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
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
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

The Pipeline for the New Workforce

Bridging Programs for the Current Workforce: on the Job Up-skilling
# Teacher Certification in the US-API

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<th>Entity</th>
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<th>Certified teachers</th>
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- Indicates that data are not available.
- 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.
- Bachelor's degree required for teacher certification.
- Associate's degree required for teacher certification.
- Includes former Head Start teachers.

Source: Personal communications from departments and ministries of education.

Heine & Emesiochl, 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

2004 – 2006
U Hawaii – Hilo / U Alaska – Anchorage Pharmacy Technician Training Program
600 hours distance learning academic training

Certified May 26, 2006
Human resource development in environmental health for Palau — a model program for Micronesia and the Pacific

J. Maireng Sengebau-Kingzio*
Eden Ridep**
Gregory J. Dever***
Stevenson J. Kuartei****
Sitaleki A. Finau*****

*Chief, Division of Environmental Health, Bureau of Public Health, Ministry of Health, Republic of Palau; Incorporating President, Northern Pacific Environmental Health Association; **Chief, DEH, BPH, MOH, ROP; ***Bureau of Hospital & Clinical Services, MOH, ROP; Director, Pe'ae Area Health Education Center, ROP; ****Palau Area Health Education Center (PAHEC); and, School of Public Health and Primary Care, University of Hawai’i at Manoa. Kingzio, Chief, Division of Environmental Health, Ministry of Health, Palau; sengk@palau.net.com

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 and Development (HRD) was declared a priority area and therefore 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 participants registered for the sentinel course - PH 121: Introduction to varied environmental health workforce, which included representatives from state sanitation programs. In December 2004 the Diploma of environmental health workforce of Palau is very fortunate to be introduced due to the ongoing Ministry of Health support of environmental health (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

Diagram:

1. Nursing Assistants Training @ MOH
   - Work as NA
2. Licensed Practical Nurse Training @ MOH
   - Work as LPN
3. Registered Nurse Training @ CC & MOH
   - Work as RN
4. BSN Degrees 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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gdever@palaunet.com