilot project including free enrollment in the OPHS online MPH.



SPECIAL ISSUE

Interdisciplinary Special Issue on Public Health Workforce Development in Hawai'i: Building a Post-Pandemic Future to Achieve Health Equity

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Hawai'i State Department of Health Kauai District Health Office¹; University of Hawai'i Office of Public Health Studies²



BACKGROUND

- The COVID-19 pandemic put unprecedented strain on the public health (PH) system and workforce.
- This highlighted the value and impact of PH systems, and the need for a skilled and experienced PH workforce.
- Stress on the PH systems and workforce jeopardizes community health, both as we work to achieve health equity and prepare for future PH emergencies.

OBJECTIVES

- Documenting PH workforce needs and challenges as well as innovative pathways and collaborations to build this workforce is important for visibility, advocacy, and health equity.
- Amidst ongoing national conversation about the future of PH, it is important to highlight local workforce successes, challenges, and needs in distinct communities.
- We created a PH Workforce Special Issue and Health Equity of the local open access health and social welfare journal in Hawai'i.

PARTNERSHIPS

- The diverse editorial board represents stakeholder and community sectors, including social services, health care, and local and national expertise.

ABBREVIATIONS

PH = Public Health
HDOH = Hawai'i Department of Health

We highlight a local, collaborative effort to create a review of statewide PH workforce issues in Hawai'i



HIGHLIGHTS

- The Special Issue highlights the need for an interdisciplinary workforce in Hawai'i and the Pacific and innovative future directions to resolve these needs.
- The issue includes reflections on increasing diversity in the PH workforce and ensuring it reflects the communities disproportionately affected by PH issues.

"This edition shares the critical work being done by so many, including the authors, to expand and strengthen our public health workforce, with special attention to addressing community needs, long-term impact, collaboration, strengths based approaches, and interprofessional teamwork. These manuscripts inspire us to continue this work for better health in Hawai'i and the Pacific and the world."

CONCLUSIONS

The Special Issue can:

- Help with future legislative requests and grant applications. Build momentum and understanding of the value of our PH workforce that may not always be visible. Highlight the importance of the PH workforce in governmental, non governmental, and academic settings. Promote PH careers and partnerships to build and support this workforce.

For the full text edition, check out the Hawai'i Journal of Health & Social Welfare (HJHSW) in Fall 2024.



This work was supported by the HDOH Chronic Disease Prevention & Health Promotion Division.

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Big mahalo to the editorial board of the Hawai'i Journal of Health and Social Welfare.

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Above: Catalyst Lab team member, Jordan Marshall, MPH (left) and Kaua'i District Health Officer, Dr. Janet Berreman (right) presented at NACCHO360 in Detroit Michigan this past July.

Special Issue to be published in Fall 2024!

ON-GOING CONVERSATIONS

In Hawai'i and across the nation, there are high vacancy rates in public health positions along with strong momentum to enter, build, and grow this workforce in innovative ways to ensure equity. This moment is an opportunity to address these gaps to enhance our existing capacities through concerted recruitment and retention efforts. Below are some ideas gathered from multiple sources and inspired by many in the room to support workforce equity. These are not comprehensive nor ordered in a particular way. They are included to help spark our conversations.

Funding

- Fund field experience opportunities, including supports for parking or transportation
- Fund academic pathways, including scholarships and supports for necessities
- Ensure livable wages and housing affordability
- Ensure access to financial education including loan forgiveness and employment benefits
- Provide innovative (funded) fellowship post graduation
- Provide sustainable funding for community health workers across roles, sectors, and career options

Pathways

- Establish degree programs that articulate efficiently (4 + 1 programs) to build the workforce.
- Increase partnerships with academia, community, and government for applied experience and innovative training pathways
- Increase outreach of public health pathways to all communities, schools, and programs
- Develop resources to explain Public Health 101 to the general public, students, family, and friends.
- Ensure welcoming pathways for neighbor islands & from community college degrees and coursework

Access & Support

- Ensure physical spaces and workplaces are inclusive for those with disabilities
- Establish and review policies around worksite wellness to ensure services offered ensure, nurture, and engage healthy workplaces
- Streamline and simplify hiring processes into government positions
- Establish relevant microcredentials for public health employees at no/low cost as a workplace benefit
- Consider succession planning and leadership development

Skills & Information

- Ensure cultural competency and cultural humility
- Train in technical public health skills (e.g. grant writing, data management, evaluation, etc.)
- Train in interpersonal skills (e.g. management, presentations, emotional intelligence, time management, conflict management, etc.)
- Establish workplace professionalism and mentorship supports for new employees
- Host informational sessions to prospective job applicants to offer context and missing details of job openings

Mentorship & Connecting

- Offer mentorship and support at all career levels
- Produce and disseminate definitions and examples of job types and classifications
- Increase interdisciplinary collaboration and networking opportunities to learn from each other
- Organize cohorts for new hires, students interns, individuals, etc. to build a sense of community
- Institute warm connections with individuals, student groups, and educational institutions
- Share more about public health careers in high schools, middle schools, and community events

Your thoughts:





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Catalyst Lab
website



Scan for the meeting
agenda, speaker
bios, and digital copy
of this booklet



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