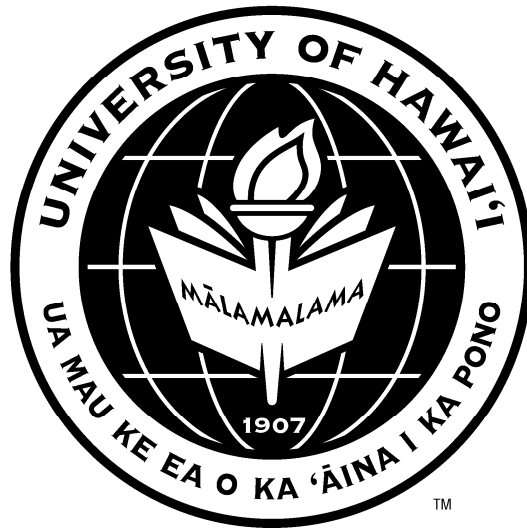


UNIVERSITY OF HAWAI‘I SYSTEM REPORT



REPORT TO THE 2023 LEGISLATURE

Report on Feasibility of Nursing/Allied Health Programs at Honolulu
Community College

SCR 215 SD1 HD1 (2022)

December 2022

SCR 215 SD1 HD1 (2022) Report on Feasibility of Nursing/Allied Health Programs at Honolulu Community College

Findings and Recommendations

Submitted by:

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Since the pandemic began in spring 2020, the strain on healthcare workers has continued to escalate with increased demand for services and decreasing availability of qualified staff. This issue has come to a critical point that requires the University of Hawai'i to rethink how to increase capacity for training healthcare workers. The issue for nursing has been particularly acute as noted in this [Civil Beat article from October 13, 2022](#). One of the bottlenecks has been hiring qualified teachers as the salary for instructors in education is [below what can be earned in industry](#). The issue of not being able to hire qualified faculty extends to all healthcare programs.

Background

The 31st Legislative session in 2022 led to [Senate Concurrent Resolution \(SCR\) 215](#) which notes the dire statewide nursing shortage and the increase in nursing vacancies in facilities across the state and specifically in Kalihi and the surrounding neighborhoods. With the high need for services to the vulnerable populations in this area and high demand for staff at long-term care facilities and adult residential care homes, SCR 215 suggests that Honolulu Community College may be an appropriate location for an additional nursing program.

It is also noted that adding a nursing program at Honolulu Community College would provide nursing students an opportunity to participate in rotations with health care providers in the area and allow them to work closer to home.

From June to October 2022, meetings were held between the administrators of Kapi'olani Community College, Honolulu Community College, and the UHCC System Office to discuss the feasibility of Kapi'olani offering nursing or an allied health program on Honolulu Community College's campus.

In the discussions, it was quickly determined that standing up a nursing program at Honolulu Community College (Honolulu CC) would be difficult due to space and facility limitations as well as the high cost per student. Nursing programs are cost-intensive with a low student to faculty ratio, high faculty salary costs, and expensive equipment requirements to meet program accretor standards (Accreditation Commission for Education in Nursing). However, the administrators identified that the Emergency Medical Technician program could be a good fit given other existing programs at Honolulu CC. In order to determine feasibility, an analysis of the number of students from the Honolulu CC service area currently interested in nursing and EMT as a career was conducted.

Data Research and Analysis

Enrollment

Honolulu CC is centrally located and serves students from across the island due to the unique career and technical education (CTE) programs they offer. In addition to offering CTE programs, the college offers three transfer degrees including the Associate in Arts in Liberal Arts, Associate in Arts in Hawaiian Studies, and Associate in Science in Natural Science.

A review of the current student enrollment by zip code reveals 20 percent of current students home-based at Honolulu CC are located in the Honolulu CC service area that includes zip codes of 96701, 96813, 96814, 96817, 96819, 96850, 96853, and 96859.

Nursing Majors

An initial analysis was conducted of students who are currently enrolled in the Kapi'olani nursing program that have a zip code within the Honolulu CC service area. Currently 26 students are enrolled from the Honolulu CC service area out of 153 students enrolled with a nursing major at Kapi'olani CC, or 17 percent of the total students majoring in nursing. This percentage is slightly below the percentage of students enrolled at Honolulu CC and would suggest that students interested in the nursing program are currently being served by Kapi'olani CC. Students who are pre-nursing can take prerequisite courses at Honolulu CC through the liberal arts program.

The distribution of nursing majors by home address is 31 percent from the East Honolulu area around Kapi'olani CC, 17 percent from the Honolulu CC service area, 43 percent from the Leeward district, 5 percent from Windward O'ahu, and 3 percent from off island. When reviewing the 2021-2022 application data, two students applied to Kapi'olani's nursing program from the Honolulu CC service area out of 35 total students.

Emergency Medical Technician Majors

Reviewing the data for students in the Emergency Medical Technician (EMT) program found 11 students enrolled from the Honolulu CC service area out of 65 students on O'ahu with an EMT major or 17 percent from the Honolulu CC service area. Kapi'olani CC offers the EMT program on the neighbor islands; therefore, this analysis focused on students with an O'ahu home address. The 17 percent of EMT majors from the Honolulu CC service area is slightly below the 20 percent of total students enrolled at Honolulu CC and would suggest that students interested in the EMT program are currently being served by Kapi'olani CC though there is an opportunity to increase the number of local students in the program if it is offered at Honolulu CC.

