

# The Future of the Health Care Workforce in Hawaii



## Health Care Workforce Shortage Across the Nation

For years, the US health care workforce has struggled to keep pace with burnout, retirement, or finding people needed to do the work.

By the numbers:

- By **2025**, there could be a **deficit of 200,000 to 450,000 registered nurses** in the US available for direct patient care
- By **2027**, the US faces a **shortage of over 3.2 million health care workers** (including medical assistants, home health aides and nursing assistants)
- By **2030**, the US Bureau of Labor Statistics estimates a **need for 1.1 million new registered nurses** nationwide
- By **2034**, the US could face a **shortage of between 37,800 to 124,000 physicians**

## Health Care Shortage in Hawaii

Statistics show demand is greater for physicians and other health care workers than what is available, especially on neighbor islands. It is estimated that there are approximately 1,000 too few providers.

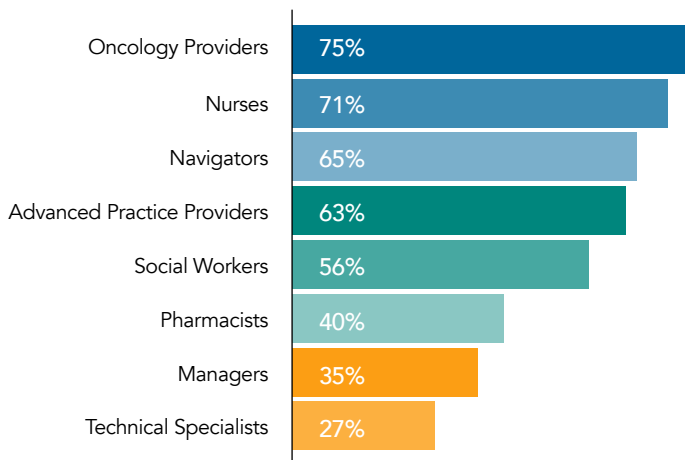
The results from an Association of Community Cancer Centers (ACCC) survey showed the highest need for providers in oncology, nurses, and navigators.



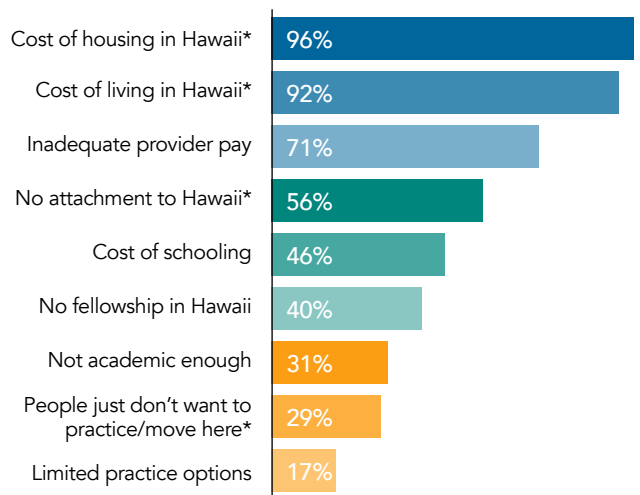
Driving factors for workforce shortages include:

- **Cost of housing (94%)**
- **Cost of living (92%)**
- **Inadequate pay for health care providers (74%)**

Thinking about YOUR practice, which areas of the cancer care team do you feel are experiencing shortage? (Select all that apply)



Which of the following do you feel are contributing to the shortage of oncology providers in your practice? (Select all that apply)



\* Indicates respondents selected this as top 5 biggest factors ("other" was 5th)

## Digging a Little Deeper



### Cost of Living

Hawaii is the most expensive state to live in the United States. Ninety percent (90%) of food and 95% of energy resources are imported to Hawaii annually.



### Licensing Requirements

Any provider practicing medicine in Hawaii must be licensed by Hawaii.



### General Excise Tax

A general excise tax is imposed on income of a business for the privilege of doing business in Hawaii.



# Key Takeaways



## Tackle the high cost of living

- ACCC survey results show an interest in providing low-cost housing or grants to make living and working in Hawaii more affordable
- Implement incentives such as interest-free loans to assist health care providers in purchasing a home



## Provide loan forgiveness

- Develop educational loan repayment programs to assist health care providers with the high costs of education and training



## Incentivize health care providers

- Increase compensation
- Establish residency and fellowship programs at practices on neighboring islands



## Develop partnerships

- Between mainland health care institutions and neighboring islands



## Advocacy

- Advocate for exemption of medical services from Hawaii's general excise tax

In partnership with:



A publication from the ACCC education program, "The Future of the Health Care Workforce in Hawaii" Learn more at [acc-cancer.org/HSCOWorkforce](https://acc-cancer.org/HSCOWorkforce).

The **Association of Community Cancer Centers (ACCC)** provides education and advocacy for the cancer care community. For more information, visit [acc-cancer.org](https://acc-cancer.org).

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