



Synergies and Project Implementation for Sustainability

SHAPING TOMORROW'S PUBLIC HEALTH TODAY.

Sustaining Synergies: Program Design & Implementation



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Health

2025 PHIG ARC

St. Louis, MO



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Hawai'i PHIG Workforce Development Process: Recruit to Retain People with a Purpose

1. Workforce Planning

Identifies economic, cultural, social, and environmental issues that can impact our incumbent workers. Identifies the changing workforce needs of public health in Hawai'i.

2. Employee Retention

Focus on people. Give employees resources to be the best version of themselves and build resiliency. Shifting the culture to drive positive outcomes that address greater challenges together in the future.

3. New Employee Recruitment

Create pathway support for students and job seekers who share the mission and vision of the Hawai'i State Department of Health.

High Level Sustaining Synergy

- Assistance Listing Number (CFDA) 93.967 – Collaboration with Academia to Strengthen Public Health
 - Objective: Seeks to catalyze innovative efforts to provide public health professionals, students, and faculty with the competencies and knowledge to reduce the leading causes of death and illness and build workforce capacity to transform the health system and improve population health.
- 3 Key Pillars of PHIG
 1. Data and evidence drive planning and implementation.
 2. Partnerships play a critical role in grant program success.
 3. Resources are directed in a way to support equitable access to health.



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PHIG Workforce Sustainability Matrix



