



Hawaii HFMA Conference

March 27, 2025

The State of Healthcare In Hawaii

Hilton R. Raethel, MPH, MHA
President and CEO



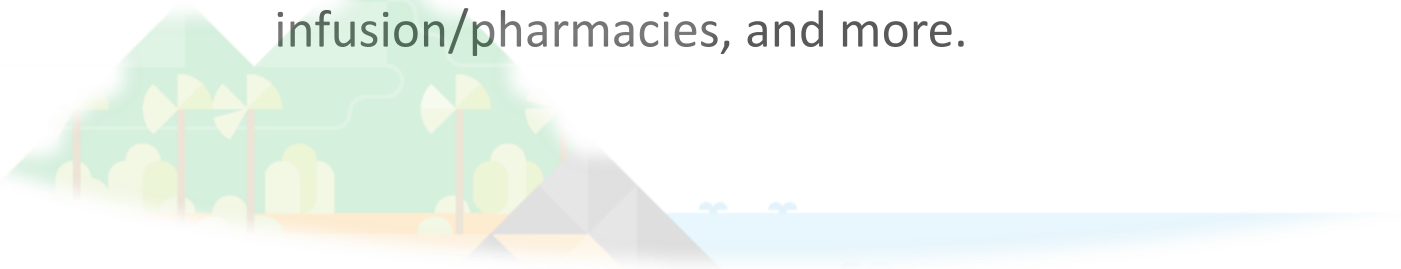


HAH Membership

Started in 1939

More than 170 members across the continuum of care:

- All acute care hospitals in the state
- All private and public skilled nursing facilities
- All Medicare-certified home health agencies
- All hospices
- Majority of assisted living facilities
- Type II Adult Residential Care Homes
- Associate and Affiliate members include educational institutions, case management providers, air and ground ambulances, the Blood Bank of Hawaii, respiratory therapy providers, durable medical equipment suppliers, home infusion/pharmacies, and more.



HAH National Affiliates



HAH Advocacy

1. Legislative

Congressional delegation and state lawmakers

2. Regulatory

Federal and state government agencies

3. Judicial

Federal and state courts (i.e. filing of amicus briefs)

