

Future of Health Care in Insular Areas

PIHOA's Response: How can we help ourselves?



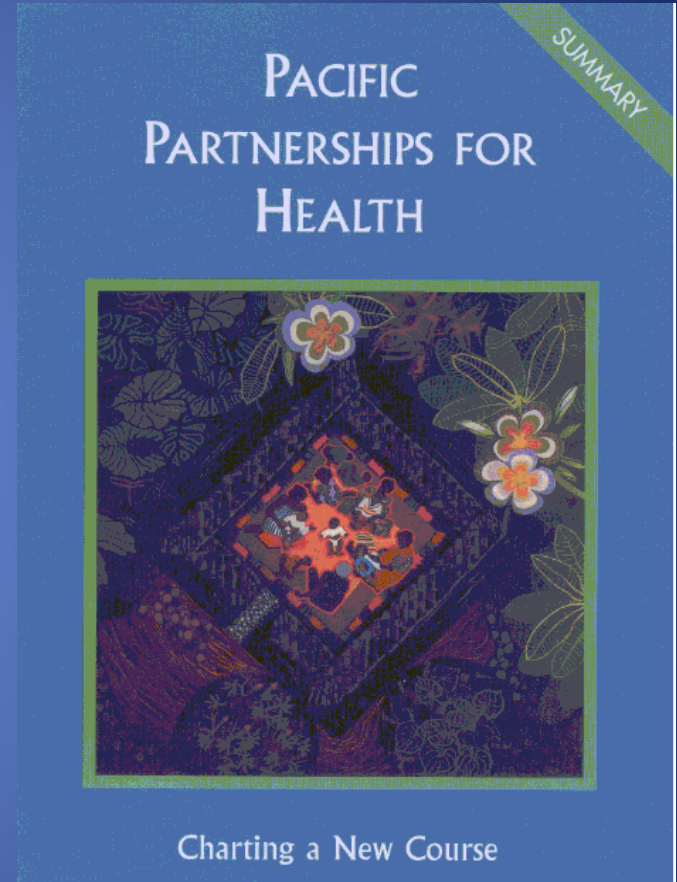
Pacific Island Health Officers
Association: HRH Committee

29-30 September 2008, Honolulu

Institute of Medicine Report - 1998

IOM reviewed the status of health care and services delivery among the U.S.-Associated Pacific Islands and recommended:

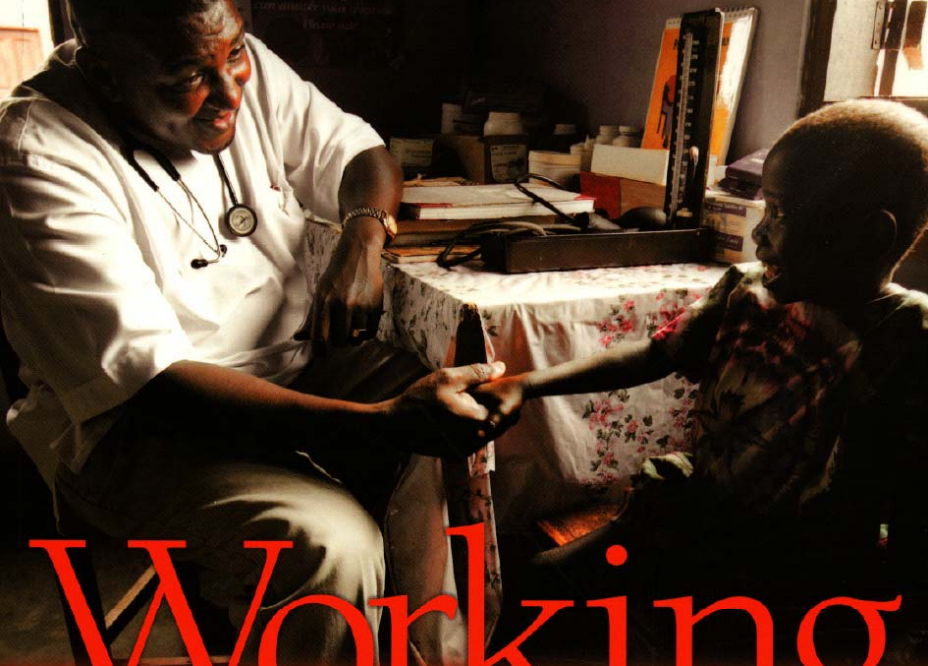
1. Adopt and support a viable system of community-based primary care and preventive services.
2. Improve coordination between jurisdictions and the United States
3. Increase community involvement and investment in health care
4. Promote education and training of the health care workforce