PHIG Projector Initiative	Short Term Objective	Long Term Objective	Key Partners	Mutual Benefit	What does PHIG DOH Offer?	Tactical Play	Future Funding
Hiring Innovation Rapid Employment (HIRE) Pilot Project	1. Establish pilot process redesign project to increase efficiency in hiring new employees. 2. Properly document the pilot project using benchmarks that clearly show impact from this pilot.	1. Policy changes that allow for great flexibility in the hiring process that result in lower complaints and shortened recruitment process. 2. Possible adoption by sister state agencies or state-wide Department of Human Resource Development.	1. DOH HRD (Internal) 2. Governor's Office/Hawaii State Legislature 3. Sister State Agencies	1. DOH reduced time for recruitment of delegated positions through the HIRE Project. 2. Policy win for the Governor's Office and the Hawaii State Legislature.	1. Director's initiative and program design. 2. Political will and legislative support. 3. PHIG Funding and IEP to establish the evaluation process and support written findings.	1. Establish the HIRE Projects as a PHIG IEP. 2. Ensure ongoing and regular monitoring of the HIRE progress for PHIG and DOH administration.	1. No ongoing funding requirement anticipated. 2. Policy and practice change required.
1 Labor Analytics and Projection of SDQH	1. Create forecasting capabilities for high vacancy positions.	1. Refine and maintain the forward assessment of the social determinants of health to improve future workforce planning.	1. DBED - READ (GPI) 2. HPHI - Public Health Community 3. Health Care Sector Partnership w/ Public Health Subsector	1. Application of READ Analytics 2. Better understanding of the public health labor market. 3. Increase advocacy of health care workforce needs.	1. Power to convene ad hoc committee to expand labor market analysis to forecasting the social determinants of health	1. Convene an informal group of volunteers to review identity data sources that could proxy for the social determinant of health. 2. Build a demonstration project possibly IEP to determine the viability of the forecast model in building a proactive workforce plan.	1. This will require a LOHE Public Health Economist and ongoing advisory team support.
1 Alignment with the health care industry on public health workforce needs	1. Integrate and work with the Hawaii Health Care Sector Partnership	1. Increase awareness of public health workforce needs through existing avenues.	1. Chamber of Commerce of Hawaii 2. Healthcare Association of Hawaii	1. Larger voice for current (workforce) and future (economic) healthcare needs. 2. Possible access to new sources of funding through greater industry synergy.	1. The ability to convene public health partners with the support of HPHI and provide information on the workforce needs of DOH.	1. Actively support the Chamber of Commerce Healthcare Sector Partnership and the HAH as the partnership lead.	1. WIOA funding from the Workforce Development Council on Sector Partnerships. 2. Chamber based funding initiatives.
2 New Employee Orientation Program	1. Develop and implement Values and Connections based New Employee Orientation. 2. Increase connections with and between new DOH employees. 3. Integrate Public Health 101 course into the New Employee Orientation.	1. Integration into existing onboarding program and/or development of centralized New Employee Orientation Program. 2. Ongoing alignment the organizational vision, mission and values with	1. Divisions/Branches/Agencies/District Health Offices. (Internal) 2. DOH HRD (Internal)	DOH HRD and Department Divisions and Agencies.	PHIG developed Values and employee connections based New Employee Orientation Program. Internal Process.	In 2026/2027, work on incorporating the values, connections, self-reflection into existing onboarding initiatives and educating other divisions and agencies on workforce retention.	1. Find no cost alternatives to Strengthen Under 2.0. 2. Create a shared resource library of other onboarding resources.
2 Professional Development and Personal Enrichment	1. Develop and implement partnership with post secondary education partners for personal enrichment and professional development. 2. Develop MOA on corporate training/personal enrichment. 3. Enable, develop, and implement online DOH corporate training site in the UHCC Non Credit registration system.	1. Create a lasting partnership and vehicle that offers easy access to professional development and employee engagement activities.	1. Leeward Community College - Lead 2. 6 other UH Community College campuses 3. UH OPVCC 4. UHM Catalyst Lab 5. Divisions/Branches/Agencies/District Health Offices. (Internal) 6. DOH HRD (Internal)	1. Ongoing professional development and employee engagement activities for DOH. 2. Ongoing and future tuition revenue opportunities in the UH Community Colleges. 3. Political alignment and cooperation between state departments.	1. Current and future tuition revenue opportunities for post-secondary education partners. (Both credit and non credit training and enrichment opportunities). 2. Lead discussion with OPVCC. 3. Possible connection to the UHM Outreach College.	1. Develop the DOH/UH Community Colleges corporate training portal. 2. Institutionalize the process for sponsoring discounts using the discount code feature. 3. Diplomacy between UHCC campuses. 4. Discussion with OPVCC. 5. Consider expansion to UHM Outreach College.	1. DOH Employees for personal enrichment. 2. Any future funding for workforce development in public health.
2 Connecting with employees	1. Regular and ongoing connections with DOH employees through positive Friday thank you messaging.	1. Strengthen the personal connection between DOH Administration and DOH staff on a regular and ongoing basis.	1. DOH Administration 2. All DOH employees	1. Energizes both the recipient and the sender of the message. 2. Provides timely and accurate information to the DOH employees in a personal and engaging manner.	1. Activated the Hina Like, DOH email list. 2. Initiated positive email exchange with all DOH employees.	1. Position the Friday email as something the DOH employees look forward to.	1. No cost. 2. Time commitment with generating content.
2 Increasing engagement through purpose and values based activities.	1. Brown Bag/Coffee Hour on Values 2. Volunteer Events	1. Ongoing activities to enhance employee engagement and intra-department employee connections.	1. Divisions/Branches/Agencies/District Health Offices. (Internal) 2. DOH HRD (Internal) 3. Volunteer Organizations	1. Provides access and greater understanding of programs to DOH employees. 2. If employees are thinking about leaving their program, they may want to consider working in another program area within the Department.	1. Initiate or expand on employee engagement activities.	In planning	In planning
3 K-12 (DOE) Pathway Recruitment Initiative.	1. Convene K-12 and Catalyst Lab Partners 2. MOA to Catalyst to increase from 1 to 3 DOE Pathways into UH Manoa Thompson School of Social Work and Public Health	1. Institutionalize Public Health CTE Pathway from DOE to UHCC & UHM.	1. Hawaii DOE - K-12 (Workforce) 2. UHCC/OPVCC 3. UHM Catalyst Lab 4. Hawaii P-20	1. DOE needs graduate and Adult Ed placement in higher ed or employment. 2. UHCC and UH Needs matriculation from DOE to sustain or increase enrollment.	1. Convening of DOE and UH and funding to the Catalyst Lab in an attempt to increase the number of K-12 CTE careers pathways in public health positions.	1. Align with CTE Pathway and strategies and objectives of Hawaii State CTE Plan.	1. CTE funding to support ongoing pathways for public health at K-12 institutions. 2. Title IV for tuition support in post-secondary ed.
3 Strengthen Partnership and pathway initiatives with UH Manoa (4 year +)	1. MOA to education partners includes paid stipends to graduate and undergraduate practicum students within the DOH.	1. Strengthen existing partnership between UH Manoa Divisions and Branches with the DOH.	1. UH Manoa Thompson School of Social Work and Public Health 2. UH Manoa Shidler College of Business	1. Provides students with paid experiential learning opportunities within the DOH. 2. Early integration into the organization and working for a purpose that aligns with their values.	1. Initiate the MOA and fund the initial paid stipends. 2. Find additional (state) funding for the stipend program. 3. Initiate discussion with DURI/OWDB on work-based learning funding.	1. Explore the use and operational viability of using a small portion of salary savings to invest in the department's future workforce.	1. Possible salary savings initiative. 2. Work-based learning opportunities.
3 Recruitment of high vacancy, entry level, non degree positions, SR 10 and below.	1. Develop program and policy for allowing the substitution of community college training programs for minimum and desirable qualifications. 2. MOA for training and recruitment program. 3. MOA for progression programs	1. Sustained opportunity for alternative entry level positions into the DOH. 2. Sustained progression through structured professional development program for entry level positions.	1. Leeward Community College - Campus Lead for the UHCCs. 2. All 7 Community College Campuses for Content. 3. OPVCC - System wide Support	1. Joint development of employment pathways for non-traditional students into entry level administrative or subject matter positions. 2. Joint recruitment or training program that leads to employment opportunities.	1. Development of non-traditional pathway to temporary employment. 2. Content for non-traditional pathway. 3. Exploration of the viability of expanding in apprenticeship.	1. Support and contribute to the development of employment pathway and progression opportunity. 2. Explore alignment with Apprenticeship with DURI through UHCCs.	1. WIOA Funding for credit and non credit certificate and micro certifications. 2. Title IV and private tuition support programs for qualifying credits programs. 3. Title IV IRUI Program for health equity and wrap around services. 4. Funding under 17.285 for apprenticeship

