Aloha Students, Parents, Teachers, Counselors and Interested Individuals,

This book is for you, whether you want to go into the health professions, or you want more health professionals in our state. It is designed to let you know what is available and how to pursue a healthcare career.

We all walk a different path in life and we all decide on a career in different ways and at different times. I decided to be a doctor when I was 12, after seeing my brother being born. It took my mother more than 36 hours of difficult labor and he was the ugliest thing I had ever seen. I thought my parents were going to be so disappointed that they did all this work for such an ugly baby. But when the doctor held him up, mom said, “He’s beauuuutiful!”

I couldn’t believe it! At first I thought she had lost her mind. But the more I thought about it, the more I realized that it would not have made a difference what he looked like (and he looks just fine today), because of how much love she felt for him. And over the next few weeks to months, I realized that I wanted to have a job that brought such love and happiness to people. I realized that I wanted to be a doctor and deliver babies.

It wasn’t easy, I needed scholarships and loans to go to college, I volunteered in hospitals and offices, I took the hard courses and tests, I sought out an expert to help me write my application essay and then I studied and studied and studied some more. I had failures and successes along the way. But I became a doctor and I’m glad I did. I have a very interesting career with a lot of variety and financial stability. I can help people one-on-one, or in large groups. I can teach, do research and create programs to change things that I see as barriers to everyone getting excellent healthcare. And so can you! You don’t have to be a straight A student (although it helps). What you really need is commitment and the desire to listen to and understand people. This book is designed to help YOU achieve your dreams.

We, at the Area Health Education Center (AHEC) office at the UH medical school, want to help everyone who wants to be in health professions get there. This book is designed to help you get ideas about which health profession to pursue and how to go about it. It is for use by students of all ages, teachers, career counselors, parents and anyone interested in pursuing a health career from ages 8 to 80. All the information here will be updated regularly at www.ahec.hawaii.edu. Our goal is that this book and the accompanying activity booklet and website, will be a one-stop-shop for information on pursuing health careers. We invite you to utilize other resources offered by our AHEC office, including career orientation sessions (yes, we will come to your school and you can come to UH), summer career camps, mentoring, volunteer opportunities, training, practice interviewing and loan repayment opportunities. We look forward to working with you, just call us at 808-692-1060 or email us at ahuc@hawaii.edu or go to www.ahec.hawaii.edu.

We hope you benefit from this book and will let us know how we can improve it. If you would like to correct or provide input on improvements to the book, or get more information, a speaker to come to your school, a health career mentor or to volunteer with AHEC, email me at withy@hawaii.edu.

Sincerely,

Kelley Withy, MD, PhD
Hawaii AHEC Director
# Health Careers Hawai`i

## 2015 Edition

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If you think you might want to go into a healthcare career but don’t know which one, then scroll through the health fields in the second part of this book and see what you think of them. Unless otherwise specified all the salary and job growth information came from O*Net Online, a free resource that compiles employment data for careers in the United States. You can find out a little about each career including the salary range, how long the training is, how the job market outlook is, where to train.

If you already know you want to enter a health career, but don’t know which one, then looking through the career descriptions in this book will help. Then go to the pages of Health Career Community Resources for your island and see what local resources there are. There may be programs, mentors, activities and more available right now! If that doesn’t work, look through the Statewide resources page to see what’s out there.

AND, when you have questions, you can contact the Hawaii AHEC at 808-692-1060 or www.ahec.hawaii.edu
WHY PURSUE A CAREER IN HEALTHCARE?

Healthcare career opportunities are growing faster than almost any other field! Labor experts say that the number of people working in healthcare has nearly quadrupled in the last 50 years (yes, that’s multiplied by 4)! Bureau of Labor statistics show that the range of healthcare careers has grown, and so has the number of overall jobs in just about every healthcare field. As long as there are more and more people and we live longer and longer, this trend will continue. The reasons for this are many: advances in medicine and technology have given rise to new occupations; a new emphasis on preventive medicine has created a need for more primary care professionals; and an expansion in our aging population has swelled the demand for new and different skill sets. This adds up to good news if you are choosing a career. Healthcare work promises job security. Many people are drawn to healthcare because of the availability of jobs as soon as they finish their training or degree program. Job security is both a very common and very practical reason to select a healthcare profession.

Another practical reason for entering healthcare is a good salary. Many healthcare professionals receive better salaries and benefit packages than their counterparts with similar levels of training in other fields. By completing training for a chosen healthcare job early, many people are happy to discover they are in a good position to advance to more challenging positions with even higher pay over time.

Beyond practical considerations, many go into healthcare careers because of the appeal of helping people. In fact, healthcare jobs are often nicknamed “the helping professions,” because they deliver services in-person, cannot be replaced by automated means and yield the satisfaction of nurturing human needs. Anyone drawn to “helping professions” will delight in knowing that experts say the possibilities for helping people through healthcare are on the rise because of the ability of scientific research to address questions like never before.

Another special advantage of working in healthcare is that the field offers variety. This guarantees that there are plentiful options when it comes time to select a job that is a good fit for one’s own interpersonal skills and individual capabilities. Having plenty of options in a chosen field of employment is closely linked to long-term job satisfaction. In any field, a career door can unexpectedly close. If this happens in healthcare, however, there are numerous prospects for transferring to another setting where old skills can be applied with renewed and rewarding meaning.

There are many healthcare opportunities in Hawaii so that you can stay in the Islands and help your home communities. This is especially rewarding to healthcare workers who grew up in areas that are medically underserved, meaning areas where there is a shortage of healthcare professionals. Many Hawaii and Pacific Islander healthcare professionals who work at enhancing healthcare access on home turf derive great satisfaction in knowing that they are embracing a time-honored cultural tradition of giving back to their community.

Healthcare encompasses as many as 200 different careers. Those that work directly with patients offer chances to specialize in focusing on specific patient populations, such as young children or the elderly. Some careers enable professionals to concentrate on particular health issues and diseases, such as injury prevention or cancer treatment. Other careers focus on specific body systems, such as respiratory (lungs) or cardiac (heart) care. All health careers emphasize teamwork because professionals from different fields work together to provide the best possible treatment plan for a patient. In some healthcare careers, professionals do not deal directly with patients. This category includes opportunities in information technology, biomedical research, computer systems as well as the business and administration of healthcare.

There are all kinds of careers to choose from and you can work your way up the career ladder once you are in the health field. You will feel encouraged once you begin to ask yourself, “Is a healthcare career right for me?” There are so many opportunities that you will be sure to find a health career that suits your needs and what fulfills your expectations for a productive working situation. Of course there are challenges, such as the length of training for the most specialized positions and often the need to take out loans. But this book is designed to help you with these and other challenges you may encounter on your path to an exciting career in healthcare!
<table>
<thead>
<tr>
<th>Benefit</th>
<th>Translates To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Growing job market</td>
<td>Almost always find a job</td>
</tr>
<tr>
<td>Hundreds of career specialties</td>
<td>Flexibility of work and ability to change jobs within a career</td>
</tr>
<tr>
<td>Early entry into health careers and pathway to ad-</td>
<td>You can earn an income shortly after graduating high school and work your way up while having financial stability (for example: starting as a CNA, then</td>
</tr>
<tr>
<td>Satisfying career</td>
<td>Helping others, good salary, variety of opportunities for you.</td>
</tr>
<tr>
<td>Good salary</td>
<td>You don’t have to worry about money as much.</td>
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**Note to Parents, Teachers, Coaches and Mentors**

Hawaii needs you to encourage today’s youth to become the competent core of tomorrow’s healthcare workforce. The healthcare industry now ranks as one of Hawaii’s biggest providers of jobs. Meanwhile, the well-being of Isle residents from Kau to Kekaha depends on having an adequate number of employees to fill these jobs and provide quality care and accessible services.

This also holds true for residents across the Pacific, from Samoa to Saipan. Yet Hawaii and other Pacific Islands face a looming worker shortage in healthcare. This may come as a surprise, given high employment in other fields. But we have a shortage of 600 physicians in Hawaii right now! And even more in most of the other health professions.

You can play a vital role in encouraging Hawaii’s youth of today to focus on getting education leading to healthcare employment tomorrow. In giving this guidance to students, you will help insure that their education will take place in the Isle environment of diversity. This is a good way to ensure tomorrow’s quality healthcare is sensitive to the needs of Hawaii’s ever-diverse population. By reflecting the many and wonderful differences in Hawaii, our training programs in healthcare—from middle school through advanced degree levels, can improve the way health professionals help patients and communities. In sum, the value of your role is more than clear: By helping our youth to plan and to be a part of tomorrow’s healthcare workforce, your help extends to all Hawaii residents.

Many Hawaii schools offer opportunities to engage students in training for hundreds of healthcare jobs. How? They offer health care service pathways, clinical health elective classes, healthcare completer designation classes and the career track is put on their diploma. If the school in your area does not offer the Career and Technical Education course that your student wants to pursue, then there might be activities for them outside of school. Along with helping students consider all the rewarding possibilities that await them, you need to know the steps that will help them achieve their goals. You are invited to use this booklet as a beacon of information for lighting the numerous roads to becoming a healthcare professional. Mahalo!
Healthcare careers usually require a certificate or degree program after high school. However some, such as Certified Nurse’s Aide (CNA), can take as little as 6 weeks to complete and can be done as soon as you are 18 years old. So the first step is to think about what you want to do. Look through the pages in the second half of this book and see what looks good to you. Then look through the Community Resources pages and find out whom to contact to get experience in health professions. And when you are ready, to get training. You can start with a profession that takes minimal training and get more training when you are already working in the field. It’s like climbing a ladder. Or you may know right now what you want to be and then go for it. Use this book to help you explore careers and find the resources you need to get to your goal!

LEVELS OF TRAINING: There are several levels of training outlined below. In many cases, the levels build on each other. For example, you can start working with a certificate, then you can get an associate degree, go on to a bachelor’s degree and end up getting a master’s, doctoral or professional degree.

Professional degrees include: physician, lawyer, pharmacist, optician, psychologist, dentist, veterinarian and others.

Certificate – usually takes from weeks up to 1 year of college.

Associate’s Degree – AA, AS usually takes about 2-3 years of college.

Bachelor’s Degree – BA, BS usually takes about 4+ years of college.

Master’s (Graduate) Degree – MA, MS, MPH, MEd usually takes an additional 2+ years of school after completing a bachelor’s degree program; total of 6+ years of college education.

Doctoral Degree – JD, MD, DDS usually takes an additional 3+ years of school after completing a bachelor’s degree program; total of 7+ years of college education.

Professional Degree – PhD, EdD, PsyD, ThD usually takes an additional 3+ years of school after completing a bachelor’s degree program; total of 7+ years of college.

Why go to college?

Great salaries, high employment rates, job mobility, flexibility and higher level of independence to name just a few benefits.

**Earnings and unemployment rates by educational attainment**

<table>
<thead>
<tr>
<th>Unemployment rate in 2013 (%)</th>
<th>Doctoral degree</th>
<th>Professional degree</th>
<th>Master’s degree</th>
<th>Bachelor’s degree</th>
<th>Associate’s degree</th>
<th>Some college, no degree</th>
<th>High school diploma</th>
<th>Less than a high school diploma</th>
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<tbody>
<tr>
<td>2.2</td>
<td>1,623</td>
<td></td>
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<td>2.3</td>
<td>1,714</td>
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<td>3.4</td>
<td>1,320</td>
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<tr>
<td>4.0</td>
<td>1,108</td>
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<td>5.4</td>
<td>777</td>
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<td>7.0</td>
<td>727</td>
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<tr>
<td>7.5</td>
<td>651</td>
<td></td>
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<tr>
<td>11.0</td>
<td>472</td>
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</table>

**Median weekly earnings in 2013 ($)**

All workers: 6.1%

All workers: $827

Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.

While it’s true that there are tons of job opportunities available in healthcare, the more training you have, the more choice and pay you are likely to receive in the job market. With lots of competition for only a limited number of student spots, you’ll want to be at the top of your game. So get as much training as you can! Find a program you are interested in and apply! Here are some things to help you choose a career and to strengthen your application.

How do you best know what you want to do for the rest of your life and show your knowledge and experience to schools? Admissions committees don’t just look at grades and test scores—which are still very important. The school or training program needs to know that you have what it takes academically and professionally to do well in their programs. They are very interested in knowing that you have thought through your decision well and know the pros and cons. How do they figure that out? They take a look at all your experiences—which you’ve provided to them in your application, as well as your essay, letters of recommendation and resume. And how do you figure it out? Here are some ideas:

**VOLUNTEERING**  **WHY IS IT IMPORTANT?**

Perhaps you are interested in health careers but you are not sure which one is the best fit for you. You want a career that allows you to utilize your strengths and one you can enjoy. One way to explore many different possibilities before you go to college or go through a training program is to volunteer. Through hands-on volunteer activities, you can learn a lot about yourself and your career goals. You can learn if you can stand the sight of blood, what your communication style is, or perhaps what age group you prefer to work with. There is nothing worse than wasting time and money to find out later that you do not really want to be in a certain career. It’s better to do your homework first and volunteering is a way to find out about a lot of different career options before you make your decision. Not only does volunteering improve your application for entering health professions education programs, but it also helps you define who you are and what you want to do.

**SHADOWING**  **WHAT IS IT?**

Shadowing is basically following someone around who is doing what you think you want to do for a career. You can see if you would like to do those things and you can ask the tough questions to help you decide your directions. Plus, you may find someone you relate with well and who is willing to be a mentor to you.

**RESEARCH EXPERIENCE**  **HOW DOES IT HELP YOU?**

Have you ever wondered how to cure diabetes or cancer? Research exploration takes patience, responsibility and endurance. It takes an inquisitive mind to ask the important questions and an organized person to be able to answer them. It is stimulating and satisfying. And it shows how responsible you are and how you work as a member of a team. Doing research demonstrates all these things to schools and will most likely help you find a mentor and someone to write you a strong letter of support.

**WHAT IS A MENTOR?**

A mentor is someone who can help you understand the direction you are pursing because they have already been through many of the challenges you will face. All of us have many mentors in life, starting with our family members, our teachers and our friends. But maybe you are going somewhere they have never been, so you want to find someone to help guide you through the process. The best way to do this is to talk to people who are doing what you want to do. See if you have things in common. Do you admire the way s/he deals with challenges? If so, ask if that person will be one of your mentors. And remember, you will mentor others too!
Do you want to go to college, but don’t think you or your family can afford it? There are many types of financial assistance available. Here are the four main types of assistance to help you.

<table>
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<tr>
<th>SCHOLARSHIPS</th>
<th>GRANTS</th>
<th>LOANS</th>
<th>WORK-STUDY</th>
</tr>
</thead>
<tbody>
<tr>
<td>•Free aid based on student achievement (i.e. grades, activities, service, work, etc.)</td>
<td>•Free aid based on a student’s need, which is determined by completing the FAFSA application</td>
<td>•Money that is needs to be paid back after a student finishes school.</td>
<td>•Provides employment for undergraduate and graduate students with financial need</td>
</tr>
<tr>
<td>•Usually a separate application is required</td>
<td>•Examples: Federal Pell Grant, Federal Supplemental Opportunity Grant (FSEOG)</td>
<td>•Most loans will have a 6-9 month grace period after graduation before payments begin.</td>
<td>•Funds through this program are to assist the student with educational costs</td>
</tr>
<tr>
<td>•Examples: University/College, community, corporate, etc.</td>
<td></td>
<td>•Subsidized Loans: interest is deferred until you start repaying the loan</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>•Unsubsidized Loans: interest is charged starting with the first disbursement.</td>
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</tr>
</tbody>
</table>

Check out these websites for more information about financial assistance opportunities:

WWW.STUDENTAID.ED.GOV
WWW.FAFSA.ED.GOV
WWW.GOING2COLLEGE.ORG
WWW.STUDENTLOANS.GOV
www.hawaiicommunityfoundation.org/scholarships
apps.ksbe.edu/financialaid/
www.pauahi.org/scholarships/
www.alulike.org/services/kaipu_hana.html

For need-based financial aid, including student loans, grants and work-study, students must fill out the Free Application for Federal Student Aid or FAFSA. No matter how many schools you are applying to, you only need to fill out one FAFSA application and list the schools you want your FAFSA information to go to. The FAFSA is available starting January 1 for the upcoming year and should be completed as soon as possible, if you are planning to enroll in college the following Fall.

Keep in mind you have to fill out and submit your FAFSA application every year while you are in school. You should fill out the application regardless of your financial situation, as most students qualify for some form of assistance. For more details be sure to visit each college’s financial aid office website, where you can get more information about deadlines and specific opportunities available at that college or university.

It is important to note that there may be a separate scholarship application for each scholarship that you want to apply for. Take note however that the scholarship application might be earlier than the general admissions deadlines. Other places to look for scholarships include local charitable organizations, civic groups and area foundations.

Communities and medical organizations often provide scholarships to local students. Check with your high school guidance counselor, your AHEC office (www.ahec.hawaii.edu) and your college financial aid office for details on how to apply for scholarships.

There are two additional scholarship for some health professions training programs: National Health Service Corps, www.nhsc.hrsa.gov that will pay for training in exchange for your commitment to serve in an area of need and the Native Hawaiian Health Scholarship Program for primary care and behavioral health professionals in Hawaii (primary care physicians, physician assistants, nurse practitioners, psychologists, psychiatrists, social workers) who will practice in an area of need in Hawaii. It can pay back part or all of your loans depending on how long you work in the area of need. For more information, see http://www.ahec.hawaii.edu.
WRITING YOUR ESSAY FOR COLLEGE OR SCHOLARSHIPS

Most colleges/universities require you to submit an essay or personal statement along with the other required materials (ACT/SAT scores, high school transcripts, letters of recommendations, etc.) as a way to decide between students with similar profiles.

Keep in mind the admissions staff members have read hundreds of essays; so keep it simple and remain true to who you are. Below are some points to keep in mind as you are preparing to write your essay.

- Start working on your essays early. Don’t wait until the last minute to write one, because this essay is your best opportunity to share the “real” you with the people who are making decisions for admissions and scholarships.
- Proof read! You do not want to submit an essay that has grammar mistakes or misspellings. Allow more than one person to read over your essay. Ask someone that you think would be able to provide constructive feedback (i.e. guidance counselor, teacher, mentor, AHEC staff, etc.)
- Answer the question that is asked. Keep to your key points and do not ramble on.
- Keep in mind who your target audience is. Make sure your choice of language is appropriate for the audience. Don’t use slang, or acronyms that you would text your friends.
- Reflect on the characteristics that make you unique and set you apart from the rest of the applicants.
- Be sure to submit your college application and essay before the deadline date. There is nothing worse than putting a lot of time and effort into an application that will not be considered because it is past the deadline.
- Commitment to serve people from all backgrounds
- Empathy and altruism
- Moral and Ethical Integrity
- A hard-working and dedicated nature
- Ability to work as part of a team
- Excellent listening and communication skills

MATCHING YOUR PERSONALITY CHARACTERISTICS

All jobs are different, but here are some qualities that are very helpful for future healthcare providers:
- Leadership and decision making skills
- Commitment to life-long learning
- A strong sense of responsibility
- Compassion
- Emotional Maturity

Matching up your personality with a career is fun to do:

Are you inquisitive and investigative? Then you may really enjoy being a Biomedical Researcher, a Forensic Scientist, or a Physician.
Are you artistic? Then you may want to look into becoming a medical illustrator.
Are you great on the computer? All of medicine is being converted to electronic records, so look into Health Information Technology.
Are you an excellent problem solver? Social Work or Community Health Work may be for you.
Are you a social person and love to meet new people? What about nursing, medical translator or community health work?
Are you a born leader? Then think about becoming a physician or hospital administrator (or both at the same time).

The best way to figure this out is by 1) shadowing people in the profession you are thinking about and 2) by finding a mentor who is in the field you are interested in and meeting with them regularly.

The Community Resources pages of this book can help you find mentors and shadowing experiences and AHEC can help too, so call us at 808-692-1060.
You’ve graduated high school and are now in college. There are several things that you need to focus on as you continue with your college career. Depending on the career that you have chosen, you may already be in the health professions training program of your choice; for example, if you chose a career that requires a certificate, associate’s, or bachelor’s degree, you’re already working to achieve your goal. If you’ve chosen a career that requires more advanced education beyond a bachelor’s degree, chances are you will have to go through an application and selection process to be accepted into that educational program—whether it is for nursing, physician assistant, perfusion technology, physical therapy, audiology, medical school, pharmacy school, etc.

So if you are planning on being accepted into a professional program you have to really focus while you are working on your bachelor’s degree to make yourself a competitive applicant into the professional program of your choice. Here are some tips for accomplishing that goal. It’s important to have excellent grades, but it is just as important to show that you are well-rounded in other areas of your life, including community service and extracurricular activities that help you define your life and career goals. The admissions committees for professional degree programs are looking for applicants who are able to manage multiple responsibilities, who show discipline, who are committed to the field and who demonstrate time management skills—these are the students who are most likely to be successful.

<table>
<thead>
<tr>
<th>ACADEMIC FACTORS</th>
<th>PERSONAL FACTORS</th>
<th>KEEP IN MIND...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meet with your pre-professional advi-</td>
<td>Start or continue meaningful volun-</td>
<td>Know the application deadlines and follow them. They are unforgiving!</td>
</tr>
<tr>
<td>sor regularly.</td>
<td>tee and leadership experiences.</td>
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<tr>
<td>Concentrate on excellence your first</td>
<td>Begin forming quality relationships</td>
<td>Have the appropriate GPA and entrance exams scores for your career.</td>
</tr>
<tr>
<td>few semesters.</td>
<td>with faculty members.</td>
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<tr>
<td>Retake any prerequisite classes with</td>
<td>Explore the field of your choice by</td>
<td>Develop a well-written personal statement and application that helps you stand</td>
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<tr>
<td>poor grades.</td>
<td>shadowing/researching it.</td>
<td>out from the crowd. AHEC can help.</td>
</tr>
<tr>
<td>Develop a strong background in natural</td>
<td>Participate in scientific research if</td>
<td>Cultivate excellent faculty recommenda-</td>
</tr>
<tr>
<td>science.</td>
<td>available.</td>
<td>tions and provide the faculty with everything they need to write them (your CV,</td>
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<td>the address and procedures for submitting, even a draft document if they would</td>
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<td>like it).</td>
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<tr>
<td>Find the library and learn how to use</td>
<td>Join the pre-professional club. At UHM</td>
<td>Sharpen your interviewing skills by practicing. Have your friends and family</td>
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<td>it.</td>
<td>it’s the Prehealth/prelaw Advising</td>
<td>interview you with questions that you may get. AHEC will practice-interview you</td>
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<td></td>
<td>Center: <a href="http://manoa.hawaii.edu/undergrad/pac/">http://manoa.hawaii.edu/undergrad/pac/</a></td>
<td>upon request as well.</td>
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<tr>
<td>Take diverse classes for a broad back-</td>
<td>Participate in interesting extracurric-</td>
<td>Know about the institution you are applying to-google it! You have to ask them</td>
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<tr>
<td>ground, but make sure you complete all</td>
<td>ular activities.</td>
<td>questions too!</td>
</tr>
<tr>
<td>prerequisites.</td>
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<tr>
<td>Select a major based on your skills and</td>
<td>Sharpen your written and verbal</td>
<td>Research current events (news) for your field, check the professional association’s</td>
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<tr>
<td>interests. It is not mandatory to major</td>
<td>communication skills by reading books</td>
<td>website.</td>
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<tr>
<td>in science, but you need a strong foun-</td>
<td>and writing papers.</td>
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<tr>
<td>dation in science.</td>
<td></td>
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<tr>
<td>Prepare in advance for entrance exams.</td>
<td>Take advantage of all opportunities to</td>
<td>Know the application deadlines and follow them. They are unforgiving! (we remind</td>
</tr>
<tr>
<td></td>
<td>learn and grow.</td>
<td>you twice)</td>
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</tbody>
</table>

Keep your career goal in the forefront of your mind and just keep working towards it. At times it may seem like there is so much to do as you are preparing for your career with applications, interviews, trainings and classes. Keep in mind it will be well worth it when you have achieved your goal and you are able to help others make a difference in your community. In some health careers, the major (specific course of study at a college or university) you choose is already determined based on your career choice. In other health careers, like a physician, research scientist, or a healthcare administrator, there are many choices for your undergraduate (or bachelor’s degree) major.
As a nurse practitioner at a Nanakuli family clinic, Hokulani Porter often looks into the eyes of young patients and sees a reflection of herself growing up here amid the poverty common to Oahu’s Leeward Coast. “My parents divorced and my mom was on public assistance. I used to believe ‘That’s just the way it is for everyone.’ The idea of becoming a medical professional seemed quite far-fetched back then.”

But something changed when Porter listened to a speaker who came to her high school encouraging students to become volunteers for the Special Olympics. Hokulani responded and gave freely of her time at competitions for athletes with disabilities. The experience made her look forward to what else she could do in life.

She buckled down in her studies, applied for colleges and scholarships. Away she went to a university in California. Still not sure what she wanted to be (she majored in Spanish), she gravitated back to serving people with disabilities at a camp during summer break. The camp had outstanding equipment, making it possible to safely experience activities like horse-back riding and archery—even with major physical limitations. But more than the equipment, Porter says the campers themselves made a profound impression on her. “They really charged up my batteries. They had an awareness that life was difficult, but they found pride in daily accomplishments. They had a healthy outlook,” says Hokulani.

The experience fired up her interest in a career where she could help others live healthier lives by connecting the dots between their mental and physical states, their personal and cultural histories and their day-to-day environment. This is the job of a Nurse Practitioner, as Hokulani describes it: not to only diagnose and treat illness, but to also help a person manage in daily life better to prevent illness or to cope better if and when it occurs. “The idea is to help people take control over their health,” says Hokulani.

This message is important on the Leeward Coast where chronic disease rates are high and are apt to burden people at an earlier age, says Hokulani. The causes for this are complex, she notes, adding that some of the problem is attributable to drug and alcohol use and other poor lifestyle choices often made in the teen years. “These are things adolescents do to anesthetize themselves against the lack of hope hanging over their lives,” she says, adding that the situation can be frustrating. However, Hokulani also says working with Leeward Coast teens is her passion. Plus, she has expert training for the job.

In addition to her nurse practitioner degree, she earned a degree in public health, studying the “social determinants of health.” Those are the differences in health status that divide the rich from the poor. Hokulani says the latest public health research indicates that the differences are not only unfair but also avoidable. Speaking from her own life experience as well as her academic training, she says education helps people to prevent disease from overtaking their lives.

For this reason, she is in the habit of bringing brochures about college scholarship opportunities to the clinic. She has also teamed up with other medical professionals to open a Wai‘anae Coast wellness center focused on adolescent needs. Hokulani Porter says some of the best medicine she can offer teens is her empathy. “I can say I know just how you feel now, but you can’t let today’s troubles define who are for the rest of your life.”
Eye Doctor Had Career Vision
Dr. Layne Hashimoto, O.D.
Optometrist at Eye Care Center of Kauai, Lihue

Growing up on Kauai, Layne Hashimoto needed to wear glasses. This didn’t stop him from playing all kinds of sports that he loved, but sometimes his “four-eyed look” made him the target of inevitable teasing. During “small kid time,” the teasing could even bring tears. Hashimoto’s other love was science. It was this interest that led him to spend time job-shadowing Dr. Lyman Yoshimura, a local optometrist. The teenaged Hashimoto noted that smiles—not tears—were the norm at Yoshimura’s office. This helped him decide while still in high school that an optometry career was for him. “I noticed that the optometry office was always calm and clean. The exam was easy and painless. Best of all, people left with the very thing they wanted—better vision. It was a happy experience for all,” Hashimoto says.