42nd PIHOA Meeting Human Resources for Health Workshop

How can we help ourselves?

Nahlap Island, Pohnpei State, FSM
1-2 August 2006



**Working
together
for health**

The World Health Report **2006**  World Health Organization

What is the key link between

Knowledge, Experience,
& Planning

Action for health

&

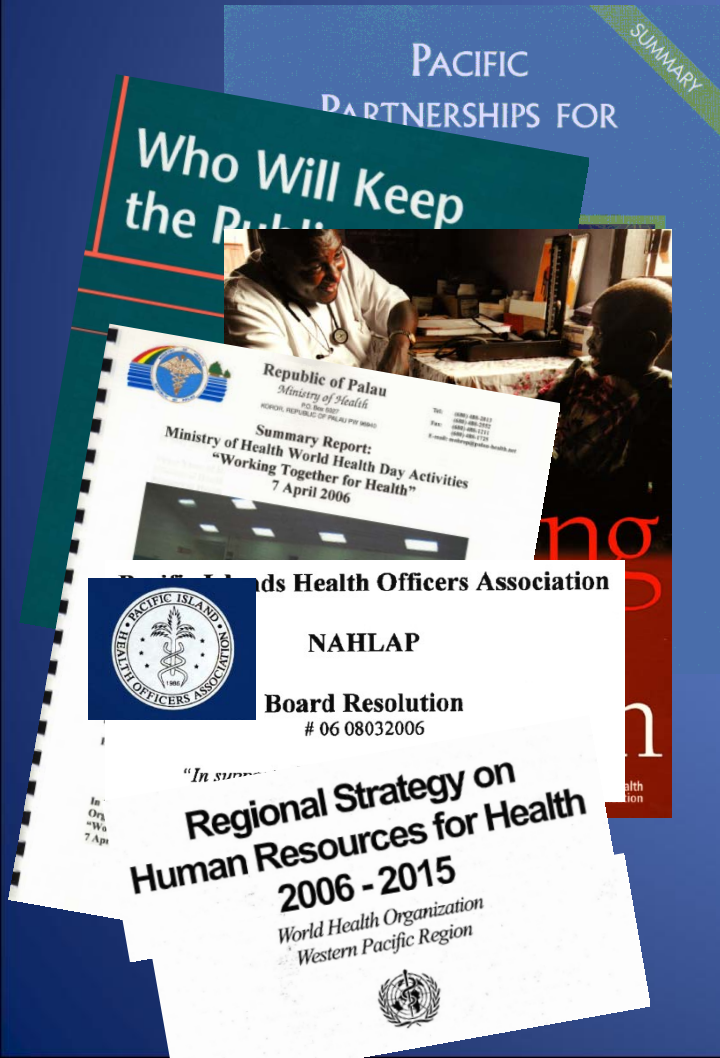
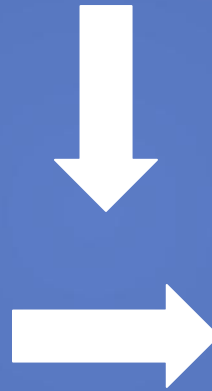
- Implementation of Programs & Services
- Positive Outcomes: Improvements in Individual & Community Health and Well Being:

↓ Obesity

↓ Substance Abuse

↓ NCDs & CDs

↑ Quality of Life

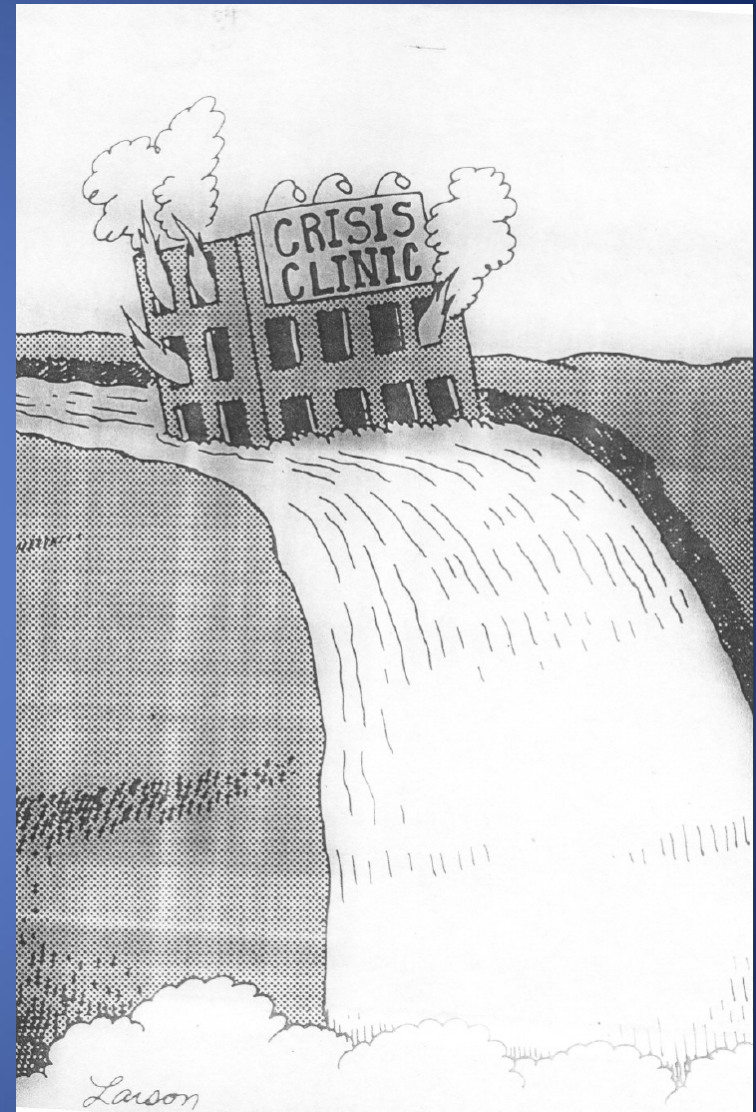


The Human Link – The Health Workforce



HRH / Challenges

1. Absolute shortages of trained health professionals
2. Many of the current health workforce are under-trained
3. The educational systems charged with educating students to qualify for science-based health careers programs share the same problems as the health sector - see 1 & 2.



Training the Health Workforce

K – 12



The Pipeline for the New Workforce

**Bridging Programs for
the Current Workforce:
on the Job Up-skilling**



Teacher Certification in the US-API

TABLE 4

Teacher certification in the Pacific Region, 2003 and 2005

Entity	2003		2005	
	Number of teachers	Certified teachers	Number of teachers	Certified teachers
Commonwealth of the Northern Mariana Islands ^{a,b}	578	99	505	95
Guam ^b	2,236	96	2,217	82
American Samoa ^c	804	89	945	—
Federated States of Micronesia ^c	1,673	70	2,195	65
Chuuk	811	56	810	48
Kosrae	171	88	266	84
Pohnpei	456	98	766	75
Yap	235	49	353 ^d	65
Republic of the Marshall Islands ^c	630	47	754	45
Republic of Palau ^c	261	57	266	61

— Indicates that data are not available.

a. All teachers in the Commonwealth of the Northern Mariana Islands have bachelor's degrees but not all have passed Praxis II; so not all are fully licensed.

b. Bachelor's degree required for teacher certification.

c. Associate's degree required for teacher certification.

d. Includes former Head Start teachers.