Collaboration/Partnership with Academia: *Hawaii Public Health Catalyst Lab*

LEARN ABOUT PUBLIC HEALTH BASICS FROM UH PUBLIC HEALTH FACULTY!

In this interactive workshop, we will explore:

- What is public health?
- What are its core functions and essential services?
- Where does the DOH fit into this public health landscape?
- How do I contribute to ensuring the public's health?
- What are existing and future public health concerns?
- Why we love public health!

 Kinau Hale, first floor boardroom
 Friday, May 23 @ 10:00 am - 11:30 am



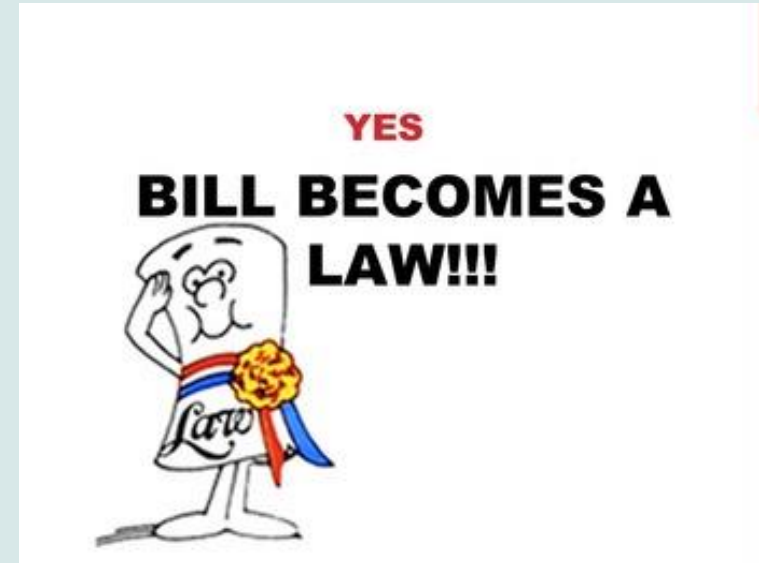
- UH Public Health Sciences faculty provides professional development opportunities to strengthen our Department's public health workforce skillset
 - Public Health 101 Course
 - Canva workshops – graphic design
- Build and support DOE public health career pathways
- Paid stipends for practicum students within our Department