While still a student at Kauai High School, Hashimoto heard about a Pacific University optometry program that streamlined the usual eight years of training into seven. Off he went to the Oregon campus, where he admittedly missed all things homegrown—the food, the weather, the people. He also faced a huge academic workload. But Hashimoto never lost sight of his goal of becoming an optometrist.

He has realized this goal in the Kauai eye care clinic, which he founded seven years ago with partners who are physicians and other optometrists. Coming back home to practice optometry is extra special, he says, because the Kauai community is as tightly knit as ever. Many of his patients are long-time family friends or members of his extended family or even old buddies from his Kauai High days. Hashimoto says his work is not without challenges, though. He must keep up with fast-moving technological advances in optometry. For instance, he notes that there is now a machine to read blood sugar from tears, so that an optometrist can easily detect if diabetes is hindering a patient’s vision.

One thing he likes about his job is setting his own hours. This frees him up to play the sports he had so enjoyed as a boy on Kauai. He also says optometry pays well. However, financial reward should not be the main motive for entering any healthcare field, he cautions. “If you only choose a career for the money, you are more likely to eventually drop out, because whatever you choose is going to be part of your everyday life and you want to be fulfilled by it,” he says.
In its simplest terms, an occupational therapist helps people with disabilities and injuries to manage and regain skills that enable participation in everyday activities. The profession is also music to the ears, says Steven Kline. For proof, he shares a story about a woman he treated at West Kauai Medical Center, where he is Director of Occupational Therapy. He met the client, when she was in the early stages of recovery from an injury to her hand. Make that a musically adept hand. All her life she had been strumming Hawaiian ukulele, but the injury made her musical future uncertain. It was clearly a depressing prospect for her, Steven recalls. “I casually mentioned I wanted to learn ukulele and she perked up and said, ‘I will teach you!’” Steven, a music-lover who has used his free-time to direct musical theatre on Kauai, just happened to have an ukulele in his office. He busted out the instrument and the client taught him a four-chord Hawaiian melody that day. More importantly, her mood brightened. After discharge from the hospital, she got back to jamming on her lanai— in the old Hawaiian style and she continued to offer Steven the occasional ukulele lesson. This was an example of a holistic treatment that simultaneously improved the patient’s psychological and physical state, Steven enthuses.

“The object of occupational therapy is to help people live life to the fullest, even with physical limitations, so I do many diverse things including fun stuff with clients,” he says. Sometimes, however, a person’s condition is terminal, Steven says, not wishing to sugar-coat the challenges of his profession. “This is a job where it is important to show empathy,” he says, noting that many of his occupational therapy interventions hinge on teamwork with other medical professionals as well as on building support with a client’s family members.

Steven Kline, who describes himself as very right-brained, (a creative type, in other words), might never have imagined his creativity could be channeled into occupational therapy, if not for the fact that in high school he was assigned to write a paper about the profession. Thus began his dream of entering the profession someday even though his low-income background meant he faced huge hurdles in covering college tuition costs. Luckily, he participated in a work-study plan in his college’s financial aid office, where he learned about plentiful scholarship opportunities. “I went after everything I could. Money-wise, it all worked out,” he says.

His first job as an occupational therapist did not quite work out. It was at a mainland facility, which defined his duties very narrowly. Fourteen years ago, when he was hired for the Kauai job, he wasn’t sure what to expect in the island’s rural west side setting. But the harmony he has found there in both music and in his profession prompt him to give this piece of advice: “Stick to what makes you happy. Go for the education you need to get where you want to go and don’t give up.”
**Hawai‘i Pacific Basin Area Health Education Centers:**
The MISSION of the Hawaii/Pacific Basin AHEC is to improve the health of the underserved through education. AHEC has 6 program centers throughout the Hawaiian Island Chain. There are four main activity areas: Educating and recruiting students to health professions from K-12 schools; Educating health professions students in the rural and underserved communities of Hawaii, often in multi-professional teams; Recruiting health care professionals to rural and underserved areas and providing continuing education; Providing community based and community driven education for all underserved groups in Hawaii. Important areas of concentration are improving video teleconferencing capabilities as well as telemedicine and Tele-health utilization, and performing health and health workforce needs assessments.

- **Pre-Med Corps:** The Pre-Med Corps is a group of students who are interested in health careers and work on community-led research projects with the AHEC Office and other local sites. These students may also seek mentors in health, science, or medicine for other activities, such as science fairs, health fairs, etc.
- **Pre-Health Career Corps (PHCC):** The PHCC is a group of students interested in any health-related career field that participate in structured activities through AHEC. The PHCC emphasizes four areas, which are 1) Inspire, 2) Prepare, 3) Support, and 4) Celebrate.
- **Speaker’s Bureau:** The Speaker’s Bureau is a comprehensive list of Health Care Professionals throughout Hawai‘i that are willing to go into the schools and speak to them about their Pathway to becoming a Health Professional. Opportunities to intern and volunteer are available through the speaker’s bureau.
- **Teen Health Camp:** Teen Health Camp is a day-long event where students are able to participate in workshops hosted by Medical Students from the John A. Burns School of Medicine. These workshops are casting, suturing, healthy eating and epidemiology as well as careers in the health field. THC is held on different islands: Hawai‘i Island, O‘ahu and rotating between Kaua‘i and Maui.

**Hawai‘i Pacific Health Student Programs:**
Hawaii Pacific Health is a not-for-profit health care network of hospitals, clinics, physicians and care providers dedicated to the mission of improving the health and well-being of the people of Hawai‘i and the Pacific Region. The system is anchored by its four flagship nonprofit hospitals: Kapi‘olani Medical Center for Women & Children, Pali Momi Medical Center, Straub Clinic & Hospital and Wilcox Memorial Hospital, which have led groundbreaking initiatives in women’s health, pediatric care, cardiovascular services, cancer care and bone and joint services. The Health Careers Internship is targeted towards high school graduating seniors and college students at the crossroads in their career pathways. The 6-week paid summer program provides exposure to a career within clinical and non-clinical roles within a health care environment, highlighted by “careers in medicine” talks with physicians and leaders, optional activities (including shadowing and observing surgeries) and visits to various department and units based on their individual areas of interest. To date more than 700 students have participated, and past participants rave about the opportunity to learn more about the health care industry and culture, interacting with patients and their families, and understanding the team effort involved in the care process. The Summer student research program allows a select group of students who are planning to go into medical school to do hands on bench research with HPH researchers and physicians.

**Janice Bergan**
Janice.bergan@hawaiipacifichealth.org
(808)535-7571
www.hawaiipacifichealth.org/careers

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<table>
<thead>
<tr>
<th><a href="mailto:ahec@hawaii.edu">ahec@hawaii.edu</a></th>
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<tbody>
<tr>
<td>(808) 692-1060</td>
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<tr>
<td><a href="http://www.ahec.hawaii.edu">http://www.ahec.hawaii.edu</a></td>
</tr>
</tbody>
</table>
### STEM (Science, Technology, Engineering, and Mathematics)

STEM education integrates the study of science, technology, engineering and mathematics by using scientific inquiry and engineering design as unifying processes. 

*Please see individual Islands for participating schools.*

**Lauren Kaupp**  
Lauren_Kaupp@hawaiidoe.org  
(808) 305-9710  
http://www.hawaiipublicschools.org/

### Career and Technical Education (CTE)

Career and Technical Education is an educational structure that allows students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. 

*Please see Individual Islands for list participating schools.*

**Sherilyn Lau**  
sherilyn_lau@hawaii.doe.org  
(808) 305-9707  
http://www.hawaiipublicschools.org/

### Health Occupations Students of America (HOSA)

(9-12). A national professional organization for students, professionals, and community members which provides co-curricular activities in healthcare that emphasizes the development of leadership and technical skill competencies though motivation, awareness, and recognition. Courses are academically rigorous, include hands on activities, and aim to connect students to the community. 

*Please see individual Islands for participating schools.*

**Ada Toyama,**  
Ada_toyama@hotmail.com  
(808) 203-5532, ext. 1306  
http://www.hawaiihosa.org

### State Resources for Health Career Education

- Hawaii Health Education resources, The Queen’s Medical Center Hawaii Medical Library  
- **http://explorehealthcareers.org/en/links/state/**
- **Alu Like, Inc.**  
  Provides various services and activities to Native Hawaiians including community economic development, business assistance, employment preparation, training, library services, educational and childcare services.  
  **http://www.alulike.org/**
- **Kamehameha Schools Resource Centers (KSRC)**  
  Serves as a link between Island communities and the Kamehameha Schools for Native Hawaiian students. Each center provides services for various services and programs for the Kamehameha Schools such as Admissions, Financial Aid and Scholarships, Ho‘oulu Data Center, Enrichment Programs, Kamehameha Scholars, etc.  
  **http://apps.ksbe.edu/resourcecenters/**
- **Native Hawaiian Student Pathway to Medicine:**  
  This program guides Native Hawaiian Students on their path to becoming future physicians and health professionals. The curriculum consists of premedical workshops and individualized advising/career counseling for selected individuals who demonstrate potential to be competitive medical school or pre-health applicants. There will be opportunities to do community health work and to apply for funding for Medical College Admission Test (MCAT) prep.  
  **Native Hawaiian Center of Excellence**  
  Sasha N.K. Fernandes, M.D.  
  sfernan@hawaii.edu  
  (808) 692-1040
- **Running Start:** (grades 11-12) Running Start is a statewide program that provides an opportunity for academically qualified juniors and seniors to enroll in college classes through the University of Hawai‘i system as part of their high school coursework. This partnership between the Hawaii State Department of Education and the University of Hawai‘i System allows public high school students to attend college classes during the fall, spring, and summer while earning both high school and college credits.  
  **Shane Payba,** payba@hawaii.edu  
  (808) 984-3496  
  http://www.hawaii.edu/runningstart/
Join the **Hawaii PreHealth Careers Corps!**

The Hawaii PreHealth Careers Corps (HPCC) is a new program for students that want to learn about health careers, receive mentoring, and be part of a group support system. Activities available to HPCC participants include campus visits, mentoring, research opportunities, and provider shadowing. The HPCC is a four-year program that high-school & college students can join at any time. At the completion of the four years, the students will be well-prepared to enter into an appropriate educational/training institution or career field.

<table>
<thead>
<tr>
<th>Area of Activity</th>
<th>Year 1 Activities</th>
<th>Year 2 Activities</th>
<th>Year 3 Activities</th>
<th>Year 4 Activities</th>
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</thead>
</table>
| Career Readiness | ♦ Receive Navigator book  
♦ Participate in Teen Health Camp, Health Career Opportunity Program, or AHEC Summer Camps | ♦ Assist with improving and updating web-based Navigator  
♦ Assist with organizing Teen Health Camp on neighboring islands  
♦ Shadow health care providers  
♦ Assist with career presentations | ♦ Give talks to students about health professions resources in Hawaii and discuss how to pursue health careers  
♦ Write newsletter article(s)  
♦ Give career presentation | ♦ Give health careers orientation sessions at their academic institution |
| Campus Exposure | ♦ Visit health professions campuses and participate in local health career fairs or campus career fairs on their island | ♦ Perform course shadowing at healthcare campuses  
♦ Volunteer at local campus | ♦ Enroll in health careers training preparatory classes at local college | ♦ Volunteer to provide tours to students visiting their health career campus |
| Mentoring | ♦ Participate in quarterly group mentoring sessions and receive follow-up mentoring from HPCC Staff | ♦ Provide email mentoring for a new HPCC student matched by island and interests (facilitated by HPCC Staff) | ♦ Meet with HPCC Staff to discuss career goals and be assigned career mentor | ♦ Meet with and shadow career mentor  
♦ Monthly emails with career mentor |
| Research | ♦ Participate in health workforce research for their interest area with AHEC | ♦ Learn to do literature searches on health research and assist with a publication for the Hawaii Journal of Public Health and Medicine | ♦ Apply to STEP UP NIDDK Diabetes Research Program and other local NIH opportunities | ♦ Apply for INBRE research opportunities and other undergraduate research |
| Education Sessions | ♦ Inquiry-based case learning session at group mentoring  
♦ HDLN | ♦ Email and social media etiquette training at group mentoring  
♦ HDLN | ♦ Professionalism discussion at group mentoring  
♦ HDLN | ♦ HDLN graduation |
Big Island (Hawai‘i)

Hawai‘i Community College
University of Hawai‘i at Hilo
UH Center–West Hawai‘i
North Hawai‘i Education and Research Center

Maui

University of Hawai‘i Maui College
UH Center–Maui
Hana Education Center
West Maui Education Center

Moloka‘i

Moloka‘i Education Center

Lāna‘i

Lana‘i Education Center

O‘ahu

Honolulu Community College
Kapi‘olani Community College
Leeward Community College
University of Hawai‘i at Manoa
University of Hawai‘i–West O‘ahu
Windward Community College
Wai‘anae Education Center

Kaua‘i

Kaua‘i Community College
UH Center–Kaua‘i

HAWAII PACIFIC UNIVERSITY
www.hpu.edu

O‘ahu

Honolulu Campus
Hawai‘i Loa Campus
Oceanic Institute
Military Programs

CHAMINADE UNIVERSITY
www.chaminade.edu

O‘ahu

Main Campus

BRIGHAM YOUNG UNIVERSITY
www.byuh.edu

O‘ahu

Main Campus
UH participates in the Western Undergraduate Exchange program (WUE). All undergraduate programs are eligible for the WUE except Architecture, Nursing, and Dental Hygiene; http://manoa.hawaii.edu/admissions/undergrad/financing/wue.html. WUE rate for credit hour costs are (Hawaii Resident Rate x 150%). What a great deal!

**Alaska:**
- University of Alaska, Anchorage
- University of Alaska, Fairbanks
- University of Alaska, Southeast Juneau Campus

**Arizona:**
- Arizona State University, Downtown
- Arizona State University, Polytechnic Campus
- Arizona State University, West Campus
- Arizona Western College
- Central Arizona College
- Chandler-Gilbert Community College
- Cochise College
- Coconino Community College
- Eastern Arizona College
- Estrella Mountain Community College
- Gate Way Community College
- Glendale Community College
- Mesa Community College
- Mohave Community College
- Northern Arizona University
- Northern Arizona University, Yuma Campus
- Paradise Valley Community College
- Phoenix College
- Pima Community College
- Scottsdale Community College
- South Mountain Community College
- University of Arizona South
- Yavapai College

**California:**
- California State University, Bakersfield
- California State University Dominguez Hills
- California State University, East Bay
- California State University, Monterey Bay
- California State University, Northridge
- California State University, Sacramento
- California State University, San Bernadino
- California State University, San Marcos
- California State University, Stanislaus
- Humboldt State University
- University of California-Merced

**Colorado:**
- Aims Community College
- Arapahoe Community College
- Colorado Mesa University
- Colorado Mountain College
- Colorado Northwestern Community College
- Colorado State University
- Community College of Aurora
- Community College of Denver
- Front Range Community College
- Lamar Community College
- Metropolitan State University of Denver
- Morgan Community College
- Northeastern Junior College
- Otero Junior College
- Pikes Peak Community College
- Pueblo Community College
- Red Rocks Community College
- Trinidad State Junior College
- University of Colorado, Colorado Springs
- University of Colorado, Denver
- University of Northern Colorado
- Western State Colorado University

**Idaho:**
- Boise State University
- College of Southern Idaho
- Idaho State University
- Lewis-Clark State College
- North Idaho College
- University of Idaho
- Flathead Valley Community College
- Great Falls College MSU
- Helena College University of Montana
- Miles Community College
- Missoula College University of Montana
- Montana State University, Billings
- Montana State University, Bozeman
- Montana State University, Northern
- Montana Tech of the University of Montana
- University of Montana, Missoula

**Montana:**
- College of Southern Nevada:
  - College of Southern Nevada
  - Great Basin College
  - Nevada State College
  - Truckee Meadows Community College
  - University of Nevada, Las Vegas
  - University of Nevada, Reno
  - Western Nevada Community College

**New Mexico:**
- New Mexico Institute of Mining and Technology
- New Mexico Junior College
- New Mexico State University
- Northern New Mexico College
- University of New Mexico
- Western New Mexico University

**North Dakota:**
- Bismarck State College
- Dakota College, Bottineau
- Dickinson State University
- Lake Region State College
- Mayville State University
- Minot State University
- North Dakota State College of Science
- North Dakota State University
- University of North Dakota
- Valley City State University
- Williston State College

**Oregon:**
- Eastern Oregon University
- Oregon Institute of Technology
- Portland State University
- Southern Oregon University
- Western Oregon University

**South Dakota:**
- Black Hills State University
- Dakota State University
- Northern State University
- South Dakota State University
- University of South Dakota

**Utah:**
- Dixie State University
- Salt Lake Community College
- Snow College
- Southern Utah University
- University of Utah
- Utah State University, Eastern
- Utah Valley University
- Weber State University

**Washington:**
- Central Washington University
- Eastern Washington University
- Spokane Community College
- Spokane Falls Community College
- Washington State University
- Washington State University Tri-Cities
- Western Washington University

**Wyoming:**
- Casper College
- Central Wyoming College
- Eastern Wyoming College
- Gillette College
- Laramie County Community College
- Northwest College
- Sheridan College
- University of Wyoming
- Western Wyoming Community College

**The Commonwealth of Northern Mariana Islands:**
- CNMI
- Northern Marianas College

Website: [www.wiche.edu/wue](http://www.wiche.edu/wue)
<table>
<thead>
<tr>
<th>Program</th>
<th>Contact</th>
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<tr>
<td>Hilo Medical Center Foundation Area Health Education Center has extensive partnerships with academic programs, community groups, and local healthcare organizations to expand community knowledge; provides volunteer opportunities at the Hilo Medical Center in conjunction with HO-SA, supports one to two day hospital visitation programs, supports student travel to the Big Island for training programs and rotations.</td>
<td>Carol Galper, <a href="mailto:cgalper@hhsc.org">cgalper@hhsc.org</a> (808) 932-3106 <a href="http://www.ahec.hawaii.edu/">http://www.ahec.hawaii.edu/</a></td>
</tr>
<tr>
<td>Nā Pua No'eu (K-12) Helps youngsters develop interest and academic capacity which includes special health career pathways and STEM-focused initiatives during summer and academic year.</td>
<td>University of Hawai‘i at Hilo Toni Mallow, <a href="mailto:mallow@hawaii.edu">mallow@hawaii.edu</a> (808) 974-7678 <a href="http://npn.uhh.hawaii.edu/">http://npn.uhh.hawaii.edu/</a></td>
</tr>
<tr>
<td>Girls Exploring Math and Science (GEMS) in Kona (grade 5) is a program specifically designed for grade 5 girls providing hands-on exhibits and workshops to introduce girls to their occupations and show them how math, science, and technology are used in their daily work.</td>
<td>Laurel Gregory <a href="mailto:Lgregory@hawaii.edu">Lgregory@hawaii.edu</a> (808) 969-8833 <a href="http://kona-hi.aauw.net/gems/">http://kona-hi.aauw.net/gems/</a></td>
</tr>
<tr>
<td>HI State Department of Education Career and Technical Education (CTE) Pathways (grades 6-12) allows students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. Hilo High School, Honoka’a High School, Ka’u High School Kea’au High School, Kealakehe High School, Kohala High School Pahoa High School, Waiakea High School</td>
<td>Sherilyn Lau, <a href="mailto:sherilyn_lau@hawaiidoe.org">sherilyn_lau@hawaiidoe.org</a> (808) 305-9707 <a href="http://www.hawaiipublicschools.org/">http://www.hawaiipublicschools.org/</a></td>
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<tr>
<td>HI State Department of Education STEM (K-12) education integrates the study of science, technology, engineering and mathematics by using scientific inquiry and engineering design as unifying processes. Kea’au High School, Kealakehe High School</td>
<td>Lauren Kaupp <a href="mailto:Lauren_Kaupp@hawaiidoe.org">Lauren_Kaupp@hawaiidoe.org</a> (808) 305-9710</td>
</tr>
<tr>
<td>Science Camps of America (grades 8-12) Provides fun and outstanding opportunities for teens to immerse themselves in hands-on science education in a summer camp setting.</td>
<td>(678) 619-0974 <a href="http://sciencecampsamerica.com/">http://sciencecampsamerica.com/</a></td>
</tr>
<tr>
<td>Big Island Teen Health Camp Hawai‘i (grades 9-12) A one-day event enhancing student enthusiasm for entering healthcare fields by addressing education and career planning needs and offers interactive workshops, skill demonstrations, fun activities and discussions with healthcare professionals and students.</td>
<td>Nem Lau Nem_Lau/HAWAIIDO/HIDOE@notes.k12.hi.us (808)313-3740</td>
</tr>
<tr>
<td>Hale Ho`ola Hamakua (grades 9-12) formally Honoka’a Hospital offers volunteer opportunities performing a wide variety of services to help patients, visitors, and staff.</td>
<td>Theresa Glowania, <a href="mailto:tglowania@hhsc.org">tglowania@hhsc.org</a> (808) 932-4130 <a href="http://www.halehoolahamakua.org/careers/volunteers/default.aspx">http://www.halehoolahamakua.org/careers/volunteers/default.aspx</a></td>
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<td>Program</td>
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<td><strong>North Hawai’i Community Hospital Volunteer Services Program</strong> (grades 9-12) provides regular and efficient supplementary assistance to the professional staff in the care of patients.</td>
<td>Wayne Higaki, <a href="mailto:wayne.higaki@NHCH.com">wayne.higaki@NHCH.com</a> (808) 881-4695 <a href="http://www.nhch.com/cms/View.aspx/Show/Volunteers">http://www.nhch.com/cms/View.aspx/Show/Volunteers</a></td>
</tr>
<tr>
<td><strong>Pū lama I Ke Ola Healthcare Conference</strong> (grades 9-12) is a Youth Program that gives high school students an opportunity to learn about current healthcare issues.</td>
<td>Dr. Cecilia Mukai, <a href="mailto:cmukai@hawaii.edu">cmukai@hawaii.edu</a> (808) 932-7072 <a href="http://hilo.hawaii.edu/">http://hilo.hawaii.edu/</a></td>
</tr>
<tr>
<td><strong>Health Center 21 online classes</strong> (grades 11-12) This is a web-based learning site that covers CTE standards appropriate for 11-12th graders.</td>
<td>Pahoa High School (<a href="http://www.healthcenter21.com">www.healthcenter21.com</a>) <a href="http://www.aeseducation.com/healthcenter21/">http://www.aeseducation.com/healthcenter21/</a></td>
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<tr>
<td><strong>University of Hawai’i, Hilo</strong> Counseling Psychology, MA; Pharmacy; Pharmacy Technician</td>
<td>(808) 932-7446 <a href="http://hilo.hawaii.edu/">http://hilo.hawaii.edu/</a></td>
</tr>
<tr>
<td><strong>Hawai’i Community College</strong> Licensed Vocational Nurse; Registered Nurse; Substance Abuse Counselor</td>
<td>(808) 934-2500 <a href="http://hawaii.hawaii.edu/">http://hawaii.hawaii.edu/</a></td>
</tr>
<tr>
<td><strong>UH Hilo Clubs: R.I.S.O</strong> Colleges Against Cancer Aspiring Doctors; UH Hilo Pharmacy Club; Pre-Pharmacy Club; HOSA Club; Nursing ‘Ohana Psychology Club</td>
<td>Registered Independent Student Organizations (808) 932-7377 <a href="http://hilo.hawaii.edu/">http://hilo.hawaii.edu/</a></td>
</tr>
<tr>
<td><strong>Ke Ola Mau Scholars Program with Nā Pua No’eau</strong> supports Native Hawaiian students with current or prospective healthcare-related majors at UH Mānoa and Hilo campuses.</td>
<td>Kehau Bishaw, <a href="mailto:bishawbh@hawaii.edu">bishawbh@hawaii.edu</a> (808) 956-9410 <a href="http://nflrc.hawaii.edu/">http://nflrc.hawaii.edu/</a></td>
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<tr>
<td><strong>Massage Schools:</strong> Big Island Academy of Massage Aloha Massage Academy</td>
<td><a href="http://www.hilomassage.com">www.hilomassage.com</a> <a href="http://www.aloha-massageacademy.com">www.aloha-massageacademy.com</a></td>
</tr>
<tr>
<td><strong>Kona Community Hospital Auxiliary</strong> provides the volunteer support base for service, fundraising and friendship for KCH.</td>
<td>(808) 322-9311 <a href="http://www.kch.hhsc.org/">http://www.kch.hhsc.org/</a></td>
</tr>
<tr>
<td><strong>Hilo Medical Center Hawaii Island Family Medicine Residency</strong> is a physician training program administered by Hilo Medical Center designed to meet this need in our community and rural areas throughout the state.</td>
<td>Kristine McCoy (808) 932-4358 <a href="http://www.hifmr.org">www.hifmr.org</a></td>
</tr>
<tr>
<td><strong>Kohala Hospital</strong> is a 28-bed Critical Access Hospital (CAH) with 24 hour emergency services.</td>
<td>(808) 889-6211 <a href="http://www.koh.hhsc.org">http://www.koh.hhsc.org</a></td>
</tr>
<tr>
<td><strong>Ka’u Hospital</strong> is a Critical Access Hospital (CAH) with 24 hour emergency services, inpatient medical and rehab care, long-term care and a family practice rural health clinic.</td>
<td>(808) 932-4392 <a href="http://www.kau.hhsc.org">http://www.kau.hhsc.org</a></td>
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<tr>
<td><strong>Kaiser Permanente</strong> provides their members with both health care and health coverage in one place. Kona Medical Office offers a range of specialties and services in a soothing environment designed for healing.</td>
<td>(808) 334-4400 <a href="http://thrive.kaiserpermanente.org/care-near-hawaii">http://thrive.kaiserpermanente.org/care-near-hawaii</a></td>
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<td><strong>N ā Lei Wili (Kaua‘i Area Health Education Center) (grades 9-12)</strong> Activities that promote Health Career; Patch fitness program; offers a two-week Summer Health Adventure (SHA). Students at Waimea High School participate in a weekly career exploration activity, attend community health fairs, gain volunteer experiences at the local hospital and assist with and mentor SHA students.</td>
<td>Fran Becker&lt;br&gt;<a href="mailto:becker.fran@gmail.com">becker.fran@gmail.com</a>&lt;br&gt;(808) 246-8986&lt;br&gt;<a href="http://www.ahec.hawaii.edu/">http://www.ahec.hawaii.edu/</a></td>
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<tr>
<td><strong>HI State of Department of Health</strong> Promotes family-centered, community based comprehensive, coordinated care for children and youth with special health care needs from 0-20 years old.</td>
<td>(808) 241-3376&lt;br&gt;<a href="http://health.hawaii.gov/cshcn/home/communitypage/">http://health.hawaii.gov/cshcn/home/communitypage/</a></td>
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<td><strong>Ho‘ola Lahui Hawaii</strong> To improve the health and well-being of Kaua‘i Community. They provide Summer Health Camps/CPR &amp; First Aid certified clinics, lomi, la‘au lapa‘au, in schools, plan year round programs dealing with boys and their health issues, Youth Mentorship, young men and young women’s group.</td>
<td>Sean A. Chun, <a href="mailto:seanchun@hawaii.edu">seanchun@hawaii.edu</a></td>
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<tr>
<td><strong>Kauai Planning and Action Alliance/DOE</strong> Keiki to Career: Creating learning opportunities. Come alongside DOE connector to community resources. Role to connect the providers to come into the classroom and connect with the students. Role to connect the providers to come into the classroom and connect with the students. Network with people in the industry.</td>
<td>Stacey Gillette&lt;br&gt;<a href="mailto:Stacey@kauainetwork.org">Stacey@kauainetwork.org</a>&lt;br&gt;<a href="http://hawaii.edu/cte/index.html">http://hawaii.edu/cte/index.html</a>&lt;br&gt;(808) 274-3509</td>
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<tr>
<td><strong>HI State Department of Education STEM</strong> (grades 9-12) education integrates the study of science, technology, engineering and mathematics by using scientific inquiry and engineering design as unifying processes. <em>Kaua‘i High School</em></td>
<td>Lauren Kaupp&lt;br&gt;<a href="mailto:Lauren_Kaupp@hawaiidoe.org">Lauren_Kaupp@hawaiidoe.org</a>&lt;br&gt;(808) 305-9710&lt;br&gt;<a href="http://www.hawaiipublicschools.org/">http://www.hawaiipublicschools.org/</a></td>
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<tr>
<td><strong>Living Life Source Foundation</strong> Provides scholarships for health professions students in NH charter or immersion schools to increase NH enrollment in health education programs.</td>
<td>Sheri Fitzgerald&lt;br&gt;<a href="http://livinglifesourcefoundation.org/education-program-grants/">http://livinglifesourcefoundation.org/education-program-grants/</a></td>
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<tr>
<td><strong>HI State Department of Education Career Technical Education (CTE)</strong> (grades 9-12) an educational structure that allows students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. The support and involvement of business and industry in CTE is critical to the preparation of tomorrow's skilled workforce. <em>Kapa‘a High School, Kaua‘I High School, Waimea High School</em></td>
<td>Sherilyn Lau&lt;br&gt;<a href="mailto:sherilyn_lau@hawaiidoe.org">sherilyn_lau@hawaiidoe.org</a>&lt;br&gt;(808) 305-9707</td>
</tr>
<tr>
<td><strong>TEEN HEALTH CAMP</strong> (grades 9-12) A one-day event enhancing student enthusiasm for entering healthcare fields. Addresses education and career planning needs of Native Hawaiian and economically disadvantaged groups; offers interactive workshops, skill demonstrations, fun activities and discussions with healthcare professional from disadvantaged backgrounds.</td>
<td>Kau‘i Mead&lt;br&gt;<a href="mailto:kauional@hawaii.edu">kauional@hawaii.edu</a>&lt;br&gt;(808) 692-1066&lt;br&gt;<a href="http://www.ahec.hawaii.edu/">http://www.ahec.hawaii.edu/</a></td>
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| **N ʻā Pua Noʻeau:** (grades 9-12) Native Hawaiian Ancestry. Developing interest and academic capacity to attend college. Building a workforce that is creative and reflects the values and perspectives of the local Hawaiian community and other underrepresented groups. | Malia Chun  
(808) 245-8387 |
| **Hui O N ʻā Maka:** Program for Single parents (mothers or fathers, grandparents caring for grandchildren); Meals, housing, transportation for single parents | Marilyn Mohler  
639-1070  
MarilynMohler33@aol.com |
| **Health Occupations Students of America, HOSA** (grades 9-12) Provides students with health education and volunteer opportunities and aims with the ultimate goal of enhancing leadership, community involvement and technical skill competencies in healthcare professions. Focuses on motivation, awareness and recognition as an integral part of instruction in health science education instructional program. | Ada Toyama  
http://hawaiihosa.org  
ada_toyama@hotmail.com |
| **UH Kauaʻi Community College** Helps Students Succeed in their education by providing support services and resources: Dedicated Counselors and Career Counselors, Vet center and advisory, Disability/Mental Health Counselor Wellness Center, Kipaipai Program, Learning Resource Center, Peer Mentoring, Student clubs, Financial aid, Free Tutoring complete community service and advance their development in the healthcare fields. Nursing, Massage, CNA, Medical Assisting, Home Healthcare, MSW- | Sandy Magnussen  
smagnuss@hawaii.edu |
| **OCET: Adult literacy** Courses that are held across the community for Kauaʻi residents. Meet Higher Education needs of the Kauaʻi community. | Office of Continuing Education and Training  
http://info.kauai.hawaii.edu/training  
(808)245-8318 |
| **Kauaʻi Development Board: Aloha ‘Ike Grants** Open to any teacher for any project that they want to do outside of their normal curriculum. $5000 maximum per person who applied. Augmented by grants from Senator Inouye. Targeted for STEM. Grants for teachers in grades K-12. Jerry Hill: Goes out to fashion teachers’ projects to involve a community partner so over time there will be a network of community work that will be sustained over time. | Mia Ako  
www.Kedb.com  
4290 Rice Street  
Lihue, Kauai, Hawaii 96766  
Phone: (808) 245-6692 |
| **Hale Hoʻomalu:** Healthcare Navigators-help find resources and might have scholarships-immigrant resource center. Community outreach, service coordination, information, referral, parenting classes, food pantry, clothes closet, and volunteer training. | http://www.childandfamilyservice.org/  
(808)821-2520 |
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| **Kauai Medical Reserve Corps**: Civilian volunteer medical reserve corps. | Tommy Noyes  
(808) 241-3555  
https://www.medicalreservecorps.gov/MrcUnits/UnitDetails/405 |
| **Living Life Source Foundation**: Hawaiian practitioners training and mentoring in health related work-upstream services. Offers indigenous educational programs for healing and therapy, clinical massage therapy, lomilomi (Hawaiian massage), kahea lapaau (spiritual healing), laau lapaau (herbal healing), hooponopono (individual/group counseling), Healing Arts of Emei Qigong, sustainable farming, Hawaiian language, Kaito Gakko (Peaceful Martial Arts), home visits and blessings, and sacred site restoration. | Sheri Fitzgerald  
http://livinglifesourcefoundation.org/scholarships/ |
| **HPCA: Ola Health is Everything**: Film about health, hope and the power of communities to heal themselves. | http://www.olamovie.com/theromovement |
| **Massage Schools**  
Aloha Lomi Massage Academy  
Pacific Center Awareness and Bodywork Massage School (PCAB) | www.alohalomiacademy.com  
www.awarenessandbodywork.com |
| **Kaua‘i Veteran’s Memorial Hospital** is a full service Critical Access Hospital, named in honor of Kauai veterans. The medical center also includes hospital outpatient clinic, and a medical office building with additional medical services. | (808) 338-9431  
http://www.kvmh.hhsc.org |
| **Samuel Mahelona Memorial Hospital** is Kauai’s Eastside Critical Access Hospital located in Kapaa which offers a variety of services. | (808) 822-4961  
http://www.smmh.hhsc.org |
| **Wilcox Memorial Hospital** is the largest medical facility on Kaua‘i. It is a 72 bed facility and a state of the art acute care facility with a full suite of services. | 1 (877) 709-9355  
http://www.hawaiipacifichealth.org/wilcox |
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| **Huli Au Ola (Maui County Area Health Education Centers) (K-12)** based in Moloka‘i, also open to participants from Maui and Lāna‘i. Weekly health education program for K-12 students covers native healing practices and other cultural pursuits, environmental awareness activities, team-building and study skills. Program also offers an one-week residential Summer Institute, inclusive of STEM activities, and fun family night focused on science-learning, presented in collaboration with Native Hawaiian Healthcare Systems, and team building and study skills. | Rosie Davis  
rosiedavis777@yahoo.com  
(808) 553-3623  
http://www.ahec.hawaii.edu/ |
| **Nā Pua No'eau (K-12)** Helps youngsters develop interest and academic capacity. Includes special health career pathways and STEM-focused initiatives during summer and academic year. Integrates curriculum with core values of Native Hawaiian and other underrepresented groups. | Chantell Schillings  
chantell@hawaii.edu  
(808) 565-9100  
http://npn.uhh.hawaii.edu/ |
| **HI State Department of Education STEM (9-12)** education integrates the study of science, technology, engineering and mathematics by using scientific inquiry and engineering design as unifying processes.  
* Lāna‘i High School | Lauren Kaupp  
Lauren_Kaupp@hawaiidoe.org  
(808) 305-9710 |
| **HI State Department of Education Career Technical Education (CTE) (K-12)** an educational structure that allows students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. The support and involvement of business and industry in CTE is critical to the preparation of tomorrow's skilled workforce. | Sherilyn Lau  
sherilyn_lau@hawaiidoe.org  
(808) 305-9707 |
| **Teen Health Camp Maui** (grades 9-12) A one-day event enhancing student enthusiasm for entering healthcare fields. Addresses education and career planning needs and offers interactive workshops, skill demonstrations, fun activities. | Kau'i Mead, kauional@hawaii.edu  
(808) 692-1066  
http://www.ahec.hawaii.edu/ |
| **STEM Works (K-12)** is a multi-faceted, hands-on program where students use the most current, high-end technologies in actual community service learning projects. During the STEMworks™ process, students learn how to develop an industry partner relationship, provide an actual deliverable, and maintain an ongoing solution for the future. | Leslie Wilkens, Isla Young  
Maui Economic Development Board, Inc.  
(808) 875-2300  
http://www.medb.org/ |
| **Lāna‘i Community Hospital** provides limited services in Emergency care, Laboratory and X-Ray services, Acute Care, and Long Term Care. | (808) 565-8450  
**Program** | **Contact**
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**Huli Au Ola (Maui County Area Health Education Centers) (K-12)** based in Moloka'i, also open to participants from Maui and Lāna'i. Weekly health education program for K-12 students covers native healing practices and other cultural pursuits, environmental awareness activities, team-building and study skills. Program also offers a one-week residential Summer Institute, inclusive of STEM activities, and fun family night focused on science-learning, presented in collaboration with Native Hawaiian Healthcare Systems, and team building and study skills. | Rosie Davis, rosiedavis777@yahoo.com (808) 553-3623 http://www.ahec.hawaii.edu/