4. Community

Payors, vendors, businesses, educational institutions

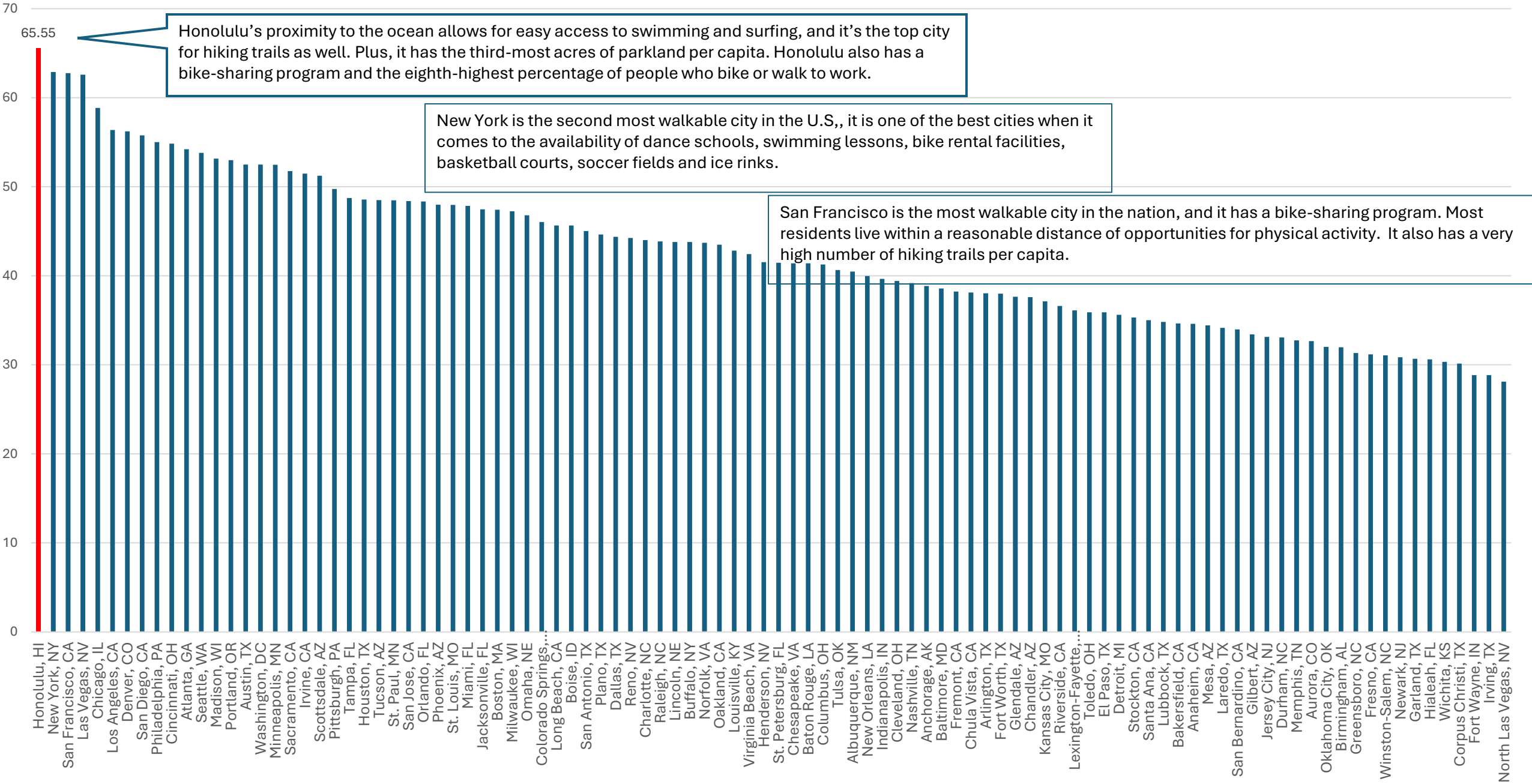


The Health of Hawaii



Best and Worst Cities for an Active Lifestyle

Based on WalletHub's Active Lifestyle Score as of Jan 2025

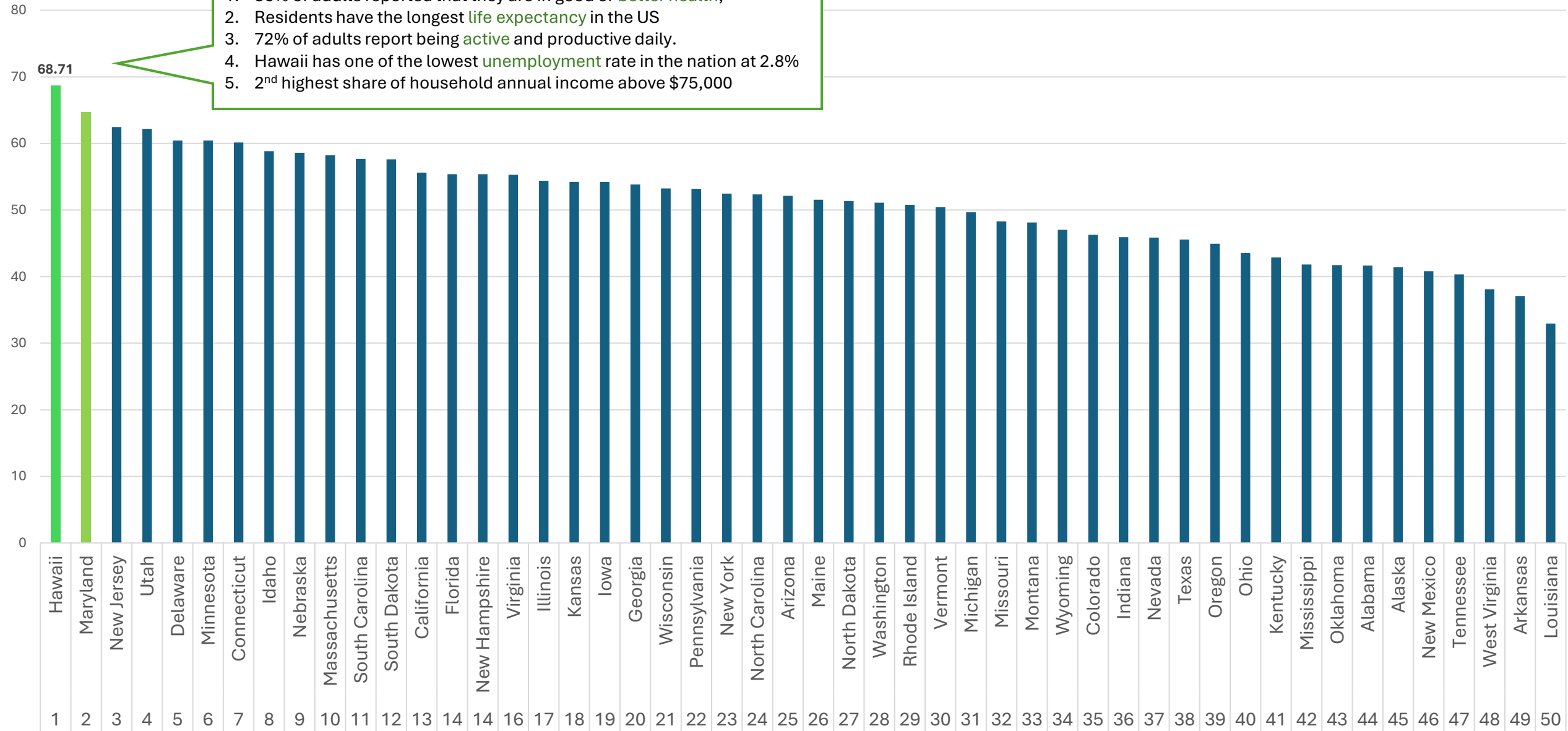


Happiest States in America

Based on Wallet Hub's report using data from U.S. Census Bureau, Bureau of Labor Statistics, CDC and County Health Rankings as of May 2024

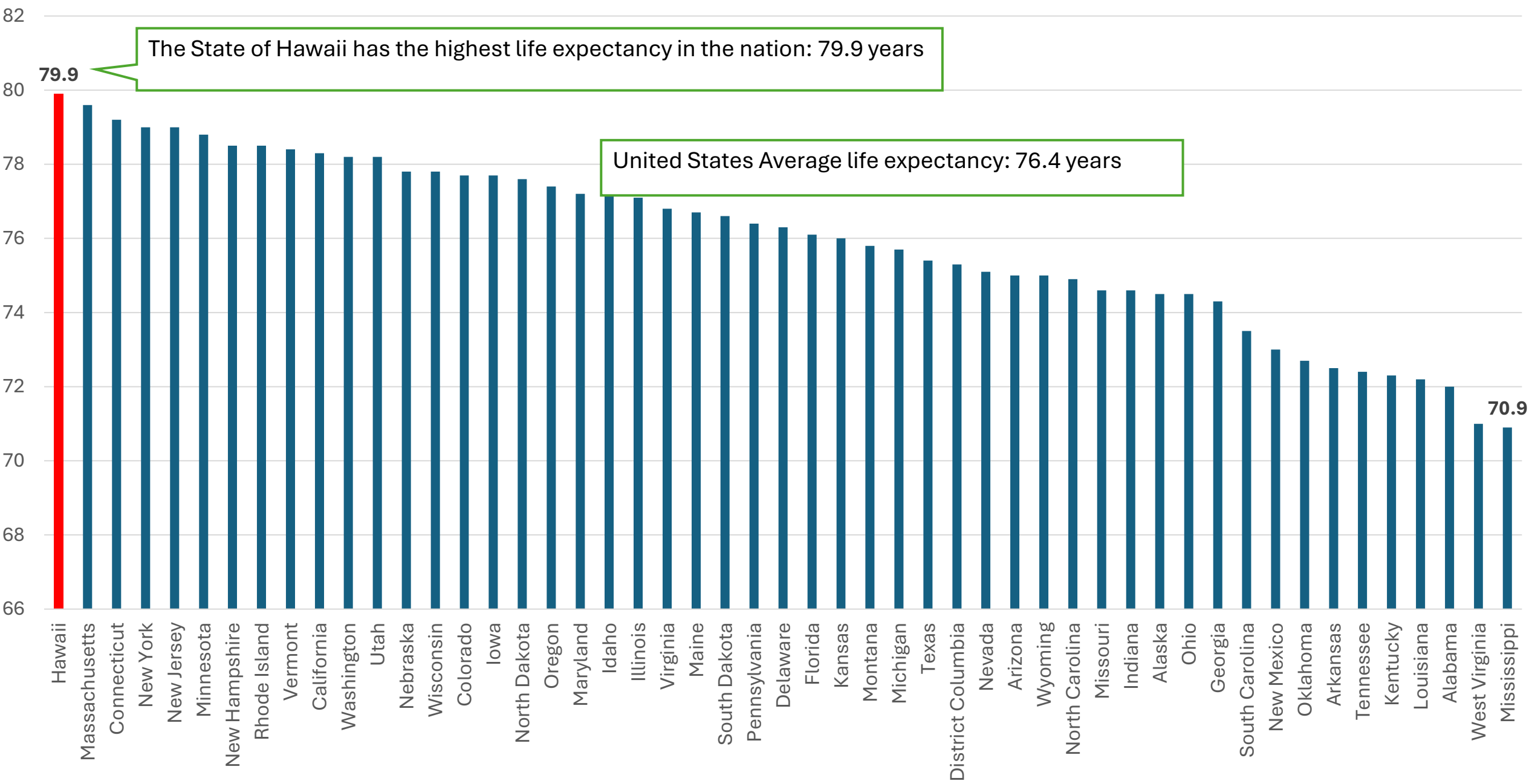
Hawaii is ranked the happiest State in the nation:

1. 86% of adults reported that they are in good or **better health**,
2. Residents have the longest **life expectancy** in the US
3. 72% of adults report being **active** and productive daily.
4. Hawaii has one of the lowest **unemployment** rate in the nation at 2.8%
5. 2nd highest share of household annual income above \$75,000



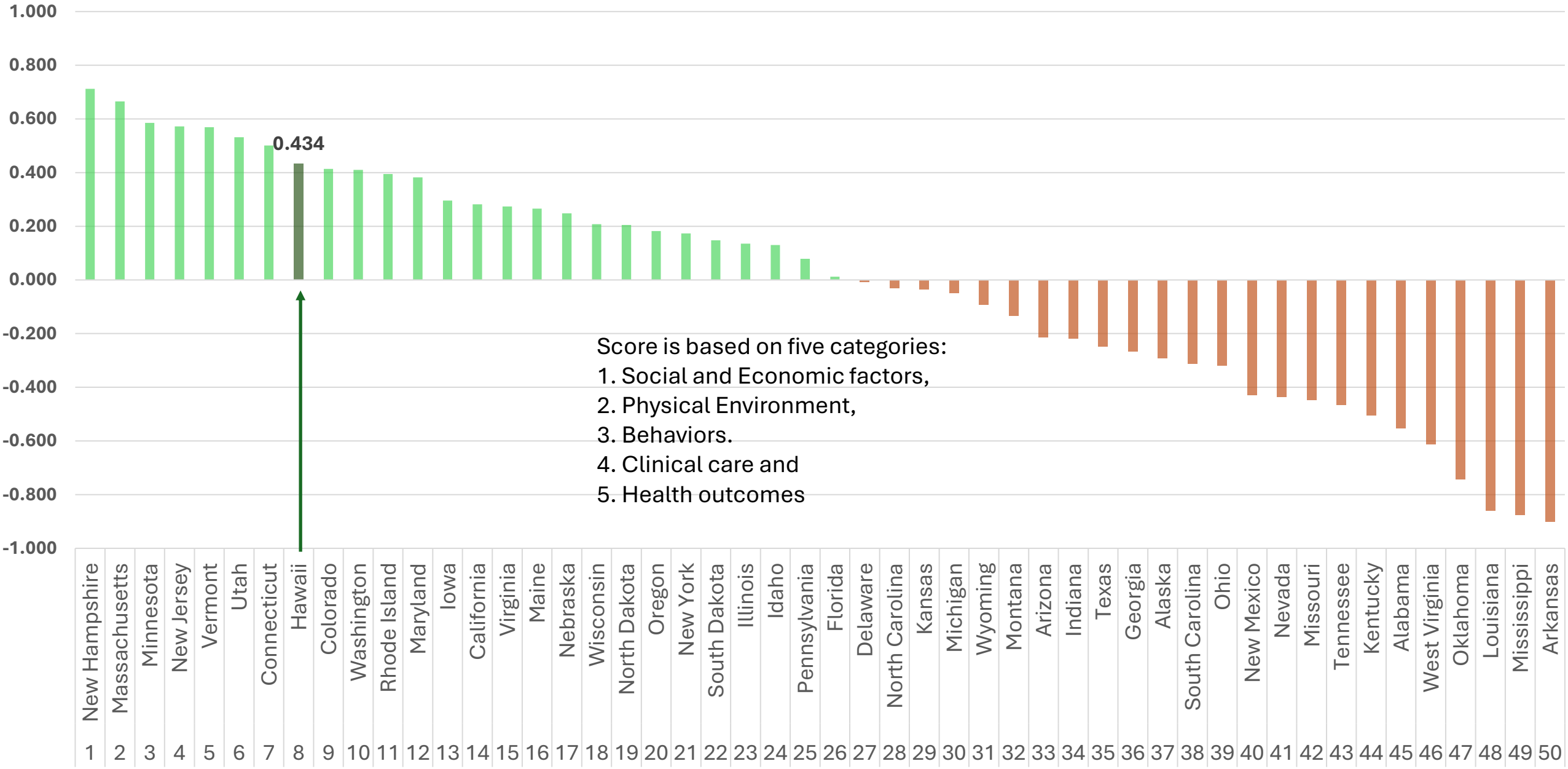
Life Expectancy across 50 States, ranked highest to lowest

Based on CDC National Vital Statistics Report as of August 21, 2024



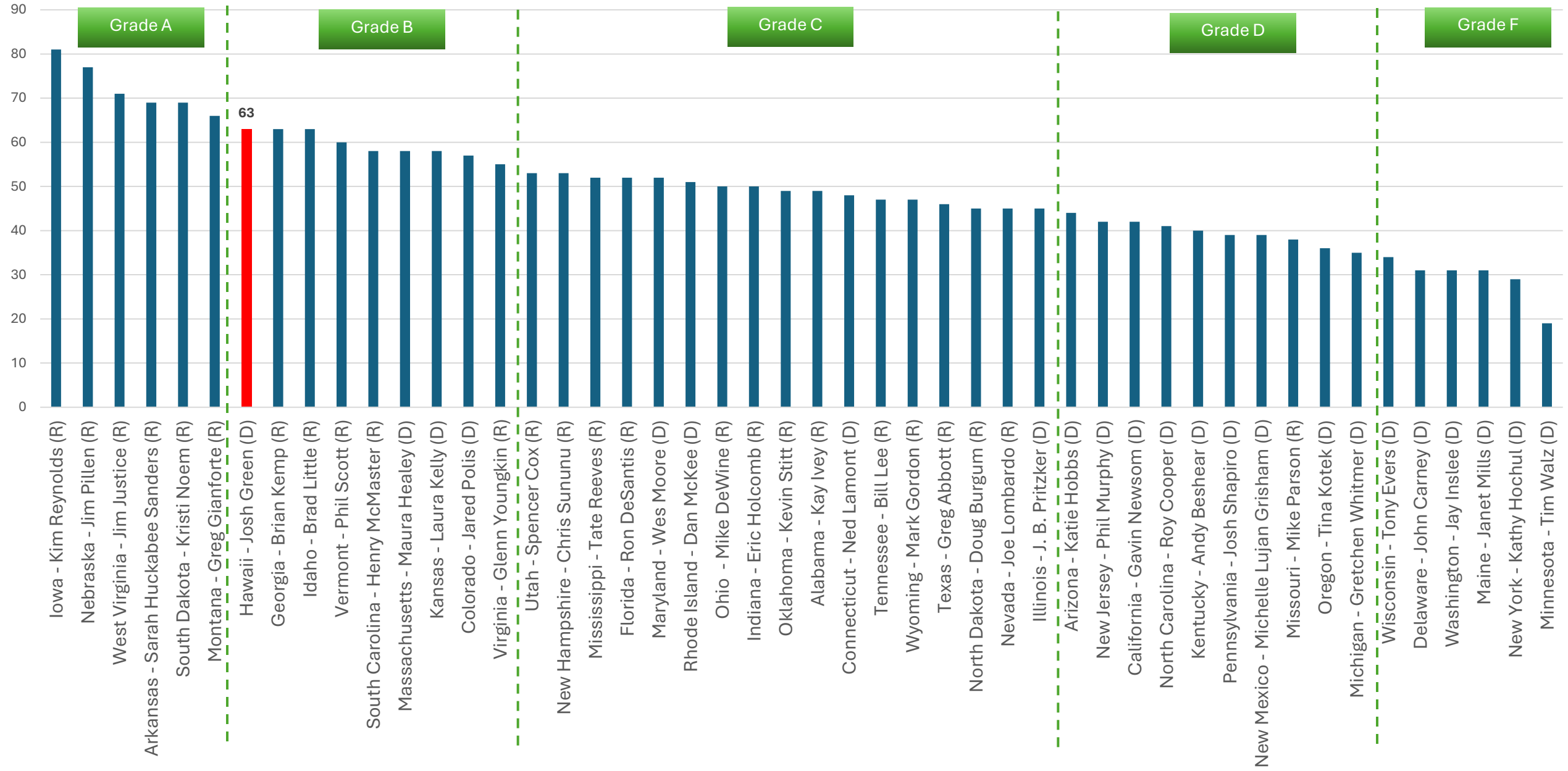
Healthiest States for Women and Children in 2024