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Collaboration/Partnerships with Academia: *Entry Level Positions and Non-Traditional Students*

- Act 291 Signed into law on July 3, 2025.
 - Statutory authority for our Hiring Innovation Rapid Employment (HIRE) pilot project (PHIG TEP) through 07/01/2028.
 - *“The department of health shall have the following flexibilities regarding minimum qualifications for positions having a **salary range at or below SR-10.***
 - *“Allowing certain community college development programs to be substituted for required or desired experience;”*
 - MOA with Leeward Community College to badge or micro credential non-traditional (non-credit) students into Office Assistant Positions and provide training for progression.
 - Program is being developed to be sustainable under the US Department of Labor Workforce Innovation and Opportunity Act. (WIOA)



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Collaboration/Partnerships with Academia: *Professional Development and Enrichment*

- UH Community Colleges (UHCC) provides professional development and personal enrichment opportunities for our Department's public health workforce
 - UHCC Non-Credit courses made available to DOH employees
- Leeward Community College (LCC)
 - 21st Century Skills Workshops
 - Team Building Experience Workshops

The screenshot shows the UHCC portal website. The browser address bar displays the URL: <https://ce.uhcc.hawaii.edu/corporate/landingPage.do?method=load&corporateGroupId=17146126>. The website header includes a navigation bar with 'Home', a shopping cart icon, and 'Student Login'. Below the header is a banner featuring the UHCC logo and the text 'UNIVERSITY of HAWAII COMMUNITY COLLEGES'. The main content area welcomes visitors to the UHCC portal website and states that course offerings are made possible through an agreement with the Hawai'i State Department of Health (DOH). It mentions the mission of the DOH to promote and protect the health and environment for all people in Hawai'i. A note encourages users to take a look at the courses below and register before spots fill up.

Courses

To view the description, dates and times offered, and additional information about a course, click the course name below.

Course Title	Status
BUS5270 Team Building Experience for DOH Employees Business and Professional Studies Hide all programs	Not Currently Available
BUS5271 21st Century Skills Workshops Business and Professional Studies Hide all programs	Not Currently Available

Collaboration and partnerships with Academia:

Location



- The Hawaii PHIG Office is located on the campus of Honolulu Community College and in proximity to the Hawaii P-20 Partnerships for Education and Hawaii Career Technical Education Office.
- Rationale: Benefits associated with cluster economic development.
 - Increase productivity through synergies
 - Stimulate innovation through cooperative research
 - Lower costs
 - Smooth flow of information, skills and ideas
 - Provide potential employers
 - Share infrastructure
 - Brand Perception



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What happens on 12/01/2027?

Integration in existing programs:

- Traditional Students (Credit Students)
 - Career Pathways – US DOE CTE Funds – Via DOE and UHCC
 - Tuition - Title IV Program – Via Accredited Post-Secondary Educational Partners
 - Integration of wrap-around services, work experience, and health equity – Title IV TRIO Program.
- Non-Traditional Students (Non-Credit and Students)
 - Tuition Support – WIOA Adult Dislocate Worker Program – Via UHCC Eligible Training Provider and/or Work Readiness, Career Skill, Prevocational Services.



What we still working on:

- Employee Engagement and Professional Development
 - Discounted registration fees for employee engagement activities and opportunities for future – Based on volume of pathway students.
- Practicum stipends
 - Can we build a state funded works or work-based learning program.



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WE “BEE” RECRUITING: The Symbiotic Relations between KDHE and PHIG

Ashley Webb & Melody Hazard | August 20, 2025

About Our Agency



The Kansas Department of Health and Environment (KDHE) is comprised of three divisions: Public Health, Environment, and Health Care Finance (which includes the State's Medicaid program, Kancare.)