**Nā Pua No'eau (K-12)** Helps youngsters develop interest and academic capacity. Includes special health career pathways and STEM-focused initiatives during summer and academic year. Integrates curriculum with core values of Native Hawaiian and other underrepresented groups. | Ohua Morando, ohua@hawaii.edu (808) 984-3364

**HI State Department of Education STEM (K-12)** education integrates the study of science, technology, engineering, and mathematics by using scientific inquiry and engineering design as unifying processes. *Baldwin High School, Hāna High School, Iao Intermediate School*  
*Kihei Charter School, King Kekaulike High School*  
*Lahainaluna High School, Lokelani Intermediate School*  
*Maui High School, Maui Waena Intermediate School* | Lauren Kaupp  
Lauren_Kaupp@hawaiidoe.org (808) 305-9710

**STEM Works (K-12)** is a multi-faceted, hands-on program where students use the most current, high-end technologies in actual community service learning projects. During the STEMworks™ process, students learn how to develop an industry partner relationship, provide an actual deliverable, and maintain an ongoing solution for the future.  

**HI State Department of Education Career Technical Education (CTE) (K-12)** an educational structure that allows students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. The support and involvement of business and industry in CTE is critical to the preparation of tomorrow’s skilled workforce.  
*Baldwin High, King Kekaulike High, Lahainaluna High, Maui High* | Sherilyn Lau  
sherilyn_lau@hawaiidoe.org (808) 305-9707

**Teen Health Camp Maui** (grades 9-12) A one-day event enhancing student enthusiasm for entering healthcare fields. Addresses education and career planning needs and offers interactive workshops, skill demonstrations, fun activities and discussions with healthcare professional from disadvantaged backgrounds. | Kau'i Mead, kauional@hawaii.edu (808) 692-1066 http://www.ahec.hawaii.edu/

**Health Occupations Students of America (HOSA) (grades 9-12)** A national professional organization for students, professionals, and community members which provides co-curricular activities in healthcare that emphasizes the development of leadership and technical skill competencies through motivation, awareness, and recognition. | Ada Toyama  
Ada_toyama@hotmail.com (808) 205-5532, ext 1306
### MAUI ISLAND ROADMAP TO HEALTHCARE CAREERS

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| **Maui Memorial Medical Center** (grades 9-12) Summer Medical Internship via Maui Memorial Medical Center Foundation. This program is designed to give participants a “window” into the practice of medicine from the perspective of the physician. | Dr. Melvin Burton  
(808) 874-8774  
www.mauimemorialmedical.org |
| **Running Start: University of Hawai’i Maui College** (grades 11-12) Running Start is a statewide program that provides an opportunity for academically qualified juniors and seniors to enroll in college classes through the University of Hawai’i system as part of their high school coursework. | Shane Payba  
payba@hawaii.edu  
(808) 984-3496  
http://www.hawaii.edu/runningstart/ |
| **University of Hawai’i Maui College**  
Community Health Worker; Dental Assistant; Dental Hygiene  
Dental Laboratory Technician; Home Health Aide; Nursing | (808) 984-3500  
http://maui.hawaii.edu/ |
| **UH Maui College Campus Clubs**  
Pre-Professional Health Club; HOSA | (808) 984-3700  
| "**Maui School of Therapeutic Massage**" | (808) 572-2277  
http://www.massagemaui.com |
| **Kaiser Permanente** provides their members with both health care and health coverage in one place. Maui Lani Medical Office offers primary and after-hours care and an expanded pharmacy. | (808) 243-6050  
http://thrive.kaiserpermanente.org/care-near-hawaii |
| **Kula Hospital** Auxiliary is a volunteer service for patients, residents, and families. | (808) 876-4400  
| **Pacific Cancer Institute** is dedicated to the latest cancer treatment technology provided by highly-skilled medical professionals in a warm, healing environment. | (808) 242-2600  
http://www.pacificcancerinstitute.com |
## MOLOKAʻI ISLAND ROADMAP TO HEALTHCARE CAREERS

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<td><strong>Huli Au Ola (Maui County Area Health Education Centers)</strong> (K-12) based in Molokaʻi, also open to participants from Maui and Lānaʻi. Weekly health education program for K-12 students covers native healing practices and other cultural pursuits, environmental awareness activities, team-building and study skills. Program also offers a one-week residential Summer Institute, inclusive of STEM activities, and fun family night focused on science-learning, presented in collaboration with Native Hawaiian Healthcare Systems, and team building and study skills.</td>
<td>Rosie Davis, <a href="mailto:rosiedavis777@yahoo.com">rosiedavis777@yahoo.com</a> (808) 553-3623 <a href="http://www.ahec.hawaii.edu/">http://www.ahec.hawaii.edu/</a></td>
</tr>
<tr>
<td><strong>Nā Pua Noʻeau</strong> (K-12) Helps youngsters develop interest and academic capacity. Includes special health career pathways and STEM-focused initiatives during summer and academic year. Integrates curriculum with core values of Native Hawaiian and other underrepresented groups.</td>
<td>Mikiʻala Pescaia (808) 553-9993 <a href="http://npn.uhh.hawaii.edu/">http://npn.uhh.hawaii.edu/</a></td>
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<tr>
<td><strong>HI State Department of Education STEM</strong> (K-12) education integrates the study of science, technology, engineering and mathematics by using scientific inquiry and engineering design as unifying processes. Molokaʻi Middle (both Immersion and Non-Immersion), Molokaʻi High (both Immersion and Non-Immersion)</td>
<td>Lauren Kaupp <a href="mailto:Lauren_Kaupp@hawaiidoe.org">Lauren_Kaupp@hawaiidoe.org</a> (808) 305-9710</td>
</tr>
<tr>
<td><strong>HI State Department of Education Career Technical Education (CTE)</strong> (K-12) an educational structure that allows students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. The support and involvement of business and industry in CTE is critical to the preparation of tomorrow's skilled workforce. King Keakaulei, Hana High, Lahainaluna High, Maui High, Baldwin High</td>
<td>Sherilyn Lau <a href="mailto:sherilyn_lau@hawaiidoe.org">sherilyn_lau@hawaiidoe.org</a> (808) 305-9707</td>
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<td><strong>Health Occupations Students of America (HOSA)</strong> (grades 9-12) A national professional organization for students, professionals, and community members which provides co-curricular activities in healthcare that emphasizes the development of leadership and technical skill competencies though motivation, awareness, and recognition.</td>
<td>Ada Toyama <a href="mailto:Ada_toyama@hotmail.com">Ada_toyama@hotmail.com</a> (808) 205-5532, ext 1306</td>
</tr>
<tr>
<td><strong>Teen Health Camp Maui</strong> (grades 9-12) A one-day event enhancing student enthusiasm for entering healthcare fields. Addresses education and career planning needs of Native Hawaiian and economically disadvantaged groups; offers interactive workshops, skill demonstrations, fun activities and discussions with healthcare professional from disadvantaged backgrounds.</td>
<td>Kauʻi Mead, <a href="mailto:kauional@hawaii.edu">kauional@hawaii.edu</a> (808) 692-1066 <a href="http://www.ahec.hawaii.edu/">http://www.ahec.hawaii.edu/</a></td>
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<td><strong>Molokaʻi General Hospital</strong> is a 15 bed Critical Assess Hospital (CAH) which provides emergency care, lab services, x-ray services, outpatient chemotherapy, acute care, physical therapy, and a full service midwifery program.</td>
<td>(808) 553-5331 <a href="http://www.molokaigeneralhospital.org/">http://www.molokaigeneralhospital.org/</a></td>
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| **Hawai‘i/Pacific Basin Area Health Education Center** (HPB AHEC) the purpose of the program is to improve the health of inhabitants of Hawaii and the US Associated Pacific Islands (USAPI) by increasing the diversity and supply of well trained and culturally competent healthcare providers working in rural and underserved communities. Activities include recruiting underrepresented students into health careers, providing clinical and interprofessional training in rural and underserved areas and working to increase assessment, placement, skills and retention of primary care workers. | Dr. Kelley Withy  
ahec@hawaii.edu  
(808) 692-1060  
http://www.ahec.hawaii.edu/ |
| **Children’s Discovery Center** (pre-k -grade 2) Provides an environment that encourages children to use their senses of touch, sight, hearing, and smell to gain a better understanding of the world around them. Exhibits include: Tot Spot; Fantastic You (Human Body); Your Town; Hawaiian Rainbows; Your Rainbow World; Rainforest Adventures. | info@discoverycenterhawaii.org  
(808) 524-KIDS (524-5437) |
| **Richard T. Mamiya Science Program Center, Bishop Museum**  
(pre-k -grade 8) “The Science Adventure” is an immersive learning environment of interactive exhibits on the geology, biology and oceanography of the Hawaiian Islands. Exhibits explore ocean, wind and the volcanic forces. Aligns with HCPS III Science Standards. Special features include guided, hands-on programs. | education@bishopmuseum.org  
(808) 848-4168 |
| **The Curriculum Research & Development Group (CRDG)** (Pre-K - 12) Provides students with programs related to curriculum development focused in science, technology, engineering and math (STEM). Includes support for summer enrichment STEM learning and exploration for students entering grades 3–12. Programs span innovative approaches such as inclusive of playwrights and actors writing, producing, and starring in an original production. | (808) 956-8176  
www.manoa.hawaii.edu/crdg/ |
| **Nā Pua No‘eau** (K-12) Helps youngsters develop interest and academic capacity. Includes special health career pathways and STEM-focused initiatives during summer and academic year. Integrates curriculum with core | Kinohi Gomes, kinohi@hawaii.edu  
(808) 956-9410  
http://npn.uhh.hawaii.edu/ |
| **Honolulu Community Action Program: Hā Initiative Creative STEM After School Program** (Grades 2-8) Hā Initiative is a fun and creative place during after-school time. Encourages kids to learn and grow by exploring the worlds of STEM. Provides participants an after-school snack. Includes tutoring, hands-on science projects and computer activities, collaborative social environment and opportunity to join LEGO League robotics team. | (808) 521-4531  
www.hcapweb.org |
| **Kū I Ka Mana** (grades 6-8) Provides in-school mentoring to Waimanalo Elementary and Intermediate School student by six community mentors and after school health education and career development activities.by medical students | Jennifer Molnar  
jmolnar@waimanalohealth.org |
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<tr>
<td><strong>Kuaola</strong> (grades 6-8) Offers mentoring by first-year medical students in the community in Nānākuli. Focuses on increasing pre-teen and teen interest in science and health and promoting disease prevention programs using a variety of activities inclusive of culture and art. Links to medically underserved community as a means of enhancing commitment to service learning among participating medical students.</td>
<td>Kelli-Ann Voloch, MD <a href="mailto:voloch@hawaii.edu">voloch@hawaii.edu</a></td>
</tr>
<tr>
<td><strong>SimTiki Lab, target</strong> (grades 6-12) Provides healthcare simulation based in the healthcare education center at the John A. Burns School of Medicine. Facilitates over 3,000 simulation-based training encounters annually. As a community resource, spans broad training needs in middle school, high school and through college and medical school.</td>
<td>Kris Hara, RRT, <a href="mailto:harakm@hawaii.edu">harakm@hawaii.edu</a> (808) 692-1096 <a href="http://www.simtiki.org/">http://www.simtiki.org/</a></td>
</tr>
<tr>
<td><strong>Touch the Future Hawaii</strong> (grades 6-12) Student Mentorship Program to communicate the importance of health professions and help students realize their educational goals. The first phase of the program includes Pacific University Faculty, Staff and Graduates meet with students in grades 6-12 via web conference. The second phase will include onsite meetings. *Pilot School @ Ilima Inter.</td>
<td>Katie Parker, <a href="mailto:kparker@pacificu.edu">kparker@pacificu.edu</a></td>
</tr>
<tr>
<td><strong>Hui Mālama O Ke Kai</strong> (grades 7-12) Waimānalo ‘Ōpio Program focuses on ho’okele (navigation) other community service projects; trains students to become mentors to their younger counterparts, perpetuating a cycle of social responsibility and instilling self-confidence.</td>
<td>(808) 259-2031 <a href="http://www.huimalamaokekai.org/">http://www.huimalamaokekai.org/</a></td>
</tr>
<tr>
<td><strong>Kuakini Medical Center</strong> (14+) Volunteer Auxiliary program assist Health systems employees with acute care, long-term care and geriatric care services.</td>
<td>(808) 547-9184 <a href="http://www.kuakini.org">http://www.kuakini.org</a></td>
</tr>
<tr>
<td><strong>Health Occupations Students of America, HOSA</strong> (grades 9-12) Provides students with health education and volunteer opportunities and aims with the ultimate goal of enhancing leadership, community involvement and technical skill competencies in healthcare professions. Focuses on motivation, awareness and recognition as an integral part of instruction in health science education instructional program.</td>
<td>Ada Toyama, <a href="mailto:Ada_toyama@hotmail.com">Ada_toyama@hotmail.com</a> (808) 203-5532, ext. 1306 <a href="http://www.hawaiihosa.org">www.hawaiihosa.org</a></td>
</tr>
<tr>
<td>• Aiea High School, Campbell High School, Castle High School</td>
<td></td>
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<tr>
<td>• Farrington High School, Kahuku High School, Kailua High School</td>
<td></td>
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<tr>
<td>• Kalani High School, Kapolei High School, Leilehua High School</td>
<td></td>
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<tr>
<td>• McKinley High School, Mililani High School, Moanalua High School</td>
<td></td>
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<tr>
<td>Nanakuli High School, Pearl City High School, Radford High School</td>
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<tr>
<td>• Roosevelt High School, Wai’anae High School, Waipahu High School</td>
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<tr>
<td><strong>University of Hawai‘i Health Careers Opportunity Program (HCOP)</strong> (grades 9-12) and some college. Provides students in schools from minority and low-income backgrounds with an opportunity to develop the skills needed for academic success in health sciences and college entry; offers Summer residential enrichment program on the UH Mānoa campus to increase learning through problem-based activities, career exploration, and personal developmental activities.</td>
<td>Agnes Malate, <a href="mailto:amalate@hawaii.edu">amalate@hawaii.edu</a> (808) 956-9262 <a href="http://www.hawaii.edu/diversity/HCOP/">www.hawaii.edu/diversity/HCOP/</a></td>
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<tr>
<td><strong>Wahiawa General Hospital</strong> (14+) Volunteer services program provides many rewards. Volunteers have the opportunity to match their skills and interests with meaningful assignments.</td>
<td>(808) 621-4243 <a href="http://www.wahiawageneral.org">http://www.wahiawageneral.org</a></td>
</tr>
<tr>
<td><strong>Teen Health Camp Hawai‘i</strong> (grades 9-12) A one-day event enhancing student enthusiasm for entering healthcare fields. Addresses education and career planning needs and offers interactive workshops, skill demonstrations, fun activities and discussions with healthcare professionals and students.</td>
<td>Kau‘i Mead, <a href="mailto:kauional@hawaii.edu">kauional@hawaii.edu</a> (808) 692-1066 <a href="http://www.ahec.hawaii.edu/">http://www.ahec.hawaii.edu/</a></td>
</tr>
<tr>
<td><strong>Teen Mentorship Academy</strong> (grades 9-12) Uses mentorship to assist students in Health Career Pathways class within high school settings. Mentors from diverse healthcare careers answer student questions and provide personalized insight about their respective experiences in preparing for and pursuing healthcare professions.</td>
<td>Kau‘i Mead, <a href="mailto:kauional@hawaii.edu">kauional@hawaii.edu</a> (808) 692-1066 <a href="http://www.ahec.hawaii.edu/">http://www.ahec.hawaii.edu/</a></td>
</tr>
</tbody>
</table>
| **HI State Department of Education Career Technical Education (CTE)** (grades 9-12) an educational structure that allows students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. The support and involvement of business and industry in CTE is critical to the preparation of tomorrow’s skilled workforce.  
  - Aiea High School, Campbell High School, Castle High School  
  - Farrington High School, Kahuku High School, Kailua High School  
  - Kalani High School, Kapolei High School, Leilehua High School  
  - McKinley High School, Mililani High School, Moanalua High School  
  - Nanakuli High School, Pearl City High School, Radford High School  
  - Roosevelt High School, Wai‘anae High School, Waipahu High School | Sherilyn Lau sherilyn_lau@hawaiidoe.org (808) 305-9707 |
| **HI State Department of Education STEM** (grades 9-12) education integrates the study of science, technology, engineering and mathematics by using scientific inquiry and engineering design as unifying processes.  
  *Castle High School, Farrington High School, McKinley High School  
  *Mililani High School, Roosevelt High School | Lauren Kaupp Lauren_Kaupp@hawaiidoe.org (808) 305-9710 |
| **The Youth Health Corps Program**  
  (grades 9-12) Based at Wai‘anae Coast Comprehensive Health Center, program assigns student participants from Leeward O‘ahu to shadow health care providers at specific WCCHC clinic sites within various professions. Health care professionals act as site mentors, offering instruction, hands-on activities and final evaluation of student performance in clinic environment. | Dayna Lapina, dlapina@wcchc.com (808) 697-3449 www.wcchc.com/ |
<p>| <strong>Castle Medical Center</strong> (16+) is a 160 bed facility that is the primary health care facility for Windward O‘ahu. CMC focuses on providing patient-centered health care. Volunteers perform a wide variety of assignments working directly with patients or behind the scenes. | (808) 263-5500 <a href="http://www.castlemed.org">http://www.castlemed.org</a> |</p>
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<tr>
<td><strong>University of Hawai’i at Mānoa</strong></td>
<td>(808) 956-8111</td>
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<tr>
<td>One of only a handful of universities nationwide to hold the distinction of being a land-sea-and space grant institution, UH Mānoa is ranked in the top 50 public universities in research expenditures by the National Science Foundation. The John A. Burns School of Medicine primary care program is ranked 83rd in the nation; and the research program 80th. Please visit website for a list of programs.</td>
<td><a href="http://www.hawaii.edu">http://www.hawaii.edu</a></td>
</tr>
<tr>
<td><strong>University of Hawai’i at West O’ahu</strong></td>
<td>(808) 689-2800</td>
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<tr>
<td>located in Kapolei, is a comprehensive university with an emphasis on baccalaureate education founded in liberal arts, service professional, career-related, and applied fields. Health Care Administrator; Nursing; Nursing Practice</td>
<td><a href="http://www.uhwo.hawaii.edu/">http://www.uhwo.hawaii.edu/</a></td>
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<tr>
<td><strong>UH John A. Burns School of Medicine (JABSOM)</strong></td>
<td>(808) 692-1000</td>
</tr>
<tr>
<td>is a diverse learning community committed to excellence and leadership in educating current and future healthcare professionals and leaders and delivering high-quality healthcare. University of Hawai’i Cancer Center is also located at JABSOM.</td>
<td><a href="http://jabsom.hawaii.edu/">http://jabsom.hawaii.edu/</a></td>
</tr>
<tr>
<td><strong>UHM College Opportunities Program (COP)</strong></td>
<td>Mike Maglaya, <a href="mailto:copuhm@hawaii.edu">copuhm@hawaii.edu</a></td>
</tr>
<tr>
<td>prospective/incoming freshman at the University of Hawai’i at Mānoa. Provides academic training and counseling for those who want to attend UHM but do not meet minimum requirements for admission.</td>
<td>(808) 956-6186</td>
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<td><a href="http://www.hawaii.edu/cop/">www.hawaii.edu/cop/</a></td>
</tr>
<tr>
<td><strong>Ke Ola Mau Scholars Program with Nā Pua No’eau</strong></td>
<td>Kehau Bishaw, <a href="mailto:bishawbh@hawaii.edu">bishawbh@hawaii.edu</a></td>
</tr>
<tr>
<td>for Native Hawaiian students with current or prospective healthcare related majors at UHM and UHH. Participants are eligible for stipends to assist with community service and/or internships and research projects in respective healthcare fields.</td>
<td>(808) 956-9410</td>
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<td><a href="http://nflrc.hawaii.edu/">http://nflrc.hawaii.edu/</a></td>
</tr>
<tr>
<td><strong>UH Mānoa - Student Equity, Excellence and Diversity (SEED)</strong></td>
<td>Amefil (Amy) Agbayani, <a href="mailto:seed@hawaii.edu">seed@hawaii.edu</a></td>
</tr>
<tr>
<td>Undergraduate and graduate students; Promotes college opportunity for disadvantaged and underrepresented groups with 18 programs targeted.</td>
<td>(808) 956-4642</td>
</tr>
<tr>
<td><strong>UH Mānoa - The Undergraduate Research Opportunities Program (UROP)</strong></td>
<td><a href="mailto:urop@hawaii.edu">urop@hawaii.edu</a></td>
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<tr>
<td>Undergraduates; Give participants access to research opportunities. Supports presentation awards for student-initiated independent undergraduate research and creative endeavors at UH Mānoa. Links students with researchers worldwide.</td>
<td>(808) 956-7492</td>
</tr>
<tr>
<td><strong>UH Mānoa Student Life &amp; Development Clubs</strong></td>
<td><a href="http://www.manoa.hawaii.edu/studentlife/studentorg/">http://www.manoa.hawaii.edu/studentlife/studentorg/</a></td>
</tr>
<tr>
<td>Dental Hygiene; JABSOM - Partnership for Social Justice; JABSOM Family Medicine Interest Group; JABSOM Research Interest Group; Medical Student Mentorship Program; Pre-Medical Association; Pre-Pharmacy Association; Student Nurses Association</td>
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| **UH Kapi‘olani Community College**  
Certified Medical Transcriptionist, Online Degree, Certified Nurse’s Aide;  
Dental Assistant; Emergency Medical Services, Certificate  
Licensed Vocational Nurse; Massage Therapy; Medical Assistant  
Medical Technology; Occupational Therapy Assistant  
Phlebotomy Technician Certificate; Physical Therapy Assistant  
Radiation Therapy Technologist; Radiologic Technologist  
Respiratory Care Practitioner | (808) 734-9000  
http://www.kapiolani.hawaii.edu/ |
| **University of Phoenix, Hawai‘i**  
Health Administration; Nursing; Psychology | 1 (866) 766-0766  
http://www.phoenix.edu |
| **Remington College**  
*Clinical Medical Assisting; *Dental Assisting  
*Dental Hygiene; Health Information Management  
Health Information Technology; Occupational Therapy Assistant  
Nursing; Physical Therapist Assistant; Massage Therapy  
*Medical Assisting; *Medical Assisting with X-Ray Technician, EKG  
*Medical Billing and Coding; Occupational Therapy Assistant  
*Pharmacy Technician; Physical Therapist Assistant  
* online programs | 1 (800) 734-2490  
http://www.remingtoncollege.edu |
| **Walden University (on line)**  
Nursing Informatics; World Medicine Institute; Acupuncture | 1 (866) 492-5336  
http://www.waldenu.edu |
| **Massage Schools:**  
Hawaii School of Professional Massage  
Hawaii Massage Academy  
Hawaii Healing Arts College  
Elite Massage Academy  
Heartspire School of Hawaiian Massage | www.massagecenterhi.com  
www.hawaiimassageacademy.net  
www.hhacdirect.com  
www.elite.massageacademy.com  
www.heartspire.com |
| **Hawaii State Hospital (HI State Department of Health)**  
Adult Mental Health Division (AMHD) provides services to approximately 14,000 adults with severe and persistent mental illness. | (808) 247-2191  
http://health.hawaii.gov/amhd/ |
| **Kahi Mohala Behavioral Health** offers behavioral health care services are for patients experiencing emotional or behavioral problems that interfere with daily functioning in work, family, social and /or school settings. | (808) 671-8511  
http://www.kahimohala.org |
| **Kahuku Medical Center** is the only facility on the North Shore and North-East coastline. The hospital has 21 beds and provides 24 hour emergency care, Lab, Radiology, Pharmacy, Physical/Occupational/Speech Therapy, Social Services and Dietary services. | (808) 293-9221  
http://kahuku.hhsc.org |
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<tr>
<td><strong>Kaiser Permanente</strong> provides their members with both health care and</td>
<td>(808) 432-0000</td>
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<tr>
<td>health coverage in one place. Moanalua Medical Center is a full-service</td>
<td><a href="http://thrive.kaiserpermanente.org/">http://thrive.kaiserpermanente.org/</a></td>
</tr>
<tr>
<td>medical facility offering a range of specialties and 24 hour emergency</td>
<td>care-near-hawaii</td>
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<tr>
<td>service.</td>
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<tr>
<td><strong>Kapi'olani Medical Center for Women &amp; Children</strong> provides a variety</td>
<td>(808) 949-9355</td>
</tr>
<tr>
<td>of comprehensive inpatient, outpatient and same-day services through</td>
<td><a href="http://www.hawaiipacifichealth.org/">http://www.hawaiipacifichealth.org/</a></td>
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<tr>
<td>the hospital and clinics. KMC is at the forefront of vital Medical</td>
<td>kapiolani</td>
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<tr>
<td>Education and community health outreach programs. Specialty services</td>
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<tr>
<td>are provided for patients throughout Hawai’i and the Pacific Region.</td>
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<tr>
<td><strong>Pali Momi Medical Center</strong> is a 126 bed facility which provides</td>
<td>1 (877) 709-9355</td>
</tr>
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<td>award-winning care and is recognized by the American Heart Association</td>
<td><a href="http://www.hawaiipacifichealth.org/">http://www.hawaiipacifichealth.org/</a></td>
</tr>
<tr>
<td>and American Stroke Association for its stroke care program.</td>
<td>pali-momi/</td>
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<tr>
<td><strong>The Queen’s Medical Center</strong> is an acute medical care facility and</td>
<td>(808) 691-7117</td>
</tr>
<tr>
<td>the largest private hospital in Hawai’i with 505 acute care beds and</td>
<td><a href="http://queensmedicalcenter.org">http://queensmedicalcenter.org</a></td>
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<td>28 sub acute beds. QMC offers a comprehensive range of primary and</td>
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<td>specialized care services.</td>
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<td><strong>Shriner’s Hospital for Children</strong> delivers the highest quality care</td>
<td>(808) 941-4466</td>
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<tr>
<td>to children with a host of orthopedic, neuromusculoskeletal and</td>
<td><a href="http://www.shrinershospitalsforchildren.org">http://www.shrinershospitalsforchildren.org</a></td>
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<tr>
<td>neurodevelopmental disorders and diseases.</td>
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<td><strong>Straub Clinic &amp; Hospital</strong> is a fully integrated medical center with</td>
<td>1 (877) 709-9355</td>
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<td>159 beds and a visiting specialist program that reaches throughout the</td>
<td><a href="http://www.hawaiipacifichealth.org/straub/">http://www.hawaiipacifichealth.org/straub/</a></td>
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<tr>
<td>State of Hawai’i. Straub is home to the Pacific Region’s only multi-</td>
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<td>disciplinary burn treatment center.</td>
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<tr>
<td><strong>Tripler Army Medical Center</strong> is the only Federal Tertiary care</td>
<td>(808) 433-6661</td>
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<td>hospital in the Pacific Basin. TAMC also provides a full service Family</td>
<td><a href="http://www.tamc.amedd.army.mil">http://www.tamc.amedd.army.mil</a></td>
</tr>
<tr>
<td>Medicine/Primary Care clinic and provides Army Medicine training</td>
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<td>programs for its members.</td>
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Acupuncture is considered a form of Complementary and Alternative Medicine practice and is among the oldest healing practices in the world originating in China over 2,000 years ago. It is a variety of techniques used to stimulate specific acupuncture points along the body aimed at restoring and maintaining health. Acupuncturists are often trained as physicians in China and receive training in the manipulation of thin, solid, metallic needles. These needles are manipulated by hand or by electrical stimulation. Acupuncturists also receive training in Qigong which is a Chinese practice involving breathing patterns, body movements and posture control. Acupuncture is a treatment that many health professionals (massage therapists, chiropractors, nurse practitioners and physicians, etc.) include as a part of an integrated medical practice.