Based on American's Health Rankings 2024 Health of Women and Children Report



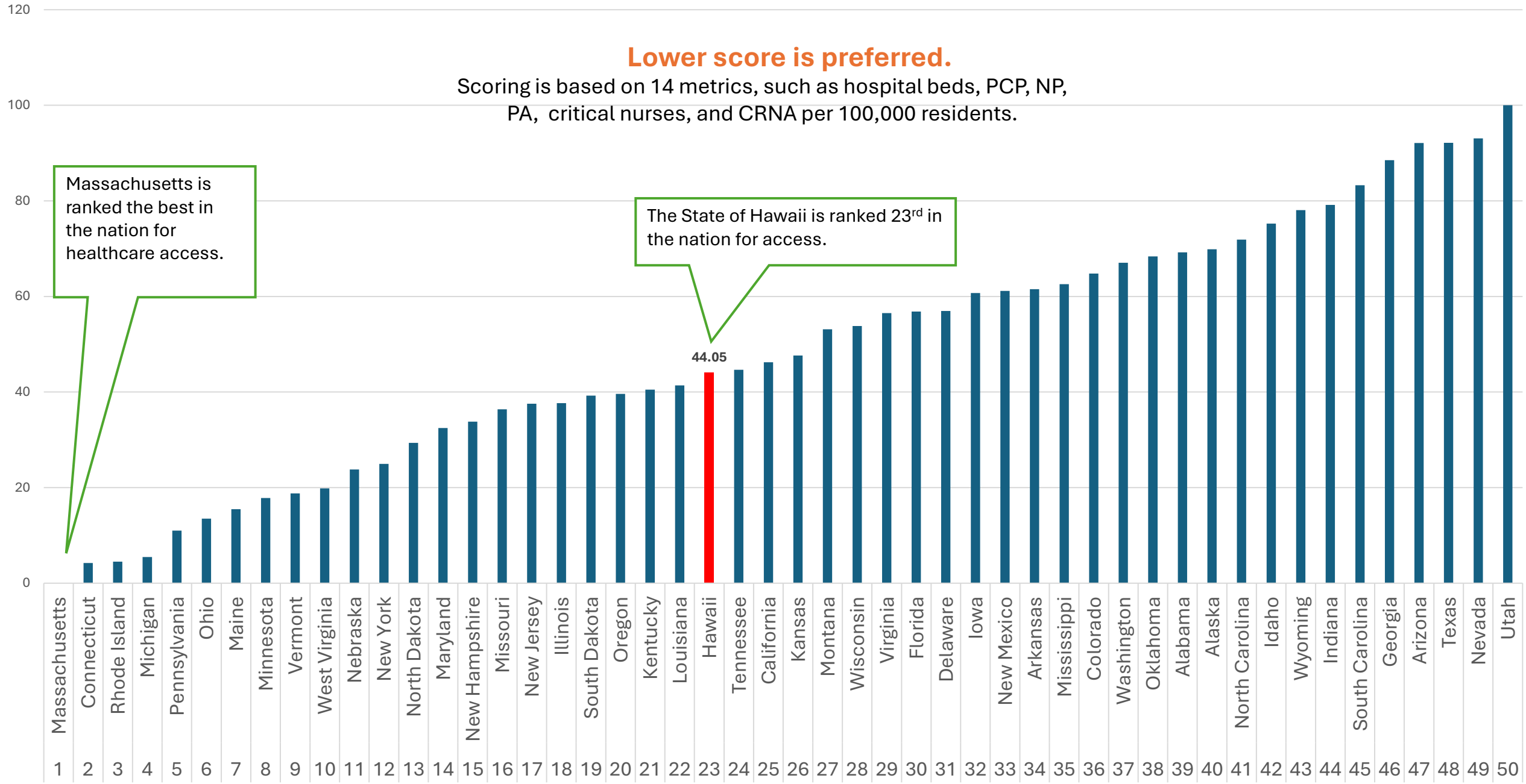
Fiscal Policy Score by State Governor

Based on his/her success at restraining taxes and spending since 2022, or 2023 data from the National Association of State Budget Officers (NASBO)