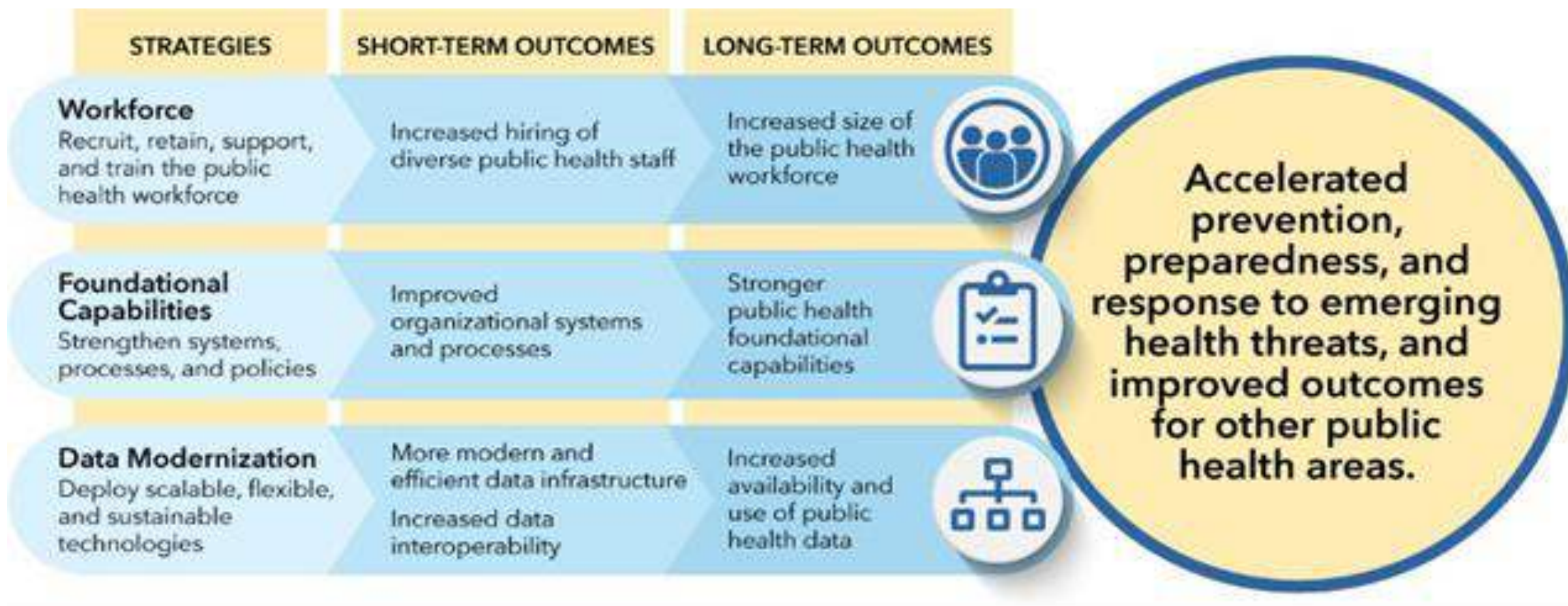


Chart provided by CDC

Key Accomplishments – Year One in Review

Hiring Five Key Staff

- Data Modernization Director
- Intern and Scholarship Coordinator
- Workforce Development Coordinator
- Workforce Development Director
- Program Evaluator
- Increasing position promotion through social media and other platforms

Retaining Staff

- Job Classification Review/Market Comparison with progress on raises
- Updating and/or creating similar job expectations across job titles
- Promotion Opportunities

Initial Distribution of Local Health Department Funds

Beginning Data Modernization Assessment

Intern and Scholarship Pipeline Program

- 75 new workforce partnerships developed
- Outreach to schools and participated in 43 career fairs
- Established 9 paid/unpaid internships
- Created database of key contacts to network: professors/programs, High School STEM programs, career service



The mutualistic relationship between PHIG and KDHE is comparable to the symbiosis between bees and flowers.

- PHIG = Flowers
- PHIG Funds = Pollen
- KDHE = Hive
- KDHE Employees = Bees



**“When the flower
blossoms, the bee
will come.”**

Srikumar Rao

Recruitment Strategy

Job Postings: Offering more career ladder series to increase number of applicants and advertise growth opportunities. Reviewing salaries based on where applicants fall within the steps of those series.

Promotional Opportunities: Providing hiring managers with guidance on promoting and retaining staff. Following the established career ladder series if applicable for employee advancement.

Outreach: Requesting staff to attend career fairs so they can properly showcase the public health careers KDHE has available. Creating and/or strengthening networks with universities, high schools, and other organizations.

