NAVIGATOR
A Directory of Health Professions and Resources

Fifth Edition
2019

A Publication of the Hawai`i/Pacific Basin Area Health Education Center (AHEC)
www.ahec.hawaii.edu
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<tr>
<td>Optician</td>
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<tr>
<td>Optometrist</td>
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<tr>
<td>Patient Services Representative</td>
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<tr>
<td>Perfusionist</td>
<td></td>
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<tr>
<td>Personal Trainer</td>
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<tr>
<td>Pharmacist</td>
<td></td>
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<tr>
<td>Pharmacy Technician</td>
<td></td>
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<tr>
<td>Phlebotomist</td>
<td></td>
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<tr>
<td>Physical Therapist</td>
<td></td>
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<tr>
<td>Physical Therapy Assistant</td>
<td></td>
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<tr>
<td>Physician</td>
<td></td>
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<tr>
<td>Physician Assistant</td>
<td></td>
</tr>
<tr>
<td>Podiatrist</td>
<td></td>
</tr>
<tr>
<td>Prosthetist/Orthotist</td>
<td></td>
</tr>
<tr>
<td>Psychiatric Aide/Technician</td>
<td></td>
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<tr>
<td>Psychologist</td>
<td></td>
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<tr>
<td>Public Health Professional</td>
<td></td>
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<tr>
<td>Radiation Therapy Technologist</td>
<td></td>
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<tr>
<td>Radiologic Technologist</td>
<td></td>
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<tr>
<td>Recreational Therapist</td>
<td></td>
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<tr>
<td>Rehabilitation Counselor</td>
<td></td>
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<tr>
<td>Respiratory Therapist</td>
<td></td>
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<tr>
<td>School Health Professional</td>
<td></td>
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<tr>
<td>Social Worker</td>
<td></td>
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<tr>
<td>Speech-Language Pathologist</td>
<td></td>
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<tr>
<td>Substance Abuse Counselor</td>
<td></td>
</tr>
<tr>
<td>Surgical Technician/Assistant</td>
<td></td>
</tr>
<tr>
<td>Veterinarian</td>
<td></td>
</tr>
<tr>
<td>Veterinary Assistant</td>
<td></td>
</tr>
<tr>
<td>Veterinary Technician</td>
<td></td>
</tr>
<tr>
<td>Vision Assistant</td>
<td></td>
</tr>
<tr>
<td>Vision Technician/Technologist</td>
<td></td>
</tr>
</tbody>
</table>

www.ahec.hawaii.edu
HOW TO USE THIS BOOK

If you think you might want to go into a healthcare career but do not know which one, then we recommend you scroll through the health fields in the second part of this book. Unless otherwise specified, the resource for all of the salary and job growth information was O*Net Online, which is free and compiles employment data for a variety of careers across the United States. All of the information is specific to Hawai`i unless otherwise noted (e.g. national). This information includes salary range, job market outlook, and where you can receive training for that career locally.

Students, Parents, and Teachers:
The STUDENT COMPANION BOOK is an additional resource specifically for students of all levels, which can be accessed on our website, www.ahec.hawaii.edu.

If you already know you want to enter a health career, but do not know which one, then looking through the career descriptions in this book will help. Next, go to the Health Career Community Resources section for your specific island to see what local resources are available. You can find even more programs that are available throughout the state of Hawai`i on the Statewide Resources pages (pgs. 20-22).

If you have questions, contact us at the Hawai`i AHEC 808-692-1060 or ahec@hawaii.edu. We are here to help!
We are excited to share that healthcare career opportunities are growing faster than almost any other field! Labor experts say the number of people working in healthcare has nearly quadrupled in the last 50 years (yes, that’s multiplied by four!) Bureau of Labor statistics show the range of healthcare careers and the number of overall jobs in almost every field in healthcare have grown. As long as the population keeps growing and people live longer, this trend will continue. The reasons for this are many, including new occupations arising from advances in medicine and technology; a new emphasis on preventive medicine that has created the need for more primary care professionals; and an expansion in our aging population that has increased the demand for new and different skill sets. This adds up to good news if you are choosing a career in healthcare! In other words, a career in healthcare comes with 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 a very common and practical reason to select a healthcare profession.

Another practical reason to enter the healthcare field 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 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 people 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. Those drawn to these “helping professions” will delight in knowing that experts say the possibilities for helping people through healthcare are on the rise because new scientific research will allow for improved care in the future.

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.

It is important to note that many healthcare opportunities are available in Hawai‘i, so you can stay in the Islands and help your local communities! This is especially rewarding to healthcare workers who grew up in areas that are medically underserved (where there is a shortage of healthcare professionals). Many Hawaiian and Pacific Islander healthcare professionals who work locally derive great satisfaction in knowing they are embracing a time-honored cultural tradition of giving back to their community.

Healthcare encompasses as many as 200 different careers. Professionals who work directly with patients often specialize in specific 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 business and administration of healthcare.

There are a variety 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 fulfills your expectations for a productive working situation. Of course you will face some challenges, such as the length of training for the most specialized positions, and how to finance your training, but this book is designed to help guide you through those challenges so you can feel more confident pursuing a career in healthcare.
Note to Parents, Teachers, Coaches, and Mentors:

Hawai‘i 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 Hawai‘i’s biggest providers of jobs. Meanwhile, the well-being of residents from Ka‘u to Kekaha depends on having an adequate number of employees to fill these jobs and provide quality care and accessible services.

The state of Hawai‘i alone has a shortage of 600 physicians right now, and there is an even greater shortage for most other health professions. The shortage in healthcare professionals does not just end in Hawai‘i. Healthcare professionals are needed across the entire rest of the Pacific, from Samoa to Saipan.

You can play a vital role by encouraging Hawai‘i’s youth to volunteer at health worksites and participate in K-12 community programs. Students may also need assistance in applying for training programs in healthcare as young adults. In providing this guidance to students, you can insure their education takes place in Hawai‘i, where we hope they will stay to serve their community. Training in Hawai‘i is a good way to ensure that tomorrow’s quality healthcare is sensitive to the needs of Hawai‘i’s ever-diverse population. Training programs in healthcare — from elementary school through advanced degree levels — can improve the way health professionals approach patients and communities. By assisting our youth in planning to be a part of tomorrow’s healthcare workforce, you are actually helping all of Hawai‘i residents to live a healthier life.

Many of Hawai‘i’s schools offer opportunities to engage students in training for hundreds of healthcare jobs. How? They offer healthcare service pathways, clinical health elective classes, or healthcare completer designation classes. These classes are important because they will show up on a student’s diploma and be considered by interviewers for professional training programs and worksites. If the school in your area does not offer the Career and Technical Education (CTE) course that your student wants to pursue, there might be other activities for them outside of school. Along with helping students to consider all of the rewarding possibilities that await them with a career in healthcare, we hope that you can also be aware of the steps that will help them achieve these goals. You are invited to use this book as a beacon of information for lighting the numerous roads for students to become a healthcare professional. Mahalo for being there for Hawai‘i’s youth!

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Translates To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Growing job market</td>
<td>Can almost always find a job</td>
</tr>
<tr>
<td>Hundreds of careers and 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 advance</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 an RN, then an APRN or MD)</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 do not have to worry about money as much as some other careers</td>
</tr>
</tbody>
</table>

| BENEFITS OF BEING IN A HEALTHCARE CAREER |
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 six weeks to complete and you can start as soon as you are 18 years old. Therefore, the first step is to think about what you actually want to do. Look through the pages in the second half of this book and see what looks good to you. Then browse the Community Resources page (pg. 20) to find out whom you can contact to gain experience in health professions. Then, when you are ready, sign up for training. You can start with a profession that requires minimal training and receive additional training when you are already working in the field. It is like climbing a ladder. If you already know right now what you want to be, then go for it! Use this book to explore careers and find the resources you need to get to your goal! We are here to help you!

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 pursue an associate’s degree, move on to a bachelor’s degree, and even end up getting a master’s, doctoral, or other professional degree.

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

<table>
<thead>
<tr>
<th>Degree</th>
<th>Length of Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate</td>
<td>usually takes weeks up to 1 year of college education.</td>
</tr>
<tr>
<td>Associate’s Degree</td>
<td>usually takes about 2 - 3 years of college education.</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>usually takes about 4+ years of college education.</td>
</tr>
<tr>
<td>Master’s (Graduate) Degree</td>
<td>usually takes an additional 2+ years of school after completing a bachelor’s degree program; total of 6+ years of college education.</td>
</tr>
<tr>
<td>Doctoral Degree</td>
<td>usually takes an additional 3 - 7+ years of school after completing a bachelor’s degree program; total of 7 - 11+ years of college education.</td>
</tr>
<tr>
<td>Professional Degree</td>
<td>usually takes an additional 3 - 7+ years of school after completing a bachelor’s degree program; total of 7 - 11+ years of college education.</td>
</tr>
</tbody>
</table>

WHY GO TO COLLEGE?

A better salary, high employment rates, job mobility, flexibility, and a higher level of independence (see below).

---

**Unemployment rates and earnings by educational attainment, 2018**

<table>
<thead>
<tr>
<th>Degree</th>
<th>Unemployment rate (%)</th>
<th>Median usual weekly earnings ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctoral degree</td>
<td>1.6</td>
<td>1,825</td>
</tr>
<tr>
<td>Professional degree</td>
<td>1.9</td>
<td>1,884</td>
</tr>
<tr>
<td>Master’s degree</td>
<td>2.1</td>
<td>1,434</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>2.2</td>
<td>1,198</td>
</tr>
<tr>
<td>Associate’s degree</td>
<td>2.8</td>
<td>862</td>
</tr>
<tr>
<td>Some college, no degree</td>
<td>3.7</td>
<td>802</td>
</tr>
<tr>
<td>High school diploma</td>
<td>4.1</td>
<td>730</td>
</tr>
<tr>
<td>Less than a high school diploma</td>
<td>5.6</td>
<td>553</td>
</tr>
</tbody>
</table>

Total: 3.2%

All workers: $932

While it is 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 will 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 suggestions to help you choose a career and to strengthen your application.

How do you choose what you want to do for the rest of your life and show your knowledge and experience related to this profession to schools? Admissions committees do not 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 of your experiences that you provide to them in your application, as well as your essay, letters of recommendation, and resume. How do you figure out what should be in that application? 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 that you enjoy. One way to explore the possibilities before you go to college or apply for a training program is to volunteer. Through hands-on volunteer activities, you can learn a lot about yourself and your career goals. You may 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 is better to do your homework first. Volunteering is also a way to familiarize yourself with 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 ask the tough questions to help you determine if that career is right for you. Plus, sometimes you find someone you relate to who is willing to be a mentor beyond the shadowing experience.

**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 requires an inquisitive mind to ask the important questions and an organized person to be able to answer them. Research can be stimulating, 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, teachers and 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 already doing what you want to do and 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 be asked to mentor others too!
FINANCIAL AID

Do you want to go to college, but do not think you or your family can afford it? There are many methods of financial assistance available to students. Here are the four main types:

<table>
<thead>
<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 must be paid back</td>
<td>• A federal program that 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 and Federal Supplemental Opportunity Grant (FSEOG)</td>
<td>• Most have a 6-9 month grace period after graduation before payments begin</td>
<td>• Students complete part-time work in exchange for assistance with educational costs</td>
</tr>
<tr>
<td>• Examples: University/college, community, corporate, church</td>
<td></td>
<td>Two Types:</td>
<td>• Tax Free Income</td>
</tr>
</tbody>
</table>

Protect your privacy and personal information:
When applying for financial assistance at entities found through internet searches, please research the entity thoroughly. There has been an increase in students encountering false entities requesting their personal information and putting them at risk. Protect your privacy and personal information. You should contact your financial aid office or AHEC office for questions and/or support.

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

- www.studentaid.ed.gov
- www.fafsa.ed.gov
- www.going2college.org
- www.hawaii.edu/fas/loans/
- www.hawaiicommunityfoundation.org/scholarships
- apps.ksbe.edu/financialaid/
- www.pauahi.org/scholarships/
- www.alulike.org/services/kaipu_hana.html
- https://www.nhsc.hrsa.gov
- https://www.mgma.com/membership/get-involved/scholarships
- www.hawaiipacifichealth.org
- www.queens.org

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 that 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 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 will most likely be a separate scholarship application for each scholarship that you want to apply for. Also, the scholarship application might be due earlier than the general admissions deadlines. You can find scholarship opportunities at the school you want to attend or from other 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 more information about how to apply for scholarships.

There are two additional scholarships for some health professions training programs: 1) National Health Service Corps, www.nhsc.hrsa.gov, which will pay for training in exchange for your commitment to serve in an area of need, and 2) the Native Hawaiian Health Scholarship Program for primary care and behavioral health professionals in Hawai‘i (primary care physicians, physician assistants, nurse practitioners, psychologists, psychiatrists, social workers) who will practice in an area of need in Hawai‘i. The scholarship will pay back part or all of your loans depending on how long you work in the area of need. Visit www.ahec.hawaii.edu for more information.