Best and Worst States for Healthcare Access

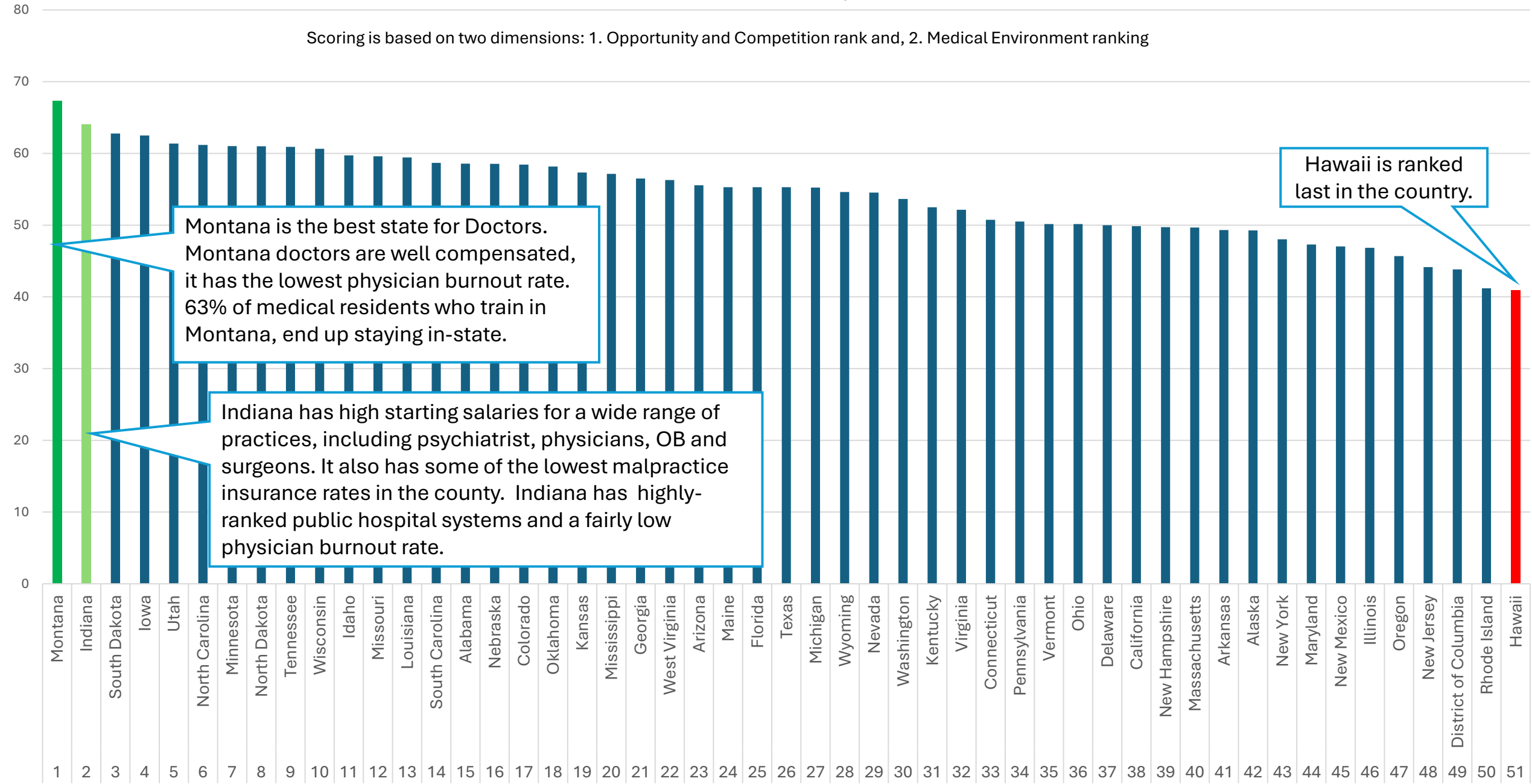
Source: Forbes Advisor analysis using data from Kaiser Family Foundation and CDC. as of October, 2024



Best & Worst States for Doctors to practice Medicine

Based on WalletHub's analysis on March 18, 2025

Scoring is based on two dimensions: 1. Opportunity and Competition rank and, 2. Medical Environment ranking



Policy



Wildfire EPs



- Hawaii's wildfire Public Health Emergency declared August 11, 2023
- HAH worked with AG and Governor on EPs
- Series of waivers, including:
 - Requirement of state license for out-of-state MDs, LPN,s RNs, APRNs, and mental health providers to practice in Hawaii
 - Requirement that controlled substances prescription originates in state
 - Requirement of in-person consultation prior to telehealth consultations
- 20th Wildfire EP signed Feb 4
 - All essential health-related waivers rolled over into 20th EP
 - EPs in effect for max. of 60 days by state law
 - 20th EP in effect through Apr 5, 2025
- Working with AG and Governor on 21st Wildfire EP

Risks to Medicaid Funding

- Per capita caps
- Block grants
- FMAP changes
- Limiting use of provider taxes
- State directed payments
- Nursing home staffing rule
- Work requirements
- Eligibility and enrollment rules