Internships: Offering and promoting paid/unpaid internships. Encouraging supervisors to retain their interns through open positions at KDHE.

Improvements: Completing a salary review comparison of job classifications, with a salary increase of up to 10% for applicable positions. Providing monthly turnover reports to Bureau Directors to help strengthen the workforce system and policies.

Retain staff: Discussing the importance of filling vacant positions and retaining fully trained staff. Providing opportunities for growth through promotions, trainings, and benefits (i.e., education assistance).

Examples of Recruitment Improvements

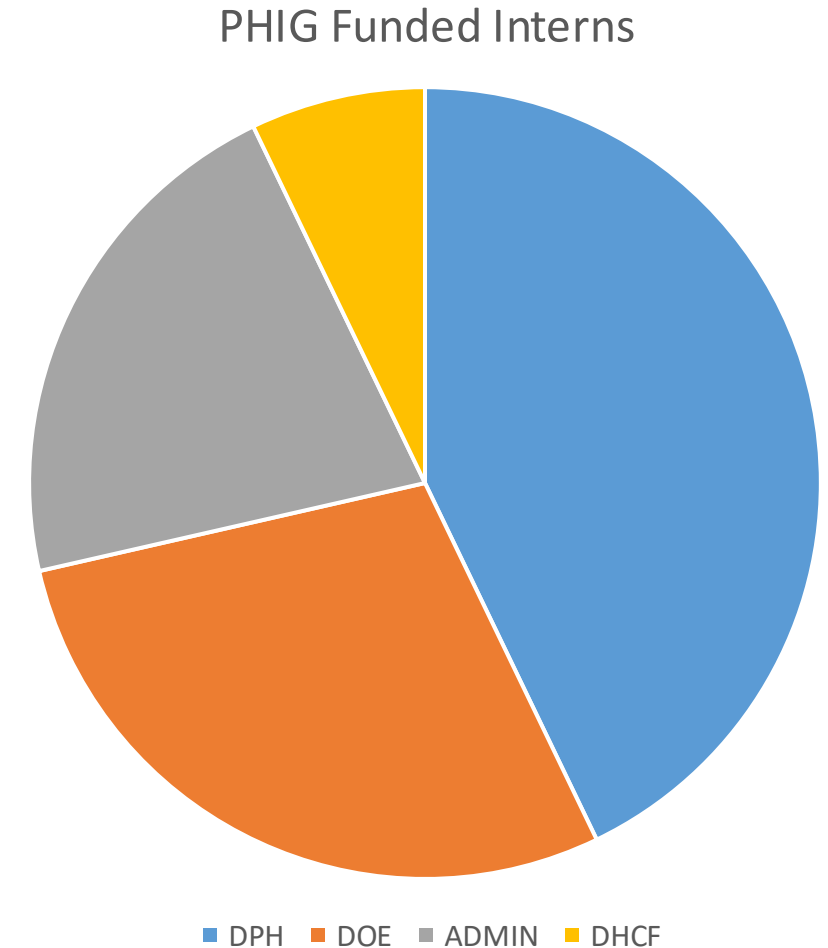


Better advertising and engagement with students:

- List of staff volunteers for career fairs
- Creation of an entry level positions flyer
- Finding and building a list of programs and schools
- Fortifying already existing networks

Successful Internships Funded by PHIG

- Thanks to A2 PHIG, KDHE offered 14 internships from 2024 – 2025.
 - 2024 – 480 hours at \$15.03/hr – 9 interns.
 - 2025 – 385 hours at \$15.03/hr – 5 interns.
- A PHIG funded interns recently transitioned into a full-time KDHE employee!
- [Intern Video](#)



PHIG Success Story: Kansas Health and Environmental Laboratories (KHEL)



- Multiple employees were funded by PHIG.
- Creation of three new lab career ladders
- PHIG has touched the lives of newborns in Kansas.
- [Newborn Screening Video](#)

PHIG Funded Growth Incentives

- Possible tuition assistance
- Paid development opportunities:
 - Mental Health First Aid
 - Clifton Strengths
 - Emerging Leadership Academy



Buzzing with Questions?



THANK YOU!



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