For a great overview of how to finance your education, visit www.moneygeek.com/education/college/ to explore resources about student loans, work-study options, grants & scholarships, loan repayment, and more.

www.ahec.hawaii.edu
WRITING YOUR ESSAY FOR COLLEGE OR SCHOLARSHIPS

Most colleges and universities require you to submit an essay or personal statement along with the other required materials (i.e. ACT/SAT scores, high school transcripts, letters of recommendations) 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. Do not 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.
- Proofread! 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 (e.g. guidance counselor, teacher, mentor, AHEC staff).
- 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. Do not use slang or acronyms that you would text to 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 was submitted past the deadline.

Additional college essay resources:
www.princetonreview.com
www.collegeboard.com
www.essayedge.com

QUALITIES THAT BENEFIT FUTURE HEALTHCARE PROVIDERS

- Leadership and decision making skills
- Commitment to lifelong learning
- A strong sense of responsibility
- Compassion
- Emotional maturity
- Commitment to serve people from all backgrounds
- Empathy and altruism
- Moral and ethical integrity
- Hard-working and dedicated nature
- Ability to work as part of a team
- Excellent listening and communication skills
- Ability to communicate in an additional language(s)

MATCHING YOUR PERSONALITY WITH A FUN CAREER

Inquisitive and investigative: You may enjoy being a Biomedical Researcher, a Forensic Scientist, or a Physician, because all require curiosity.

Artistic: You could be a medical illustrator!

Tech-savvy: Medical records are currently being converted to an electronic system at the national level, which makes Health Information Technology an exciting profession.

Problem solver: Social Work or Community Health Work may be for you.

Social person who loves meeting new people: You may be interested in becoming a nurse, medical translator or work in community health.

Leader: You should consider being 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 considering and 2) finding a mentor in the field you are interested in and meet with them regularly. The Community Resources pages of this book can help you find mentors and shadowing experiences. AHEC can help too, just call us at 808-692-1060.
You graduated high school and are now in college. There are several things you need to focus on as you continue your college training. Depending on the career you have chosen, you may already be in a health professions training program. For example, if your career requires a certificate, associate’s, or bachelor’s degree, you are already working to achieve your goal. If you have 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 (e.g. nursing, physician assistant, perfusion technology, physical therapy, audiology, medical school, or pharmacy school).

If you want to be 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. Here are some tips for accomplishing that goal. It is important to have the best possible grades, but it is also imperative 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 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 advisor regularly.</td>
<td>Start/continue meaningful volunteer and leadership experiences.</td>
<td>Know the application deadlines and follow them. They are unforgiving!</td>
</tr>
<tr>
<td>Concentrate on excellence your first few semesters.</td>
<td>Begin forming quality relationships with faculty members.</td>
<td>Have the appropriate GPA and entrance exam scores for your career.</td>
</tr>
<tr>
<td>Retake any prerequisite classes with poor grades.</td>
<td>Explore the field of your choice by shadowing/researching it.</td>
<td>Develop a well-written personal statement and application that helps you stand out from the crowd. AHEC can help!</td>
</tr>
<tr>
<td>Develop a strong background in natural science.</td>
<td>Participate in scientific research if available.</td>
<td>Cultivate excellent faculty recommendations and provide the faculty with everything they need to write them (i.e. your CV/resume, a pre-addressed, stamped envelope and procedures for submitting, and even a draft letter about yourself if they request it). Sharpen your interviewing skills by practicing. Have your friends and family interview you with questions that you may be asked. AHEC can provide a practice interview upon request as well.</td>
</tr>
<tr>
<td>Find the library and learn how to use it.</td>
<td>Join the pre-professional club. At UHM, look into the Prehealth/ prelaw Advising Center: manoa.hawaii.edu/undergrad/pac/</td>
<td></td>
</tr>
<tr>
<td>Take diverse classes for a broad background, but make sure you complete all prerequisites.</td>
<td>Participate in interesting extracurricular activities.</td>
<td>Know about the institution you are applying to-Google it! Remember, you have to ask them questions too.</td>
</tr>
<tr>
<td>Select a major based on your skills and interests. It is not mandatory to major in science, but you need a strong foundation in science.</td>
<td>Sharpen your written and verbal communication skills by reading books and writing papers.</td>
<td>Research current events (news) for your field and check professional associations websites.</td>
</tr>
<tr>
<td>Prepare in advance for entrance exams.</td>
<td>Take advantage of all opportunities to learn and grow.</td>
<td>Know the application deadlines and follow them. They are unforgiving! <em>This is so important that we remind you twice</em>.</td>
</tr>
</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 too 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 achieve 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 select is already determined based on your career choice. In other health careers, like a physician, research scientist, or a healthcare administrator, you have many choices for your undergraduate major that will all be applicable to a professional degree. The following pages contain stories from local healthcare professionals.
CAREER SPOTLIGHT

Nurse Practitioner Prioritizes Prevention for Teens
Hokulani Porter, RN, MSN, APRN
Nanakuli Satellite, Wai`anae Coast Comprehensive Health Center

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 amid the poverty common to O`ahu’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.”

Something changed when Hokulani listened to a speaker who came to her high school encouraging students to become volunteers for the Special Olympics. Hokulani responded and gave up her free time to provide assistance at competitions for athletes with disabilities. The experience made her excited about what else she could do in life.

She buckled down in her studies and applied for colleges and scholarship opportunities. Her hard work paid off, and she was accepted 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 for those with disabilities to safely experience activities like horseback riding and archery. But more than the equipment, Hokulani 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.”

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, or 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.”

Hokulani’s message about the importance of preventing illness is especially important on the Leeward Coast, where chronic disease rates are high and are apt to burden people at an earlier age. The causes for this are complex. Some diseases can be attributed 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,” Hokulani says, adding that the situation can be frustrating. However, Hokulani is passionate about working with teens on the Leeward Coast and believes that she can help them make better decisions.

In order to be in a position to positively influence teen health choices, she gained expert training to perform her job. In addition to her nurse practitioner degree, she earned a degree in public health, studying the “social determinants” of health. Social determinants are the differences in health status that divide the rich from the poor. Hokulani says that 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 individuals to prevent disease from overtaking their lives. Disease prevention education is so important to Hokulani that she brings brochures about college scholarship opportunities to the clinic where she works. She has also teamed up with other medical professionals to open a Wai’anae Coast wellness center focused on adolescent needs. Hokulani grew up speaking pidgin Hawaiian and uses this form of communication primarily when speaking with patients that she has assessed and feels more comfortable communicating in their/our local dialect. “It’s helped me gain more trust when providing patient care in our primarily Hawaiian communities and helps patients feel that we, as patient and provider, are on the same level”.

Hokulani 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”

Layne Hashimoto, OD
Optometrist at Eye Care Center of Kaua`i, Lihue

Growing up on Kaua`i, it was a requirement for Dr. Hashimoto to wear glasses. This did not stop him from playing the 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. Dr. Hashimoto also realized that in addition to his love for sports, he was also intrigued by the field of science. It was this interest in science that led him to seek out a job shadowing position with Dr. Lyman Yoshimura, a local optometrist. As a teenager, Dr. Hashimoto noted that smiles — not tears — were the norm at Dr. Yoshimura’s office. This positive experience is what made Dr. Hashimoto decide, as a high school student, that a career in optometry was right 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,” Dr. Hashimoto says.

While still a student at Kaua`i High School, Dr. Hashimoto heard about an optometry program at Pacific University in Oregon that streamlined the usual eight years of training into seven years. He was accepted into the program and excited to attend, even if it meant he would soon long for all things homegrown - Hawaiian food, weather, and people. He also faced a huge academic workload and was constantly busy. But Dr. Hashimoto never lost sight of his goal of becoming an optometrist, and was able to succeed within the program.

After he earned his degree, Dr. Hashimoto returned to his hometown and partnered with other local optometrists and physicians to establish the Eye Care Center of Kaua`i. “Coming back home to practice optometry is extra special,” he says, “because the Kaua`i community is as tightly knit as ever.” Many of his patients are long-time family friends, members of his extended family, or even people who attended Kaua`i High School with him. Dr. Hashimoto treats his patients with techniques he learned from the Pacific University optometry program, but he notes that is also very important to stay up-to-date on the fast-moving technological advances in optometry. For example, there is an exciting new machine available that can read blood sugar from tears to detect if diabetes is hindering a patient’s vision.

One of Dr. Hashimoto’s favorite things about his job is being able to set his own hours. This frees him up to play the sports he enjoyed while growing up on Kaua`i. 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.”
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 Kaua`i 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 of her life she had been strumming a 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 Kaua`i, just happened to have an ukulele in his office. He brought 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, the patient got back to jamming and continued to offer Steven the occasional ukulele lesson. This is an important example of how a holistic treatment can simultaneously improve a patient’s psychological and physical state.

“The goal 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. He shares this because he does not want 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 building support from a client’s family members. While Steven describes himself as very right-brained (a creative type, in other words), he never imagined that his creativity could be channeled into occupational therapy. While in high school, he was assigned to write a paper about occupational therapy, which sparked his interest in the profession. However, his low-income background meant he would face huge hurdles in covering college tuition costs. Luckily, he participated in a work-study plan with his college’s financial aid office, where he learned about scholarship opportunities. “I went after everything I could. Money-wise, it all worked out,” Steven says.

It is important to share that Steven’s first job as an occupational therapist did not quite work out. It was at a mainland facility, where they defined his duties very narrowly. Fourteen years ago, when he was hired for the Kaua`i job, he was not 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 prompted 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.”
Biomedical Researcher Explores New Medical Treatments Using Bamboo Extract
Jason Higa, PhD
Junior Researcher and Lecturer, University of Hawai‘i John A. Burns School of Medicine

Dr. Jason Higa, who grew up in Makakilo, O‘ahu and attended Moanalua High School, did not initially set out to become a scientist. Even though he earned his undergraduate degree from UH Mānoa in biology, he never pictured himself tracking the cancer-curing powers of a tropical plant. During his undergraduate years, his forte was math. Dr. Higa was also skilled with computer science, a field he briefly pursued as an unclassified graduate student. His passion for programming was sparked after taking a course in artificial intelligence once he became a full graduate student in San Francisco, California. This fired up his ambition to design programs to help computers think more like humans instead of simple calculators.

Dr. Higa might even be plying his code-writing skills for a living today, were it not for his return to Hawai‘i, his enduring interest in cell and molecular biology, and, perhaps most importantly, his acquaintanceship with UH Associate Researcher and Cell Biologist Dr. Jun Pane‘e, the lead investigator on the bamboo extract experiments. Dr. Pane‘e has been Dr. Higa’s mentor since 2009. She says Dr. Higa’s computer and math skills impressed her from the start and she sensed he would become a master of bioinformatics. While not quite a household word — at least not yet, bioinformatics is a growing interdisciplinary field that makes it possible to process the wealth of data generated by 21st century biomedical research. It is no surprise that widening demand for bioinformatics expertise follows the first sequencing of the human genome that mapped the variations of more than 20,000 genes in human DNA. “It’s a common problem in biomedical research that we are faced with trying to make sense out of these massive read-outs of data,” says Dr. Pane‘e.

Both mentor and mentee want their bioinformatics analyses of data to go to good use. “Ultimately, we want to look at safely and conveniently delivering the bamboo extract to human consumers in a controllable way” says Dr. Pane‘e. But they remain duly open to the possibility that they may need to retool and revise, if they are to ever succeed. “If we knew all the answers and all the results of our experiments, we wouldn’t do them, nor would we be paid to do them. But as scientists we accept the risk in chasing hypotheses,” observes Dr. Higa. He concedes the “needle-in-the-haystack” nature of his doctoral level research in cell and molecular biology comes with a price. “When I told my Dad I planned to be a doctor — but not that kind of doctor, he knew it might be a haul before I would be out in the workforce,” he says. But Dr. Higa is quick to acknowledge that his parents agreed that his ardent pursuit of a doctoral degree was a respectable goal, regardless of monetary rewards. Interestingly, Dr. Higa’s mother, who emigrated to Hawai‘i from the Philippines and also attended UH at Mānoa, was a participant in Operation Manong, the UH organization that helped students from underserved communities transform their lives through higher education.