Financing

**How providers are
reimbursed**

**How individuals meet
eligibility criteria**

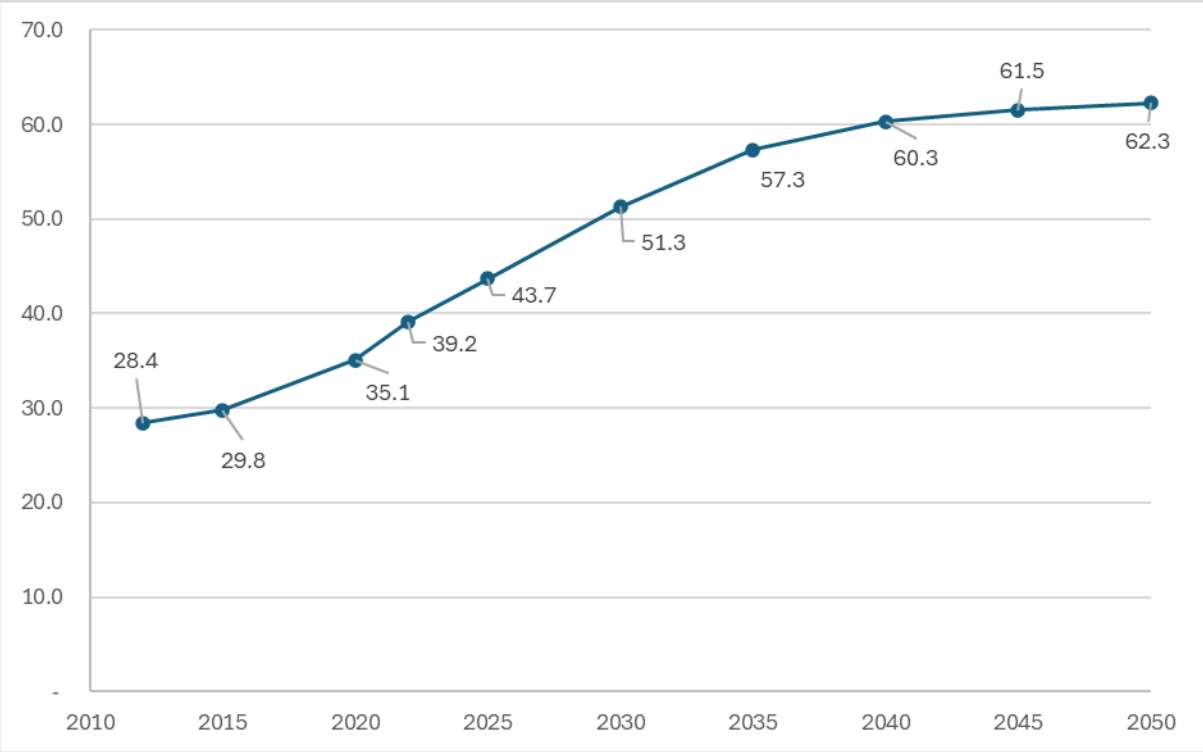


Hawaii's Healthcare Workforce



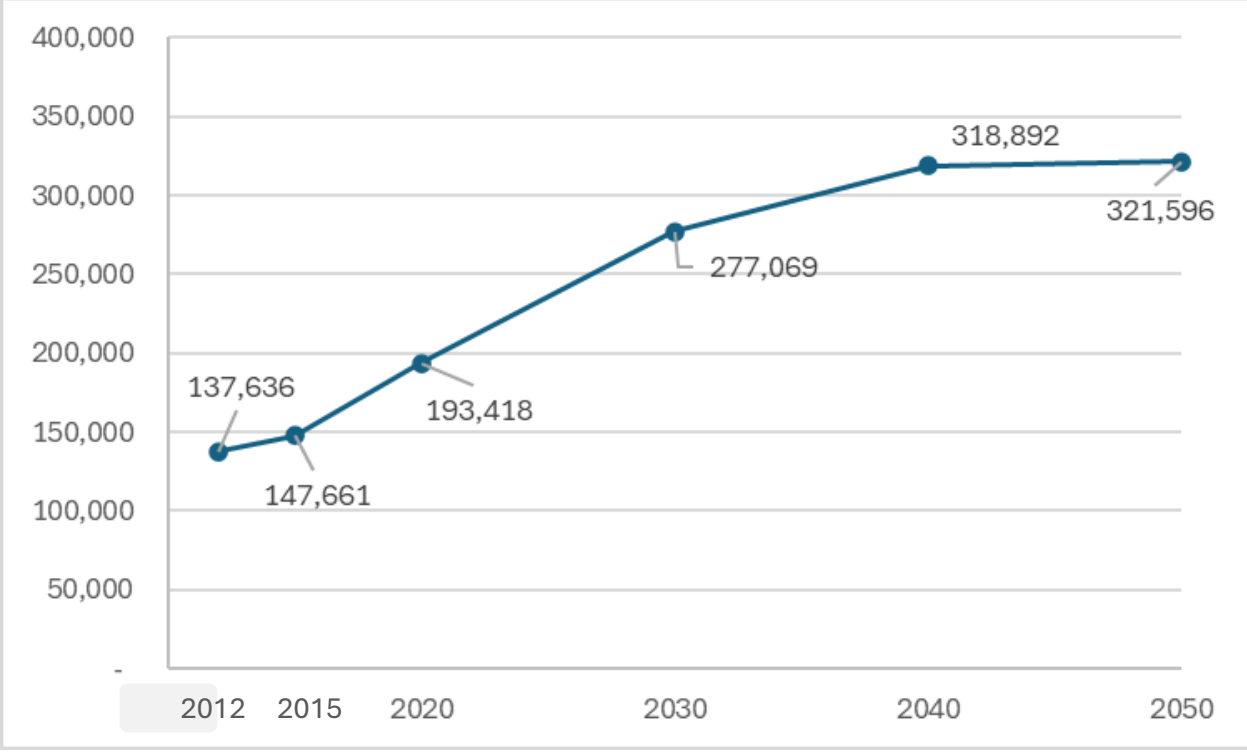
Population Trends

US Population 70+ yrs (population in millions)



Data Source: [US Census Bureau](#) 2023 National Population Projections. This incorporates the results of the 2020 Census and uses official estimates of the resident population on July 1, 2022 as the base for projecting the U.S. population.

Hawaii Population 70+ yrs

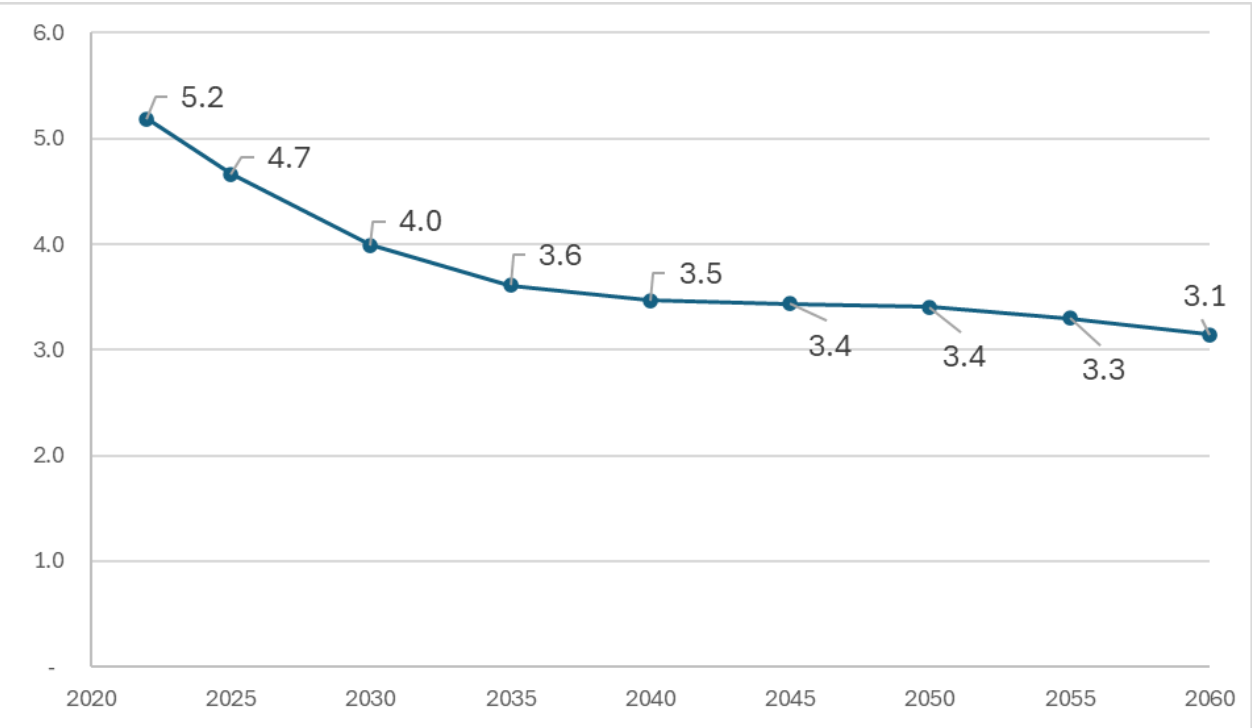


Data Sources:

- For 2012 & 2015: US Census Bureau, ACS 5-year estimates for age 70+ years, S0101
- For 2020 to 2050: State of Hawaii Department of Business, Economic Development and Tourism, Population and Economic Projections for the State of Hawaii to 2050, April 2024. <https://dbedt.hawaii.gov/economic/economic-forecast/long-range-projections/>