**AREAS OF SPECIALIZATION:** Acupuncturists work in many different settings: physician offices, clinics, hospitals and private practice. They examine the patient’s physical and emotional symptoms in addition to their patient’s medical history.

**WORK ENVIRONMENT:** Acupuncturists can specialize in many things, such as weight loss, cosmetic acupuncture, oncology, internal medicine, infertility, stress, depression, migraines, chronic and acute pain, Chinese Herbology, medical Qi Gong and acupressure treatments.

**HAWAII SALARY RANGE**

$61,722-88,175 ANNUALLY

**LENGTH OF TRAINING**

2250 Total Training Hours

**Job Growth**

11%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).*

**LENGTH OF TRAINING/REQUIREMENTS:**

Acupuncturists are required to graduate from an accredited acupuncture school, which results in a master’s degree in acupuncture and oriental medicine. They are required to complete 1800 hours of acupuncture training, with at least 450 hours in Chinese herbal training.

**LICENSE/CERTIFICATION:** Acupuncturist must obtain a license to practice in the state of Hawaii.

**EDUCATIONAL PROGRAMS:**

Hawaii College of Oriental Medicine (Hilo & Waimea)
Institute of Clinical Acupuncture and Oriental Medicine
World Medicine Institute

**PROFESSIONAL ASSOCIATIONS:**

American Academy of Medical Acupuncture
[www.medicalacupuncture.org](http://www.medicalacupuncture.org)
American Association of Acupuncture and Oriental Medicine
[www.aaaomonline.org](http://www.aaaomonline.org)
Council of Colleges of Acupuncture and Oriental Medicine
[www.ccaom.org](http://www.ccaom.org)
Hawaii Oriental Medicine and Acupuncture Association
[www.homaa.org](http://www.homaa.org)
National Certification Commission for Acupuncture and Oriental Medicine
[www.nccaom.org](http://www.nccaom.org)
ATHLETIC TRAINER

Add Photo Here

Athletic Trainers specialize in preventing, diagnosing and treating muscle and bone injuries and illnesses. They work with people of all ages and various skill levels, from children to professional athletes. Athletic trainers collaborate with licensed physicians and other health care providers to evaluate and treat patients under their care.

WORK ENVIRONMENT: Athletic trainers may work in colleges, universities, professional schools, professional sports, private offices, physician’s offices, hospitals, fitness and recreational sports centers, sports medicine clinics, military and law enforcement.

AREAS OF SPECIALIZATION: Athletic trainers may work with all ages, populations and stages in life and with just about anyone who is physically active.

LENGTH OF TRAINING/REQUIREMENTS: To work in Hawaii, athletic training positions require at least a bachelor’s degree (including specific coursework related to athletic training).

LICENSE/CERTIFICATION: In order to practice as an athletic trainer, one must pass a state or nationally administered credentialing exam. For the state of Hawaii, an individual must pass the national certification exam administered by the Board of Certification, Inc. (BOC). To be eligible for this examination, an individual must meet the requirements mentioned above and maintain current certification in first aid and emergency cardiac care (ECC).

SALARY

$41,240 - $48,540 ANNUAL RANGE

LENGTH OF TRAINING

4-6 Years

Job Growth*

11%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

EDUCATIONAL PROGRAMS:

University of Hawaii at Mānoa:
  Athletic Training: PhD
  Kinesiology Rehabilitation Science: MS

PROFESSIONAL ASSOCIATIONS:

Board of Certification, Inc. (BOC)
  www.bocatl.org
Commission on Accreditation of Athletic Training Education (CAATE)
  www.caate.net
Hawaii Athletic Trainer’s Association
  http://www.hawaii-ata.org
Hawaii Department of Commerce and Consumer Affairs: Athletic Trainer
  http://hawaii.gov/dcca/pvl/programs/athletictrainer
National Athletic Trainers’ Association (NATA)
  www.nata.org
AUDIOLIGIST

Audiologists assess, diagnose and treat patients who have hearing and balance disorders using different mechanisms to test them. They determine different treatment options by evaluating psychological information that measures what the impact of hearing loss has on the patient. Treatment ranges from cleaning wax out of ear canals to fitting patients for cochlear implants placed under the skin near the ear to improve their hearing. Audiologists also work to help people cope with hearing loss, treat people who suffer from vertigo or dizziness and design products to help protect the hearing of workers on the job.

WORK ENVIRONMENT: Audiologists work in healthcare facilities, physician’s offices, hospitals, private practice, audiology clinics, speech and hearing clinics, military programs, schools, or industries. Some travel between different facilities. Audiologists work closely with nurses, physicians, audiology assistants and others in the healthcare profession.

AREAS OF SPECIALIZATION: Audiologists may specialize in specific populations such as children, adolescents, adults or the elderly, medical audiology, educational audiology, dispensing of hearing aids and assistive listening devices, rehabilitative audiology or industrial audiology.

SALARY

$66,460 - $143,220 ANNUAL RANGE

LENGTH OF TRAINING

4-8 Years

Job Growth*

34%

* Projected national job growth % between 2012-2022 (Source: O*Net Online).

LENGTH OF TRAINING/REQUIREMENTS: Must complete a master’s degree in audiology.

LICENSURE/CERTIFICATION: A license to practice Audiology is required in Hawaii and candidates must pass a written examination.

EDUCATIONAL PROGRAMS

University of Hawaii at Mānoa:
MS Speech Pathology

PROFESSIONAL ASSOCIATIONS:
American Academy of Audiology
www.audiology.org
American Speech-Language Hearing Association
www.asha.org
Hawaii Department of commerce and Consumer Affairs: Audiologist
http://hawaii.gov/dcca/pvl/boards/speech/
Hawaii Speech-Language-Hearing Association
http://www.hsha.org
Bioinformatics professionals analyze and report on large amounts of medical information, usually for research purposes. Professionals in this field must be comfortable with mathematical/statistical processes as well as computer science. Every day new technologies are developed and bioinformatics professionals are pioneering the management of the resulting data from this growth.

**WORK ENVIRONMENT:** Most bioinformatics professionals work in university medical centers, research firms, or pharmaceutical companies.

**AREAS OF SPECIALIZATION:** Often, bioinformatics professionals specialize through on-the-job training and gaining practical experience in the field. If a bioinformatics professional want to specialize, they should seek to work for an organization that concentrate in that particular field of interest.

**SALARY**

$40,936 - $77,110 ANNUAL RANGE

**LENGTH OF TRAINING**

6 Years

**Job Growth***

-12%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Master’s degree or doctoral degree.

**LICENSURE/CERTIFICATION:**

Although there is no licensure/certification, professionals in bioinformatics may work in fields where other licensures or certifications are required (research, teaching, pharmaceuticals, etc.).

**EDUCATIONAL PROGRAMS:**

University of Hawaii at Mānoa
BS/MS Information and Computer Science

**PROFESSIONAL ASSOCIATIONS:**

Bioinformatics Organization
[www.bioinformatics.org](http://www.bioinformatics.org)

International Society for Computational Biology
[www.iscb.org](http://www.iscb.org)
Biomedical engineers design systems and products to help solve medical and health-related problems which will improve the quality and effectiveness of patient care. Biomedical Engineers design and develop medical equipment and instruments, systems and products, such as artificial implants & organs, devices that replace body parts, pacemakers and other machines for diagnosing medical problems. They install, adjust, maintain, repair, or provide technical support and training for use of biomedical equipment.

**WORK ENVIRONMENT:** Biomedical engineers typically work indoors in a variety of settings including hospitals, laboratories, classrooms, research facilities and government regulatory agencies. They work with scientists, healthcare workers, or other engineers.

**AREAS OF SPECIALIZATION:** Biomedical engineers may specialize in bioinstrumentation, biomechanics, biomaterials, systems physiology, clinical engineering, imaging, computers and rehabilitation engineering.

**EDUCATIONAL PROGRAMS:**
- University of Hawaii at Mānoa
  - Biological Engineering: BS, MS
  - Molecular Biosciences & Biological Engineering: MS, PhD

**PROFESSIONAL ASSOCIATIONS:**
- American Institute for Medical and Biological Engineering
  - [www.aimbe.org](http://www.aimbe.org)
- Biomedical Engineering Society
  - [www.bmes.org](http://www.bmes.org)
- IEEE Engineering in Medicine and Biology Society
  - [www.embs.org](http://www.embs.org)
- Society for Biological Engineering
  - [www.aiche.org/sbe](http://www.aiche.org/sbe)

**SALARY**

$54,100-$143,000 ANNUAL RANGE

**LENGTH OF TRAINING**

4-8 years

**Job Growth**

27%

*Projected national job growth % between 2012-2022 (Source: O*Net Online).*

**LENGTH OF TRAINING/ REQUIREMENTS:**

Bachelor’s degree in biomedical engineering or other engineering fields and a graduate degree in biomedical engineering.

**LICENSURE/CERTIFICATION:**

None required at this time.
Biomedical research is the exciting field where individuals and teams make discoveries that can change the entire health landscape. Biomedical researchers work in a wide variety of health and science-related disciplines. Can you imagine if you found the cure for a type of cancer, or for diabetes?

**WORK ENVIRONMENT:**
Biomedical researchers spend a great deal of time studying images in laboratories, as well as working in clinical settings such as physician offices where they can study the impact of medications on patients.

**AREAS OF SPECIALIZATION:**
Biomedical engineers may specialize in bioinstrumentation, biomechanics, biomaterials, systems physiology, clinical engineering, imaging, computers and rehabilitation engineering.

**LENGTH OF TRAINING/ REQUIRMENTS:**
A graduate degree is usually required for positions in this field.

**LICENSURE/CERTIFICATION:**
None required at this time.

**SALARY**
$42,830-$149,310 ANNUAL RANGE

**LENGTH OF TRAINING**
4-8 years

**Job Growth**
27%

**Projected national job growth % between 2012-2022 (Source: O*Net Online).

**EDUCATIONAL PROGRAMS:**
- Hawaii Pacific University
  - Biochemistry: BS
  - Biology: BS
  - Chemistry: BS
- University of Hawaii at Hilo
  - Biology: BA, BS
  - Chemistry: BA
- University of Hawaii at Mānoa
  - Biochemistry: BA, BS
  - Biological Engineering: BS, MS
  - Biology: BA, BS
  - Biomedical Science: MS, PhD
  - Cell & Molecular Biology: MS, PhD
  - Chemistry: BA, BS, MS, PhD
  - Developmental & Reproductive Biology: MS, PhD
  - Microbiology: BA, BS, MS, PhD
  - Molecular Biosciences & Biological Engineering: MS, PhD

**PROFESSIONAL ASSOCIATIONS:**
- Americans for Medical Progress
  [www.amprogress.org](http://www.amprogress.org)
- Foundation for Biomedical Research
  [www.fbresearch.org](http://www.fbresearch.org)
- National Association for Biomedical Research
  [www.nabr.org](http://www.nabr.org)
- States United for Biomedical Research
  [www.statesforbiomed.org](http://www.statesforbiomed.org)
Biostatisticians develop information describing the overall health and wellbeing of a population. They collaborate with many different professionals in the health field to design studies, evaluate new treatments, assess the safety and effectiveness of medications and educate people about the issues going on in the environment. Biostatisticians draw conclusions and make predictions on the data that they’ve collected and analyzed and assess disease risk factors and their effects on individuals and populations.

**WORK ENVIRONMENT:** Biostatisticians often work as part of a team of scientists which means their work environment will vary. They work for state and local health departments, governmental health-related agencies, private sector, biopharmaceuticals and education and research institutions.

**AREAS OF SPECIALIZATION:** Statisticians typically have a degree in statistics, mathematics, or survey methodolgy.

**SALARY**

$103,371-$163,407 ANNUAL RANGE

**LENGTH OF TRAINING**

6+ years

**Job Growth***

21%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Statisticians typically have degree in statistics, mathematics, or survey methodology.

Entry Level: Bachelor’s degree.

Research and Academic jobs: Doctoral degree recommended.

**LICENSURE/CERTIFICATION:**

None required at this time.

**EDUCATIONAL PROGRAMS:**

University of Hawai‘i at Mānoa
Public Health: BA, MPH, MS, DrPH, PhD

University of Hawai‘i Cancer Center
Summer Internships in Epidemiology and Prevention & Control for undergraduate and high school students

**PROFESSIONAL ASSOCIATIONS:**

Association of Clinical and Translational Statisticians
www.actstat.org

American Statistical Association
www.amstat.org

International Society for Clinical Biostatistics
www.iscb.info

International Statistical Institute
www.isi-web.org
CANCER/TUMOR REGISTRAR

Add Photo Here

Cancer/Tumor Registrars handle large amounts of data and analyze this information for patterns, which is completed by coding diagnostic materials provided by doctors with cancer patients. This helps in the planning process for community health programs and other education opportunities for doctors and cancer patients.

WORK ENVIRONMENT: Cancer/tumor registrars often work for hospitals, government agencies or in research institutions.

SALARY

$28,570 - $62,120 ANNUAL RANGE

LENGTH OF TRAINING

2 Years

Job Growth*

12%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/REQUIREMENTS:

1-year certificate program or 2-year associate’s degree program. Many cancer/tumor registrars transfer into this field from other professions, like health information management or medical records administration.

LICENSURE/CERTIFICATION:

Although not regulated by the State of Hawaii, the National Cancer Registrars Association offers a Certified Tumor Registrar (CTR) credential, if appropriate education and exam requirements are met. Although this is not required for a career in this field, many employers seek candidates that have this credential.

EDUCATIONAL PROGRAMS:

None in Hawai‘i at this time.

PROFESSIONAL ASSOCIATIONS:

National Cancer Registrar Association

www.ncra-usa.org

Source: National Institutes of Health (NIH)

President Barack Obama learns about the results of the experimental Ebola vaccine
Certified coding specialists are experts in the coding systems used by doctors, insurance agencies and governments to manage the health information of patients. Often, this is done through using ICD-10 and CPT codes which help to classify the various conditions and procedures that a patient may be exposed to. ICD-10 codes refer to the International Statistical Classification of Diseases and Related Health Problems and the CPT codes refer to Current Procedural Terminology Codes. This requires skills in organization, medical procedures and an anatomy.

**WORK ENVIRONMENT:** Certified coding specialists work in a wide variety of settings, including hospitals, government agencies, doctor’s offices and nursing homes. Other work environments have certified coding specialists as well.

**SALARY**

$28,570- $62,120 ANNUAL RANGE

**LENGTH OF TRAINING**

3 months to 1 year+

**Job Growth***

12%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Although many employers may seek applicants with an associate’s or bachelor’s degree, there are training programs that vary in length from 4 months to 2 years and some can be completed online.

**LICENSURE/CERTIFICATION:**

Although not required, multiple organization offer professional certifications.

- American Academy of Professional Coders
  - Certified Professional Coder
  - Multiple specialist certifications also available
- American Health Information Management Association
  - Certified Coding Associate
  - Certified Coding Specialist

**EDUCATIONAL PROGRAMS:**

No programs in Hawai’i at this time.

**PROFESSIONAL ASSOCIATIONS:**

- American Academy of Professional Coders
  - [www.aapc.com](http://www.aapc.com)
- American Health Information Management Association
  - [www.ahima.org](http://www.ahima.org)
A certified medical transcriptionist interprets and transcribes recorded audio files/tapes that physicians make. Often, doctors are too busy to type up the notes and comments they have about patients. They send these files/tapes to a certified medical transcriptionist, who listens to the doctor’s notes and type a word-for-word transcription. Professionals in this field must have good listening, typing and grammar skills. Also, they must be comfortable and knowledgeable about medical terminology/conditions, biological science and anatomy.

WORK ENVIRONMENT: Certified medical transcriptionists often work in hospitals, doctors’ offices or in their own homes as independent contractors.

AREAS OF SPECIALIZATION: Certified medical transcriptionists may choose to specialize in a particular medical field (oncology, pediatrics, family medicine, etc.) through on-the-job training and work experience in the field of interest.

ADVANCEMENT: After gaining extensive training and experience, certified medical transcriptionists may be promoted to managerial positions.

**SALARY**

$25,180 - $49,210 ANNUAL RANGE

**LENGTH OF TRAINING**

Up to 1 Year

**Job Growth** *

2%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Training programs vary from 6 months to 1 year. Many employers prefer to hire applicants who have some education beyond high school (certification, associate’s degree, etc.) with a course emphasis on anatomy, health and medical terminology). These courses could be completed in 1-3 years. Individuals with higher degrees should have the same emphasis in course work.

**LICENSURE/CERTIFICATION:**

Although certification is not required, many entry-level medical transcriptionists seek certification to increase their chances of finding a job. The Association for Healthcare Documentation Integrity offers the Registered Healthcare Documentation Specialist (RHDS) and the Certified Healthcare Documentation Specialist (CHDS) certifications.

**EDUCATIONAL PROGRAMS:**

Kapi’olani Community College

**PROFESSIONAL ASSOCIATIONS:**

American Health Information Management Association

[www.ahima.org](http://www.ahima.org)

Association for Healthcare Documentation Integrity

[www.ahdionline.org](http://www.ahdionline.org)
A Certified Nurse-Midwife (CNM) works with pregnant women to ensure a healthy pregnancy as well as safe birth. Although all CNMs are registered nurses, they must also have additional education and training in midwifery. Some pregnant women work almost exclusively with CNMs during their pregnancy, so it is important for CNMs to be trustworthy and available to their patients.