Source: Personal communications from departments and ministries of education.

Heine & Emesiochi, PREL, 2007

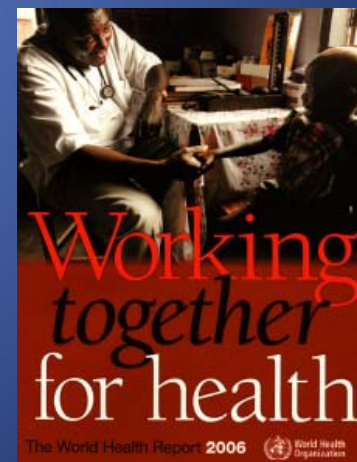
PIHOA / Nahlap Island HRH Resolution - August 2006

Develop the Nahlap Action Plan to address HRH challenges and focus on strengthening and developing:

- 1) the pipeline for the new workforce
- 2) developing career ladder and bridging training programs
- 3) management training
- 4) overall HRH planning
- 5) partnerships with local institutions for higher learning for delivery of needed accredited curricula

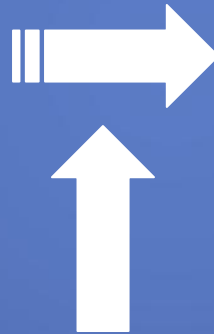


42nd PIHOA Meeting
Human Resources for Health
Workshop – How Can We Help
Ourselves?
Nahlap Island, Pohnpei State,
FSM, 1-2 August 2006



Bridging Program in the Pharmacy Sciences

Recent Past :
Palau Pharmacy Assistants
trained on the job without
formal training



Certified May 26, 2006

2004 – 2006

U Hawaii – Hilo / U Alaska – Anchorage Pharmacy Technician Training Program
600 hours distance learning academic training





Human resource development in environmental health for Palau — a model program for Micronesia and the Pacific

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Stevenson J. Kuartei****

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Abstract :

In Palau, prior to 1997, the highest degree qualification in Sanitation under the Bureau of Public Health, Ministry of Health, was a Diploma. By September 2003, during an Environmental Health Planning Development (HRD) was declared as a priority area and therefore included in the National Health Action Plan.

The Palau NEHAP HRD goal is to develop a human resource development ladder with incentives. The initial public health courses in environmental health were registered for the sentinel course - PH 122: Introduction to environmental health workforce, which included representative environmental health workforce, which included representative and state sanitation programs. In December 2004 the Diploma of Environmental Health Workforce of Palau is very fortunate to be included in the ongoing Ministry of Health support of environmental health workforce development (PHD, 2005 Vol 12 No 1 Pages 96 - 98)