In spite of any obstacles, Drs. Higa and Pane‘e are highly motivated by the prospect that their research will bring help to where it is needed most – right here at home. If the bamboo extract passes scientific muster and makes its way into real world applications, it would aid in the treatment of breast cancer and other chronic diseases including Type-2 diabetes, which impacts large numbers of Native Hawaiians, Pacific Islanders and numerous Asian groups in Hawai‘i. This disproportionately high burden of disease is known as a health disparity. Health disparities can often be traced to non-medical causes or social determinants, such as poverty and low education. These factors can limit access to quality health care and lead to unsatisfactory health outcomes. Dr. Higa hopes to continue to positively impact health in Hawai‘i through biomedical research.
<table>
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<tr>
<th>UNIVERSITY OF HAWAI`I (UH) SYSTEM (<a href="http://WWW.HAWAII.EDU">WWW.HAWAII.EDU</a>)</th>
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<td>University of Hawai`i at Mānoa</td>
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<td>Windward Community College</td>
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<td>Wai`anae Education Center</td>
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<td>Hawai`i Community College</td>
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<td>UH Center–West Hawai`i</td>
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<td>North Hawai`i Education and Research Center</td>
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<td>Honolulu Campus</td>
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<td>Hawai`i Loa Campus</td>
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<td>Military Programs</td>
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<td><strong>O`ahu</strong></td>
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<th>MAINLAND PARTNER UNIVERSITY</th>
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<tr>
<td>Pacific University in Oregon Health Science Schools &amp; MEDEX Northwest</td>
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<tr>
<td><a href="http://www.pacificu.edu">www.pacificu.edu</a>, <a href="http://www.hawaiipaprogram.org">www.hawaiipaprogram.org</a></td>
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<th>ONLINE AND OTHER UNIVERSITIES/COLLEGES</th>
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<td>Hawai`i Tokai International College</td>
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<td>Institute of Clinical Acupuncture and Oriental Medicine</td>
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<td>Remington College</td>
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<td>University of Phoenix</td>
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<tr>
<td>World Medicine Institute</td>
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University of Hawai‘i participates in the WUE Program, which makes it possible for Hawai‘i residents to receive tuition rates at the Hawai‘i Resident Rate x 1.5 while at a mainland school. Unfortunately, this currently does not cover Architecture, programs, but it is still a great deal if you want to be on the mainland!

| 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 |
| **Montana:** |  
| Dawson Community College | Flathead Valley Community College |
| Great Falls College MSU | Helena College University of Montana |
| Highlands College of Montana Tech | Miles Community College |
| Montana State University, Billings | Montana State University, Bozeman |
| Montana State University, Northern | Montana Tech of the University of Montana |
| University of Montana, Missoula | University of Montana, Western Nevada |
| College of Southern Nevada | Nevada State College |
| Nevada State College | Truckee Meadows Community College |
| University of Nevada, Las Vegas | Western Nevada Community College |
| **New Mexico:** |  
| Eastern New Mexico University, Portales | Eastern New Mexico University, Roswell |
| New Mexico Institute of Mining & Tech. | New Mexico Junior College |
| New Mexico Military Institute | New Mexico State University |
| New Mexico State University, Alamogordo | Northern New Mexico College |
| Santa Fe Community College | University of New Mexico |
| **North Dakota:** |  
| Bismarck State College | Dakota College, Bottineau |
| Dickinson State University | Lake Region State College |
| Mayville State University | Minot State University |
| **South Dakota:** |  
| Black Hills State University | Dakota State University |
| Northern State University | South Dakota School of Mines and Technology |
| **Utah:** |  
| Dixie State University | University of South Dakota |
| 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 |
| Evergreen State College | Grays Harbor College |
| Spokane Community College | **Western Washington University** |
| Spokane Falls Community College | Washington State University, Pullman |
| Washington State University, Tri-Cities | Washington State University, Vancouver |
| **Wyoming:** |  
| Casper College | Central Wyoming College |
| Eastern Wyoming College | Gillette College |
| Laramie County Community College | University of Wyoming |
| Northwest College | Western Wyoming Community College |
| Sheridan College | The Commonwealth of Northern Mariana Islands (CNMI): |
| University of Wyoming | **Northern Marianas College** |

For more information visit [www.wiche.edu/wue](http://www.wiche.edu/wue) or [manoa.hawaii.edu/admissions/undergrad/financing/wue.html](http://manoa.hawaii.edu/admissions/undergrad/financing/wue.html)
**HEALTH CAREER COMMUNITY RESOURCES: STATEWIDE RESOURCES**

### Hawai`i/Pacific Basin Area Health Education Center (AHEC)

The mission of the Hawai`i/Pacific Basin AHEC is to improve health of the underserved through education. AHEC has six program centers throughout the Hawaiian Island chain. There are three main activity areas: educating and recruiting students to health professions; educating health professions students in the rural and underserved communities of Hawai`i, often in multi-professional teams; and recruiting health care professionals to rural and underserved areas and providing continuing education. Important areas of concentration are improving video teleconferencing capabilities as well as telemedicine and telehealth utilization, and performing health and health workforce needs assessments. Programs designed especially for aspiring K-12 students include:

- **Pre-Health Career Corps (PHCC):** PHCC is a free program for students of all ages who are interested in pursuing health careers. Students participate in structured activities through AHEC, including career awareness, job shadowing, campus exposure, mentoring, research experiences, and educational support to prepare them for a health career and to network with health professionals.

- **The C.A.N.O.E Academy (Create and Navigate Opportunities in Education):** The Academy is a year long program ranging from 10th grade through undergraduate students that involves monthly meetings, medical workshops, college and career planning, and has an intensive mentoring component. This program is targeted toward academic and economic disadvantaged students.

- **Teen Health Camp (THC):** THC 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 (JABSOM). THC is held 6 times per year on different islands, including Hawai`i, O`ahu, Maui, Kauai, Lana`i, and Moloka`i. THC is sustained with the help of UH partners including Native Hawaiian Center of Excellence, Na Pua No`eau, and UH HCOP.

- **Speakers Bureau:** AHEC has a database of over 180 healthcare professionals throughout Hawai`i that enjoy going to schools to speak about their pathway to becoming a health professional. AHEC can connect you with these professionals. Groups can also request to visit health-related work sites and JABSOM.

- **Research Opportunities in Hawaii:** We are working to expand research opportunities in Hawaii through partnerships with mainland researchers. Currently we are performing distance DNA analysis and air quality research and have other opportunities developing. Contact AHEC if you are interested. Also, the INBRE Program supports a database of Biomedical Research Opportunities at inbre.jabsom.hawaii.edu.

### Hawai`i Pacific Health (HPH) Student Programs

HPH is a nonprofit healthcare 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 four flagship 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 6-week paid summer program provides exposure to a career in clinical and non-clinical roles within a health care environment. The internship is highlighted by “careers in medicine” talks with physicians and other healthcare leaders, optional activities (including shadowing and observing surgeries) and visits to various departments and units based on the individual areas of interest. More than 700 students have already participated, and past interns rave about the opportunity to learn more about the healthcare industry and culture, interacting with patients and their families, and understanding the team effort involved in the care process. In addition, the **Summer Student Research Program** allows a select group of students who are planning to go to medical school to conduct hands-on bench research with HPH clinical researchers and physicians.

### Contact Information

- **ahec@hawaii.edu ~ (808) 692-1060 ~ www.ahec.hawaii.edu**

- **careers@hawaiipacifichealth.org ~ (808) 535-7571 ~ www.hawaiipacifichealth.org/careers**
**STATEWIDE RESOURCES**

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<tr>
<th>Program</th>
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<tr>
<td><strong>Alu Like, Inc.</strong>&lt;br&gt;This nonprofit organization provides services and activities to Native Hawaiians including community economic development, business assistance, employment preparation, training, library, educational and childcare services.</td>
<td><a href="http://www.alulike.org">www.alulike.org</a></td>
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| **Career Kokua (The Hawai`i Career Information Delivery System)**<br>This organization provides health and science career assessments and online information channels on occupations, training programs, and schools. | Dlir.rs.hcids@hawaii.gov  
(808) 587-5515  
https://careerkokua.hawaii.gov/  |
| **GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) Hawai`i**<br>This program serves students at selected low-income middle and high schools. It is hosted by College Application and Exploration Season (CAES), which is best known for assisting 12th grade students with applying to college. GEAR UP also supports the Step Up Campaign (a scholar program that increases high school student interest in rigorous coursework) and the Advanced Via Individual Determination (AVID) program, which helps low-income middle and high schools who are in the academic middle (“B”, “C”, and “D” grades) with college preparatory skills. GEAR UP also supports Summer Bridge programs at Wai`alae, McKinley, and Nanakuli. UH Mānoa works closely with GEAR UP at Farrington and Waipahu. | gearup.hawaii.edu |
| **Hawai`i Health Education Resources at The Queen’s Medical Center: Hawai`i Medical Library**<br>Listings available at the Hawai`i Medical Library contain information on academic programs offered in Hawai`i as well as additional state and national career resources. | www.hml.org/CHIS2/careers/hawaii.php |
| **Hawai`i State Department of Education (DOE) Career and Technical Education (CTE)**<br>CTE is a structure within the DOE that allows high school students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. AHEC works closely with the CTE Health Pathways courses to provide opportunities for teachers and students. Please see the following resource by island section for participating schools. | Patricia Beardeaux  
Patricia.beardeaux@k12.hi.us  
(808) 305-9707  
http://www.hawaiipublicschools.org/TeachingAndLearning/StudentLearning/CTE/Pages/default.aspx |
| **Hawai`i State Department of Education (DOE) Science, Technology, Engineering, and Mathematics (STEM)**<br>STEM education integrates the study of science, technology, engineering and mathematics by using scientific inquiry and engineering design as unifying processes. Please see the following resource by island section for participating schools. | John Constantinou  
DOE STEM Education Specialist  
John_Constantinou/SSB/HIDOE@notes.k12.hi.us  
(808) 305-9718  
www.hawaiipublicschools.org |
| **HOSA–Future Health Professionals**<br>HOSA is a national professional organization for students, professionals, and community members. It provides co-curricular activities in healthcare that emphasize the development of leadership and technical skill competencies through motivation, awareness, and recognition. Courses are academically rigorous, include hands-on activities, and aim to connect students to the community. Please see the following resource by island section for participating schools. | Ada Toyama  
Ada_toyama@hotmail.com  
(808) 203-5532, ext. 1306  
www.hawaiihosa.org |
<p>| <strong>Kamehameha Schools Resource Centers (KSRC)</strong>&lt;br&gt;KSRCs serve as a link between island communities and Kamehameha School resources. Each center provides services for Native Hawaiians such as counseling on college admissions, financial aid and scholarships. KSRC also offers programs such as Kamehameha Scholars, which provides educational enrichment with a focus on college and career guidance. | apps.ksbe.edu/resourcecenters |</p>
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<td><strong>Managing with Aloha Book</strong></td>
<td><a href="http://www.managingwithaloha.com">www.managingwithaloha.com</a></td>
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<tr>
<td>A classroom-based workbook that can be purchased. It is specifically</td>
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<td>for Hawaiian youth and provides a step-by-step guide to prepare</td>
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<td>students for transitioning into the workforce. It provides information</td>
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<td>on job search techniques, filling out an application, resume building,</td>
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<td>effective interviewing skills, networking, discovering the value of</td>
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<td>extracurricular activities, internships, and job shadowing.</td>
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<tr>
<td><strong>Minority Health and Health Disparities International Research Training (MHIRT) Program</strong></td>
<td><a href="http://www.manoa.hawaii.edu/tropicalmedicine/?page_id=1467">www.manoa.hawaii.edu/tropicalmedicine/?page_id=1467</a></td>
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<tr>
<td>This program is an undergraduate research experience with the UH John A.</td>
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<tr>
<td>Burns School of Medicine where students learn how to conduct research</td>
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<td>during the Spring semester and then complete an 8-week Summer research</td>
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<td>project on health and health disparities in Thailand or Cameroon.</td>
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<td><strong>Native Hawaiian Student Pathway to Medicine</strong></td>
<td>Sasha N.K. Fernandes, M.D. <a href="mailto:sfernan@hawaii.edu">sfernan@hawaii.edu</a> (808) 692-1040</td>
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<tr>
<td>This program from the Native Hawaiian Center of Excellence at the UH</td>
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<td>John A. Burns School of Medicine guides selected Native Hawaiian</td>
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<td>students on their path to becoming future physicians and health</td>
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<td>professionals. The curriculum consists of premedical workshops,</td>
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<td>individualized advising, and career counseling. Opportunities include</td>
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<td>working in the community health field and receiving assistance with</td>
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<tr>
<td>applying for Medical College Admission Test (MCAT) preparation</td>
<td></td>
</tr>
<tr>
<td>funding.</td>
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<tr>
<td><strong>Ola: Health is Everything (Movie)</strong></td>
<td><a href="http://www.olamovie.com">www.olamovie.com</a></td>
</tr>
<tr>
<td>A locally-made film about health, hope and the power of communities to</td>
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<tr>
<td>heal themselves. The movie highlights remote parts of Hawai’i and</td>
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<tr>
<td>discovers selfless individuals who’ve created innovative solutions to</td>
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<tr>
<td>the challenges affecting their communities.</td>
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<tr>
<td><strong>Pacific STEP-UP Program</strong></td>
<td>Ameesa Golshan <a href="mailto:hawaii.stepup@gmail.com">hawaii.stepup@gmail.com</a> <a href="http://stepup.jabsom.hawaii.edu/">http://stepup.jabsom.hawaii.edu/</a></td>
</tr>
<tr>
<td>This program is the NIH National Institute of Diabetes and Digestive</td>
<td>pacific-step-up/</td>
</tr>
<tr>
<td>and Kidney Diseases Short-Term Research Experience for Underrepresented</td>
<td></td>
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<tr>
<td>Persons (STEP-UP). It is located at the John A. Burns School of</td>
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<tr>
<td>Medicine and is designed to provide opportunities in individualized</td>
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<tr>
<td>research for underrepresented and/or disadvantaged students. The goal</td>
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<tr>
<td>of this program is to expose students to hands-on laboratory,</td>
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<tr>
<td>clinical or social/behavioral research, with the hope of igniting and</td>
<td></td>
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<tr>
<td>fostering interest in scientific research and investigation.</td>
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</tr>
<tr>
<td>Applicants from all islands are welcome!</td>
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</tr>
<tr>
<td><strong>Running Start</strong></td>
<td>Shane Payba <a href="mailto:payba@hawaii.edu">payba@hawaii.edu</a> (808) 984-3496 <a href="http://www.hawaii.edu/dualcredit">www.hawaii.edu/dualcredit</a></td>
</tr>
<tr>
<td>This partnership between the DOE and the UH system provides an</td>
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<tr>
<td>opportunity for qualified 11-12th graders to enroll in undergraduate</td>
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<tr>
<td>classes through the University of Hawai’i system as part of their</td>
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<tr>
<td>high school coursework.</td>
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<tr>
<td><strong>University of Hawai’i Online Learning Academy (OLA)</strong></td>
<td><a href="mailto:ola@hawaii.edu">ola@hawaii.edu</a> (808) 956-3714 manoa.hawaii.edu/ola</td>
</tr>
<tr>
<td>OLA offers free online tutoring for K-12 and undergraduate students</td>
<td></td>
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<tr>
<td>in science and math. Just go to the website (manoa.hawaii.edu/ola) and</td>
<td></td>
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<tr>
<td>click on “Enter Tutoring Room”. Sign in by using your first name only</td>
<td></td>
</tr>
<tr>
<td>(a login and password is not required). Online Schedule: Monday-Friday,</td>
<td></td>
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<tr>
<td>1 pm - 10 pm &amp; Sunday, 5 pm - 10 pm</td>
<td></td>
</tr>
<tr>
<td><strong>University of Hawai’i Pre-Health/Pre-Law Advising Center</strong></td>
<td>Kiana Shiroma <a href="mailto:uhpac@hawaii.edu">uhpac@hawaii.edu</a> (808) 956-8646 <a href="http://www.manoa.hawaii.edu/">www.manoa.hawaii.edu/</a></td>
</tr>
<tr>
<td>The Pre-Health/Pre-Law Advising Center (PAC) is a walk-in resource</td>
<td>undergrad/pac</td>
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<tr>
<td>center for students interested in law, medicine (e.g. allopathic,</td>
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<tr>
<td>chiropractic, naturopathic, osteopathic, podiatric), or the health</td>
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<tr>
<td>sciences (e.g. dentistry, optometry, pharmacy, physician assistant,</td>
<td></td>
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<tr>
<td>occupational therapy, physical therapy, veterinary medicine). The</td>
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<tr>
<td>mission of PAC is to guide students in discovering their paths in life</td>
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<tr>
<td>and transforming their professional dreams into reality. They provide</td>
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<tr>
<td>individual and group advising, workshops, mock interviews, résumé,</td>
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<tr>
<td>and personal statement reviews. The PAC serves anyone in the state</td>
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<tr>
<td>who is interested in pursuing a career in law or health.</td>
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</tr>
</tbody>
</table>
Join the Hawai`i Pre-Health Careers Corps (PHCC)!