**WORK ENVIRONMENT:** Certified nurse-midwives are found in a wide variety of health care centers. Almost any professional facility where pregnant women receive care or where births occur will have CNMs. This can include hospitals, clinics, home-care organizations, military agencies and non-profit organizations.

**LENGTH OF TRAINING/REQUIREMENTS:**
Required training to become a Registered Nurse (RN) is essential prior to starting Certified Nurse Midwife training. Most earn a graduate degree (master's or doctoral) in midwifery or a specialized nursing program accredited by the American College of Nurse-Midwives.

**SALARY**
$75,970-$116,300 ANNUAL RANGE

**LENGTH OF TRAINING**
6+ years

**Job Growth***
29%

* Projected national job growth % between 2012-2022 (Source: O*Net Online).

**LICENSURE/CERTIFICATION:**
In Hawaii, all Certified Nurse Midwives must meet the training/requirements above as well the requirements for the Advanced Practice Registered Nurse (ARPN) license with the Hawaii Dept. of Commerce and Consumer Affairs. Some choose to also be certified with the American Midwifery Certification Board.

**EDUCATIONAL PROGRAMS:**
No Programs in Hawai‘i at this time

**PROFESSIONAL ASSOCIATIONS:**
American College of Nurse-Midwives
www.midwife.org
Hawaii Dept. of Commerce and Consumer Affairs
www.cca.hawaii.gov/pvl
American Midwifery Certification Board
www.amcbmidwife.org
A Clinical Nurse Specialist (CNS) works in a specialty area of nursing that he or she has received additional education and/or training for. CNSs directly work with patients in their specialty area and may also provide consultations for other health care professionals.

**WORK ENVIRONMENT:** Although most CNSs work in hospitals, they may also work in schools, clinics, non-profit agencies, home health agencies and local health departments.

**AREAS OF SPECIALIZATION:** CNSs can choose a wide variety of specialties, including community health, neonatal care, oncology, women’s health and mental health.

**LENGTH OF TRAINING/REQUIREMENTS:**
Required training to become a Registered Nurse (RN) is essential prior to starting Certified Nurse Specialist training. Most earn a graduate degree (master’s or doctoral) in a specialized nursing program accredited by the American Association of Colleges of Nursing.

**SALARY**

$85,654-$120,020 ANNUAL RANGE

**LENGTH OF TRAINING**

6+ Years

**Job Growth***

17%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LICENSE/CERTIFICATION:**
In Hawaii, all Certified Nurse Specialists must meet the training/requirements above as well the requirements for the Advanced Practice Registered Nurse (ARPN) license with the Hawaii Dept. of Commerce and Consumer Affairs. Some choose to earn certification from the American Nurses Credentialing Center, the National Association of Clinical Nurse Specialists and/or the Pediatric Nursing Certification Board.

**EDUCATIONAL PROGRAMS:**
Hawaii Pacific University
University of Hawai‘i at Mānoa

**PROFESSIONAL ASSOCIATIONS:**
American Association of Colleges of Nursing
www.aacn.nche.edu
American Nurses Credentialing Center
www.nursecredentialing.org
Hawaii Dept. of Commerce and Consumer Affairs
www.cca.hawaii.gov/pvl
National Association of Clinical Nurse Specialists
www.nacns.org
Pediatric Nursing Certification Board
www.pncb.org
Certified Nurses’ Aides (CNAs) assist nurses and other health care professionals in the care and treatment of patients. CNAs work under the supervision of nurses or doctors and help perform basic duties for improving the health of their patients. CNAs are very involved in patient care and must be personable and caring. Duties can include many different activities, including helping patients walk, feeding patients, assisting in patient mobility and helping patients to understand their treatment plan.

**WORK ENVIRONMENT:** CNAs can be found in any work environment where nurses are present. This can include hospitals, home health agencies, private practices, government agencies, military agencies, doctor’s offices and wellness centers.

**LENGTH OF TRAINING/REQUIRMENTS:**
Certified Nurse’s Aide training programs may last from as little as a few months to a couple of years. An exam is required for certification. Some may wish to join the National Association of Health Care Assistants.

**SALARY**
$21,510-$37,870 ANNUAL RANGE

**LENGTH OF TRAINING**
5 weeks+

**Job Growth***
24%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LICENSURE/CERTIFICATION:**
The Hawaii Dept. of Commerce and Consumer Affairs grants the Certified Nurse’s Aide credentials.

**EDUCATIONAL PROGRAMS:**
- American Red Cross
- Healthcare School of Hawai’i
- Kapi’olani Community College
- Kaua’i Community College
- Leeward Community College
- Maui College
- Windward Community College
- Professional Healthcare Educator’s, Nurse Aide and CPR training

**PROFESSIONAL ASSOCIATIONS:**
- Hawaii Dept. of Commerce and Consumer Affairs
  www.cca.hawaii.gov/pvl
- National Association of Health Care Assistants
  www.nahcacareforce.org
A Certified Registered Nurse Anesthetist (CRNA) delivers anesthesia to patients, under the direction of a doctor. It is a safe and effective method of alleviating pain during a surgical and/or medical procedure. CRNAs administer anesthesia to either the whole body or specific parts of the body. Also, CRNAs are responsible for ensuring patients recover from anesthesia in an appropriate way. CRNAs must be knowledgeable in chemistry, medical procedures and anesthetic practices.

**WORK ENVIRONMENT:** CRNAs work with doctors, dentists, hospitals/clinics and emergency medical services. Some CRNAs may also work in surgical operating rooms under the supervision of an anesthesiologist.

**AREAS OF SPECIALIZATION:** A CRNA may choose to specialize after gaining additional education and training. Specialty areas include plastic surgery, dentistry, neurological surgery and other areas.

**SALARY**

$153,967-$203,231 ANNUAL RANGE

**LENGTH OF TRAINING**

6+ years

**Job Growth***

25%

* Projected national job growth % between 2012-2022 (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Required training to become a Registered Nurse (RN) is essential prior to starting Certified Registered Nurse Anesthetist training. Most earn a graduate degree (master’s or doctoral) in anesthetist practices or a specialized nursing program accredited by the National Board of Certification & Recertification for Nurse Anesthetists.

**LICENSURE/CERTIFICATION:**

In Hawaii, all Certified Registered Nurse Anesthetists must meet the training/requirements above as well as the requirements for the Advanced Practice Registered Nurse (APRN) license with the Hawaii Dept. of Commerce and Consumer Affairs. Some choose to also be members of the American Association of Nurse Anesthetists.

**EDUCATIONAL PROGRAMS:**

None in Hawai‘i at this time

**PROFESSIONAL ASSOCIATIONS:**

- National Board of Certification & Recertification for Nurse Anesthetists
  [www.nbcrna.com](http://www.nbcrna.com)
- Hawaii Dept. of Commerce and Consumer Affairs
  [www.cca.hawaii.gov/pvl](http://www.cca.hawaii.gov/pvl)
- American Association of Nurse Anesthetists
  [www.aana.com](http://www.aana.com)
A child life specialist is a health professional that focuses on child and family development. Child life specialists analyze the general psychological health of children and help them to access appropriate medical services.

**WORK ENVIRONMENT:** Most child life specialists work in hospitals, rehabilitation centers and non-profit organizations.

**LENGTH OF TRAINING/REQUIREMENTS:**
A high school diploma is required and applicants should seek some form of post-secondary education with an emphasis in child development, human services, social work or psychology.

**SALARY**
$22,069 - $34,369 ANNUAL RANGE

**LENGTH OF TRAINING**
4-6 Years

**Job Growth***
17%

* Projected job growth % between 2012-2022 in Hawaii for Social and Human Service Assistants (Source: O*Net Online).

**LICENSURE/CERTIFICATION:**
License not required but some employers prefer Child Life Specialists with certifications.
- Child Life Council
  - CCLS: Certified Child Life Specialist

**EDUCATIONAL PROGRAMS:**
None at this time.

**PROFESSIONAL ASSOCIATIONS:**
- American School Counselors Association
  - [www.schoolcounselor.org](http://www.schoolcounselor.org)
- Child Life Council
  - [www.childlife.org](http://www.childlife.org)
- Hawaii Association for the Education of Young Children
  - [www.hawaiikeiki.org](http://www.hawaiikeiki.org)
Chiropractic assistants (CAs) provide help and perform services for chiropractors, like tests and treatments for patients.

**WORK ENVIRONMENT:** Chiropractic assistants often work in chiropractor offices and may perform clerical duties, x-ray assistance or therapy assistance.

**AREAS OF SPECIALIZATION** Chiropractic technicians often learn a specialty through on-the-job-training and may seek to work with a specialized chiropractor.

**SALARY**

$16,000-$33,000 ANNUAL RANGE

**LENGTH OF TRAINING**

2 years

**Job Growth***

14%

*Projected job growth % between 2012-2022 in Hawaii for all medical assistants (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Two year program

**LICENSURE/CERTIFICATION :**

Passing of Hawai‘i state certification exam.

**EDUCATIONAL PROGRAMS :**

No programs in Hawai‘i.

**PROFESSIONAL ASSOCIATIONS:**

- Hawaii Chiropractic Association
  [www.hawaiichiro.com](http://www.hawaiichiro.com)
- National Academy of Chiropractic Assistants
  [www.naca-online.com](http://www.naca-online.com)
A doctor of chiropractic care, called a chiropractor, may assess, treat and care for patients through performing medical procedures on the spine and musculoskeletal system. Most often, chiropractors manipulate the spine and/or the body to fix a problem or relieve pain. Although they hold a doctoral degree, chiropractors are not able to prescribe medication.

**WORK ENVIRONMENT:** Most chiropractors work in private practices, hospitals/clinics, or in home healthcare. Chiropractors in private practices tend to have a high level of control over their work schedule.

**AREAS OF SPECIALIZATION:** Many chiropractors choose to specialize by working with particular populations (age, gender, etc.) or a special field (sports injuries, geriatrics, etc.).

**SALARY**

$41,640 - $147,390 ANNUAL RANGE

**LENGTH OF TRAINING**

6-8 years

**Job Growth***

6%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**
Graduation from an accredited chiropractic program, including clinical experience. After graduation, the degree of DC (doctor of chiropractic) is awarded.

**LICENSURE/CERTIFICATION:**
Must obtain State of Hawai‘i Chiropractor License
Must pass the National Board of Chiropractic Exam

**EDUCATIONAL PROGRAMS:**
None in Hawai‘i at this time.

**PROFESSIONAL ASSOCIATIONS:**
American Chiropractic Association
[www.acatoday.org](http://www.acatoday.org)
Hawaii Chiropractic Association
[www.hawaiichiro.com](http://www.hawaiichiro.com)
Clinical Laboratory Scientists (CLS) analyze biologic samples from patients (blood, fluids, etc.) and perform a large number of laboratory tests. Accuracy is essential and reporting the results of the tests is extremely important. CLSs have a fair amount of autonomy in analysis, interpretation of results and understanding the pathology of disease in a patient’s blood, tissues and body fluids.

**Work Environment:** Most CLS work in hospitals or independent laboratories. Others may work in clinics, research institutions and blood donation centers.

**Areas of Specialization:** Clinical Laboratory Scientists may specialize through on-the-job-training as well as with additional education in many areas, including clinical chemistry, blood banking, microbiology, urinalysis and toxicology.

**Advancement:** Experienced CLSs may be promoted to managerial positions (laboratory managers, chief medical technologists, etc.). Some become teachers at colleges/universities.

**Salary**

$42,590-$79,270 ANNUAL RANGE

**Length of Training**

4 years

**Job Growth***

6%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**Length of Training/Requirements:**

Obtain a bachelor’s degree.

**Licensure/Certification:**

Certification by the American Society for Clinical Pathology board of Certification (ASCSP BOC)

**Educational Programs:**

University of Hawaii at Mānoa

BS Medical Technology

**Professional Associations:**

American Society for Clinical Laboratory Science

[www.ascls.org](http://www.ascls.org)

American Society of Clinical Pathologists

[www.ascp.org](http://www.ascp.org)

National Accrediting Agency for Clinical Laboratory Sciences

[www.naacls.org](http://www.naacls.org)
Clinical Laboratory Technicians (CLT) often work with clinical laboratory scientists (CLS) to perform diagnostic tests. CLTs often collect fluid samples and biological specimens from clients. CLTs must be comfortable using laboratory equipment and medical instruments, as well as analyzing and reporting the results of the tests performed.

**ADVANCEMENT:** Clinical laboratory technicians may be promoted to clinical laboratory scientists after additional experience and education.

**WORK ENVIRONMENT:** Clinical laboratory technicians often work in hospitals, research laboratories and private companies.

**SALARY**

$32,030- $54,070 ANNUAL RANGE

**LENGTH OF TRAINING**

2 years

**Job Growth***

18%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/ REQUIREMENTS:**

2-Year associate’s degree program.

**LICENSURE/CERTIFICATION:**

Certification from the American Society for Clinical Pathology Board of Certification (ACSP BOC)

**EDUCATIONAL PROGRAMS:**

Kapi‘olani Community College
Medical Technology (AA)

**PROFESSIONAL ASSOCIATIONS:**

American Medical Technologists
[www.amt1.com](http://www.amt1.com)

American Society for Clinical Laboratory Science
[www.ascls.org](http://www.ascls.org)

American Society of Clinical Pathologists
[www.ascp.org](http://www.ascp.org)

Association of Genetic Technologists
[www.agt-info.org](http://www.agt-info.org)

National Credentialing Agency for Laboratory Personnel
[www.nca-info.org](http://www.nca-info.org)
Community Health Workers (CHW) are frontline public health workers who are an important part of the healthcare system. They have a close understanding of the community they serve and are able to extend the reach of other healthcare workers by providing preventive health information, referral and follow-up services. Community Health Workers are a link between the communities they serve and the different healthcare systems and services. They also prevent and reduce cultural and language barriers and improve the quality and cost effectiveness of healthcare.

**WORK ENVIRONMENT:** Community health workers often live in the communities they serve. They often work out of hospitals, clinics, neighborhood outreach centers, public health departments, faith-based organizations, university programs and not-for-profit organizations.

**AREAS OF SPECIALIZATION:** Community health workers can specialize in areas such as child development or geriatric care, diabetes, women’s health issues, cancer prevention, prenatal care and more.

**SALARY**

$15,820-$79,040 ANNUAL RANGE

**LENGTH OF TRAINING**

4-6 years

**Job Growth***

23%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/ REQUIREMENTS:**
Entry-Level health educator positions: Bachelor’s degree in Health Education or Health Promotion recommended but not required.
Federal Government/ State Public Health Agencies require: Master’s or doctoral degree.
Most Community Health Workers complete a brief period of on-the-job training.

**Licensure/Certification:**
None required at this time.

**EDUCATIONAL PROGRAMS:**
- Kapi’olani Community College
  Community Health Worker: CC
- University of Hawaii at Mānoa
  Public Health: BA, MPH, MS, DrPH, PhD
  Food Science/Nutrition: BS, MS, PhD

**PROFESSIONAL ASSOCIATIONS:**
- American Public Health Association
  [www.apha.org](http://www.apha.org)
- Association of Schools & Programs of Public Health
  [www.aspph.org](http://www.aspph.org)
- Hawaii Public Health Institute
  [www.hiphi.org](http://www.hiphi.org)
- Hawaii State Department of Health
  [www.health.hawaii.gov](http://www.health.hawaii.gov)
- UH Office of Public Health Studies
  [www.manoa.hawaii.edu/publichealth/](http://www.manoa.hawaii.edu/publichealth/)
Cytotechnologists prepare and evaluate biological specimens from multiple sources in the body. They examine the specimens on a cellular level and analyze the identifying characteristics of the cells. A major duty of cytotechnologists is to monitor a patient’s cells for any abnormal changes, which may indicate cancer or some other disease. Cytotechnologists work closely with pathologists to accurately make a diagnosis and treatment plan. Cytotechnologists must be comfortable working with laboratory instruments.

**WORK ENVIRONMENT:** Cytotechnologists often work in hospitals, universities and research institutions.

**AREAS OF SPECIALIZATION:** Some cytotechnologists seek additional training and education in order to specialize. Many specializations exist, including flow cytometry, hematology and chromosome banding.

**SALARY**

$60,984- $87,516 ANNUAL RANGE

**LENGTH OF TRAINING**

4-6 years

**Job Growth**

6%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/ REQUIREMENTS:**

Bachelor’s degree in science and cytotechnologist program accredited by the Commission on Accreditation of Allied Health Education Programs.

**LICENSURE/CERTIFICATION:**

Certification from the American Society for Clinical Pathology Board of Certification (ASCP BOC)

**EDUCATIONAL PROGRAMS:**

No programs in Hawai’i at this time.

**PROFESSIONAL ASSOCIATIONS:**

American Society of Clinical Pathologists

[www.ascp.org](http://www.ascp.org)

American Society for Cytotechnology

[www.asct.com](http://www.asct.com)

American Society of Cytopathology

[www.cytopathology.org](http://www.cytopathology.org)
Demographers, sometimes called population sociologists, study a wide range of topics which include the makeup, distribution and trends of community populations. Demographers often make observations about increases or decreases in birth rates or immigration, collect and analyze statistical data to identify patterns and predict trends often used to help governments, social service agencies and companies make long term plans.

WORK ENVIRONMENT: Demographers may work for government agencies, corporations, hospitals, universities, news organizations, market research and planning, or consulting agencies.

AREAS OF SPECIALIZATION: Demographers may specialize in areas that relate to human populations such as health, housing, education, family characteristics, agriculture, economics or immigration and naturalization.

**SALARY**

$40,000-$54,000 ANNUAL RANGE

**LENGTH OF TRAINING**

6+ years

**Job Growth***

21%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/ REQUIREMENTS:**
Entry-Level Position: Bachelor’s degree required
Technical Research Positions: Master’s degree/doctoral degree.

**LICENSURE/CERTIFICATION:**
None required at this time, but job-seekers may want to pursue optional certifications, like the Professional Researcher Certification from The Marketing Research Association.

**EDUCATIONAL PROGRAMS:**
No Academic Programs in Hawaii.

**PROFESSIONAL ASSOCIATIONS:**
International Union for the Scientific Study of Populations
[www.iussp.org](http://www.iussp.org)
Marketing Research Association
[www.marketingresearch.org](http://www.marketingresearch.org)
Populations Association of America
[www.populationassociation.org](http://www.populationassociation.org)
Dental assistants help dentists examine and treat patients. Their duties include preparing patients for treatment, preparing dental materials and instruments for the different procedures and transferring them during treatment. Assistants also take and process dental x-rays, maintain infection control, take impressions and make casts and appliances. Dental assistants maintain patient treatment and financial records. They also assist with tasks such as scheduling appointments, treatment planning and ordering supplies. Orthodontic assistants help dentists by selecting brackets and bands and placing attachments on the braces.

**WORK ENVIRONMENT:** Most dental assistants work in private or group dental practices. Some choose to work in specialty practices, public health departments or dental schools.

**SALARY**

$21,690- $46,110 ANNUAL RANGE

**LENGTH OF TRAINING**

Up to 2 years

**Job Growth***

6%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

High School Diploma or associates degree (2 years). On-the-job training may also be required.

**LICENSURE/CERTIFICATION:**

Certified Dental Exam
CPR Training

**EDUCATIONAL PROGRAMS :**

Heald College, Honolulu Campus
Kapi’olani Community College
University of Hawai’i Maui College

**PROFESSIONAL ASSOCIATIONS:**

American Dental Assistants Association [www.dentalassistant.org](http://www.dentalassistant.org)
American Dental Association [www.ada.org](http://www.ada.org)
Dental Assisting National Board [www.dentalassisting.com](http://www.dentalassisting.com)
Dental hygienists are primarily concerned with evaluating a patient’s oral health. Based on this evaluation, dental hygienists educate their patients on how to improve their oral health. This could include education on how to properly use a toothbrush, dental floss techniques and other oral hygiene topics. Also, dental hygienists may assist dentists with other duties, such as taking x-rays, cleaning teeth and assisting with other treatments.

**WORK ENVIRONMENT:** Most often, dental hygienists work in private practices under the supervision of a dentist. If a dental hygienist chooses to specialize, they may do so from on-the-job training by working with a specialized dentist in a particular interest area. Some dental hygienists work in clinics, public health agencies and schools.

**SALARY**

$47,450-$87,740 ANNUAL RANGE

**LENGTH OF TRAINING**

Up to 2 years

**Job Growth**

13%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**Length of Training/Requirements:**
Dental Hygienists typically need an associate’s degree in dental hygiene (2 years). Bachelor’s degrees in Dental Hygiene are also available.

**LICENSURE/CERTIFICATION:**
Must Obtain Hawai’i License to practice.

**EDUCATIONAL PROGRAMS:**
- University of Hawaii at Mānoa
  - BS Dental Hygiene
- University of Hawai’i Maui College
  - AA Dental Hygiene

**PROFESSIONAL ASSOCIATIONS:**
- American Dental Hygienist’s Association (ADHA)
  - [www.adha.org](http://www.adha.org)
- Hawaii Dental Hygienist’s Association
  - [www.hdha.net](http://www.hdha.net)
DENTAL LABORATORY TECHNICIAN

**Salary**

$18,460 - $73,110 ANNUAL RANGE

**Length of Training**

Up to 1 year

**Job Growth**

3%

* Projected national job growth % between 2012-2022 in (Source: O*Net Online).

Dental laboratory technicians make dental appliances (dentures, crowns, braces, etc.) out of various materials for dentists. Not only does this require knowledge of dental anatomy, but also requires artistic skill and creativity in the sculpting/molding process.

**Work Environment:** Dental laboratory technicians often work in small dental supply firms, dental schools or own their own business. Depending on the setting, the work hours and demands may vary.

**Areas of Specialization:** Dental laboratory technicians may choose to specialize by gaining additional training in ceramics, orthodontics, complete dentures, crowns and bridges and/or partial dentures.

**Length of Training/Requirements:** Dental laboratory technicians must have a high school diploma, two-year specialized training and learn additional skills through on-the-job training. If possible, students should emphasize math and science courses in their education plan.

**Licensure/Certification:** No license/certification is required, but two professional organizations offer certifications after certain educational, experiential and exam criteria are met. The National Board for Certification in Dental Laboratory Technology offers a Certified Dental Technician diploma and The American Board for Certification in Orthotics, Prosthetics and Pedorthics offers a Technician certification.

**Educational Programs:**

- Heald College, Honolulu Campus
- University of Hawai‘i Maui College

**Professional Associations:**

- American Board for Certification in Orthotics, Prosthetics and Pedorthics
  - [www.abcop.org](http://www.abcop.org)
- American Dental Association
  - [www.ada.org](http://www.ada.org)
- National Board of Certification in Dental Laboratory Technology
  - [www.nbccert.org](http://www.nbccert.org)
Dentists work to promote oral health and hygiene. They perform a wide variety of activities, including disease diagnosis, developing treatment plans, fixing cavities, attaching/maintaining braces and conducting certain types of dental surgery.

**WORK ENVIRONMENT:** Most dentists are self-employed and have a team of dental professionals under their supervision. Dentists may also work in hospitals, research firms or as instructors in dental education programs.

**AREAS OF SPECIALIZATION:**
Dental Public Health ; Endodontics ; Oral pathology Oral radiology ; Oral surgery ; Orthodontics; Pediatric dentistry ; Periodontics; Prosthodontics

**LENGTH OF TRAINING/REQUIREMENTS:**
A 4-6 year doctoral degree is required after completing a bachelor’s degree (any major is acceptable, must have a strong science emphasis). The Dental Acceptance Test is taken during the junior/senior year of the bachelor’s program as an entrance exam for the doctoral program. Some complete a two-year residency after the doctoral degree.

**EDUCATIONAL PROGRAMS:**
No degree programs in Hawai’i.
Dental Residency Programs
  - Queen’s Medical Center: General Practice [www.queensmedicalcenter.org/dental-clinic](http://www.queensmedicalcenter.org/dental-clinic)

**PROFESSIONAL ASSOCIATIONS:**
- American Dental Association [www.ada.org](http://www.ada.org)
- American Dental Education Association [www.adea.org](http://www.adea.org)
- American Student Dental Association [www.asdanet.org](http://www.asdanet.org)
- Hawaii Dental Association [www.hawaiidentalassociation.net](http://www.hawaiidentalassociation.net)

**SALARY**
$63,660- $143,520 ANNUAL RANGE

**LENGTH OF TRAINING**
6-8 years

**Job Growth**
6%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).
A diagnostic medical sonographer (sometimes referred to as ultrasonographers) uses ultrasound equipment to capture images of various medical conditions within patients. After the images are collected, doctors or specialists will develop a diagnosis based on what they see.

**WORK ENVIRONMENT:** Most sonographers work at hospitals or diagnostic imaging centers.

**AREAS OF SPECIALIZATION:** Sonographers may specialize after gaining on-the-job experience in a particular field (like the cardiovascular system, gynecology, etc.).

**SALARY**

$35,018 - $64,724 ANNUAL RANGE

**LENGTH OF TRAINING**

570 Hours

**Job Growth***

15%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Formal training is required, but can vary from a few months of intensive courses, a two year associate’s degree or a four year bachelor’s degree.

**LICENSURE/CERTIFICATION:**

Although no licensure/certification is required, many employers seek applicants who have a certification. Often, certifications are available in specialty areas (abdominal sonography, vascular sonography, etc.).

**EDUCATIONAL PROGRAMS:**

No Educational Programs in Hawai‘i at this time

**PROFESSIONAL ASSOCIATIONS:**

- Association of Registry Diagnostic Medical Sonographers
  
  [http://www.ardms.org](http://www.ardms.org)

- Joint Review Committee on Education in Diagnostic Medical Sonography (JRC-DMS)
  
  [http://www.jrcdms.org](http://www.jrcdms.org)

- Society of Diagnostic Medical Sonography
  
  [http://www.sdms.org](http://www.sdms.org)
Dietetic technicians, registered (DTRs) work closely with registered dietitians and provide food and nutrition services in clinical and community settings. Under the supervision of a registered dietitian, dietetic technicians assist and educate clients on issues in nutrition, home menu choices, health literacy and dietary counseling.

WORK ENVIRONMENT: Often, dietetic technicians work with registered dietitians in a variety of environments, including hospitals, businesses, government agencies and non-profit organizations.

SALARY

$24,830-$43,590 ANNUAL RANGE

LENGTH OF TRAINING

Up to 2 years

Job Growth*

28%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/REQUIREMENTS:

Educational requirements vary between 2-year associate’s degrees and 2-year (after a bachelor’s degree program) master’s degrees, depending on the level of experience and amount of supervised clinical practice.

LICENSURE/CERTIFICATION:

2 year AA with a passing score on an examination provided by the Commission on Dietetic Registration is required for certification.

EDUCATIONAL PROGRAMS:

University of Hawaii at Mānoa
Nutrition Sciences: BA, MA

PROFESSIONAL ASSOCIATIONS:

American Dietetic Association
www.eatright.org
Commission on Dietetic Registration
www.cdrnet.org
Hawaii Dietetic Association
Www.eatrighthawaii.org
Registered dietitians (RD) promote nutrition and health eating practices among their clients and the community. To do this, RDs examine the nutritional strengths and weaknesses of their clients and implement nutrition programs based on individual needs.

**WORK ENVIRONMENT:** Many dietitians are self-employed or in private practices. Others RDs may be employed in hospitals, schools, government agencies and food companies.