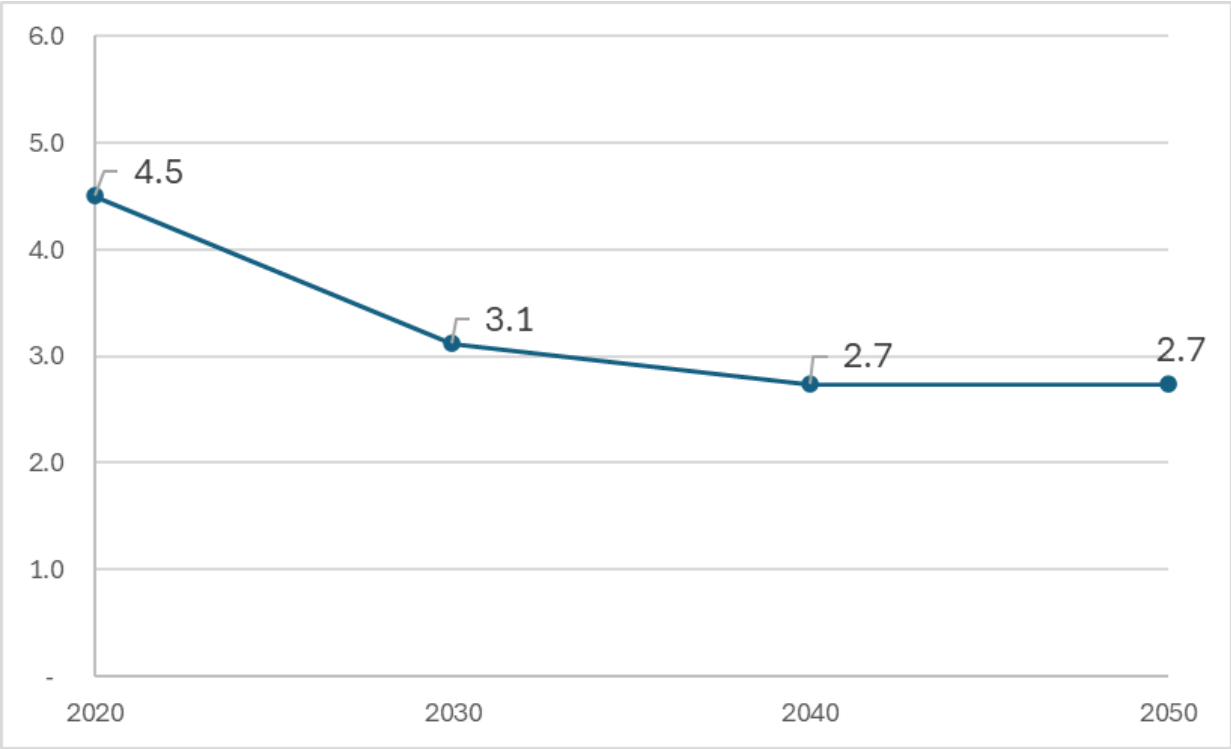
Population Trends

Projection of Ratio of 18-64 Year Olds to 70+ Year Olds in the US from 2022-2060



Data Source: [US Census Bureau](#) 2023 National Population Projections. This incorporates the results of the 2020 Census and uses official estimates of the resident population on July 1, 2022 as the base for projecting the U.S. population.

Projection of Ratio of 18-64 Year Olds to 70+ Year Olds in Hawaii from 2020-2050



Data Source: State of Hawaii Department of Business, Economic Development and Tourism, Population and Economic Projections for the State of Hawaii to 2050, April 2024. <https://dbedt.hawaii.gov/economic/economic-forecast/long-range-projections/>



Healthcare Workforce Shortage Solutions

- Reduce need for healthcare workers – Improve population health
- Import workers from other nations – dependent on federal immigration policies
- Shift higher proportion of workers to direct patient care – offshore back-office functions
- Remote/virtual monitoring
- Automate tasks
- Increase use of AI
- Attract more workers to Hawaii – i.e., loan repayment
- Attract greater proportion of local work force



Hawaii Healthcare Education and Loan Repayment Program (HELP)

- Funding Priorities
 - Primary care, all islands
 - Behavioral health providers, all islands
 - Rural providers (any eligible specialty)
- Funds Available for FY 2024 and FY 2025 - \$37M
 - \$30M of state funds
 - \$5M from Benioff Foundation for Hawaii Island
 - \$2M of federal funds for existing federal program
 - Less operational and program administration costs
- Work Commitment
 - Two years regardless of funding level



Hawaii Healthcare Education and Loan Repayment Program (HELP)

- Applications to Date
 - 2,600 received
 - 300 do not meet criteria or have withdrawn application
 - 2,300 qualify
- Awarded for FY 2024 and FY 2025
 - Oahu – 52.2% (465 applicants)
 - Kauai – 5.1% (45 applicants)
 - Maui – 15.1% (135 applicants)
 - Hawaii Island – 26.5% (236 applicants – higher number due to combination of state and Benioff funds)
 - Mainland residency – 1.1% (10 applicants)
- All Funds for FY2024 and FY 2025 Committed

Healthcare Workforce Initiative

Hawaii healthcare employers, educators, workforce development and regulatory organizations collaborating to better match supply with demand.

2019 Workforce Demand Report

- 2,200 open positions
- 76 patient facing professions
- 10% vacancy rate

2022 Workforce Demand Report

- 3,873 open positions (76% increase over 2019)
- 89 patient facing professions
- 17% vacancy rate

2024 Workforce Demand Report

- 4,669 open positions (21% increase over 2022)
- 94 professions (Now includes food services and environmental services/housekeeping)
- 14% vacancy rate



HWI REPORT TOP OPEN POSITIONS

Entry-level positions
1,560 (40%)

(nurse aide, patient service
representative, phlebotomist,
medical assistant, etc.)

Nurses
LPN **211**, RN **999** (31%)

STRATEGIES

**HWI Strategy 1: Increase Entry-level Health
Certification Pipeline**

**HWI Strategy 2: Attract and Retain Through
Glidepaths**

**HWI Strategy 3: Expand Nurse Residency
and transition-to-Specialty
RN Programs**

INITIATIVES

1.1 Career Awareness and Attraction

1.2 High school certificate workforce programs

1.3 Adult (UHCC+) health certificate programs

2.1 CNA+ to LPN Glidepath Pilot

2.2 Create new Glidepaths

3.1 Nurse Residency Acute

3.2 Nurse Residency LTC

3.3 Transition to **Specialty**

ʻAULAMA | KE OLA

*Hawaiʻi Public High School
Health Learning Labs*



OUR VISION

*Establish a best-in-the-nation, state-wide
network of health learning labs at public
high schools in Hawai'i*

Hawaii's public high schools are a primary source for the future healthcare workforce

- Approximately 50% of graduates from Hawai'i public high schools go on to higher education
- A portion of this 50% enter pre-med, nursing, social work, and other healthcare-related professions
- Approximately 50% of graduates from Hawai'i public high schools do not go on to further education
- This 50% is a primary source of entry-level workers in healthcare
- Healthcare needs a higher proportion of each 50% to meet workforce needs

How do we attract a higher proportion of public high school students?