The PHCC is a NEW program available from the Hawai`i/Pacific Basin Area Health Education Center (AHEC) at the John A. Burns School of Medicine (JABSOM) for students that want to learn about health careers, receive mentoring, and be part of a group support system. Activities include campus visits, mentoring, research opportunities, and provider shadowing. The PHCC is a multi-year program that students of all ages can join to gain valuable experience before entering a health career. Visit www.ahec.hawaii.edu/phcc for more information or to join from any island.

<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>
</tr>
</thead>
<tbody>
<tr>
<td>Career Readiness</td>
<td>Receive Health Careers Navigator book</td>
<td>Assist with improving and updating web-based Navigator book</td>
<td>Give talks to students about health professions in Hawai`i</td>
<td>Give health careers orientation sessions at your academic institution</td>
</tr>
<tr>
<td></td>
<td>Participate in Teen Health Camp, UH Health Career Opportunity Program (HCOP), or AHEC Summer Camps</td>
<td>Assist with organizing Teen Health Camp</td>
<td>Write newsletter article(s)</td>
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<td></td>
<td></td>
<td>Shadow health care providers</td>
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<tr>
<td></td>
<td></td>
<td>Assist with career presentations</td>
<td></td>
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<tr>
<td>Campus Exposure</td>
<td>Visit health professions campuses and participate in local health career or campus career fairs on their island</td>
<td>Perform course shadowing at healthcare campuses</td>
<td>Enroll in health careers training preparatory classes at local college</td>
<td>Volunteer to provide tours to students visiting your health career campus</td>
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<tr>
<td></td>
<td></td>
<td>Volunteer at your local campus</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentoring</td>
<td>Participate in quarterly group mentoring sessions and receive follow-up mentoring</td>
<td>Provide email mentoring for a new PHCC student matched by island and interests</td>
<td>Meet with PHCC Staff about career goals and decide career mentor</td>
<td>Meet with and shadow mentor</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Monthly emails with mentor</td>
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</tr>
<tr>
<td>Research</td>
<td>Participate in health workforce research for their interest area with AHEC</td>
<td>Learn to do literature searches on health research and assist with a publication for the Hawai`i Journal of Medicine and Public Health</td>
<td>Apply to Hawai`i Pacific Health research opportunities</td>
<td>Apply to Hawai`i Pacific Health undergraduate research</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Apply to NIDDK STEP-UP Diabetes Research Program and other local NIH opportunities</td>
<td>Apply for INBRE research and other undergraduate research programs</td>
</tr>
<tr>
<td>Education Sessions</td>
<td>Inquiry-based case learning session at group mentoring</td>
<td>Email and social media etiquette training at group mentoring</td>
<td>Professionalism discussion at group mentoring</td>
<td>Annual celebration</td>
</tr>
</tbody>
</table>
### BIG ISLAND (HAWAIʻI ISLAND) RESOURCES

<table>
<thead>
<tr>
<th>Program</th>
<th>Contact</th>
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</thead>
</table>
| **Girls Exploring Math and Science** (GEMS; Grade 5) is a program in Kona specifically designed for girls, where they get to see how math, science, and technology are incorporated into professions. This program includes hands-on exhibits and workshops. | Laurel Gregory  
Lgregory@hawaii.edu  
(808) 969-8833  
kona-hi.aauw.net/gems/ |
| **Hale Hoʻola Hamakua** *(formerly Honokaʻa Hospital;* Grades 9-12) offers volunteer opportunities for students in a wide variety of services that help patients, visitors, and staff. | Theresa Glowania  
tglowania@hhsc.org  
(808) 932-4130  
https://www.halehoolahamakua.org/careers/volunteers/ |
| **Hawaiʻi Community College** offers training to become a Licensed Practical Nurse, Registered Nurse, or Substance Abuse Counselor. | (808) 934-2500  
www.hawaii.hawaii.edu |
| **Hawaiʻi Teen Health Camp** *(THC; Grades 6-12)* is a one-day event led by medical students from the John A. Burns School of Medicine (JABSOM) that aims to enhance student enthusiasm for entering healthcare fields by addressing education and career planning needs. THC offers interactive workshops, skill demonstrations, fun activities, and discussions with local healthcare professionals and students. | Lisa Rantz  
lrantz@hhsc.org  
(808) 974-4746 |
| **Health Center 21 Online Classes** *(Grades 11-12)* is a web-based learning site for the CTE Health Career Pathways course *(Pahoa High School).* | www.aeseducation.com/healthcenter21/ |
| **HI DOE STEM** *(Grades K-12)* integrates the study of science, technology, engineering, and mathematics by using scientific inquiry and engineering design as unifying processes *(available at Keaʻau and Kealakehe High Schools).* | John Constantinou  
John_Constantinou/SSB/HIDOE@notes.k12.hi.us  
(808) 305-9718 |
| **HI State Department of Education (DOE) Career and Technical Education (CTE) Pathways** *(Grades 6-12)* provides opportunities for students to explore healthcare through the practical application of academic, technical skills, and knowledge. High schools with health career pathways include: Hilo, Honokaʻa, Kaʻu, Keaʻau, Kealakehe, Kohala, Pahoa, and Waiakea. | Patricia Beardeaux  
Patricia.beardeaux@k12.hi.us  
(808) 305-9707  
www.hawaiipublicschools.org |
| **Hilo Area Health Education Center (AHEC)** has extensive partnerships with academic programs, community groups, and local healthcare organizations. AHEC provides volunteer opportunities at the Hilo Medical Center in conjunction with HOSA, supports 1-2 day hospital visitation programs, and hosts John A. Burns School of Medicine (JABSOM) students. | Lisa Rantz  
lrantz@hhsc.org  
(808) 932-3636  
www.ahec.hawaii.edu |
| **Hilo Medical Center: Hawaiʻi Island Family Medicine Residency** is a physician training program designed to meet healthcare needs in the local community and rural areas throughout the state. | Kristine McCoy  
(808) 932-4358  
www.hifmr.org |
| **HOSA—Future Health professionals** *(Grades 9-12)* is a national professional organization for students, professionals, and community members which provides co-curricular activities in healthcare that emphasize the development of leadership and technical skill competencies though motivation, awareness, and recognition. | Ada Toyama  
Ada_toyama@hotmail.com  
(808) 205-5532, ext 1306 |
<table>
<thead>
<tr>
<th>Program</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Kaiser Permanente West Hawai’i Clinics</strong> (16+ years old) provide shadowing experiences for students.</td>
<td>(808) 334-4400 <a href="mailto:hp.kp.volunteer@kp.org">hp.kp.volunteer@kp.org</a></td>
</tr>
<tr>
<td><strong>Ka’u Hospital</strong> is a Critical Access Hospital (CAH) that offers volunteer opportunities for students.</td>
<td>Sabrina Ervin (808) 932-4392 <a href="https://www.kauhospital.org/careers/volunteers/">https://www.kauhospital.org/careers/volunteers/</a></td>
</tr>
<tr>
<td><strong>Ka’u Rural Health Community Association, Inc.</strong> (KRHCAI) has a variety of programs available. Some include: mentoring for Long Term Care Nursing, courses in Certified Nursing Assistant and Medical Billing/Coding, Ka’u Rural Health Academy, organizing a Ka’u Practical Nursing cohort with Hawai’i Community College, and</td>
<td>Jessie Marques <a href="mailto:krhcai@yahoo.com">krhcai@yahoo.com</a> krhcai.com</td>
</tr>
<tr>
<td><strong>Kohala Hospital</strong> is a 28-bed Critical Access Hospital (CAH) with 24-hour emergency services that offers volunteer opportunities for students.</td>
<td>Sadie Young or Cheryl Rocha (808) 889-6211 kohala.hhsc.org</td>
</tr>
<tr>
<td><strong>Kona Community Hospital (KCH) Auxiliary</strong> (18+ years old) provides the volunteer support base for service, fundraising and “friendraising.”</td>
<td>Judy Donovan (808) 322-9311 <a href="http://www.kch.hhsc.org">www.kch.hhsc.org</a></td>
</tr>
<tr>
<td><strong>Massage School</strong> programs are available, including the Big Island Academy of Massage and 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>Nā Pua No‘eau</strong> (Grades K-12) helps Hawai’i’s youth develop interest and academic capacity, which includes special health career pathways and STEM-focused initiatives during the summer and the academic year. The <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 UH Hilo campuses.</td>
<td>University of Hawai’i at Hilo Toni Mallow <a href="mailto:mallow@hawaii.edu">mallow@hawaii.edu</a> (808) 974-7678 UH University Center, West Hawai’i (808) 322-4867 <a href="http://nfrcc.hawaii.edu/">http://nfrcc.hawaii.edu/</a> languageroadmap/index.php/na-pua-noeau-ke-ola-mau-scholars-program-healthcare/</td>
</tr>
<tr>
<td><strong>North Hawai’i Community Hospital Volunteer Services Program</strong> (13+ years old) provides opportunities for students, who become an integral part of the `ohana of caregivers at the hospital.</td>
<td>Wayne Higaki, <a href="mailto:wayne.higaki@NHCH.com">wayne.higaki@NHCH.com</a> (808) 881-4695 <a href="https://www.queens.org/careers/volunteer-careers">https://www.queens.org/careers/volunteer-careers</a></td>
</tr>
<tr>
<td><strong>Pūlama I Ke Ola Healthcare Conference</strong> (Grades 9-12) is hosted annually by UH Hilo and other partners to introduce high school students to the healthcare disciplines and promotes interest in health careers.</td>
<td>Cecilia Mukai, PhD <a href="mailto:cmukai@hawaii.edu">cmukai@hawaii.edu</a> (808) 932-7072</td>
</tr>
<tr>
<td><strong>Registered Independent Student Organizations (RISO)</strong> include the clubs available at UH Hilo, including: Colleges Against Cancer Aspiring Doctors, UH Hilo Pharmacy Club, Pre-Pharmacy Club, HOSA Club, Nursing ‘Ohana Psychology Club, or you could start your own club!</td>
<td>(808) 932-7377 hilo.hawaii.edu/campuscenter/riso</td>
</tr>
<tr>
<td><strong>Science Camps of America</strong> (Grades 8-12) immerses teens in hands-on science education in a summer camp setting.</td>
<td>(678) 619-0974 <a href="http://www.sciencecampsamerica.com">www.sciencecampsamerica.com</a></td>
</tr>
<tr>
<td><strong>University of Hawai’i, Hilo</strong> offers training for careers in Counseling Psychology, Pharmacist, and Pharmacy Technician.</td>
<td>(808) 932-7446 <a href="http://www.hilo.hawaii.edu">www.hilo.hawaii.edu</a></td>
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# KAUAʻI ISLAND RESOURCES