**AREAS OF SPECIALIZATION:** Often, dietitians work as clinicians, researchers, community health workers and in management roles.

**SALARY**

$50,280- $77,790 ANNUAL RANGE

**LENGTH OF TRAINING**

4-6 years

**Job Growth***

20%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**
A bachelor’s degree emphasizing nutrition, health and science is desired. Some employers prefer a master’s degree.

**LICENSURE/CERTIFICATION:**
Dietitians must be registered with the State of Hawaii and most employers will seek applicants with a Registered Dietitian Nutritionist (RDN) credential from the Commission on Dietetic Registration. Dietitians who have a master’s or doctoral degree may earn the Certified Nutrition Specialist (CNS) advanced credential from the Certification Board for Nutrition Specialists.

**EDUCATIONAL PROGRAMS:**
University of Hawaii at Mānoa
Dietetics Program: BS, MA

**PROFESSIONAL ASSOCIATIONS:**
American Dietetic Association
www.eatright.org
Certification Board for Nutrition Specialists
www.cbns.org
Commission on Dietetic Registration
www.cdrnet.org
Hawaii Dietetic Association
http://eatrighthawaii.org
Hawaii Dietitian Licensing
www.eatrighthawaii.org/rules-regulations/licensure/3

Source: USDA/Lance Cheung (2011)
Photo: A food service manager and a Registered Dietitian prepare salads.
A medical dosimetrist develops and delivers an ionizing radiation dose to patients with cancer or tumors. Medical dosimetrist work with doctors and/or a team of health professionals to ensure the patient receives the proper treatment.

**WORK ENVIRONMENT:** The majority of medical dosimetrists work in hospitals and cancer centers.

**AREAS OF SPECIALIZATION:** Medical dosimetrists may choose to specialize in type of cancer/tumor that interests them.

**SALARY**

$94,029 - $129,914 ANNUAL RANGE

**LENGTH OF TRAINING**

2-4 years

**Job Growth***

23%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**
Dosimetrists must have a bachelor’s degree (preferably in the field of physical sciences) and complete a dosimetry training program accredited by the Joint Review Committee on Education in Radiologic Technology. Sometimes an experiential component is required as well.

**LICENSURE/CERTIFICATION:**
Although not required, a certification is available from the Medical Dosimetrists Certification Board. Dosimetrists may also wish to join a professional organization, like the American Association of Medical Dosimetrists.

**EDUCATIONAL PROGRAMS:**
None at this time

**PROFESSIONAL ASSOCIATIONS:**
American Association of Medical Dosimetrists
www.medicaldosimetry.org
Medical Dosimetrists Certification Board
www.mdcbe.org

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* Photo: A dosimetrist administers radiation to a patient.
EMBALMER

An embalmer works with the bodies of recently deceased people and ensures the body looks appropriate for burials and/or funerals. Someone who chooses this professional should be comfortable working around dead human bodies. Although embalmers help the body to look more natural, they also ensure that the body will be preserved correctly.

WORK ENVIRONMENT: Embalmers can work in any organization that handles human bodies, including funeral homes, local governments, military agencies and hospitals.

LENGTH OF TRAINING: Two years of training, often including apprenticeship. Embalmers usually attend a mortuary sciences school accredited by the American Board of Funeral Service Education. Some choose to join the American Society of Embalmers.

SALARY

$30,220-$61,230 ANNUAL RANGE

LENGTH OF TRAINING

2 years

Job Growth*

-13%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LICENSE/CERTIFICATION:
License can be earned from the Hawaii Dept. of Health’s Sanitation Branch by meeting one of three qualifications; one year of practical experience and graduation from a recognized school of embalming; or two years practical experience under registered embalmer in state and completion of four-year high school; or five years practical experience under registered embalmer.

EDUCATIONAL PROGRAMS:
None at this time.

PROFESSIONAL ASSOCIATIONS:
American Board of Funeral Service Education
www.abfse.org
American Society of Embalmers
www.amsocembalmers.org
Emergency medical services (EMS) personnel respond to urgent medical needs. Often, they are the first responders to injuries in the community and provide emergency medical care to sick or injured people. EMS personnel must be knowledgeable of medical conditions and work well under extreme pressure. If necessary, EMS personnel will take sick or injured individuals to a hospital or other health facility.

**WORK ENVIRONMENT:** EMS personnel work in diverse settings and often have non-traditional work hours (on-call, weekends, evenings, etc.). Examples of work settings include fire departments, ambulance services, non-profit organizations and educational settings.

**ADVANCEMENT:** There are multiple tiers of EMS classification based on education and experience. EMS personnel can work up the tiers by gaining additional training and successfully passing state-approved exams. Upon receiving additional training and passing state-approved exams, emergency medical services personnel can advance from the basic to the paramedic level. Some EMS personnel choose to go in other professional directions, such as nursing, medicine or teaching.

**SALARY**

$33,830 - $54,417 ANNUAL RANGE

**LENGTH OF TRAINING**

Up to 2 years

**Job Growth***

23%

*Projected national job growth % between 2012-2022 (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

1-2 years for EMT-B and up to an associate’s degree for EMT-P. The State of Hawaii regulates the certification of only EMT-B and EMT-P professionals. Must have a High School Diploma and a current CPR certification.

**LICENSURE/CERTIFICATION:**

The National Registry of Emergency Medical Technicians certifies all EMT-B and EMT-P professionals in America. Although multiple types of EMT certifications exist, the State of Hawaii regulates the certification of only EMT-B and EMT-P professionals.

**EDUCATIONAL PROGRAMS:**

Kapi’olani Community College
Emergency Medical Technician/Paramedic Certification

**PROFESSIONAL ASSOCIATIONS:**

National Association of EMTs
www.naemt.org
Environmental Health Specialists use their knowledge of natural sciences to protect, preserve and improve the well-being of the environment and human health. Environmental Health Specialists determine methods of collecting data for research, investigations and surveys, clean up polluted areas, advise policy makers, work with industry to reduce waste and collect, compile and analyze environmental data for scientific analysis.

WORK ENVIRONMENT: Environmental Health Specialists work in a variety of settings, including state, county and local health departments, wildlife parks, hospitals, private businesses, modern homes and offices, industrial plants and private non-profit organizations. Applicants considering this job should consider exposure to hazardous settings.

AREAS OF SPECIALIZATION:
Air quality, water quality, toxicology, occupational health, solid and hazardous waste, food, safety, construction, milk and dairy production, pesticide management and wildlife health/management.

SALEY
$37,770-$91,270 ANNUAL RANGE

LENGTH OF TRAINING
4 Years

Job Growth*
6%
* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/ REQUIREMENTS:
Most entry level jobs require a bachelor’s degree in environmental science or a science-related field. Master’s degree needed for advancement.

LICENSURE/CERTIFICATION:
None required.

EDUCATIONAL PROGRAMS:
Hawaii Pacific University
Public Health: BS
University of Hawai‘i at Mānoa
Public Health: BA, MPH, MPS, DrPH, PhD

PROFESSIONAL ASSOCIATIONS:
Hawai‘i Environmental Health Association
www.hehaonline.org
National Environmental Health Association
www.neha.org
Epidemiologists are public health workers who investigate the causes of disease or injury in a population. Their work seeks to reduce risks and occurrences of negative health outcomes through community education and health policy. Epidemiologists collect & analyze data, report the occurrence of disease, injury and exposure to different epidemics, manage public health programs, plan and direct studies of public health problems to find ways of preventing and treating those problems.

**WORK ENVIRONMENT:** Epidemiologists work in various settings depending on their specialization. Epidemiologists are known to work in colleges and universities, public health schools, medical schools, hospitals, federal, state and local health departments and research and development services firms.

**AREAS OF SPECIALIZATION:** Infectious Disease; Emergency response; Maternal and child health; Chronic diseases; Environmental health; Injury; Occupational Health; Substance Abuse; Oral Health.

**SALARY**

$71,016-$112,161 ANNUAL RANGE

**LENGTH OF TRAINING**

6-8 Years

**Job Growth***

10%

* Projected national job growth % between 2012-2022 (Source: O*Net Online).

**LENGTH OF TRAINING/ REQUIREMENTS:**

6-8 years of training. Epidemiologists need at least a master’s degree. Most have a master’s degree in epidemiology or public health. Some have doctoral degrees.

**LICENSURE/CERTIFICATION:**

None required.

**EDUCATIONAL PROGRAMS:**

University of Hawai‘i at Mānoa
Public Health: BA, MPH, MS, DrPH, PhD

University of Hawai‘i Cancer Center
Cancer Epidemiology Program

**PROFESSIONAL ASSOCIATIONS:**

American Public Health Association
www.apha.org

Association for Professionals in Infection Control and Epidemiology
www.apic.org
Funeral directors assist the families of recently deceased people with the process of finding suitable funeral plans. Professionals in this field ensure that all logistical, legal and sanitary preparations are in order. Funeral directors must be comfortable working around death and human remains. Also, since funeral directors often have direct contact with the family of the deceased person, it is important that professionals are caring, culturally sensitive and supportive. Extensive knowledge of the laws and policies regarding the care of dead bodies is essential.

WORK ENVIRONMENT: Funeral directors work in a variety of settings, usually based out of facilities that handle human bodies (like hospitals, military agencies, etc.). Often, this may include work in other environments, like driving specialized vehicles for transporting bodies or delivering information to appropriate sources. Some funeral directors are self-employed.

AREAS OF SPECIALIZATION: Some may also choose to become licensed as embalmers, especially if they operate their own funeral home.

**SALARY**

$24,640-$70,230 ANNUAL RANGE

**LENGTH OF TRAINING**

2 Years

**Job Growth***

11%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING:**

Funeral directors must earn a 2-year degree in mortuary science from a program accredited by the American Board of Funeral Service Education. Some earn a 4-year bachelor’s degree. An apprenticeship of at least 1 year is required before, during or after schooling. An exam is also required if licensure is desired. Many join the National Funeral Directors Association and/or a state-based branch of the organization.

**LICENSURE/CERTIFICATION:**

Obtain associate’s degree and on-site training. Licensure must be provided from the Hawaii Dept. of Commerce and Consumer Affairs.

**EDUCATIONAL PROGRAMS:**

None at this time.

**PROFESSIONAL ASSOCIATIONS:**

- American Board of Funeral Service Education
  www.abfse.org
- Hawaii Dept. of Commerce and Consumer Affairs
  www.cca.hawaii.gov/pvl
- National Funeral Directors Association
  www.nfda.org
Gerontology focuses on what happens to us as we grow older. It is the study of the aging process drawing from different areas of study. Gerontologists study the mental, social and physical effects of aging such as muscle loss, immune systems and health conditions due to aging.

**WORK ENVIRONMENT:** Gerontologists work in nursing homes, senior citizen centers, community facilities and often education. They teach and are involved in education and the development of educational materials. They work with other professionals, such as occupational and physical therapists, physicians, dietitians, etc. to improve the lives of elderly persons.

**AREAS OF SPECIALIZATION:** Direct elderly care, Research gerontologists who study the aging process in an academic setting, elderly program development, direct care in healthcare environments, administrative issues, advocacy, etc.

**LICENSURE/CERTIFICATION:**
The length of training will vary from field to field. Many colleges and universities offer associate’s, bachelor’s and master’s programs in gerontology. Some schools offer research programs at the doctoral and postdoctoral levels.

**EDUCATIONAL PROGRAMS:**
- Hawaii Pacific University
  - Graduate Certificate in Gerontology
- University of Hawaii at Mānoa
  - Graduate Certificate in Gerontology

**PROFESSIONAL ASSOCIATIONS:**
- Gerontological Society of America
  [www.geron.org](http://www.geron.org)
- Hawaii Pacific Gerontological Society
  [www.hpgs.org](http://www.hpgs.org)
Healthcare service administrators and executives do a wide range of job duties across the spectrum of the health field. Most often, healthcare services administrators are in leadership or management in various health settings. People in this career have a passion for supporting an infrastructure that promotes a quality health system. Healthcare services administrators collaborate with professionals in other health-related fields in order to deliver the best care to their clients. Healthcare services administrators are experts at all of the behind-the-scenes work in our health systems (human resources, patient services, finance, accounting, etc).

**WORK ENVIRONMENT:** Healthcare services administrators often work in an office setting, a hospital or a clinic.

**AREAS OF SPECIALIZATION:** Health Systems/Health Services Administrators; Extended Care Facilities/Long-Term Healthcare Administrator; Rehabilitation Services Administrator; Health Services Research; Healthcare Human Resources

**LENGTH OF TRAINING/REQUIREMENTS:**
Health Care Services Administrators often have a bachelor’s or master’s degree in a health-related field. Some degree programs or employers require up to a year of supervised administrative experience.

**SALARY**
$56,930- $146,070 ANNUAL RANGE

**LENGTH OF TRAINING**
4-6 years

**Job Growth**
15%
*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LICENSURE/CERTIFICATION:**
Although no licensure/certification is required at a state or national level, health care services administrators may work at facilities that require certifications (nursing care facility administrators, assisted-living facility administrators, etc.). Two organizations that offer certifications are the Professional Association of Health Care Office Management and the American College of Health Care Administrators.

**EDUCATIONAL PROGRAMS:**
University of Hawaii, West O‘ahu

**PROFESSIONAL ASSOCIATIONS:**
American College of Health Care Administrators [www.achca.org](http://www.achca.org)
American College of Healthcare Executives [www.ache.org](http://www.ache.org)
Association of University Programs Health Administration [www.aupha.org](http://www.aupha.org)
Medical Group Management Association [www.mgma.com](http://www.mgma.com)
Professional Association of Health Care Office Management [www.pahcom.com](http://www.pahcom.com)
HEALTH EDUCATOR

Add Photo Here

Health educators conduct community needs assessments, conduct health education programs, evaluate community health factors, teach health classes, develop public health campaigns, provide consultations for policy-makers, advocate for healthy legislation and perform health promotion research. Health educators can also help people and communities adopt healthy behaviors through health coaching and community health courses. They often work with other health professionals, civic groups and community officials to determine the best plan of action for improving the health of their target population. They also educate people on the availability of health resources and encourage them to make the most use of them.

WORK ENVIRONMENT: Health Educators may work in a variety of areas. Many work for local health departments, non-profit organizations, hospitals, schools and colleges, community and volunteer organizations and corporations.

AREAS OF SPECIALIZATION: Areas of specialization for health educators vary depending on the type of employment (usually relating to a health issue or population). For instance, health educators may focus on one health issue (nutrition, diabetes, etc.) or on a variety of health issues for a particular group of people (minority groups, senior citizens, etc.). Some employers seek bilingual applicants to serve diverse communities or clientele.

SALARY
$28,290-$75,150 ANNUAL RANGE

LENGTH OF TRAINING
4-8 Years

Job Growth*
17%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/ REQUIREMENTS:
Bachelor’s degree (minimum) or master’s degree (preferred for some employers).

LICENSE/CERTIFICATION:
The National Commission for Health Education Credentialing offers two credentials:
Certified Health Education Specialist (CHES) Credential
Master Certified Health Education Specialist (MCHES)

EDUCATIONAL PROGRAMS:
Kapi’olani Community College
Community Health Worker: CC
University of Hawaii at Mānoa
Food Science/Nutrition: BS, MS, PhD
Public Health: BA, MPH, MS, DrPH, PhD

PROFESSIONAL ASSOCIATIONS:
American Public Health Association
www.apha.org
National Commission for Health Education Credentialing
www.nchec.org
Society for Public Health Education
www.sophe.org
Health information managers/administrators must be comfortable working with large amounts of data and computer systems. They are often involved in computer science-related activities and help to allow the secure (but efficient) flow of health information to doctors, hospitals, insurance companies and government agencies.

**WORK ENVIRONMENT:** Health information managers/administrators often work in office environments that serve a variety of health facilities.

**SALARY**

$47,340- $85,460 ANNUAL RANGE

**LENGTH OF TRAINING**

4 Years

**Job Growth***

12%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

A bachelor’s degree in health information from a program accredited by the Commission on Accreditation for Health Informatics and Information Management Education.

**LICENSURE/CERTIFICATION:**

Many employers seek applicants who have a certification. The American Health Information Management Association offers the Registered Health Information Administrator (RHIA) credentials.

**EDUCATIONAL PROGRAMS:**

- Hawaii Pacific University
- University of Hawaii at Mānoa:
  - Public Health Administration: MS
- University of Phoenix-Hawaii Campus

**PROFESSIONAL ASSOCIATIONS:**

- American Health Information Management Association (AHIMA)
  - www.ahima.org
- Health Information Management Association of Hawaii
  - http://himah.org
Health care information technicians ensure that accurate, quality data is collected about patients when they receive treatments. This is essential for documenting patient care in the age of Electronic Health Records. Often, this work helps insurance companies with their billing practices, but can also be used for other purposes (like research). Health information technicians must be comfortable with organizing complex health information, health codes and working in computer programs.

**WORK ENVIRONMENT:** Health information technicians are able to work in a wide variety of settings. Most professionals in this field do not have much direct patient contact and work behind-the-scenes. Example work environments could be hospitals, doctors’ offices, nursing homes, universities and research firms.

**LENGTH OF TRAINING/REQUIREMENTS:**
An associate’s degree in health information from a program accredited by the Commission on Accreditation for Health Informatics and Information Management Education. Pass examination offered by the American Health Information Management Association (AHIMA).

**SALARY**
$28,570- $62,120 ANNUAL RANGE

**LENGTH OF TRAINING**
Up to 2 years

**Job Growth**
-7%
*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LICENSURE/CERTIFICATION:**
None required, but many employers seek applicants who have a certification. The American Health Information Management Association offers the Registered Health Information Technician (RHIT) credentials.

**EDUCATIONAL PROGRAMS:**
- Hawaii Technology Institute
- Heald College, Honolulu Campus
- Leeward Community College
- Med Assist School of Hawaii
- University of Phoenix

**PROFESSIONAL ASSOCIATIONS:**
- American Health Information Management Association [www.ahima.org](http://www.ahima.org)
- Commission on Accreditation for Health Informatics and Information Management Education [www.cahiim.org](http://www.cahiim.org)
- Health Information Management Association of Hawaii [www.himah.org](http://www.himah.org)
Histologic technicians work under the supervision of histotechnologists and perform the preparation of all the materials needed for scientific analysis. Histologic technicians ensure that histotechnologists have an appropriate specimen for analysis as well as the resources and instruments to get the necessary tests done.

**WORK ENVIRONMENT:** Most histologic technicians work in hospitals, research laboratories or government agencies.

**SALARY**

$34,200- $50,740 ANNUAL RANGE

**LENGTH OF TRAINING**

1 years

**Job Growth***

6%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Completion of a histotechnology educational program accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), or a two-year associate’s degree plus one year on-the-job training.

**LICENSURE/CERTIFICATION:**

Obtain Certification from American Society of Clinical Pathologists.

**EDUCATIONAL PROGRAMS:**

No programs in Hawai‘i at this time

**PROFESSIONAL ASSOCIATIONS:**

American Society of Clinical Pathologists

www.ascp.org

National Society for Histotechnology

www.nsh.org
Histotechnologists work with tissue samples and blood/fluid samples to prepare them for scientific analysis. Histotechnologists share some job duties with other professions, they specialize in electron microscopy, immunofluorescence and immunohistochemistry (among other techniques).

**WORK ENVIRONMENT:** Most histotechnologists work in hospitals, research laboratories or government agencies.

**SALARY**

$43,738 - $67,253 ANNUAL RANGE

**LENGTH OF TRAINING**

4 years

**Job Growth**

6%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Bachelor's degree in science plus histology program accredited by National Accrediting Agency for Clinical Laboratory Science (NAACLS).

**LICENSURE/CERTIFICATION:**

Obtain Certification from American Society of Clinical Pathologists

**EDUCATIONAL PROGRAMS:**

None in Hawai‘i at this time.

**PROFESSIONAL ASSOCIATIONS:**

American Society of Clinical Pathologists

[www.ascp.org](http://www.ascp.org)

National Society for Histotechnology

[www.nsh.org](http://www.nsh.org)
HOME HEALTH AIDE

Add Photo Here

**Salary**

$16,320-$29,870 ANNUAL RANGE

**Length of Training**

2-4 Weeks

**Job Growth***

39%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**Work Environment:** Home health aides work in the homes of patients who need assistance in daily life and/or with medication/treatment adherence. Often, these patients are disabled, ill or elderly. Although some patients are fairly independent (and only require minor help), others may be completely reliant on the home health aide to assist them in daily functioning. Home health aides must be extremely caring, patient, understanding and knowledgeable about their patients’ needs.

**Length of Training/ Requirements:**

No formal education requirement for Home Health Aide.

**Licensure/Certification:**

National Association for Home Care & Hospice Certification requires 75 hours of training, observation and documentation of 17 skills demonstrating competency and passing a written exam. Licensure is required in Hawaii through the Department of Health.

**Educational Programs:**

- Caregiver Training School, Honolulu, HI
- Garden Isle Healthcare LLC, Lihue, Kaua’i
- Hawaii Institute of Healthcare and Training Services: Hilo
- University of Hawaii, Maui College

**Professional Associations:**

- Hawaii Nurses Association
  - [www.hawaiinurses.org](http://www.hawaiinurses.org)
Licensed Professional Counselors (LPCs) help people handle or resolve life issues (substance abuse, marriage counseling, etc.) and are able to provide psychotherapy. LPCs are different from psychologists and therapists because they provide assistance in all areas of person’s life (not just mental health) and they don’t perform psychological tests or diagnose psychological disorders.

**WORK ENVIRONMENT:** Most LPCs are self-employed or work for counseling centers, schools, non-profit organizations or government agencies.

**AREAS OF SPECIALIZATION:** Counselors may choose to specialize after additional training in substance abuse, school counseling or other areas.

**LENGTH OF TRAINING/ REQUIREMENTS:** Master’s or doctoral degree from an accredited counseling program.

**LICENSURE/CERTIFICATION:** In Hawaii, Licensed Mental Health Counselors (LMHC’s) are licensed by the Department of Commerce and Consumer Affairs. All licenses require some combination of master’s degree, counseling experience and supervision (3,000 post graduate hours) and passing score on the National Counseling Exam. Some states require an exam on mental health laws.

**SALARY**

$41,000 - $73,000

**LENGTH OF TRAINING**

6-8 years

**Job Growth**

17%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**EDUCATIONAL PROGRAMS:**
- Argosy University
  - Clinical Psychology: MA
  - Counseling Psychology: EdD
- Chaminade University
  - Counseling Psychology: MS
- University of Hawai’i at Hilo
  - Counseling Psychology: MA
- University of Phoenix
  - Counseling/Clinical Mental Health: MS

**PROFESSIONAL ASSOCIATIONS:**
- American Association for Marriage and Family Therapy (AAMFT)
  - [www.aamft.org](http://www.aamft.org)
- American Association for Marriage and Family Therapy: Hawaii Division
  - [www.hiamft.org](http://www.hiamft.org)
- American Counseling Association
  - [www.counseling.org](http://www.counseling.org)
- American Mental Health Counselors Association
  - [www.amhca.org](http://www.amhca.org)
- National Board for Certified Counselors
  - [www.nbcc.org](http://www.nbcc.org)
LICENSED VOCATIONAL NURSE

Licensed Vocational Nurses (LVNs) work under the direction of registered nurses and doctors to provide basic medical care. They monitor patients’ health, administer basic patient care (taking vital signs, bandage changing, etc.), provide the basic comforts for patients (bathing, dressing, feeding, etc.), administer medications, discuss the care they are administering and report patients’ status and needs with family members, registered nurses and doctors and keep records on patients’ health.

WORK ENVIRONMENT: Licensed vocational nurses can work in hospitals, long-term care facilities, schools, doctors’ offices, private homes, residential care facilities, businesses and health departments.

SALARY

$35,650-$56,570 ANNUAL RANGE

LENGTH OF TRAINING

1-2 Years

Job Growth*

17%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/ REQUIREMENTS:
Most training programs are between 1 and 2 years in length at an approved educational program and may result in a certificate or an associate’s degree.

LICENSURE/CERTIFICATION:
National Council of State Boards of Nursing
National Council Licensure Examination (NCLEX-RN)

EDUCATIONAL PROGRAMS:
Hawai‘i Community College
CA: Practical Nursing
Kapi‘olani Community College
CA: Practical Nursing
Kaua‘i Community College
CA: Practical Nursing
University of Hawai‘i Maui College
CA: Practical Nursing

PROFESSIONAL ASSOCIATIONS:
Hawaii Nurses Association
www.hawaiinurses.org
Marriage and family therapists are experts in relationships issues and family issues. By bringing in the spouse or other family members, the marriage and family therapist can treat the couple/family as a whole. They provide therapy for substance abuse, mental/emotional problems, eating disorders, poor communication and other issues.

**WORK ENVIRONMENT:** Marriage and family therapists often work in non-profit organizations, hospitals, schools and private practices.

**LENGTH OF TRAINING/REQUIREMENTS:** A master’s degree in social work, counseling, or psychology is common for marriage and family therapists. This often includes some clinical experience and hands-on training.

**LICENSURE/CERTIFICATION:** Marriage and family therapists must be licensed in Hawaii. They must have at least a master’s level degree in marriage and family therapy or mental health counseling. They must also have supervised clinical experience as well as specialized practicum hours in marriage and family therapy. After completing this, they can take the National MFT exam, offered by the American Association for Marriage and Family Therapy. In Hawaii, in order to sit for the licensure exam, trainees need 1,000 hours of client contact hours and 200 hours of supervised training under a licensed Marriage and Family Therapist.

**EDUCATIONAL PROGRAMS:**
- Argosy University, HI
  - Marriage and Family Therapy: MA
- Chaminade University
  - Counseling Psychology: MS
- University of Hawaii at Hilo
  - Counseling Psychology: MA

**PROFESSIONAL ASSOCIATIONS:**
- American Association for Marriage and Family Therapy (AAMFT)
  - [www.aamft.org](http://www.aamft.org)
- American Association for Marriage and Family Therapy: Hawaii Division
  - [www.hiamft.org](http://www.hiamft.org)
- American Counseling Association
  - [www.counseling.org](http://www.counseling.org)

**SALARY**

$41,710- $104,480 ANNUAL RANGE

**LENGTH OF TRAINING**

6-8 years

**Job Growth**

21%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).*
MASSAGE THERAPIST

Photo: Massage therapists providing relief services to FEMA workers during Hurricane Katrina cleanup efforts.

Massage Therapists treat patients by applying manual techniques to manipulate the soft-tissues of the body such as – the skin, muscles, tendons, ligaments, etc. Massage therapists help rehabilitate injuries, work to improve circulation by increasing the blood flow, relieve stress, relieve pain, provide guidance on stretching, strengthening muscles and overall posture of the body using their hands, fingers, forearms, elbows and sometimes feet to knead muscles. A massage can be anywhere from 5 minutes to 2 hours.

WORK ENVIRONMENT: Massage therapists may practice in a group or as solo practitioners. They can work in a massage office, group practice, out of the home, in healthcare organizations (physician’s office, hospital, clinics, etc.), nursing homes, health clubs and fitness centers, spas and resorts, beauty and hair salons, cruise ships and for sports teams and events.

AREAS OF SPECIALIZATION: Massage therapists may specialize in lomilomi, sports massage, deep tissue massage, medical, geriatric, infant and prenatal massage.