- Increase awareness of broad range of healthcare careers in middle schools
- Demonstrate wide range of career trajectory options – regardless of entry point
- Develop glidepaths for entry level professions
- Create environment that inspires students
- Create environment that excites parents
- Create environment that motivates teachers
- Build best in nation, statewide network of public high school health learning labs

HAH Programs For 2024-2025

Model	Island	High School (participating school)	Cert. only	Employment track	Total Students	Training Program	In School / After School	Timing
Fall 2024	Hawai'i	Honoka'a	10	10	20	Medical Assistant	In School	Sep - Apr
Fall 2024	Hawai'i	Waiākea	21	25	46	Certified Nurse Aide	In School	Sep - Apr
Fall 2024	Hawai'i	Hilo High	9	10	19	Certified Nurse Aide	In School	Sep - Apr
Fall 2024	Hawai'i	Kealakehe (West Hawaii Explorations Academy -2 premier)	10	10	20	Certified Nurse Aide	In School	Sep - Apr
Fall 2024	'Oahu	Mililani -7 (Leilehua 7)		14	14	Certified Nurse Aide	After School	Oct - Apr
Spring 2025	'Oahu	Farrington - 6 (McKinley - 3 and Kaimuki) - 4		13	13	Certified Nurse Aide	After School	Jan - Apr
Spring 2025	'Oahu	Kailua 7 (Castle 3)		10	10	Phlebotomy	After School	Jan - Apr
Spring 2025	'Oahu	Wai'anāe		12	12	Patient Service Representative	In School	Jan - Apr
Spring 2025	Kaua'i	Kauai		11	11	Certified Nurse Aide	After School	Jan - Apr
Summer 2025	'Oahu	Farrington, McKinley, Kaimuki, Kailua and Castle		12	12	Certified Nurse Aide (summer)	n/a	(March enrollment) June
Summer 2025	Hawai'i	Kealakehe, Konawaena, Honoka'a, and Kohala		6	6	Certified Nurse Aide (summer)	n/a	(March enrollment) June
Summer 2025	Maui	Baldwin (Maui High)		10	10	Certified Nurse Aide (summer)	n/a	(March enrollment) June
				estimated students				
Total				143	193			

What is a public high school health learning lab?

The Lab includes:

- Exam room(s)
- Acute care patient bays
- LTC/Home setting bays
- Phlebotomy station(s)
- Patient Service Representative station
- Instruction area

Concept Plan



LEGEND

- | | | | | |
|------------------------|-----------------------|------------------------------|---------------------------------|----------------------------|
| 1 EXAM ROOM | 2 PATIENT BAY | 3 MOCK HOME CARE / LTC | 4 PHLEBOTOMY AREA | 5 PSR AREA |
| 6 INSTRUCTION SURFACES | 7 TEACHER PREP / DESK | 8 ANATOMAGE TABLE | 9 STUDENT STORAGE | 10 COVERED MANIKIN STORAGE |
| 11 LAUNDRY | 12 LINEN STORAGE | 13 ANATOMICAL MODELS DISPLAY | 14 GENERAL STORAGE AND SHELVING | |

NOTES

EXAM TABLES: 1
PATIENT BAYS: 2
LTC BED COUNT: 3
STUDENT SEAT COUNT: 30
ADDITIONAL GROUP TABLE SEAT COUNT: 12

- A. 3 SINKS LOCATED ALONG COMMON AREAS
B. 2 POINTS OF ENTRY / EXIT
C. REQUIRES PARTIAL DEMO OF EXISTING CMU WALLS - TO BE VERIFIED BY A STRUCTURAL ENGINEER
D. REQUIRES DEMO AND FILL OF EXISTING DOOR OPENINGS

SCALE
34' X 22' - 1/4" = 1'-0"
17' X 11' - 1/8" = 1'-0"

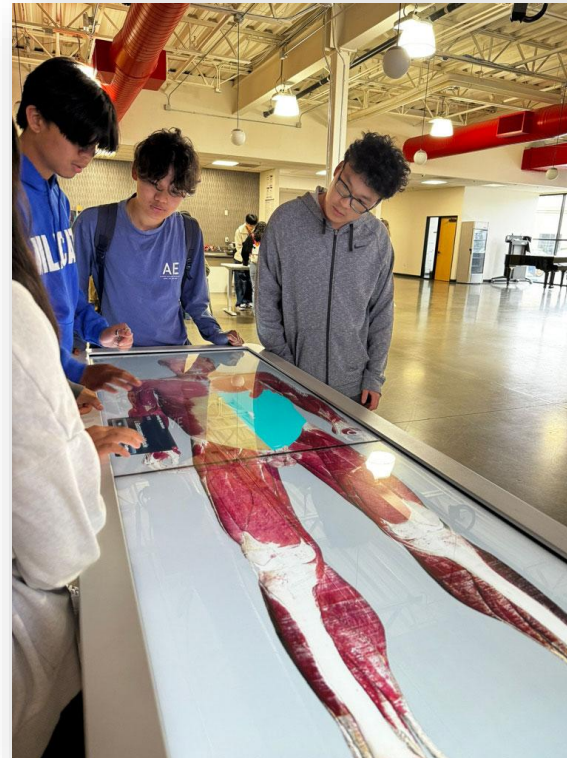




What is a public high school health learning lab?

The Classroom includes:

- Instruction area
- Anatomical models
- Medical equipment
- Medical supplies
- Anatomage table
- Teacher prep desk
- Student lockers



Concept Plan



LEGEND

- | | | | | |
|------------------------|-----------------------|------------------------------|---------------------------------|----------------------------|
| 1 EXAM ROOM | 2 PATIENT BAY | 3 MOCK HOME CARE / LTC | 4 PHLEBOTOMY AREA | 5 PSR AREA |
| 6 INSTRUCTION SURFACES | 7 TEACHER PREP / DESK | 8 ANATOMAGE TABLE | 9 STUDENT STORAGE | 10 COVERED MANIKIN STORAGE |
| 11 LAUNDRY | 12 LINEN STORAGE | 13 ANATOMICAL MODELS DISPLAY | 14 GENERAL STORAGE AND SHELVING | |

NOTES

- EXAM TABLES: 1
 PATIENT BAYS: 2
 LTC BED COUNT: 3
 STUDENT SEAT COUNT: 30
 ADDITIONAL GROUP TABLE SEAT COUNT: 12
- A. 3 SINKS LOCATED ALONG COMMON AREAS
 B. 2 POINTS OF ENTRY / EXIT
 C. REQUIRES PARTIAL DEMO OF EXISTING CMU WALLS - TO BE VERIFIED BY A STRUCTURAL ENGINEER
 D. REQUIRES DEMO AND FILL OF EXISTING DOOR OPENINGS

SCALE
 3/4" X 22" = 1/4" = 1'-0"
 1/2" X 11" = 1/8" = 1'-0"





Funding

- Funding for the first school - Wai‘anae High School
 - Proof of Concept
 - 2 classrooms
- Estimated cost for Wai‘anae - \$3.2M
 - Funds raised from state and local organizations
- Projected completion – December 2025
- 30 schools eligible across state
- Approximately \$100M
 - Seeking funding from major philanthropic organizations



Unified Voice for Healthcare

www.hah.org