<table>
<thead>
<tr>
<th>Program</th>
<th>Contact</th>
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<tbody>
<tr>
<td><strong>Hale Ho`omalu (East Kauaʻi) and Nana’s House (West Kauaʻi)</strong></td>
<td>(808) 821-2520 (Hale Ho`omalu)</td>
</tr>
<tr>
<td>are family support centers run by the nonprofit group, Child &amp; Family</td>
<td>(808) 338-0252 (Nana’s House)</td>
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<tr>
<td>Service. They offer volunteer opportunities in community outreach and</td>
<td><a href="http://www.childandfamilyservice.org/volunteer.html">www.childandfamilyservice.org/volunteer.html</a></td>
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<tr>
<td>client services.</td>
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<tr>
<td><strong>HOSA– Future Health Professionals</strong></td>
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<tr>
<td>(Grades 9-12) provides students with health education and volunteer</td>
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<tr>
<td>opportunities to enhance leadership, community involvement, and</td>
<td></td>
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<tr>
<td>technical skill competencies in healthcare professions.</td>
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<tr>
<td><strong>HI State Department of Education Career Technical Education (CTE)</strong></td>
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<tr>
<td>(Grades 9-12) is an educational structure that allows students the</td>
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<tr>
<td>opportunity to explore and learn through the practical application of</td>
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<tr>
<td>academic, technical skills, and knowledge. The Health Pathways course</td>
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<tr>
<td>is available at the following High Schools: Kapaʻa, Kauaʻi, and Waimea.</td>
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<tr>
<td><strong>HI State Department of Education STEM</strong></td>
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<tr>
<td>(Grades 9-12) integrates the study of science, technology, engineering,</td>
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<tr>
<td>and mathematics by using scientific inquiry and engineering design as</td>
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<tr>
<td>unifying processes (available at Kauaʻi High School).</td>
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<tr>
<td><strong>HI State Department of Health</strong></td>
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<tr>
<td>provides volunteer experiences for students interested in family-</td>
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<td>centered, community-based comprehensive, coordinated care for youth</td>
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<td>with special health care needs.</td>
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<td><strong>Ho`ola Lahui Hawaiʻi</strong></td>
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<td>provides Summer Health Camps, CPR and First Aid certified clinics,</td>
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<td>lomi, la<code>au lapa</code>au. In schools, they plan year-round programs dealing</td>
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<td>with boys and their health issues, youth mentorship, and young men’s</td>
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<tr>
<td>and young women’s group.</td>
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<td><strong>Hui o Nā Mākua Ho`okahi o Kauaʻi</strong></td>
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<tr>
<td>is a nonprofit program for single parents that meets almost any need</td>
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<td>as it arises, including providing meals, housing, transportation, and</td>
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<tr>
<td>career development.</td>
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<tr>
<td><strong>Kauaʻi Community College</strong></td>
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<tr>
<td>helps Students Succeed in their education by providing support services and resources such as Dedicated career counselors, Vet center and advising, Disability/Mental Health Counselors, Wellness Center, Kipaipai Program, Learning Resource Center, Peer Mentoring, Student clubs, financial aid, and free tutoring to advance development in the healthcare fields. Training programs include: Nursing, Massage, CNA, Medical Assisting, Home Healthcare, MSW-concentration in medical (UHM), Dental Assisting, and School Health Aid.</td>
<td><a href="http://kauai.hawaii.edu/">http://kauai.hawaii.edu/</a></td>
</tr>
<tr>
<td><strong>Kauaʻi Economic Development Board: Aloha ‘Ike Grants</strong> (GK-12 teachers)</td>
<td>(808) 245-6692</td>
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<tr>
<td>provide monthly funding opportunities (up to $5,000) so that teachers</td>
<td><a href="http://www.kedb.com/about-kedb/programs/">www.kedb.com/about-kedb/programs/</a></td>
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<tr>
<td>can coordinate projects outside of their existing curriculum.</td>
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<tr>
<td>Program</td>
<td>Contact</td>
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<td>------------------------------------------------------------------------</td>
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</tbody>
</table>
| **Kaua‘i Medical Reserve Corps** is organized and operated by the Hawai‘i State Department of Health, Kaua‘i District Health Office in collaboration with numerous community partners. The Kaua‘i MRC serves a community of 62,000 which includes both the islands of Kaua‘i and Ni‘ihau. The mission of the Kaua‘i MRC is to establish a team of local volunteers who can contribute their skills and expertise to medical and public health service throughout the year and during times of community need. | Lauren Guest  
(808) 241-3420  
http://health.hawaii.gov/prepare/medical-reserve-corps/ |
| **Kaua‘i Planning and Action Alliance/DOE (Keiki to Career Program)** creates learning opportunities to increase early literacy, create relevance and to build resilience in our young people. | www.hawaii.edu/cte/index.html |
| **Kaua‘i Teen Health Camp** (THC; Grades 6-12) is a one-day event led by medical students from the John A. Burns School of Medicine (JABSOM) that aims to enhance student enthusiasm for entering healthcare fields by addressing education and career planning needs. THC offers interactive workshops, skill demonstrations, fun activities and discussions with local healthcare professionals and students. | Fran Becker  
naleiwili@gmail.com  
(808) 246-8986  
www.ahec.hawaii.edu |
| **Living Life Source Foundation** provides scholarships for health professions students in Native Hawaiian charter or immersion schools to increase Native Hawaiian enrollment in health education programs. Hawaiian practitioners train and mentor in health related work with upstream services including healing and therapy, clinical massage therapy, lomilomi (Hawaiian massage), kahea lapa‘au (spiritual healing), la‘au lapa‘au (herbal healing), hoo‘ponopono (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  
www.livinglifesourcefoundation.org/education-program-grants |
| **Massage Schools** include Aloha Lomi Massage Academy and Pacific Center Awareness and Bodywork Massage School (PCAB). | www.alohalomiacademy.com  
www.awarenessandbodywork.com |
| **Nā Lei Wili — Kaua‘i Area Health Education Center** (Grades K-12) has activities that promote health career including the Patch Fitness Program and 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 mentor SHA students. | Fran Becker  
naleiwili@gmail.com  
(808) 246-8986 |
| **Nā Pua No‘eau** (Grades 9-12) is for Native Hawaiian students to develop interest and academic capacity to attend college. The goal is to build 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 |
| **Office of Continuing Education and Training (OCET)** has adult literacy courses that are held across the community for Kaua‘i residents to meet higher education needs. | (808) 245-8318  
sites.google.com/a/hawaii.edu/office-of-continuing-education |
<table>
<thead>
<tr>
<th>Program</th>
<th>Contact</th>
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</table>
| **Samuel Mahelona Memorial Hospital** is Kaua’i’s Eastside Critical Access Hospital located in Kapa’a and offers volunteer opportunities. | Jennifer  
(808) 822-4961  
www.smmh.hhsc.org |
| **Wilcox Memorial Hospital** is a 72-bed facility that has volunteer opportunities available for students. | Shanyyn Chung  
808-535-7571  
careers@hawaiipacifichealth.org |
## LĀNA‘I ISLAND RESOURCES

<table>
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<th>Program</th>
<th>Contact</th>
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</thead>
</table>
| **STEMworks™** (Grades 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 or Isla Young Maui Economic Development Board  
(808) 875-2300  
https://www.stemworkshawaii.org/  |
| **HI State Department of Education Career Technical Education (CTE)** (Grades 9-12) is an educational structure that allows students the opportunity to explore and learn through the practical application of academic, technical skills, and knowledge. The support and involvement of business and industry in CTE is critical to the preparation of tomorrow’s skilled workforce. | Patricia Beardeaux  
Patricia.beardeaux@k12.hi.us  
(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. It is offered at Lāna‘i High School. | John Constantinou  
John_Constantinou/SSB/HIDOE@notes.k12.hi.us  
(808) 305-9718 |
| **Huli Au Ola — Maui County Area Health Education Centers** (Grades K-12) is based in Moloka‘i, but is also open to participants from Maui and Lāna‘i. Maui AHEC has a weekly health education program for K-12 students that covers Native Hawaiian healing practices, environmental awareness activities, team-building, and study skills. In collaboration with Native Hawaiian Healthcare Systems, they also offer a one-week residential Summer Institute with STEM activities, team building, study skills, and a fun family night focused on science-learning. | Rosie Davis  
rosiedavis777@yahoo.com  
(808) 553-3623  
www.ahec.hawaii.edu |
| **Lāna‘i Community Health Center (LCHC)** is a federally qualified health center and nonprofit organization that offers high quality, affordable, and primary and preventive medical, dental, and mental healthcare. LCHC serves all individuals especially those who live in poverty. | 333 Sixth Street  
Lanai City, HI 96763  
(808) 565-6919 |
| **Maui or Moloka‘i Teen Health Camp** (THC; Grades 6-12) is a one-day event led by medical students from the John A. Burns School of Medicine (JABSOM) that aims to enhance student enthusiasm for entering healthcare fields by addressing education and career planning needs. THC offers interactive workshops, skill demonstrations, fun activities, and discussions with local healthcare professionals and students. Highly motivated students may be able to receive travel assistance to attend. | ahec@hawaii.edu  
(808) 692-1060  
www.ahec.hawaii.edu |
| **Nā Pua No‘eau** (Grades K-12) helps Hawai‘i’s youth develop interest and academic capacity, which includes health career pathways and STEM-focused initiatives during the summer and the academic year. | Chantell Schillings  
chantell@hawaii.edu  
(808) 565-9100  
https://hilo.hawaii.edu/ |
<table>
<thead>
<tr>
<th>Program</th>
<th>Contact</th>
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</table>
| **HOSA—Future Health professionals** (Grades 9-12)                     | Ada Toyama  
Ada_toyama@hotmail.com  
(808) 205-5532, ext 1306                                                                                                                       |
| **HI State Department of Education Career Technical Education** (CTE; GK-12) is 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. Health Pathways are at these high schools: Baldwin, King Kekaulike, Lahainaluna, and Maui. | Patricia Beardeaux  
Patricia.beardeaux@k12.hi.us  
(808) 305-9707                                                                                                                                  |
| **HI State Department of Education STEM** (GK-12)                      | John Constantinou  
John_Constantinou/SSB/HIDOE@notes.k12.hi.us  
(808) 305-9718                                                                                                                                    |
| **Hui No Ke Ola Pono** is a private, not for profit community-based health enhancement, disease prevention and health care center. They provide programs on nutrition, health management, and health care referrals for the community of Maui in a culturally caring manner. | www.hnkop.org                                                                                                                                          |
| **Hui Au Ola — Maui County Area Health Education Centers** (Grades K-12) is based in Moloka‘i, but is also open to participants from Maui and Lāna‘i. They have a weekly health education program for K-12 students that covers Native Hawaiian healing practices, environmental awareness activities, team-building, and study skills. In collaboration with Native Hawaiian Healthcare Systems, they also offer a one-week residential Summer Institute with STEM activities, team building, study skills, and a fun family night focused on science learning. | Rosie Davis  
rosiedavis777@yahoo.com  
(808) 553-3623  
www.ahec.hawaii.edu                                                                                                                               |
| **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  
hi.kp.volunteer@kp.org                                                                                                                                                                       |
| **Kula Hospital Auxiliary** is a volunteer service for patients, residents, and families.                                                  | (808) 876-4400  
https://www.mauihealthsystem.org/kula-hospital/                                                                                                                                                  |
| **Maui Memorial Medical Center** (Grades 9-12) has a Summer Medical Internship through the Maui Memorial Medical Center Foundation. This program is designed to give participants a “window” into the practice of medicine from the perspective of a physician. | Melvin Burton  
(808) 874-8774  
https://www.mauihealthsystem.org/maui-memorial/                                                                                                                                            |
| **Maui Teen Health Camp** (THC; Grades 6-12) is a one-day event led by medical students from the John A. Burns School of Medicine (JABSOM) that aims to enhance student enthusiasm for entering healthcare fields by addressing education and career planning needs. THC offers interactive workshops, skill demonstrations, fun activities and discussions with local healthcare professionals and students. | ahec@hawaii.edu  
(808) 692-1060  
www.ahec.hawaii.edu                                                                                                                                                                      |
<table>
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<tr>
<th>Program</th>
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<tr>
<td><strong>Massage School</strong> is available at Maui School of Therapeutic Massage.</td>
<td>(808) 572-2277 <a href="http://www.massagemaui.com">www.massagemaui.com</a></td>
</tr>
<tr>
<td><strong>Maui Teen Health Camp</strong> (THC; Grades 6-12) is a one-day event led by medical students from the John A. Burns School of Medicine (JABSOM) that aims to enhance student enthusiasm for entering healthcare fields by addressing education and career planning needs. THC offers interactive workshops, skill demonstrations, fun activities and discussions with local healthcare professionals and students.</td>
<td><a href="mailto:ahec@hawaii.edu">ahec@hawaii.edu</a> (808) 692-1060 <a href="http://www.ahec.hawaii.edu">www.ahec.hawaii.edu</a></td>
</tr>
<tr>
<td><strong>Massage School</strong> is available at Maui School of Therapeutic Massage</td>
<td>(808) 572-2277 <a href="http://www.massagemaui.com">www.massagemaui.com</a></td>
</tr>
<tr>
<td><strong>Nā Pua No'eau</strong> (Grades K-12) helps youngsters develop interest and academic capacity. Includes special health career pathways and STEM-focused initiatives during summer and the academic year. Integrates curriculum with core values of Native Hawaiian and other underrepresented groups.</td>
<td>Ohua Morando, <a href="mailto:ohua@hawaii.edu">ohua@hawaii.edu</a> (808) 984-3364</td>
</tr>
<tr>
<td><strong>Running Start: University of Hawai‘i Maui College</strong> (Grades 11-12) is a statewide program 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.</td>
<td>Shane Payba <a href="mailto:payba@hawaii.edu">payba@hawaii.edu</a> (808) 984-3496 <a href="http://www.hawaii.edu/dualcredit/">www.hawaii.edu/dualcredit/</a></td>
</tr>
<tr>
<td><strong>STEMworks™</strong> (Grades 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. Programs are offered at the following high schools: Baldwin, Hana, King Kekaulike, Lahainaluna, Maui, and Kihei Charter School. STEMworks is also available at these intermediate schools: Iao, Kalama, Lokelani, and Maui Waena.</td>
<td>Leslie Wilkens or Isla Young Maui Economic Development Board (808) 875-2300 <a href="http://www.medb.org">www.medb.org</a></td>
</tr>
<tr>
<td><strong>University of Hawai‘i Maui College</strong> offers degree programs in: Community Health Worker; Dental Assistant; Dental Hygiene; Dental Laboratory Technician; Home Health Aide; Nursing Offers the following clubs: Pre-Professional Health Club; HOSA.</td>
<td>(808) 984-3500 <a href="http://www.maui.hawaii.edu/studentlife/clubs/clubs-and-organizations">www.maui.hawaii.edu/studentlife/clubs/clubs-and-organizations</a></td>
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### MOLOKAʻI ISLAND RESOURCES