LENGTH OF TRAINING/REQUIREMENTS: In Hawai`i, a minimum of 570 hours of training includes coursework study in human anatomy, physiology, kinesiology, pathology, ethics, professionalism and state laws, sanitation and various hands-on massage treatment modalities.

SALARY

$35,018 - $64,724 ANNUAL RANGE

LENGTH OF TRAINING

570 Hours

Job Growth*

15%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LICENSURE/CERTIFICATION: Hawai`i state licensing examination. A National Certification Examination in Therapeutic Massage and Bodywork is also offered; but not necessary for practicing in Hawai`i.

EDUCATIONAL PROGRAMS:

- Aloha Lomi Massage Academy (Kaua`i)
- Aloha Massage Academy (Kona)
- Big Island Academy of Massage
- Elite Massage Academy
- Hawaii Healing Arts College
- Hawaii Massage Academy
- Hawaii School of Professional Massage
- Heartspire School of Hawaiian Massage
- Honolulu School of Massage
- Kapi`olani Community College
- Maui School of Therapeutic Massage
- Pacific Center Awareness and Bodywork
- Massage School (Kauai)
- Remington College

PROFESSIONAL ASSOCIATIONS:

- American Massage Therapy Association
  www.amtamassage.org
- American Massage Therapy Association Hawaii
  www.amtahawaii.org
MEDICAL ASSISTANT

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Medical assistants perform clinical and administrative duties in the offices of physicians, podiatrists, chiropractors and other healthcare providers to keep healthcare delivery settings running smoothly. The duties of medical assistants vary from place to place. Medical Assistants take and record patient history and personal information, measure vital signs, help the physician with patient examinations, give patients injections as directed by the physician, schedule patient appointments, prepare blood for laboratory tests and as times change, learning the Electronic Health Records system.

WORK ENVIRONMENT: Medical assistants work in physicians’ offices, usually outpatient settings such as clinics and hospitals, nursing homes and other healthcare settings.

AREAS OF SPECIALIZATION: Medical assistants may specialize in a wide variety of medical specializations including: Administrative Medical Assistants, Clinical Medical Assistants, Ophthalmic Medical assistants, Optometric Assistants, Podiatric Medical Assistants.

SALARY

$24,180 - $46,150 ANNUAL RANGE

LENGTH OF TRAINING

1-2 Years

Job Growth*

14%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LICENSE/CERTIFICATION: Most employers prefer graduates of formal training programs with certification, but some employers allow on-the-job training (although this is becoming more rare).

EDUCATIONAL PROGRAMS:

Hawaii Medical College
Hawaii Technology Institute
Heald College
Kapi’olani Community College
Kaua’i Community College

PROFESSIONAL ASSOCIATIONS:

American Association of Medical Assistants
www.aama-ntl.org
American Association of Podiatric Medical Assistants
www.aspma.org
Hawaii Medical Assistant Certification Guide
www.medicalassistantcertificationguide.org/hawaii/
Joint Commission on Allied Health Personnel in Ophthalmology
www.jcahpo.org
Medical illustrators have a passion for art and science. Professional in this field must have equal talent in artistic skill and medical knowledge. Medical illustrators use extensive knowledge of human anatomy and medical procedures to create clear illustrations. These illustrations can be used in textbooks, exhibits, teaching materials, films and any other form of media used for medical or teaching purposes.

**WORK ENVIRONMENT:** Medical illustrators often work for textbook publishers, medical schools, pharmaceutical companies and advertising agencies. Some choose to be free-lance artists or independent contractors.

**AREAS OF SPECIALIZATION:** Medical illustrators may work in a variety of areas or choose to specialize in certain body parts or subjects.

**SALARY**

$44,152- $81,858 ANNUAL RANGE

**LENGTH OF TRAINING**

4-6 years

**Job Growth**

6% - 7%

* Projected national job growth % between 2012-2022 for Multimedia Artists and Animators & Graphic Designers (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Obtain a bachelor’s degree combining Art and Pre-Med studies. Only a few US programs offer master’s degrees.

**LICENSURE/CERTIFICATION:**

Although no licensure is required, the Association of Medical Illustrators offers the ability to become a Board Certified Medical Illustrator, which is desired by many employers.

**EDUCATIONAL PROGRAMS:**

None in Hawaii at this time.

**PROFESSIONAL ASSOCIATIONS:**

Association of Medical Illustrators

[www.ami.org](http://www.ami.org)

Guild of Natural Science Illustrators

[www.gnsi.org](http://www.gnsi.org)
A medical interpreter helps patients with limited English skills to access appropriate medical services. This requires adequate skills in at least one language other than English, as well as extensive knowledge of the health care system and a range of health conditions and procedures.

**WORK ENVIRONMENT:** Medical interpreters often work in hospitals, clinics and government agencies. Areas with a large number of non-English speakers may need medical interpreters in additional settings.

**AREAS OF SPECIALIZATION:** Some medical interpreters choose to specialize in a particular medical field, such as cardiology, family medicine, emergency medicine or some other area.

**LENGTH OF TRAINING/REQUIREMENTS:**

Although there is no industry-standard for education, many employers seek applicants with a bachelor’s or master’s degree in a health-related field and fluency in another language. Some employers seek applicants with formal language training as well. In addition, the interpreter must thoroughly understand and be able to communicate in English. All medical interpreters are required to pass an oral exam, in order to interpret in the hospital setting.

**SALARY**

$31,870 - $86,780 ANNUAL RANGE

**LENGTH OF TRAINING**

4 years

**Job Growth***

38%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LICENSURE/CERTIFICATION:**

None required but most medical interpreters seek some type of certification. The Certification Commission for Healthcare Interpreters offers Core Certified Health Interpreter (CoreCHI) and Certified Health Interpreter (CHI) credentials. The CoreCHI can be earned using any language, but the CHI can only be earned for English speaking interpreters utilizing Spanish, Arabic and Mandarin. The National Board of Certification for Medical Interpreters offers a Certified Medical Interpreter (CMI) credential for English speaking interpreters utilizing Spanish, Russian, Mandarin, Cantonese, Korean, and Vietnamese.

**EDUCATIONAL PROGRAMS:**

None in Hawai‘i at this time.

**PROFESSIONAL ASSOCIATIONS:**

Certification Commission for Healthcare Interpreters
www.cchicertification.org

International Medical Interpreters Association
www.imiaweb.org

National Board of Certification for Medical Interpreters
www.certifiedmedicalinterpreters.org

National Council on Interpreting in Health Care
www.ncihc.org
MEDICAL LIBRARIAN

Medical librarians help health professionals find information about medical science, research procedures and new medical treatments. Although some perform work similar to librarians in other fields, medial librarians must have extensive knowledge of biomedical science and medical topics. In addition to these responsibilities, medical librarians also help patients and the public find health information.

WORK ENVIRONMENT: Most medical librarians work in medical libraries, academic medical centers, research institutes and government agencies (among other settings).

SALARY

$40,000- $158,000 ANNUAL RANGE

LENGTH OF TRAINING

6-10 years

Job Growth*

7%

* Projected job growth % between 2012-2022 in Hawaii for all librarians
(Source: O*Net Online).

LENGTH OF TRAINING/REQUIREMENTS:

A Master of Library and Information Science (MLIS) is needed from an American Library Association-accredited school.

LICENSURE/CERTIFICATION:

Although no licensure/certification is required, membership in professional organizations can be rewarding for medical librarians. The Medical Library Association, the Hawaii Library Association and the American Library Association offer individual memberships and provide resources to their members.

EDUCATIONAL PROGRAMS:

None in Hawai`i at this time.

PROFESSIONAL ASSOCIATIONS:

American Library Association
www.ala.org
Hawaii Library Association
www.hawaiilibraryassociation.weebly.com
Medical Library Association
www.mlanet.org
NUCLEAR MEDICINE TECHNOLOGIST

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Nuclear medicine technologists use nuclear medicine techniques to treat certain diseases and illnesses (especially cancers and tumors). Nuclear medicine technologists may operate special cameras that create a diagnostic images of chemicals in the body, they may monitor hormone levels and provide information to patients. Some nuclear medicine technologists may work in patient care, helping patients ingest the proper dose of a particular radioactive drug.

WORK ENVIRONMENT: Most nuclear medicine technologists work in hospitals and diagnostic imaging centers.

SAALRY

$64,390 - $96,920 ANNUAL RANGE

LENGTH OF TRAINING

2-4 years

Job Growth*

16%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/REQUIREMENTS:

Typically an associate’s or bachelor’s degree in nuclear medicine technology is required, along with a clinical experience requirement.

LICENSURE/CERTIFICATION:

Licensure is usually not required but various organizations offer certifications.

American Registry of Radiologic Technologists
Nuclear Medicine Technology Certification
Nuclear Medicine Technology Certification Board
NMTC-Nuclear Medicine Technologist

EDUCATIONAL PROGRAMS:

No Programs in Hawai’i at this time.

PROGRAMS ASSOCIATIONS:

American Registry of Radiologic Technicians
www.arrt.org
American Society of Radiologic Technologists
www.asrt.org
Nuclear Medicine Technology Certification Board
www.nmtcb.org
NURSING INFORMATICS SPECIALIST

Nursing informatics specialists integrate the science of nursing with technology and information science to help manage and communicate data and knowledge that enhances the quality of the practice of nursing. Nursing informatics specialists aids all parties involved in decision making by facilitating the integration of data, information and knowledge supporting the process. Nursing informatics specialists looks for ways to simplify, shorten and enhance documentation using advanced technologies.

WORK ENVIRONMENT: Nurse Informatics specialists can work in a hospitals, healthcare settings, universities, consulting firms, or research institutions.

LENGTH OF TRAINING/ REQUIREMENTS: Associate’s degree in health information technology and typically a postsecondary certificate. Chances are increased by taking courses in health, computer science, math and biology during high school.

SALARY
$56,930-$146,070 ANNUAL RANGE

LENGTH OF TRAINING
3-4 years

Job Growth*
23%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LICENSURE/CERTIFICATION:
- American Health Information Management Association (AHIMA) Registered Health Information Technician (RHIT)
- American Nurses Credentialing Center RN-BC emphasis Informatics
- National Cancer Registrars Association Certified Tumor Registrar (CTR)

Additional Coding Certifications may be desired.

EDUCATIONAL PROGRAMS:
*Online Programs available in Hawai‘i
- Capella University
- Grand Canyon University
- Kaplan University
- University of Phoenix
- Walden University

PROFESSIONAL ASSOCIATIONS:
- Alliance for Nursing Informatics
  www.allianceni.org
- American Nursing Informatics Association
  www.ania.org
OCCUPATIONAL THERAPIST

Photo: An occupational therapist assists a patient with a water-based therapy.

SALARY

$52,900 - $89,990 ANNUAL RANGE

LENGTH OF TRAINING

6 Years

Job Growth*

19%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/REQUIREMENTS:

Master’s degree in occupational therapy is required, doctoral degree programs are also available.

LICENSURE/CERTIFICATION:

Occupational Therapists must pass an exam administered by the National Board for Certification in Occupational Therapy and register with the State of Hawai‘i.

EDUCATIONAL PROGRAMS:

None in Hawai‘i at this time.

PROFESSIONAL ASSOCIATIONS:

- National Board for Certification in Occupational Therapy
  [www.nbcot.org](http://www.nbcot.org)
- Occupational Therapy Association of Hawaii
  [http://otah-hawaii.com](http://otah-hawaii.com)
- Occupational Therapist PVL Listing

Occupational therapy is the art of treating injured, ill, or disabled patients by helping them through their day-to-day activities that increase their health and well-being. Occupational Therapists (OTs) assist patients in developing, recovering and improving their everyday living and working skills. Occupational Therapists observe patients complete tasks, ask them questions, review their medical history, evaluate their needs, develop treatment plans and demonstrate exercises that can help relieve pain for chronic illnesses. Other tasks include evaluating patient home or workplace based on different needs, educating the patients family and employer on necessary accommodations, recommending equipment, assessing and recording patient activities and progress.

WORK ENVIRONMENT:

Occupational Therapists work in a variety of places: In homes, schools, hospitals, offices, nursing care facilities, community health centers, rehabilitation facilities, wellness programs and research facilities.

AREAS OF SPECIALIZATION:

Areas of specialty include physical rehabilitation, mental health, gerontology, pediatrics, hand therapy, or community health.
**OCCUPATIONAL THERAPY ASSISTANT**

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**SALARY**

$39,320-$56,170 ANNUAL RANGE

**LENGTH OF TRAINING**

2 Years

**Job Growth***

43%

*Projected national job growth % between 2012-2022 (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

Training for an occupational therapy assistant requires completion of a 2-year educational program through an accredited school.

**LICENSURE/CERTIFICATION:**

Occupational Therapy Assistants must pass a national certification examination administered by the American Occupational Therapy Certification Board and a State licensure exam as well (as of January 1st, 2017).

**EDUCATIONAL PROGRAMS:**

Kapi‘olani Community College:

Occupational Therapy Assistant (AA)

**PROFESSIONAL ASSOCIATIONS:**

National Board for Certification in Occupational Therapy

[www.nbcot.org](http://www.nbcot.org)

Occupational Therapist Assistant PVL Listing


Occupational therapy assistants and aides, under the supervision of a certified occupational therapist, help disabled patients through their day-to-day activities that increase their health and well-being by providing rehabilitation training. Occupational therapy assistants help the patient with therapeutic activities, lead children who have developmental disabilities in play activities that promote coordination and socialization, teach patients how to use special equipment, record patient progress and complete other administrative tasks. Occupational therapy aides typically prepare treatment areas, materials and assemble equipment to be used during treatment. They transport patients, help with billing and insurance forms and perform clerical tasks, including filing, scheduling appointments and answering phones.

**WORK ENVIRONMENT:** Most occupational therapy assistants and aides work in hospitals, clinics, community health centers, home health agencies, nursing homes and residential care facilities, business and industrial organizations, schools, private homes and laboratories.

**AREAS OF SPECIALIZATION:** Occupational therapy assistants and aides may specialize in a number of different areas dependent upon the needs of the supervisory occupational therapist.
Pharmacists dispense medications that are prescribed by physicians and they instruct patients on safe ways to use them. Pharmacists review the interactions of medications with other drugs, food, illnesses and diseases to assure minimal complications or side-effects. They play a vital role in educating patients and must be able to communicate effectively.

**WORK ENVIRONMENT:** Pharmacists can work in a variety of settings: Pharmacies, drug stores, hospitals, grocery stores, department stores, clinics, also in government and military settings.

**AREAS OF SPECIALIZATION:** Pharmacists specialize in fields such as psychiatric disorders, critical care, nutrition support, oncology, nuclear pharmacy, primary care therapeutic management, product development and research.

**LENGTH OF TRAINING/REQUIREMENTS:**
Must have a Doctorate of Pharmacy (Pharm.D.). Most Pharm.D. programs allow entrance after 2 years of undergraduate work. *2 year additional training depending on specialty.

**LICENSES/CERTIFICATIONS:**
- National Association of Boards of Pharmacy
- The North American Pharmacist Licensure Exam (NAPLEX)
- Multistate Pharmacy Jurisprudence Exam (MPJE)

**OTHER LICENSURES AND CERTIFICATIONS VARY BY SPECIALTY**

**EDUCATIONAL PROGRAMS:**
- University of Hawai‘i at Hilo
  - Doctor of Pharmacy: PharmD
  - Pharmaceutical Studies: PhD
  - Pre-Pharmacy Program

**PROFESSIONAL ASSOCIATIONS:**
- American Association of Pharmaceutical Scientists [www.aaps.org](http://www.aaps.org)
- American Pharmacists Association [www.pharmacist.com](http://www.pharmacist.com)
- American Society of Health System Pharmacists [www.ashp.org](http://www.ashp.org)
- Board of Pharmacy Specialties [www.bpsweb.org](http://www.bpsweb.org)
- National Association of Boards of Pharmacy [www.nabp.net](http://www.nabp.net)
- National Community Pharmacists Association [www.ncpanet.org](http://www.ncpanet.org)

**SALARY**

$98,840-$141,880 ANNUAL RANGE

**LENGTH OF TRAINING**

6-8 years

**Job Growth***

16%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).
PHARMACY TECHNICIAN

PHARMACY TECHNICIAN

Photo: A pharmacy technician is selecting a drug from the pharmacy inventory.

Pharmacy technicians work under the direct supervision of a licensed pharmacist. Their duties include taking the necessary information needed to fill a prescription, measure amounts of medication for prescriptions, package and label prescriptions, organize and keep inventory, process payments and insurance claims, enter customer/patient information into an electronic system and maintain it, and answer and direct phone calls when necessary.

WORK ENVIRONMENT: Pharmacy technicians work in a variety of settings: hospitals, in home care, long-term care facilities, cancer treatment facilities, mail service facilities, educational and training programs, pharmacies and drug stores, grocery stores, department stores and ambulatory health care services.

SALARY

$25,840-$47,540 ANNUAL RANGE

LENGTH OF TRAINING

Up to 2 years

Job Growth*

20%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/ REQUIREMENTS:

Although not always required, many pharmacy technicians have completed a 1-2 year training program at a college or vocational school. Much of the experience comes from on-the-job training.

LICENSURE/CERTIFICATION:

National Health Career Association
Pharmacy Technician Certification (CPhT)

EDUCATIONAL PROGRAMS:

University of Hawai‘i at Hilo
Pharmacy Studies: BA

Maui College
Pharmacy Technician: CC

PROFESSIONAL ASSOCIATIONS:

American Society of Health System Pharmacists
www.ashp.org

National Health Career Association
www.nhanow.com

Pharmacy Technician Certification Board
www.ptcb.org
PHLEBOTOMIST

PHLEBOTOMIST

Photo: A phlebotomist drawing blood from a patient.

Phlebotomists are professionals who are trained to draw blood samples using needles. Blood can be drawn from by veins, arteries or other sources. These blood samples are used for medical tests or donations.

WORK ENVIRONMENT: Phlebotomists may work in a wide variety of settings, including hospitals, laboratories, clinics and blood banks.

LENGTH OF TRAINING/ REQUIREMENTS:
High School Diploma
Phlebotomy training

LICENSED CERTIFICATION:
Phlebotomy Technician or Donor Phlebotomy Technician from the American Society for Clinical Pathology Board of Certification (ASCP BOC).

SALARY
$27,011 - $40,399 ANNUAL RANGE

LENGTH OF TRAINING
3 - 12 MONTHS

Job Growth*
16%

* Projected job growth % between 2012 - 2022 in Hawaii (Source: O*Net Online).

EDUCATIONAL PROGRAMS:
Hawaii Medical Training Center
Phlebotomy Technician Certification
Healthcare Training and Career Consultants, Inc.
Phlebotomy Technician Certification
Kapi’olani Community College
Phlebotomy Technician Certification
Kauai Health Career Training
Phlebotomy Technician Certification

PROFESSIONAL ASSOCIATIONS:
American Medical Technologists
www.amt1.com
American Society of Clinical Laboratory Science
www.ascls.org
American Society of Clinical Pathologists
www.ascp.org
American Society of Phlebotomy Technicians, Inc.
www.aspt.org
National Phlebotomy Association
www.nationalphlebotomy.org
PHYSICAL THERAPIST

Physical therapists (PTs) are health care professionals who help people who are injured, ill or have medical problems that limit their abilities to move and perform daily functional activities. OTs help improve mobility and manage pain. They review patient medical history, examine each individual, diagnose patients and develop a treatment plan using techniques such as stretching, hands-on therapy and other exercises to promote move-ability, restore function and reduce pain. They care for people of all ages who have problems functioning as a result of physical injury. Physical Therapists not only treat injury, but work with individuals to prevent the loss of mobility before it occurs by developing fitness/wellness programs working towards a healthier, more active lifestyle.

AREAS OF SPECIALIZATION: There are 7 specialty areas: Cardiovascular and Pulmonary, Clinical Electrophysiological, Geriatric, Neurologic, Orthopedic, Pediatric and Sports physical therapy.

WORK ENVIRONMENT: Physical therapists work in hospitals, clinics, nursing homes, home healthcare agencies, physician’s offices and private homes.

PHYSICAL THERAPIST

SALARY

$62,950-$94,240 ANNUAL RANGE

LENGTH OF TRAINING

6-8 years

Job Growth*

21%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LICENSE/CERTIFICATION:

Licensure required in all 50 states

www.fsbpt.org

EDUCATIONAL PROGRAMS:

None at this time in Hawaii.

Go to www.apta.org for programs in the United States.

PROFESSIONAL ASSOCIATIONS:

American Physical Therapy Association

www.apta.org

Hawaii Chapter APTA

www.hapta.org

PHYSICAL THERAPIST

Source: National Institute of Arthritis and Musculoskeletal and Skin Diseases (NIAMS)

Photo: A physical examination of a patient’s hand for rheumatic disease.
Physical therapy assistants (PTA) work with physical therapists to develop treatment plans for their patients. Often, PTAs perform a flexible variety of tasks during their work day. Examples of activities include answering phones/clerical work, recording patient information, assisting in treatments, helping with therapeutic exercises, developing positive morale with patients and maintaining a safe and clean work environment. Depending on where they work, PTAs have a range of responsibilities. Some physical therapists give autonomy to PTAs once a treatment plan has been developed, while other physical therapists prefer to be more involved with every patient. PTAs spend a lot of time with their patients, so it is important to be positive, supportive and always willing to help a patient progress toward mobility and rehabilitation.

**AREAS OF SPECIALIZATION:** Although physical therapy assistants are trained to be versatile and work with a diversity of clients, some may choose to work with facilities or physical therapists who specialize in certain disorders, age groups or communities.

**WORK ENVIRONMENT:** Physical therapy assistants work under the supervisions of physical therapists in hospitals/clinics, nursing homes, businesses, non-profit organizations and home health companies.

**LENGTH OF TRAINING:**
The Commission on Accreditation in Physical Therapy Education maintains a list of accredited 2-year programs for Physical Therapy Assistants (over 290) on their website.

**SALARY**
$22,790-$58,590 ANNUAL RANGE

**LENGTH OF TRAINING**
2 years

**Job Growth**
22%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LICENSURE/CERTIFICATION:**
Licensure required in all 50 states; Completion of the National PTA examination. [www.fsbpt.org](http://www.fsbpt.org)

**EDUCATIONAL PROGRAMS:**
Kapi‘olani Community College
Physical Therapy Assistant: AA

**PROFESSIONAL ASSOCIATIONS:**
American Physical Therapy Association
[www.apta.org](http://www.apta.org)
Commission on Accreditation in Physical Therapy
[www.capteonline.org](http://www.capteonline.org)
Hawaii Chapter APTA
[www.hapta.org](http://www.hapta.org)
Physicians care for healthy people and for those who are ill or injured. They perform physical examinations, diagnose and treat illnesses, injuries and other disorders. They can prescribe and administer medications and treatments, provide immunization services, care for pregnant women and deliver babies, perform surgery and conduct research to aid in disease control or the development of new treatments. The practice of medicine is evolving as the healthcare system changes. Managed care and health maintenance organizations (HMOs) are creating an increased demand for primary care physicians who provide most healthcare needs for their patients.

The terms “physician” and “doctor” are interchangeable. Either way, they must be trained as a Doctor of Medicine (MD) or a Doctor of Osteopathic Medicine (DO).

WORK ENVIRONMENT: Physicians may work long and erratic hours responding to emergencies and the intensive care needs of their patients. They may practice independently or in a group, work in hospitals, public health agencies, health provider organizations, government agencies or educational institutions. In addition to providing patient care, many physicians are involved in research, teaching and administration. Primary care physicians (those in family practice internal medicine, or even pediatrics) are especially needed in rural areas because of past trends towards specialization and the tendency to locate practices in urban areas.

EDUCATIONAL PROGRAMS:
University of Hawai’i at the John A. Burns School of Medicine
   Doctor of Medicine: MD
A.T. Still University School of Medicine at Waianae Coast Comprehensive Health Center Campus
   Doctor of Osteopathic Medicine: DO

LICENSE/CERTIFICATION:
Physicians are required to be licensed in every state. Certifying boards and governing bodies may also regulate specialties.

SALARY
$143,635-$252,385 ANNUAL RANGE

LENGTH OF TRAINING
8+ years

Job Growth*
6%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

PROFESSIONAL ORGANIZATIONS:

National
American Association of Colleges of Osteopathic Medicine
   www.aacom.org
American Association of Physician Specialists
   www.aapsus.org
American College of Osteopathic Physicians
   www.acofp.org
American Osteopathic Association
   www.osteopathic.org
Association of American Physicians
   www.aap-online.org
Association of American Physicians and Surgeons
   www.aapsonline.org
American College of Physicians
   www.acponline.org
American Medical Association
   www.ama-assn.org
National Medical Association
   www.nmanet.org

Hawai’i
Hawai’i Academy of Family Physicians
   www.hafp.com
Hawai’i Association of Osteopathic Physicians & Surgeons
   www.hawaiiosteopathic.org
Hawai’i Independent Physicians Association
   www.hawaiipa.com
Hawai’i Medical Association
   www.hawaiimedicalassociation.com
Honolulu County Medical Society
   www.hcsmsonline.org
### Areas of Specialization

- Addiction Psychiatry
- Adolescent Medicine
- Adult Psychiatry
- Allergy/Immunology
- Anesthesiology
- Cardiology
- Child & Adolescent Psychiatry
- Colorectal Surgery
- Combined Internal Medicine & Pediatrics (Med-Peds)
- Complimentary/Alternative Medicine
- Concierge
- Critical Care
- Dermatology
- Diagnostic Radiology
- Emergency Medicine
- Endocrinology and Metabolism
- Family Medicine
- Gastroenterology
- General Internal Medicine
- General Practice
- General Surgery
- Geriatric Psychiatry
- Geriatrics
- Gynecology (only)
- Gynecology/Oncology Hand Surgery
- Hospitalist
- Infectious Disease
- Interventional (Therapeutic) Radiology
- Neonatology
- Nephrology
- Neuro Critical Care
- Neuro Hospitalist
- Neurological Surgery
- Neurology
- Neuroradiology
- Nuclear Medicine
- OB/GYN
- Occupational Medicine
- Oncology/Hematology
- Ophthalmology
- Orthopedic Surgery
- Other
- Otolaryngology
- Pain Management/Pain Medicine
- Palliative Medicine
- Pathology, General
- Pathology, Other subspecialties
- Pediatric Critical Care
- Pediatric neurology
- Pediatrics, General
- Pediatrics, Other subspecialty
  - Cardiovascular
  - Endocrine
  - Gastrointestinal
  - Hematology-Oncology
  - Hospitalist
  - Rheumatology
  - Urology
- Perinatology (Maternal fetal medicine)
- Physical Medicine and Rehabilitation
- Plastic Surgery
- Preventive Medicine
- Psych Hospitalist
- Pulmonary
- Radiation Oncology
- Reproductive Endocrinology
- Rheumatology
- Sleep Medicine
- Sports Medicine
- Surgery, Other Subspecialties
- Surgical Critical Care
- Surgical Oncology
- Thoracic Surgery
- Urgent Care
- Urology
- Vascular Surgery
Physician assistants (PAs) work under the supervision of physicians to provide a variety of services. Although they may sound similar, a physician assistant and a medical assistant (MA) are not the same thing. PAs have a greater amount of education, training and responsibilities than MAs and can even prescribe medicine in some states. PAs help to educate patients about their health, order appropriate laboratory tests, determine a patient’s medical history and perform physical examinations.

AREAS OF SPECIALIZATION: Physician assistants who wish to specialize may have to complete additional training in a specific field. Example specializations include internal medicine, emergency medicine, pediatric medicine and surgical medicine. Other specialties may exist that depend upon the facility where a PA works.