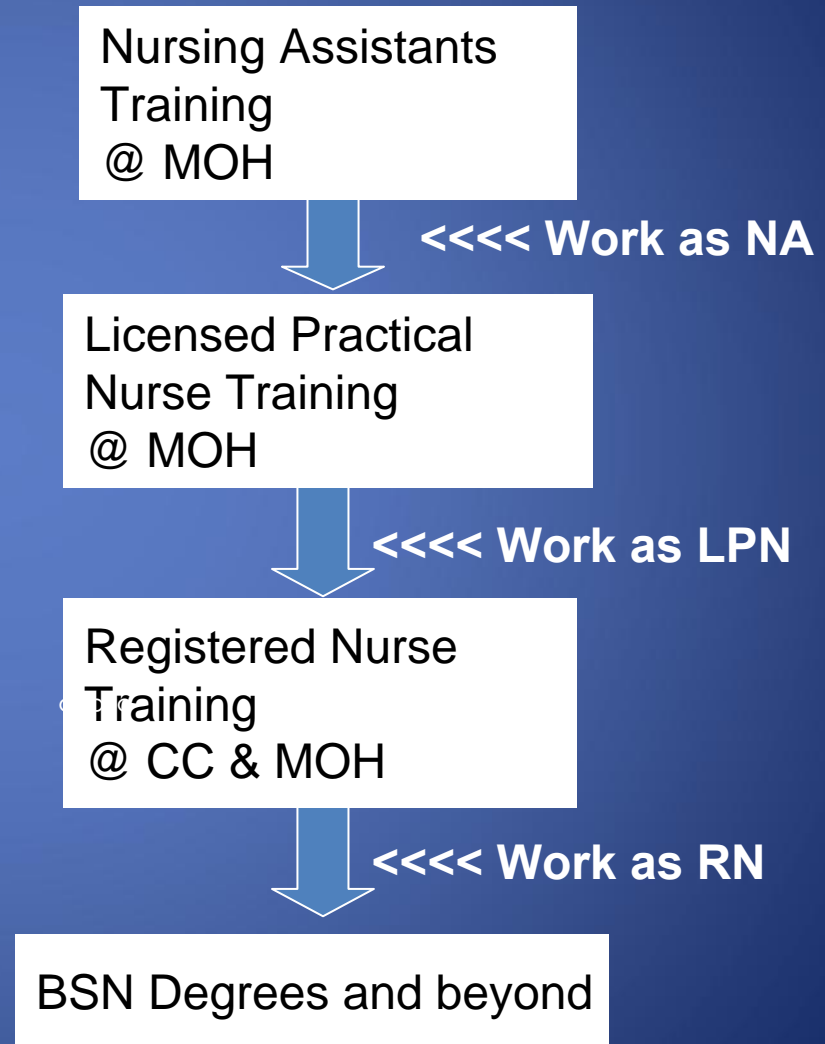
Career Ladder Strategies for Nurses

- High School Graduates
- Recruited from the Community
- Hire as NAs

- Work 50% under supervision
- Attend LPN class 50%

- Arrange with Community College to teach RN classes @ MOH
- Arrange flexible LPN work schedule
- Arrange PELL Grant funding

- Advanced BSN and Masters training by distance or out of region (UOG, UH-Hilo, UH Manoa) and beyond



PIHOA HRH Committee Projects

1) Country HRH Strategic Plans

2) FSM Nursing Program

3) AS Degree Program in Public Health

4) Community Oral Health Professionals (COHP)

5) Public Health Strategic Planning Training

6) Quality Assurance Initiative

Solutions: Focus on HRH Support

DOI: Technical Assistance Grants

Model: Postgraduate Center – Fiji School of Medicine

Projects: Associate of Sciences Degrees

Start - COM-FSM School of Nursing

Strengthen - Palau and RMI RN programs

Start - COM-FSM & PCC Public & Env. Health

Start - Community Oral Health Professionals

**Start - Allied Health: Medical Laboratory,
Radiography, Physical Therapy, Pharmacy**

Solutions: Focus on HRH Support

DHHS: Align Grants, CAs & Programs

HRSA:

Continue - Professional Development Programs – PICCEP, PACT

Promote – CHC, AHEC, HCOP, NHSC

CDC:

Programs: HIV, STD, TB, PEHI – to support development or strengthen AS Degrees in Public Health, Nursing, Emergency Health

Solutions: Focus on HRH Support

DOD:

Deploy and use assets for training & support – JTF-HD, TAMC, Navy Hospital - Guam

Veterans Affaires:

Train local workforce in the context of service to regional veterans & families

All: DOI, DHHS, DOD, VA

Collaborate with International Partners on HRH Initiatives: WHO, SPC, ICDF, AUSAID, NZAID, NGOs



Thank you
PIHOA HRH Committee
www.pihoa.com

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