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<tr>
<th>Program</th>
<th>Contact</th>
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</table>
| **HOSA– Future Health Professionals** (Grades 9-12) is a national professional organization for students, professionals, and community members that provides co-curricular activities in healthcare that emphasize the development of leadership and technical skill competencies though motivation, awareness, and recognition. | Ada Toyama  
Ada_toyama@hotmail.com  
(808) 205-5532, ext 1306 |
| **HI State Department of Education Career Technical Education (CTE)** (K-12) is 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 Keakaulike, Hana High, Lahainaluna High, Maui High, Baldwin High. | Patricia Beardeaux  
Patricia.beardeaux@k12.hi.us  
(808) 305-9707 |
| **HI State Department of Education STEM** (Grades 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). | John Constantinou  
John_Constantinou/SSB/HIDOE@notes.k12.hi.us  
(808) 305-9718 |
| **Huli Au Ola — Maui County Area Health Education Center** (Grades K-12) is based in Molokaʻi, but is also open to participants from Maui and Lānaʻi. They have a weekly health education program for K-12 students that covers native healing practices, environmental awareness activities, team-building, and study skills. In collaboration with Native Hawaiian Healthcare Systems, they also offer a one-week residential Summer Institute with STEM activities, team building, study skills, and a fun family night focused on science-learning. | Rosie Davis  
rosiedavis777@yahoo.com  
(808) 553-3623  
www.ahec.hawaii.edu |
| **Molokaʻi General Hospital** 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. | Alicia Teves  
(808) 553-5331  
www.molokageneralhospital.org |
| **Molokaʻi Teen Health Camp** (THC; Grades 6-12) is a one-day event led by medical students from the John A. Burns School of Medicine (JABSOM) that aims to enhance student enthusiasm for entering healthcare fields by addressing education and career planning needs. THC offers interactive workshops, skill demonstrations, fun activities and discussions with local healthcare professionals and students. | ahec@hawaii.edu  
(808) 692-1060  
www.ahec.hawaii.edu |
<table>
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<tr>
<th>Program</th>
<th>Contact</th>
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<tr>
<td><strong>Castle Medical Center Volunteer Program</strong> (16+ years old) 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 may work directly with patients or experience procedures behind the scenes.</td>
<td>(808) 263-5500 <a href="http://www.castlemed.org">www.castlemed.org</a></td>
</tr>
<tr>
<td><strong>Children’s Discovery Center</strong> (Pre-K to 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.</td>
<td><a href="mailto:info@discoverycenterhawaii.org">info@discoverycenterhawaii.org</a> (808) 524-KIDS (524-5437)</td>
</tr>
<tr>
<td><strong>Curriculum Research &amp; Development Group (CRDG)</strong> (Pre-K to 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.</td>
<td>(808) 956-8176 <a href="http://www.manoa.hawaii.edu/crdg">www.manoa.hawaii.edu/crdg</a></td>
</tr>
<tr>
<td><strong>Hawai‘i/Pacific Basin Area Health Education Center</strong> (AHEC) provides health careers recruitment, training and retention activities for students of all ages including Speaker’s Bureau, PreHealth Career Corps, Teen Health Camp, Teen Mentorship Academy and more. See page 20 for more info.</td>
<td>Dr. Kelley Withy <a href="mailto:ahec@hawaii.edu">ahec@hawaii.edu</a> (808) 692-1060 <a href="http://www.ahec.hawaii.edu">www.ahec.hawaii.edu</a></td>
</tr>
<tr>
<td><strong>Hawai‘i Pacific University Pre-Health Club and Alpha Epsilon Delta</strong> is for students interested in health professions and the Alpha Epsilon Delta is the Academic Honors Society for pre-health students.</td>
<td><a href="https://www.hpu.edu/cncs/natural-science/pre-health/index.html">https://www.hpu.edu/cncs/natural-science/pre-health/index.html</a></td>
</tr>
<tr>
<td><strong>Hawai‘i Pacific University School of Health and Society Research Opportunities</strong> contact Michaela Rinkel at <a href="mailto:mrinkel@hpu.edu">mrinkel@hpu.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>Hawai‘i 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. Participating high schools include Castle, Farrington, McKinley, Mililani, and Roosevelt.</td>
<td>John Constantinou John_Constantinou/SSB/HIDOE@notes.k12.hi.us (808) 305-9718</td>
</tr>
<tr>
<td><strong>Hawai‘i State Hospital (HI State Department of Health)</strong> provides services to approximately 14,000 adults with severe and persistent mental illness. Provides volunteer experiences of six months or longer.</td>
<td>(808) 586-4686 <a href="http://health.hawaii.gov/">http://health.hawaii.gov/</a></td>
</tr>
<tr>
<td><strong>HOSA– Future Health Professionals</strong> (Grades 9-12) provides students with health education and volunteer opportunities 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. Participating high schools include Aiea, Campbell, Castle, Farrington, Kahuku, Kailua, Kalani, Kapolei, Leilehua, McKinley, Mililani, Moanalua, Nanakuli, Pearl City, Radford, Roosevelt, Wai‘anae, and Waipahu.</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>
</tbody>
</table>
### HI State Department of Education Career Technical Education (CTE)
(Grades 9-12) is 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. Participating high schools include Aiea, Campbell, Castle, Farrington, Kahuku, Kalua, Kalani, Kapolei, Leilehua, McKinley, Mililani, Moanalua, Nanakuli, Pearl City, Radford, Roosevelt, Wai‘anae, and Waipahu.

**Contact**
Patricia Beardeaux
Patricia.beardeaux@k12.hi.us
(808) 305-9707

### Honolulu Community Action Program: Hā Initiative Creative STEM After School Program
(Grades 2-8) 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.

**Contact**
(808) 521-4531
www.hcapweb.org

### Hui Mālama O Ke Kai
(Grades 7-12) is an after school program in Waimānalo. The Waimānalo ‘Ōpio Program focuses on ho‘okele (navigation) and other community service projects, trains students to become mentors, perpetuating a cycle of social responsibility and instilling self-confidence.

**Contact**
(808) 259-2031
www.huimalamaokekai.org

### IDeA Network for Biomedical Research Excellence (INBRE)
is a statewide grant program involving most of our undergraduate-based institutions and nearly all of our community colleges. The core mission of INBRE is to get students involved in biomedical research right from the beginning of their college experience. INBRE also supports a cadre of professional investigators as mentors for the INBRE intern experience. Students can find a listing of potential research mentors on the INBRE webpage.

**Contact**
inbre.jabsom.hawaii.edu

### 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.

**Contact**
(808) 671-8511
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.

**Contact**
(808) 293-9221
www.kahuku.hhsc.org

### Kaiser Permanente
provides their members with both health care and health coverage in one place. Moanalua Medical Center is a full-service medical facility offering a range of specialties and 24 hour emergency service.

**Contact**
(808) 432-0000
kpinhawaii.com

### Kapi‘olani Medical Center for Women & Children
is at the forefront of vital Medical Education and community health outreach programs. Volunteer opportunities are available.