WORK ENVIRONMENT: Physician assistants work in hospitals/clinics, private practices, nursing homes and in other patient-care settings. It is common for some PAs to work on-call, on rotating shifts, or other hours (like weekends, evenings, or holidays).

PHYSICIAN ASSISTANT

PHOTO: A patient is interviewed by a physician assistant and two PAs in training.

SALARY

$36,360-$106,340 ANNUAL RANGE

LENGTH OF TRAINING

6 years

Job Growth*

16%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LICENSE/CERTIFICATION:
Physician assistants are required to successfully complete a master’s degree from a school accredited by the Accreditation Review Commission on Education for the Physician Assistant. Individuals must then pass a Physician Assistants National Certifying Examination, administered by the National Commission on Certification of Physician Assistants (NCCPA). The PA training usually requires 9-12 months of classroom studies and 9-15 months of supervised clinical experience.

EDUCATIONAL PROGRAMS:
None in Hawaii at this time.

PROFESSIONAL ASSOCIATIONS:
American Academy of Physician Assistants (AAPA)
www.aapa.org
Hawaii Academy of Physician Assistants
www.hapahawaii.org
Doctors of Podiatric Medicine (DPM), otherwise known as podiatrists, assess the condition of patient’s feet, ankles, or lower legs by reviewing their medical history and performing a physical exam. They diagnose illnesses and treat injuries and foot disorders resulting from numerous things, including fractures, skin and nail diseases and tumors. These doctors also refer patients to other physicians and specialists if they detect symptoms leading to diabetes or cardiovascular disease.

WORK ENVIRONMENT: Podiatric physicians usually work full time in offices of podiatry in private or group practices, hospitals and extended care facilities, in public health facilities, higher education institutions and in the Armed Forces.

AREAS OF SPECIALIZATION: Surgery, sports medicine, biomechanics, geriatrics, pediatrics, orthopedics and primary care.

**SALARY**

$126,967-$320,150 ANNUAL RANGE

**LENGTH OF TRAINING**

8 years

**Job Growth***

23%

* Projected national job growth % between 2012-2022 (Source: O*Net Online).

**LENGTH OF TRAINING/ REQUIREMENTS:**

Podiatrists must have a Doctor of Podiatric Medicine (DPM) and complete a 3 year podiatric medical and surgical residency program (PMSR).

**LICENSE/CERTIFICATION:** Every state requires licensure with the Department of Commerce and Consumer Affairs. American Podiatric Medical Licensing Exam (PMLE).

*Optional Board Certification by American Board of Podiatric Surgery and Board of Podiatric Medicine.

**EDUCATIONAL PROGRAMS:**

No current educational programs in Hawai‘i.

**PROFESSIONAL ASSOCIATIONS:**

Hawaii Podiatric Medical Association

[www.podiatristshawaii.com](http://www.podiatristshawaii.com)
Prosthetists and Orthotists work with patients who have some sort of physical limitation due to trauma or disease. Each patient’s needs are different, so a prosthetists and orthotists must be able to work with a diversity of people, illnesses and limitations. Prosthetists generally develop artificial limbs for patients who have had amputations or desire to replace a body part that is not present for some reason. Orthotists generally develop braces and splints to help their patients heal after surgeries or to help broken bones heal correctly. Prosthetists and orthotists must have a strong foundation in anatomy (especially bone structures), math and creativity.

**AREAS OF SPECIALIZATION:** Prosthetists and orthotists may choose to specialize in a particular area of the body (upper limbs, lower limbs, spine, head, etc.) or in a certain type of methodology (braces, splints, prosthetic limbs, electrical circuitry for materials, etc.).

**WORK ENVIRONMENT:** Prosthetists and orthotists generally work in hospitals, universities, or private practices. Also, they must be able to work closely with other health care professionals (doctor, nurses, physical therapists, etc.) in order to provide the best support to the patient.

**LENGTH OF TRAINING:**
Completion of a 2-year master’s program or a 4-year bachelor's program for an Orthotist/Prosthetist program accredited by the Commission on Accreditation of Allied Health Education Programs is required. Completion of an accredited residency program (by the National Commission on Orthotic and Prosthetic Education) is also required.

**SALARY**

$59,329 - $100,811 ANNUAL RANGE

**LENGTH OF TRAINING**

4-6 years

**Job Growth***

36%

* Projected national job growth % between 2012-2022 (Source: O*Net Online).

**LICENSURE/CERTIFICATION:**
After obtaining a master’s degree, graduates must complete a year of residency for each discipline to be eligible for licensure and certification.

**EDUCATIONAL PROGRAMS:**
None at this time.

**PROFESSIONAL ASSOCIATIONS:**
- American Academy of Orthotists and Prosthetists
  
  [www.oandp.org](http://www.oandp.org)
- American Board for Certification in Orthotics, Prosthetics and Pedorthics
  
  [www.abcop.org](http://www.abcop.org)
- American Orthotic & Prosthetic Association
  
  [www.aopanet.org](http://www.aopanet.org)
- Commission on Accreditation of Allied Health Education Programs
  
  [www.caahep.org](http://www.caahep.org)
- National Commission on Orthotic and Prosthetic Education
  
  [www.ncope.org](http://www.ncope.org)
Psychiatric aides work specifically with behavioral health patients in various settings. Usually, aides and technicians help psychologists, psychiatrists and mental health professionals with managing the treatment of patients, as well as recording information about patient behaviors, medications and psychological activities. Psychiatric technicians have more education and experience than psychiatric aides and have more supervisory duties and greater responsibilities within the facility.

**WORK ENVIRONMENT:** Most psychiatric aides/technicians work in hospitals, mental health clinics and rehabilitation centers. Some work on-call, weekend and evening shifts. Psychiatric aides/technicians rarely sit and are usually actively engaging with their patients.

**ADVANCEMENT:** Psychiatric aides can be promoted to psychiatric technicians, which do similar work but have more responsibility. Psychiatric technicians may be promoted to other roles in the organization, such as unit manager, office manager, etc. Some choose to earn degrees in counseling or therapy and pursue that career path.

**SALARY**

$27,490 - $43,250 ANNUAL RANGE

**LENGTH OF TRAINING**

Up to 2 years

**Job Growth**

5%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**
A psychiatric aide program can last from 1-2 years as a certificate program or associate’s degree, but it is also common for psychiatric aides to have a bachelor’s degree in psychology, social work or other related field. Much of their work-related duties are learned on-the-job.

**LICENSURE/CERTIFICATION:**
The American Association of Psychiatric Technicians offers four levels of certification.

**EDUCATIONAL PROGRAMS:**
None in Hawai’i at this time.

**PROFESSIONAL ASSOCIATIONS:**
American Association of Psychiatric Technicians
www.psychtechs.org
Psychologists treat and diagnose individuals with psychological disorders, as well as provide therapeutic services. Some psychologists are primarily researchers and work as professors at universities. Psychologists have extensive training and education on therapy techniques and the various aspects of mental health. Psychologists don’t prescribe medication (in most states).

**WORK ENVIRONMENT:** Psychologists often work in hospitals, private practices, mental health agencies, academic health centers and universities. Psychologists who focus on research and teaching usually work at universities and only see a small number of clients.

**AREAS OF SPECIALIZATION:** Psychologists may choose to specialize by attending a specific doctoral program or earning a post-doctoral fellowship in a specialized field. Areas of practice and research include developmental, evolutionary, clinical, school, experimental and social psychology.

**LENGTH OF TRAINING/ REQUIREMENTS:**
Psychologists must earn either a Ph.D. or Psy.D. (both are doctoral degrees) in the field of psychology. A master’s degree is acceptable for some purposes. Almost all psychology graduate degrees require extensive clinical practice.

**SALARY**
$45,960 - $112,480 ANNUAL RANGE

**LENGTH OF TRAINING**
6-8 years

**Job Growth**
9%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LICENSURE/CERTIFICATION:**
Psychologists must be licensed with the Hawaii Dept. of Commerce and Consumer Affairs. The American Board of Professional Psychology offers board-certified credentials for psychological specialty areas. Many are also members of the American Psychological Association.

**EDUCATIONAL PROGRAMS:**
University of Hawaii at Mānoa
Hawaii Pacific University
Chaminade University

**PROFESSIONAL ASSOCIATIONS:**
American Board of Professional Psychology
[www.abpp.org](http://www.abpp.org)
American Psychological Association
[www.apa.org](http://www.apa.org)
Hawaii Dept. of Commerce and Consumer Affairs
[www.cca.hawaii.gov/pvl](http://www.cca.hawaii.gov/pvl)
National Association of School Psychologists
[www.nasponline.com](http://www.nasponline.com)
Rural Hawaii Behavioral Health
[http://www.iolalahui.org](http://www.iolalahui.org)
Radiation Therapy Technologists (RTTs) work with radiation oncologists to manage the care of patients with cancer. Although the doctor may diagnose and prescribe a course of treatment, the radiation therapy technologists are the professionals who actually administer the treatment.

**WORK ENVIRONMENT:** Most radiation therapy technologists work in hospitals, cancer treatment centers and private offices. Working around equipment that uses radiation poses a minor risk, but there are many protocols, safety measures and personal protective equipment items available to manage the risk.

**SALARY**

$94,029 - $129,914 ANNUAL RANGE

**LENGTH OF TRAINING**

2-4 years

**Job Growth**

23%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**

An associate’s or bachelor’s degree is usually required, plus completion of a 12-month training program in radiation therapy accredited by the Joint Review Committee on Education in Radiologic Technology.

**LICENSURE/CERTIFICATION:**

Degree obtained depends on licensure level. Licensure is available through the American Registry of Radiologic Technologists upon successful completion of an exam.

**EDUCATIONAL PROGRAMS:**

Kapi'olani Community College
Argosy University, HI

**PROFESSIONAL ASSOCIATIONS:**

American Registry of Radiologic Technologists
[www.aart.org](http://www.aart.org)
Joint Committee on Education in Radiologic Technology
[www.jrcert.org](http://www.jrcert.org)

*Photo: A radiation therapy technologist administers treatment to a patient.*
RADIOLOGIC TECHNICIAN

Radiologic Technologists (RTs) specialize in using x-ray, MRIs and CT scan equipment to obtain the images for doctors who order them. The doctor use these images to help them assess and diagnose patients. RTs are knowledgeable of various medical conditions as well as different types of radiation.

**WORK ENVIRONMENT:** Radiologic technologists often work in hospitals and diagnostic imaging centers.

**AREAS OF SPECIALIZATION:** Radiologic Technologists often choose to work in a wide variety of medical fields, but some may specialize in particular diseases or populations after gaining additional training.

**SALARY**

$37,507- $58,920 ANNUAL RANGE

**LENGTH OF TRAINING**

1-4 years

**Job Growth***

14%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LENGTH OF TRAINING/REQUIREMENTS:**
Education beyond high school is required for radiologic technologists at a program accredited by the Joint Review Committee on Education in Radiologic Technology.

**LICENSURE/CERTIFICATION:**
Length of program depends on desired licensure. Licensure is available through the American Registry of Radiologic Technologists upon successful completion of an exam.

**EDUCATIONAL PROGRAMS:**
Kapiʻolani Community College

**PROFESSIONAL ASSOCIATIONS:**
- American Registry of Radiologic Technologists [www.arrt.org](http://www.arrt.org)
- American Society of Radiologic Technologists [www.asrt.org](http://www.asrt.org)
- Joint Review Committee on Education in Radiologic Technology [www.jrcert.org](http://www.jrcert.org)
- Radiologic Society of North America [www.rsna.org](http://www.rsna.org)

*Photo: A radiologic technician prepares a patient for treatment.*

Source: National Cancer Institute (NCI)
Recreational therapists work with people who have illnesses, disabilities and injuries to provide physical, mental and emotional healing. Recreational therapists often use crafts, games, music, animals and other activities to meet the needs of their clients. Although recreational therapists hope that their clients enjoy the activities, the primary purpose is therapeutic, not leisure. Not all wounds can be healed, so sometimes recreational therapists help their clients learn to cope through exploring new hobbies or interests and teaching clients to celebrate what their bodies can do instead of what they can’t do.

AREAS OF SPECIALIZATION: Although it may require additional training, some recreational therapists may specialize in pediatrics, the developmentally challenged, the elderly, rehabilitation or substance abuse/addiction recovery. Some recreational therapists receive on-the-job-training in their area of specialization.

WORK ENVIRONMENT: Recreational therapists work in hospitals/clinics, day care centers for adults and children, schools, nursing homes, rehabilitation centers and local recreation centers.

RECREATIONAL THERAPIST

$32,490-$58,930 ANNUAL RANGE

4-6 years

13%

* Projected national job growth % between 2012-2022 (Source: O*Net Online).

LENGTH OF TRAINING/REQUIREMENTS:
Obtaining a bachelor’s degree from an accredited university & a formal internship.

LICENSURE/CERTIFICATION:
Pass national certification examination.

EDUCATIONAL PROGRAMS:
None in Hawai‘i at this time

PROFESSIONAL ASSOCIATIONS:
American Therapeutic Recreation Association
www.atra-online.com
National Council for Therapeutic Recreation Certification
www.nctrc.org
REGISTERED NURSE

Registered Nurses (RNs) work with other health care specialists as part of a team to develop and implement a patient’s plan of care for optimal health. Registered nurses observe and assess patients’ symptoms, administer medications, coordinate patient care, perform therapeutic procedures and instruct families in proper health care practices.

WORK ENVIRONMENT: There are many work settings Registered Nurses find themselves in: Hospitals, Nursing and Residential Care Facilities, Physician’s Offices, Home Health Care Services, Government agencies, Clinics, Correctional Institutions and Schools.

AREAS OF SPECIALIZATION: Registered Nurses may specialize in different areas: pediatrics, geriatrics, heart disease, diabetes, women’s health, labor and delivery, cancer, surgical, intensive care or emergency are few of the many options available.

SALARY

$35,018 - $64,724 ANNUAL RANGE

LENGTH OF TRAINING

570 Hours

Job Growth*

15%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

EDUCATIONAL PROGRAMS:

- Chaminade University School of Nursing
- Hawai‘i Community College
- Hawai‘i Pacific University
- Leeward Community College
- University of Hawai‘i at Mānoa

PROFESSIONAL ASSOCIATIONS:

- Hawaii Nurses Association
  www.hawaiinurses.org

*Other certificates vary by specialty and state
Rehabilitation counselors work with people who have had an illness, accident or some other significant event that caused hardship or stress on their daily lives. Rehabilitation counselors work with other health professionals to provide the best care and develop treatment plans. Often, rehabilitation counselors help to arrange medical care, provide job counseling and other duties for clients that have been impacted by an illness or accident. This may even include teaching skills to clients in order to help them during the process of recovery or coping.

AREAS OF SPECIALIZATION: Rehabilitation counselors may choose to specialize in a type of client (age range, gender, etc.) or a type of skill (job counseling, medical management, etc.).

WORK ENVIRONMENT: Rehabilitation counselors may work in hospitals/clinics, non-profit organizations, schools and local government.

LENGTH OF TRAINING/REQUIREMENTS: Most employers require a master’s degree in rehabilitation counseling or a related field.

REHABILITATION COUNSELOR

Source: National Institutes of Mental Health (2009)

Photo: A rehabilitation counselor discusses treatment options with her client.

SALARY

$17,490-$65,020 ANNUAL RANGE

LENGTH OF TRAINING

4-6 years

Job Growth*

14%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LICENSURE/CERTIFICATION:

Must pass the National Counselor Examination given by National Board for Certified Counselor’s. School counselor’s must pass Praxis 1 Exam

EDUCATIONAL PROGRAMS:

University of Hawaii at Mānoa
Rehabilitation Counseling (MS)

PROFESSIONAL ASSOCIATIONS:

Council on Rehabilitation Education (CORE)
www.core-rehab.org
Hawaii Counselors
www.hawaiicounselors.org
National Rehabilitation Counseling Association (NRCA)
www.rca-net.org
Respiratory Therapists (RTs) focus on diagnosing lung and breathing disorders and recommending treatment methods. RTs perform patient interviews, chest/lung examinations, managing ventilators and attending to emergency situations when the patient’s breathing is compromised. RTs work with other health professionals in developing a treatment plan for patients. Some RTs will also evaluate their patients’ breath, tissue, blood and oxygen levels. Some RTs provide patient education about lung health.

**AREAS OF SPECIALIZATION:** Respiratory therapists typically specialize through on-the-job-training in different settings. This could include emergency care, neonatal units and cardiopulmonary diagnostics.

**WORK ENVIRONMENT:** Respiratory therapists may work in hospitals or clinics, nursing homes, skilled nursing and extended care facilities, home health agencies and physicians’ offices. If they work in a hospital environment, they are more likely to work 10, or 12 hours shifts during the day, evening, night and weekend to meet the needs of the hospital’s patients.

**LENGTH OF TRAINING/REQUIREMENTS:**
Must have at least an associate’s degree, but employers may prefer a bachelor’s degree.
*Clinical components required

**LICENSURE/CERTIFICATION:**
Obtain associate’s degree or a four-year bachelor’s degree program through an accredited school. Upon finishing his program, students are required to pass the examination given by the National Board for Respiratory Care (NBRC) and become a Certified Respiratory Therapist. Then s/he applies for Hawaii State Respiratory Therapist license.

**EDUCATIONAL PROGRAMS:**
Kapi‘olani Community College
Respiratory Care Practitioner: AS

**PROFESSIONAL ASSOCIATIONS:**
American Association for Respiratory Care (AARC)
www.aarc.org
Department of Commerce and Consumer Affairs: Respiratory Therapist License
www.cca.hawaii.gov/pvl/programs/respiratory/
Hawaii Society for Respiratory Care
www.hawaiircps.org

**SALARY**
$52,060-$76,330 ANNUAL RANGE

**LENGTH OF TRAINING**

2-4 Years

**Job Growth***

17%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).
Social workers help people to overcome obstacles in their lives by connecting them to social services, non-profit organizations and government agencies. Accessing health and social services in our governmental system can be confusing, especially for someone who may be ill or who doesn’t speak English fluently. Social workers help people navigate through the process of finding assistance.

**WORK ENVIRONMENT:** Social workers often work in hospitals, schools, government agencies, private practices, prisons or local judicial systems.

**AREAS OF SPECIALIZATION:** The National Association of Social Workers identifies 11 specialty areas, which are administration/supervision, aging, alcohol/tobacco/other drugs, child welfare, health, child/adolescent/young adults, mental health, private practice, school social work, social and economic justice and peace and social work and the courts.

**LENGTH OF TRAINING:**
Social workers must have at least a bachelor’s degree in social work (and some choose to have a master’s or doctoral degree). The education program must be accredited by the Council on Social Work Education.

**LICENSURE/CERTIFICATION:**
The Hawaii Dept. of Commerce and Consumer Affairs offers three types of licenses for social workers, which are Licensed Social Worker, Licensed Bachelor Social Worker and Licensed Clinical Social Worker. Each requires a different combination of education, work experience and clinical experience.

**EDUCATIONAL PROGRAMS:**
- Hawaii Pacific University
  Social Work: BSW, MSW
- University of Hawai‘i at Mānoa
  Social Work: BSW, MSW, PhD

**PROFESSIONAL ASSOCIATIONS:**
- Council on Social Work Education
  [www.cswe.org](http://www.cswe.org)
- Hawaii Dept. of Commerce and Consumer Affairs
  [www.cca.hawaii.gov/pvl](http://www.cca.hawaii.gov/pvl)
- National Association of Social Workers Hawaii
  [www.naswhi.org](http://www.naswhi.org)
- National Association of Social Workers
  [www.socialworkers.org](http://www.socialworkers.org)
- National Network for Social Work Managers, Inc.
  [www.socialworkmanager.org](http://www.socialworkmanager.org)
- Social Work Licensure Hawaii
  [www.socialworklicensure.org](http://www.socialworklicensure.org)

**SALARY***
$26,990 - $75,490 ANNUAL RANGE

**LENGTH OF TRAINING**
4-6 years

**Job Growth***
26%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).
Speech-language pathologists work with people who have language problems (speech, hearing, etc.) and physical limitations (swallowing, jaw issues, etc.). Speech-language pathologists often work with other health professionals in developing a treatment plan, especially in cases of serious medical conditions, like strokes. Some speech-language pathologists work in schools, helping children develop language skills to improve their academic performance. Some speech-language pathologists also perform research, but this may require additional training.

AREAS OF SPECIALIZATION: Speech-language pathologists often specialize in a specific age group (children, elderly, etc.) or a particular condition (hearing loss, stroke, etc.).

WORK ENVIRONMENT: Speech-language pathologists often work in hospitals/clinics, schools or private practices. Some may also work at universities or colleges as instructors or researchers.

LENGTH OF TRAINING/REQUIREMENTS:
Must have at least a master’s degree and have clinical experience.

SALARY
$54,550-$89,450 ANNUAL RANGE

LENGTH OF TRAINING
6 years

Job Growth*
11%
* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LICENSURE/CERTIFICATION:
Must have Certificate of Clinical Competence in Speech-Language Pathology from American Speech-Language-Hearing Association
Must obtain Hawai’i Speech-Language Pathology License

EDUCATIONAL PROGRAMS:
University of Hawaii at Mānoa
Speech Pathology: MS

PROFESSIONAL ASSOCIATIONS:
American Speech-Language Hearing Association
www.asha.org
Hawaii Licensing Requirements
http://www.asha.org/advocacy/state/info/HI/
Substance abuse counselors work with clients who have addictions to substances or have problems in their lives caused by substance abuse. Substance abuse counselors should be trained in counseling methods and need to be compassionate. Some substance abuse counselors work with families, employers and community agencies to prevent substance abuse.

WORK ENVIRONMENT: Substance abuse counselors can be found in a wide range of work environments, including private practices, government agencies, correctional facilities, non-profit organizations, addiction/rehabilitation centers and schools. Some work directly with clients in clinical settings, some work in prevention settings and some work in more administrative environments.

LENGTH OF TRAINING:
Educational requirements range from a bachelor’s to a master’s degree, depending on the employer and the type of license is desired.

SALARY
$32,410-$51,690 ANNUAL RANGE

LENGTH OF TRAINING
2-6 years

Job Growth*
20%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LICENSURE/CERTIFICATION:
Substance Abuse Counselors are licensed through the Hawaii Department of Health. Some choose to become members of the National Association for Alcoholism and Drug Abuse Counselors.

EDUCATIONAL PROGRAMS:
Hawaii Community College
Leeward Community College

PROFESSIONAL ASSOCIATIONS:
American Society of Addiction Medicine
www.asam.org
Hawaii Association of Addiction and Drug Abuse Counselors
http://www.cchono.com
National Association of Alcoholism and Drug Abuse Counselors (NAADAC)
www.naadac.org
National Institute on Drug Abuse
www.drugabuse.gov/nidahome
Veterinarians, also known as doctors of veterinary medicine (DVMs), provide medical care to animals. They diagnose and treat animals with diseases, illnesses and injuries. Veterinarians educate owners on proper care of their animal(s) and give advice to owners of livestock. Some veterinarians work in the food safety field by researching the types of feed, chemicals and other conditions that livestock are exposed to. Also, many veterinarians are involved in ecological preservation and environmental advocacy efforts.

WORK ENVIRONMENT: Veterinarians often work in private practice. Although many veterinarians work in clinics/offices, some are required to travel to the animal in need of attention, especially if the animal is large or very sick. Many veterinarians have assistants and technicians that help them. Government branches may hire veterinarians to help control animal populations in an area. Pharmaceutical companies hire veterinarians to conduct research on treatments for animals and humans. Some veterinarians may choose to teach or do research at a university. Although there is some risk of injury when working with animals, veterinarians have developed many methods to ensure their safety.

AREAS OF SPECIALIZATION: Some veterinarians specialize in large animals, small animals, exotic animals or livestock. DVMs can pursue 20 specializations (with 21 sub-specialties) and some even choose to teach or perform research at a university.

SAVED 

$53,100-$175,330 ANNUAL RANGE

LENGTH OF TRAINING

6-8 years

Job Growth*

7%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/REQUIREMENTS:
A Doctorate of Veterinary Medicine (DVM) Degree required with at least two years of pre-veterinary study and a four-year veterinary medicine program.

LICENSE/CERTIFICATION:
Must obtain Hawai‘i Veterinary License and pass the North American veterinary Licensing Examination.

EDUCATIONAL PROGRAMS:
No programs in Hawai‘i at this time.

PROFESSIONAL ASSOCIATIONS:
American Veterinary Medical Association
www.avma.org
Association of American Veterinary Medical Colleges (AAVMC)
www.aavmc.org
Hawaii Veterinary Medicine Association
www.hawaiiavma.org
Veterinary assistants work with veterinarians in the medical care of animals. Although some veterinary assistants perform clerical duties, some have animal care duties as well (bathing, feeding, etc.).

**WORK ENVIRONMENT:** Most veterinary assistants work in veterinary offices/hospitals, but some work in biomedical research firms, zoos and animal-oriented businesses.

**AREAS OF SPECIALIZATION:** Veterinarian assistants may become managers in large clinics.

**LENGTH OF TRAINING/REQUIREMENTS:**
- High School Diploma.
- On the job training or education preparatory course to pass Certified Veterinary Assistant (CVA) exams.

**SALARY**

$17,110-$33,780 ANNUAL RANGE

**LENGTH OF TRAINING**

Up to 2 years

**Job Growth***

2%

*Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

**LICENSE/CERTIFICATION:**
Optional Certification as an Approved Veterinary Assistant, through National Association of Veterinary Technicians in America.

For laboratory animal caretakers American Association for Laboratory Animal Science offers 3 levels of certification:
- 1. Assistant Laboratory Animal Technician
- 2. Laboratory Animal Technician
- 3. Laboratory Animal Technologist

**EDUCATIONAL PROGRAMS:**
- Windward Community College
  Certificate in Veterinary Assisting

**PROFESSIONAL ASSOCIATIONS:**
- Hawaii Veterinary Medicine Association
  [http://www.hawaiivma.org](http://www.hawaiivma.org)
Veterinary technicians assist veterinarians in the medical and daily care of animals. Veterinary technicians are more ‘hands-on’ than veterinary assistants and may prepare animals for treatment through shaving, restraining, performing laboratory tests and preparing surgical equipment for the veterinarian. Along with veterinarians, they educate clients about animal health.

WORK ENVIRONMENT: Most veterinary technicians work under the supervision of a veterinarian in veterinary offices/hospitals, zoos or private companies.

AREAS OF SPECIALIZATION: Most veterinary technicians receive specialized training on-the-job and seek to work with veterinarians in a particular specialty. Some veterinary technicians are qualified to teach or do research at colleges/universities.

ADVANCEMENT
Some veterinary technicians can become managers/supervisors in large veterinarian centers.

SALARY
$20,740-$37,010 ANNUAL RANGE

LENGTH OF TRAINING
2 years

Job Growth*
22%

* Projected job growth % between 2012-2022 in Hawaii (Source: O*Net Online).

LENGTH OF TRAINING/REQUIREMENTS:
2-Year associate’s degree program.

LICENSURE/CERTIFICATION:
Passing State Board Exam after graduating from two year accredited college.

EDUCATIONAL PROGRAMS:
Windward Community College
Veterinary Technology: AS

PROFESSIONAL ASSOCIATIONS:
Hawaii Veterinary Medicine Association
www.hawaiivma.org

Photo: A veterinary technician helps researchers compare nutrients found in animal and human milk.
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