Medical Workforce Development:
Programs Promoting Healthcare Professions in the
Department of Native Hawaiian Health

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Student Panel
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None of the speakers have any financial interest/arrangement or affiliation with one or more organizations that could be perceived as a real or apparent conflict of interest in the context of the subject of this presentation.
Malia and Susanne Kapihenui Lui Kwan Medeiros
1. Demonstrate an understanding of the programs available through the Department of Native Hawaiian Health and the Native Hawaiian Center of Excellence (NHCOE) that support students in their efforts to become physicians or health care providers.
Native Hawaiian Health

Research Division
- 'Imi Ho'ōla Post-Baccalaureate Program

Medical Education

Clinical Services

Community Engagement

Student/Faculty Development

Workforce Development/Recruitment

Cultural Competency Curriculum (C3)

Dean's Certificate of Distinction in Native Hawaiian Health

KG 2® Programs
- Statewide Recruitment School Visits (# of schools?)
- Nānākuli High Pathways to Health
  - Kualoa Program (7th Grade)
  - Healthy Keiki Can (9th Grade)
- Undergraduate Programs
  - Native Hawaiian Pathways to Medicine
  - Native Hawaiian Interdisciplinary Health
NHCOE seeks to improve the health of Native Hawaiians through education, research, and community initiatives that enable Native Hawaiians to successfully pursue careers in medicine and other health professions.
‘Imi Ho‘ōla Post-baccalaureate Program

“Those Who Seek to Heal”

Goal: To support diversity of the physician workforce and produce physicians who demonstrate a strong commitment to practice in under served communities in Hawai‘i and the Pacific.

- 12-month Post-baccalaureate program
- Scholars chosen from economic, social, and/or educational disadvantaged backgrounds
- Intensive pre-med review with focus on basic sciences for up to 12 students a year
- Upon successful completion of the program, students enter JABSOM as 1st year medical students
- 245 JABSOM graduates from the program
- 75% practice in Hawai‘i, Pacific Islands, and the continental United States

Established in 1973

He ʻa‘liʻi ku makani mai au, ʻaʻohe makani nana e kulaʻi

I am the wind resisting ʻa‘aliʻi, no gale can push me over
**Goal:** The Certificate of Distinction (COD) in Native Hawaiian Health is awarded to medical school graduates who demonstrate a commitment to improving Native Hawaiian health through education, community engagement, clinical experiences and research.

*Established in 2014*

The COD emphasizes:
- Core NH cultural values and practices
- Holistic nature of NH health
- Integrating indigenous values/views with clinical skills and best clinical practices
- Increasing awareness of the role and impact of historical & social justice issues on NH health disparities
- Active participation in service learning, political advocacy, and research projects benefitting NHs

*Medical student cultural immersion at Ka‘ala Farms in Wai‘anae, O‘ahu*
Nānākuli Pathways to Health

**Goal:** Promote the advancement of NH students in their pursuit of health related careers through culturally based experiential learning, academic skill building and positive role modeling. Ultimately hopes to create systemic and intergenerational change by empowering them with the knowledge and self-confidence needed to influence their individual health, the health of their families, and the health of their communities.

**Kuaola**
*(7th and 8th graders)*

- Year long mentorship programs pairing 1st year medical students with students from Nānākuli
- Utilizes a service-learning model to foster social responsibility and educational success
- Focuses on academic skill building, college preparedness, and career advising
- Uniquely combines cultural based educational activities with structured health promotion learning modules developed by the JABSOM medical students

**Healthy Keiki Can!**
*(9th-12th graders)*

MS-1 Alex Lin and 7th grader Jeff Michael Regalario learning anatomy first hand (2010)

Nānākuli students Jeff Michael Regalario and Mila Sapolu Jr. with their mentors (2010)

MS-1 Kyle Ota and 8th grader Mila Sapolu Jr. working on a project (2010)
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Native Hawaiian Student Pathway to Medicine (NHSPM)
- Increase competitiveness of NH applicants into medical school by developing learning skills, MCAT strategies, personal statements, and interview skills
- 71 total scholars thus far, currently on our 6th cohort
- In 2015, 10 NHSPM scholars were accepted into medical school

Native Hawaiian Interdisciplinary Health (NHIH)
- Collaboration with UH's Myron B. Thompson School of Social Work
- Early exposure to interdisciplinary team work
- Enriches student interests in healthcare careers through cultural based service learning
- Currently starting our 2nd cohort
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