**Contact**
Shanyn Chung
808-535-7571
careers@hawaiipacifichealth.org
<table>
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<tr>
<th>Program</th>
<th>Contact</th>
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<tbody>
<tr>
<td><strong>Ke Ola Mau Scholars Program with Nā Pua No'ēau</strong> (Grades 9-12) 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>Kehau Bishaw <a href="mailto:bishawbh@hawaii.edu">bishawbh@hawaii.edu</a> (808) 956-9410 <a href="http://www.nflrc.hawaii.edu/languageroadmap/index.php/na-pua-noeau-ke-ola-mau-scholars-program-healthcare">www.nflrc.hawaii.edu/languageroadmap/index.php/na-pua-noeau-ke-ola-mau-scholars-program-healthcare</a></td>
</tr>
<tr>
<td><strong>Kokua Kalīhi Valley Family Health Center</strong> hosts tours of facilities and provides shadowing experiences for students.</td>
<td><a href="http://www.kkv.net">www.kkv.net</a></td>
</tr>
<tr>
<td><strong>Kū I Ka Mana</strong> (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.</td>
<td>Jennifer Molnar <a href="mailto:jmolnar@waimanalohealth.org">jmolnar@waimanalohealth.org</a></td>
</tr>
<tr>
<td><strong>Kuakini Medical Center Volunteer Auxiliary</strong>  (14+ years old) program allows volunteers to 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">www.kuakini.org</a></td>
</tr>
<tr>
<td><strong>Kuaola</strong> (Grades 6-8) offers mentoring by first-year medical students in the community in Nanakuli. This program 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 <a href="mailto:voloch@hawaii.edu">voloch@hawaii.edu</a></td>
</tr>
<tr>
<td><strong>Massage Schools</strong> include Hawaiʻi School of Professional Massage, Hawaiʻi Massage Academy, Hawaiʻi Healing Arts College, and Elite Massage Academy Heartspire School of Hawaiian Massage.</td>
<td><a href="http://www.massagecenterhi.com">www.massagecenterhi.com</a> <a href="http://www.hawaiimassageacademy.net">www.hawaiimassageacademy.net</a> <a href="http://www.hhacdirect.com">www.hhacdirect.com</a> <a href="http://www.heartspire.com">www.heartspire.com</a></td>
</tr>
<tr>
<td><strong>Medical Student Mentorship Program at John A. Burns School of Medicine (JABSOM)</strong> pairs first-year medical students with undergraduate students for student mentoring. The medical students also provide mentoring and curriculum development assistance at Kailua High School (CTE Health Pathways) and Waimanalo Elementary (after school program).</td>
<td><a href="mailto:msmp@hawaii.edu">msmp@hawaii.edu</a> <a href="http://www.uhmsmp.org">www.uhmsmp.org</a></td>
</tr>
<tr>
<td><strong>My Individual Development Plan (IDP)</strong> is a program by Science Careers which offers free resources and support to PhD students in science and health-related fields.</td>
<td>myidp.sciencecareers.org</td>
</tr>
</tbody>
</table>
| **Nā Pua No'ēau** (GK-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. | Kinohi Gomes kinohi@hawaii.edu (808) 956-9410 https://hilo.hawaii.edu/
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<tbody>
<tr>
<td>NIH Office of Intramural Training &amp; Education Careers Blog was</td>
<td><a href="http://www.oitecareersblog.wordpress.com">www.oitecareersblog.wordpress.com</a> /blog-policy/</td>
</tr>
<tr>
<td>established by the Career Services Center within the Office of</td>
<td></td>
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<tr>
<td>Intramural Training and Education (OITE), National Institutes of Health</td>
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<td>(NIH) to increase awareness of OITE services among trainees; to</td>
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<td>respond to frequently asked questions about and offer guidance with the</td>
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<td>career planning and job search process; and to share new and</td>
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<td>updated career information and resources with all NIH trainees.</td>
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<td>O`ahu Teen Health Camp (THC; Grades 6-12) is a one-day event</td>
<td><a href="mailto:ahec@hawaii.edu">ahec@hawaii.edu</a></td>
</tr>
<tr>
<td>led by medical students from the John A. Burns School of Medicine</td>
<td>(808) 692-1060</td>
</tr>
<tr>
<td>(JABSOM that aims to enhance student enthusiasm for entering</td>
<td><a href="http://www.ahec.hawaii.edu">www.ahec.hawaii.edu</a></td>
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<tr>
<td>healthcare fields by addressing education and career planning needs.</td>
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<tr>
<td>THC offers interactive workshops, skill demonstrations, fun</td>
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<tr>
<td>activities and discussions with local healthcare professionals and</td>
<td></td>
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<tr>
<td>students.</td>
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<tr>
<td>Pacific STEP-UP Program is the NIH National Institute of Diabetes</td>
<td>Danielle Clements</td>
</tr>
<tr>
<td>and Digestive and Kidney Diseases (NIDDK) Short-Term Research</td>
<td><a href="mailto:hawaii.stepup@gmail.com">hawaii.stepup@gmail.com</a></td>
</tr>
<tr>
<td>Experience for Underrepresented Persons (STEP-UP). It is located at the</td>
<td><a href="http://stepup.jabsom.hawaii.edu/pacific-step-up/">http://stepup.jabsom.hawaii.edu/pacific-step-up/</a></td>
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<td>John A. Burns School of Medicine and designed to provide opportunities</td>
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<td>in individualized research for underrepresented and/or disadvantaged</td>
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<td>students. The goal of this program is to expose students to hands-on</td>
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<td>laboratory, clinical or social/behavioral research, with the hope of</td>
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<td>igniting and fostering interest in scientific research and</td>
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<tr>
<td>investigation.</td>
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<tr>
<td>Pali Momi Medical Center is a 126 bed facility which is a part of</td>
<td>Shanyn Chung</td>
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<tr>
<td>Hawai`i Pacific Health and offers volunteer experiences.</td>
<td>808-535-757</td>
</tr>
<tr>
<td>Queen’s Medical Center is an acute medical care facility and the</td>
<td>(808) 691-4397</td>
</tr>
<tr>
<td>largest private hospital in Hawai`i with 505 acute care beds and 28</td>
<td><a href="mailto:shadowing@queens.org">shadowing@queens.org</a></td>
</tr>
<tr>
<td>sub acute beds. QMC offers volunteer opportunities that start at 64</td>
<td><a href="http://www.queens.org/careers/volunteer-careers">www.queens.org/careers/volunteer-careers</a></td>
</tr>
<tr>
<td>hours. Participants must complete TB training, have parental consent</td>
<td></td>
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<tr>
<td>and participate in C.A.R.E. training (Compassion, Aloha, Respect and</td>
<td></td>
</tr>
<tr>
<td>Excellence).</td>
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</tr>
<tr>
<td>Queen’s Medical Center West Oahu volunteer program. If you are</td>
<td>(808) 691-3000</td>
</tr>
<tr>
<td>interested in applying to become a volunteer, apply online at</td>
<td>Volunteer Coordinator</td>
</tr>
<tr>
<td>www queens.org</td>
<td>(808) 691-3197</td>
</tr>
<tr>
<td>Richard T. Mamiya Science Program Center, Bishop Museum (Pre-K to</td>
<td>(808) 848-4168</td>
</tr>
<tr>
<td>Grade 8) has a program called “The Science Adventure”, which is an</td>
<td><a href="mailto:education@bishopmuseum.org">education@bishopmuseum.org</a></td>
</tr>
<tr>
<td>immersive learning environment of interactive exhibits on the</td>
<td></td>
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<tr>
<td>geology, biology and oceanography of the Hawaiian Islands. Exhibits</td>
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<tr>
<td>explore ocean, wind and the volcanic forces. Aligns with HCPS III</td>
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<tr>
<td>Science Standards. Special features include guided, hands-on</td>
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<td>programs.</td>
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<tr>
<td>Shriner’s Hospital for Children delivers the highest quality care to</td>
<td>(808) 951-3868</td>
</tr>
<tr>
<td>children with a host of orthopedic, neuromusculoskeletal and</td>
<td><a href="http://www.shrinershospitalsforchildren.org">www.shrinershospitalsforchildren.org</a></td>
</tr>
<tr>
<td>neurodevelopmental disorders and diseases. Offers volunteer</td>
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<tr>
<td>experiences for students, but there is often a wait list, so call as</td>
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<tr>
<td>soon as you can.</td>
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</tbody>
</table>
### O‘AHU ISLAND RESOURCES (Continued)

<table>
<thead>
<tr>
<th>Program</th>
<th>Contact</th>
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</thead>
</table>
| **SimTiki Lab** *(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. | Kris Hara, RRT  
harakm@hawaii.edu  
(808) 692-1096  
www.simtiki.org |
| **Student-2-Student Program** at the Leeward Community College reaches out to low-income high school students. This program introduces them to the college application process, financial aid, and understanding financial concepts like credit, loans, and money management. | www.leeward.hawaii.edu |
| **Straub Clinic & Hospital** is a fully integrated medical center with 159 beds. Volunteer opportunities are available, as is the Health Careers Internship and Summer Student Research Program *(See page 20).* | Shanyn Chung  
808-535-7571  
careers@hawaiipacifichealth.org |
| **Teen Mentorship Academy** *(Grades 9-12)* uses mentorship to assist students in Health Career Pathways classes 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. | Kau‘i Mead  
kaunional@hawaii.edu  
(808) 692-1066  
www.ahec.hawaii.edu |
| **Touch the Future Hawai‘i** *(Grades 6-12)* is a 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 Ilima Intermediate School is acting as a pilot for the program. | Katie Parker  
kparker@pacificu.edu |
| **Tripler Army Medical Center** is the only Federal Tertiary care hospital in the Pacific Basin. TAMC also provides a full service Family Medicine/Primary Care clinic and provides Army Medicine training programs for its members. | (808) 433-6631  
www.tamc.amedd.army.mil |
| **UH Transitional Health Sciences Simulation Center at UH Mānoa Nursing** at the Manoa School of Nursing is a 7000 sq. ft. state-of-the-art facility for clinical simulation for students, educators and practicing health care providers. UH THSSC uses real life clinical situations so that students can gain the experience, confidence and skills they need to provide quality care. The center integrates state-of-the-art equipment, electronic patient records and practices currently used by the state’s leading medical centers. As a statewide resource, the center supports lifelong learning opportunities for Hawai‘i’s practicing nurses and the entire health care team. The Center provides tours and can create custom experiences for DOE Health Academies and students in grades 9-12. | Lorrie Wong  
(808) 956-7709  
lorriew@hawaii.edu  
thssc.nursing.hawaii.edu/ |
| **UH John A. Burns School of Medicine (JABSOM)** is a diverse learning community committed to excellence and leadership in educating current and future healthcare professionals and leaders and delivering high-quality healthcare. Offers programs in cell and molecular biology, clinical research, epidemiology, developmental and reproductive biology, and tropical medicine. | (808) 692-1000  
www.jabsom.hawaii.edu |
| **UH Kapi‘olani Community College** offers training for careers such as Certified Medical Transcriptionist, Certified Nurse’s Aide, Dental Assistant, Emergency Medical Services, Certificate Licensed Practical Nurse, Massage Therapy, Medical Assistant, Medical Technology, Occupational Therapy Assistant, Phlebotomy Technician Certificate, Physical Therapy Assistant, Radiation Therapy Technologist, Radiologic Technologist, and Respiratory Care Practitioner. | (808) 734-9000  
www.kapiolani.hawaii.edu |
### O`AHU ISLAND RESOURCES (Continued)

<table>
<thead>
<tr>
<th>Program</th>
<th>Contact</th>
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<tbody>
<tr>
<td><strong>UH Mānoa - University of Hawai‘i at Mānoa</strong> is the flagship university in the University of Hawai‘i System and offers over 80 programs of study.</td>
<td>(808) 956-8111 <a href="http://www.hawaii.edu">www.hawaii.edu</a></td>
</tr>
<tr>
<td><strong>UH Mānoa - College Opportunities Program (COP)</strong> 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>Mike Maglaya <a href="mailto:copuhm@hawaii.edu">copuhm@hawaii.edu</a> (808) 956-6186 <a href="http://www.hawaii.edu/cop">www.hawaii.edu/cop</a></td>
</tr>
<tr>
<td><strong>UH Mānoa - Myron B. Thompson School of Social Work</strong> has Social work programs in Hawai‘i that prepare students to be educated global citizens capable of leveraging community partnerships that advance social justice and health equality. For example, UHM Myron B. Thompson School of Social Work faculty and practitioners serving as field (practicum) instructors function as leaders in the areas of child and family services, gerontology, health, and behavioral/mental health. The School’s Distance Education option offers neighbor island residents an opportunity to complete their MSW degree via a blended approach of interactive television, computer-based technology, and face-to-face instruction.</td>
<td>(808) 956-7182 <a href="http://www.hawaii.edu/sswork">www.hawaii.edu/sswork</a></td>
</tr>
<tr>
<td><strong>UH Mānoa - STEM Pre-Academy Program (Teachers, Grades 6-8)</strong> fosters student inspiration in STEM subjects through teacher workshops, technical focus sessions, providing equipment, and collaborative interaction. This program helps teachers develop and implement research and technology-based student curriculum. The open-AIRE borrowing program provides free equipment for teachers and the STEM Intercommunity Portal (SIP) allows teachers to stay connected with each other and to local community partners.</td>
<td><a href="http://www.sip-hawaii.org">www.sip-hawaii.org</a></td>
</tr>
<tr>
<td><strong>UH Mānoa - Student Equity, Excellence and Diversity (SEED)</strong> offers 18 programs for promoting college opportunity for disadvantaged and underrepresented groups.</td>
<td>Amy Agbayani <a href="mailto:seed@hawaii.edu">seed@hawaii.edu</a> (808) 956-4642</td>
</tr>
<tr>
<td><strong>UH Mānoa - Student Life &amp; Development Clubs</strong> include Dental Hygiene, Pre-Medical Association, Pre-Pharmacy Association, Student Nurses Association, and many more.</td>
<td><a href="http://www.manoa.hawaii.edu/studentlife/studentorg">www.manoa.hawaii.edu/studentlife/studentorg</a></td>
</tr>
<tr>
<td><strong>UH Mānoa - Undergraduate Research Opportunities Program (UROP)</strong> gives 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><a href="mailto:urop@hawaii.edu">urop@hawaii.edu</a> (808) 956-7492</td>
</tr>
<tr>
<td><strong>UH Mānoa - School of Nursing and Dental Hygiene (SONDH)</strong> provides an innovative, caring and multicultural environment in which faculty, students and staff work together to generate and transmit knowledge, wisdom and values to promote quality of life and health for present and future generations. The school offers the BS in Dental Hygiene, the only DH Baccalaureate program in Hawaii. Professional nursing degrees offered include the AD to BS, traditional BS, MS, DNP, and PhD in nursing. Courses are provided using face to face, online, and blended (hybrid) methods to provide statewide access to nursing education. They also have a successful direct high school entry program.</td>
<td>Office of Student Services (808) 956-8939 <a href="mailto:nursing@hawaii.edu">nursing@hawaii.edu</a> <a href="http://www.nursing.hawaii.edu/home">www.nursing.hawaii.edu/home</a></td>
</tr>
<tr>
<td><strong>UH Mānoa College of Languages, Linguistics and Literature (LLL)</strong> offers courses in most languages commonly spoken in Hawai‘i, as well as courses for health career professionals. Language-specific courses in interpreting and translation are available in Chinese (Mandarin), French, Ilocano, Japanese, and Spanish.</td>
<td><a href="http://www.lll.hawaii.edu/eval/resources5_100200courses.php">http://www.lll.hawaii.edu/eval/resources5_100200courses.php</a></td>
</tr>
<tr>
<td><strong>UH Mānoa– Hawai‘i Language Roadmap Initiative</strong> offers a full –day workshop on developing and marketing one’s bilingual proficiency for jobs in a range of industry sectors including careers in health professions.</td>
<td><a href="http://nflrc.hawaii.edu/languageroadmap/">http://nflrc.hawaii.edu/languageroadmap/</a></td>
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<tr>
<td>Program</td>
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<tr>
<td>UH Mānoa Center for Interpretation and Translation Studies (CITS)</td>
<td><a href="http://cits.hawaii.edu/">http://cits.hawaii.edu/</a></td>
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<tr>
<td>provides basic training in translation and interpretation with an</td>
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<tr>
<td>emphasis on communication skills and techniques needed to facilitate</td>
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<tr>
<td>cultural, scientific, and technical exchanges in cross-cultural and</td>
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<tr>
<td>multinational settings. A certificate in Community Interpreting with a</td>
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<tr>
<td>specialization in Medical Interpreting is offered. CITS is also a</td>
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<tr>
<td>registered certification exam center for the National Board of</td>
<td></td>
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<tr>
<td>Certification for Medical Interpreters (NBCMI).</td>
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<tr>
<td>University of Hawai‘i Health Careers Opportunity Program (HCOP) (Grades</td>
<td>Agnes Malate</td>
</tr>
<tr>
<td>9-12 and some college) provides students in schools from underrepresented</td>
<td><a href="mailto:amalate@hawaii.edu">amalate@hawaii.edu</a></td>
</tr>
<tr>
<td>and disadvantaged backgrounds with an opportunity to develop the skills</td>
<td>(808) 956-9262</td>
</tr>
<tr>
<td>needed for academic success in health sciences and college entry;</td>
<td><a href="http://www.hawaii.edu/diversity/HCOP">www.hawaii.edu/diversity/HCOP</a></td>
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<tr>
<td>offers Summer residential enrichment program on the UH Mānoa campus</td>
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<tr>
<td>to increase learning through problem-based activities, career</td>
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<tr>
<td>exploration, and personal developmental activities.</td>
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<tr>
<td>University of Hawai‘i - West O‘ahu located in Kapolei, is a</td>
<td>(808) 689-2800</td>
</tr>
<tr>
<td>comprehensive university with an emphasis on baccalaureate education</td>
<td><a href="http://www.uhwo.hawaii.edu">www.uhwo.hawaii.edu</a></td>
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<tr>
<td>founded in liberal arts, service professional, career-related, and</td>
<td></td>
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<tr>
<td>applied fields. Training programs offered include Health Care</td>
<td></td>
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<tr>
<td>Administrator, Nursing, and Nursing Practice.</td>
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</tr>
<tr>
<td>University of Phoenix, Hawai‘i offers health professions training in:</td>
<td>(866) 766-0766</td>
</tr>
<tr>
<td>Health Administration and Nursing.</td>
<td><a href="http://www.phoenix.edu">www.phoenix.edu</a></td>
</tr>
<tr>
<td>Wahiawa General Hospital (14+ years old) has a volunteer services</td>
<td>(808) 621-4243</td>
</tr>
<tr>
<td>program that allows students to match their skills and interests with</td>
<td><a href="http://www.wahiawageneral.org">www.wahiawageneral.org</a></td>
</tr>
<tr>
<td>meaningful assignments.</td>
<td></td>
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<tr>
<td>Wai‘anae Campus of Leeward Community College is a satellite campus</td>
<td><a href="http://www.leeward.hawaii.edu/leewardccw">www.leeward.hawaii.edu/leewardccw</a></td>
</tr>
<tr>
<td>located on the beautiful Wai‘anae coast of O‘ahu. It offers a</td>
<td></td>
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<tr>
<td>variety of first and second year college credit classes in liberal</td>
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<tr>
<td>arts, education, business, and career and technical areas. Students</td>
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<tr>
<td>can complete a majority of the course requirements for an Associate of</td>
<td></td>
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<tr>
<td>Arts or an Associate of Arts in Teaching degree. They are beginning a</td>
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<tr>
<td>peer mentoring program between current students and students at</td>
<td></td>
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<tr>
<td>Intermediate Schools in Waianae and Nanakuli to learn about the</td>
<td></td>
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<tr>
<td>importance of college.</td>
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<tr>
<td>Wai‘anae Coast Comprehensive Health Center— A.T Still University—</td>
<td><a href="mailto:Waianaechhl@atsu.edu">Waianaechhl@atsu.edu</a></td>
</tr>
<tr>
<td>SOMA provides an enriched training experience for osteopathic medical</td>
<td><a href="http://www.wcchc.com/Learning/ATSU">www.wcchc.com/Learning/ATSU</a></td>
</tr>
<tr>
<td>students. It provides early hands-on clinical experience in their</td>
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<tr>
<td>second year which includes osteopathic manipulative treatment.</td>
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<tr>
<td>Additionally, students are actively involved in the community</td>
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<td>through homeless outreach, mentorship programs and health center</td>
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<tr>
<td>events.</td>
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<tr>
<td>Wai‘anae High School has a Medical Simulation Center and a partnership</td>
<td>Phillip DePorto</td>
</tr>
<tr>
<td>with the University of Hawai‘i brings college students into the school</td>
<td>349-7618</td>
</tr>
<tr>
<td>to teach students utilizing the Simulation Center on Fridays. In</td>
<td><a href="mailto:p.deporto@seariders.k12.hi.us">p.deporto@seariders.k12.hi.us</a></td>
</tr>
<tr>
<td>addition, there is a partnership with Tripler Army Medical Center</td>
<td></td>
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<tr>
<td>where students visit for ten weeks (six hours a day on Thursdays) and</td>
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<tr>
<td>apply their health care skills in an actual health care setting.</td>
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<tr>
<td>Walden University (online) offers health professions training in</td>
<td>(866) 492-5336</td>
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<tr>
<td>Nursing Informatics, and Acupuncture.</td>
<td><a href="http://www.waldenu.edu">www.waldenu.edu</a></td>
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</tbody>
</table>
|                                                                         | www.ahec.hawaii.edu
# HEALTH CAREERS ALPHABETICAL INDEX