The distribution of O'ahu EMT majors by home address is 31 percent of the students enrolled are from the Kapi'olani CC service area, 17 percent of the students enrolled are in the Honolulu CC service area, 35 percent are from the Leeward district, and 17 percent are from Windward O'ahu.

Space and Facilities Requirements

Nursing Program

The most challenging aspect of adding a nursing program at Honolulu CC related to physical resources is the requirement for running water in the classroom. Honolulu CC is experiencing challenges with water and sewer and is not able to add these requirements to any existing or new facilities.

Emergency Medical Technician Program

The EMT program can be operated without running water if necessary. The program requires one classroom for instruction and a second classroom for skills development. There are also requirements for storage of supplies and equipment for the program. Honolulu CC will include the cost of adding these facilities for the EMT program.

Staffing Needs

Nursing Program

All Healthcare programs are experiencing difficulty with hiring program faculty; however, the nursing programs are in an extremely competitive environment. Additionally, all nursing students need to complete their clinical work in the surrounding hospitals and healthcare facilities. With multiple nursing programs on O'ahu (Kapi'olani CC (2 sites), UH Mānoa, HPU, and Chaminade) competing for clinical assignments, increasing capacity would be challenging. With the current difficulty in ensuring nursing programs are fully staffed and finding clinical assignments, we do not recommend expanding the nursing program at this time.

Emergency Medical Technician Program

For the EMT program, there is less difficulty hiring program faculty. Practicum assignments are difficult but currently managed centrally to ensure all students are able to complete the program.

Workforce and Salary Projections

Nursing Program

In the state of Hawai'i, there are 11,901 Registered Nurse jobs in 2022. The job growth is strong and expected to continue growing 5-7% over the next 4 years. The salary range for Registered Nurses is \$70,096 to \$134,659. There were 4,318 unique job postings in Hawai'i in 2022.

Emergency Medical Technician Program

There are currently 1,049 jobs for Emergency Medical Technicians and Paramedics. The job growth is strong and expected to continue growing 5-6% over the next 4 years. The salary range is \$42,016 to \$81,120, though there is a lot of opportunity for overtime in this field. The number of unique job postings in Hawai'i is 82 postings.

The EMT program is the first part of a two-year Mobile Intensive Care Technician program which provides higher salaries for students who decide to continue for the higher level degree.

Program Accreditation Requirements

Nursing Program

The two-year Registered Nurse program is required to be accredited by the [Accreditation Commission for Education in Nursing \(ACEN\)](#). Adding a new off-site location requires a full review and focused site visit four (4) months prior to implementation of the program and students can begin taking courses.

Emergency Medical Technician Program

The EMT program does not have a separate program accreditation, and it would be able to begin enrolling students once the facilities have been secured and faculty have been hired. There are state licensing requirements that have been accounted for in the budget request.

Program Fit and Feasibility

Looking at the current space and facilities at Honolulu Community College, the Allied Health program that would be most appropriate is the [Emergency Medical Technician \(EMT\)](#) certificate program. The EMT certificate program can lead directly to employment or students can continue to pursue the longer [Mobile Intensive Care Technician \(MICT\)](#) certificate and associate degree program offered at Kapi'olani CC after a prescribed period of employment as EMTs.

Honolulu Community College already offers a [Fire & Environmental Emergency Response degree](#) which includes coursework in Emergency Medical Technician. Adding the EMT certificate program would provide an opportunity for building upon the existing coursework.

Kapi'olani CC currently offers the EMT program at Hawai'i CC, Kaua'i CC, and UH Maui College in addition to its main course offerings on the Kapi'olani campus.

Recommendation

After reviewing and evaluating the student data, space and facilities requirements, existing programs at Honolulu CC, and workforce opportunities for students, the recommendation is to offer an Emergency Medical Technician program at Honolulu CC to address the increased demand for trained EMTs and provide an opportunity for students living in the Kalihi area to attend school close to home. It was determined that offering a Nursing program at Honolulu CC at this time would not be feasible due to program accreditation requirements, the need for running water in the classrooms, and the current critical shortage of Nursing faculty in existing programs.

Attached to this proposal is a summary operational budget for the instructional costs, supplies, and equipment that are required to implement a second EMT program on O'ahu. With this budget, Honolulu CC could offer two cohorts a year with 18 students per cohort. In addition, Honolulu CC would require minor renovations to existing facilities to provide appropriate classroom and lab space which can be funded through the minor CIP appropriation to the community colleges.

BUDGET REQUEST

Request Description: Kapi'olani Community College EMT Program to be Offered at Honolulu Community College Expenditures

Description	Fund Type	FY 2024			FY 2025 (Out Year)		
		Base Budget	FTE Request	Costs	Base Budget	FTE Request	Costs
A. Personal Services							
Full-Time Faculty @ \$75,000	A		2.00	*75,000		2.00	150,000
Office Assistant	A		1.00	*17,500		1.00	35,000
Lecturers	A			*5,000			10,000
Subtotal Payroll:	A	0	3.00	0	0	3.00	195,000
B. Other Curr Exp							
Classroom Supplies	A			270,000			150,000
Subtotal:	A	0		270,000	0		150,000
Total Expenditures	A	0	3.00	270,000	0	3.00	345,000

* FY24 represents half a year of salaries to account for the time required for the recruitment process