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<th>Index</th>
<th>Description</th>
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<tr>
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<td>Acupuncturist</td>
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<tr>
<td>A</td>
<td>Athletic Trainer</td>
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<td>A</td>
<td>Audiologist</td>
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<td>B</td>
<td>Bioinformatics Professional</td>
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<td>B</td>
<td>Biomedical Engineer</td>
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<td>Biomedical Equipment Technician</td>
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<td>B</td>
<td>Biomedical and Behavioral Health Researcher</td>
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<td>B</td>
<td>Biostatistician</td>
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<td>B</td>
<td>Blood Bank Technology Specialist</td>
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<td>C</td>
<td>Cancer/Tumor Registrar</td>
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<td>C</td>
<td>Cardiovascular Technician/Technologist</td>
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<td>C</td>
<td>Care Coordinator</td>
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<td>C</td>
<td>Certified Coding Specialist</td>
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<td>Certified Medical Transcriptionist</td>
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<td>Certified Rolfer</td>
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<td>Child Life Specialist</td>
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<td>Chiropractic Assistant</td>
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<td>Chiropractor</td>
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<td>Community Health Worker</td>
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<td>Cytotechnologist</td>
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<td>D</td>
<td>Demographer</td>
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<td>Dental Assistant</td>
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<td>Dental Hygienist</td>
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<td>Dental Laboratory Technician</td>
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<td>D</td>
<td>Dentist</td>
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<td>D</td>
<td>Diagnostic Medical Sonographer</td>
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<td>Dietetic Technician</td>
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<td>Dietitian</td>
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<td>D</td>
<td>Dosimetrist</td>
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<td>E</td>
<td>Embalmer</td>
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<td>EMS Personnel</td>
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<td>E</td>
<td>Environmental Health Specialist</td>
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<td>Epidemiologist</td>
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<td>F</td>
<td>Fitness and Wellness Instructor</td>
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<td>F</td>
<td>Forensic Scientist</td>
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<td>F</td>
<td>Funeral Director</td>
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<td>G</td>
<td>Genetic Counselor</td>
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<td>Gerontologist</td>
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<tr>
<td>H-L</td>
<td>Healthcare Administrator</td>
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<td>H-L</td>
<td>Health Educator</td>
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<td>H-L</td>
<td>Health Information Manager/Administrator</td>
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<td>Health Information Technician</td>
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<td>H-L</td>
<td>Histologic Technician</td>
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<td>H-L</td>
<td>Histotechnologist</td>
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<td>H-L</td>
<td>Home Health Aide</td>
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<td>H-L</td>
<td>Licensed Professional Counselor</td>
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<tr>
<td>M</td>
<td>Marriage and Family Therapist</td>
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<td>M</td>
<td>Massage Therapist</td>
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<td>M</td>
<td>Medical Assistant</td>
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<td>M</td>
<td>Medical Illustrator</td>
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<td>Medical Interpreter</td>
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<td>M</td>
<td>Medical Laboratory Scientist</td>
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<td>Medical Laboratory Technician</td>
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<td>Medical Librarian</td>
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<td>N</td>
<td>Naturopathic Doctor</td>
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<td>N</td>
<td>Nuclear Medicine Technologist</td>
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<td>N</td>
<td>Nursing: Vocational (CNA and LPN)</td>
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<td>N</td>
<td>Nursing: Professional (RN and APRN)</td>
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<tr>
<td>O</td>
<td>Occupational Therapist</td>
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<td>O</td>
<td>Occupational Therapy Assistant</td>
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<td>O</td>
<td>Optician</td>
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<td>O</td>
<td>Optometrist</td>
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<td>P-Q</td>
<td>Patient Services Representative</td>
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<td>P-Q</td>
<td>Perfusionist</td>
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<td>P-Q</td>
<td>Personal Trainer</td>
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<td>P-Q</td>
<td>Pharmacist</td>
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<td>P-Q</td>
<td>Pharmacy Technician</td>
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<td>P-Q</td>
<td>Phlebotomist</td>
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<td>P-Q</td>
<td>Physical Therapist</td>
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<td>P-Q</td>
<td>Physical Therapy Assistant</td>
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<td>P-Q</td>
<td>Physician</td>
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<td>P-Q</td>
<td>Physician Assistant</td>
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<td>P-Q</td>
<td>Podiatrist</td>
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<td>P-Q</td>
<td>Prosthetist/Orthotist</td>
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<td>P-Q</td>
<td>Psychiatric Aide/Technician</td>
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<td>P-Q</td>
<td>Psychologist</td>
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<tr>
<td>P-Q</td>
<td>Public Health Professional</td>
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<tr>
<td>R</td>
<td>Radiation Therapy Technologist</td>
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<td>R</td>
<td>Radiologic Technologist</td>
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<td>R</td>
<td>Recreational Therapist</td>
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<td>R</td>
<td>Rehabilitation Counselor</td>
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<td>R</td>
<td>Respiratory Therapist</td>
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<td>S-U</td>
<td>School Health Professional</td>
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<td>S-U</td>
<td>Social Worker</td>
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<td>S-U</td>
<td>Speech-Language Pathologist</td>
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<tr>
<td>S-U</td>
<td>Substance Abuse Counselor</td>
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<td>S-U</td>
<td>Surgical Technician/Assistant</td>
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<td>V-Z</td>
<td>Veterinarian</td>
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<td>V-Z</td>
<td>Veterinary Assistant</td>
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<td>Veterinary Technician</td>
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<td>Vision Assistant</td>
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<td>V-Z</td>
<td>Vision Technician/Technologist</td>
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Job Growth statistics found at: [https://www.careerexplorer.com/careers/?count=30&direction=asc&sort=name](https://www.careerexplorer.com/careers/?count=30&direction=asc&sort=name)
Acupuncture originated in China over 2,000 years ago, making it among the oldest healing practices in the world. It is now considered a form of Complementary and Alternative Medicine. Acupuncturists use a variety of techniques to stimulate specific points along the body that restore and maintain health. Acupuncturists are usually trained as physicians in China, where they do hand or electrical stimulation manipulations using thin, solid, metallic needles. Acupuncturists may also receive training in “Qigong,” a Chinese practice involving breathing patterns, body movements, and posture control. Acupuncture is a treatment that many health professionals (e.g. massage therapists, chiropractors, nurse practitioners, and physicians) include as part of an integrated medical practice.

**WORK ENVIRONMENT:**

Acupuncturists may work in physician offices, clinics, hospitals, or have their own private practice. Some choose to examine a patient’s physical and emotional symptoms in addition to medical history.

**AREAS OF SPECIALIZATION:**

Acupuncturists can specialize in weight loss, cosmetics, oncology, internal medicine, infertility, stress, depression, migraines, chronic and acute pain, Chinese herbology, Qigong, or acupressure treatments.

**LENGTH OF TRAINING AND REQUIREMENTS:**

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

**LICENSE/CERTIFICATION:**

Acupuncturists must obtain a license to practice in the State of Hawai‘i.

**EDUCATIONAL PROGRAMS:**

- Hawai‘i College of Oriental Medicine (Hilo and Waimea, Big Island)
- Institute of Clinical Acupuncture and Oriental Medicine
- World Medicine Institute

**PROFESSIONAL ASSOCIATIONS:**

- American Academy of Medical Acupuncture
  www.medicalacupuncture.org
- American Association of Acupuncture and Oriental Medicine
  www.aaaomonline.org
- Council of Colleges of Acupuncture and Oriental Medicine
  www.ccaom.org
- Hawai‘i Oriental Medicine and Acupuncture Association
  www.homaa.org
- National Certification Commission for Acupuncture and Oriental Medicine
  www.nccaom.org
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 work closely 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 can work with just about anyone who is physically active, including people of all ages and backgrounds.

**LENGTH OF TRAINING/REQUIREMENTS:**

To work in Hawai‘i, athletic training positions require at least a bachelor’s degree with specific coursework related to athletic training, such as kinesiology.

**LICENSURE/CERTIFICATION:**

In order to practice as an athletic trainer, one must pass a state or nationally administered credentialing exam. For Hawai‘i, 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 have already completed their bachelor’s degree and maintain current certification in First Aid and Emergency Cardiac care (ECC).

Hawai‘i Department of Commerce and Consumer Affairs: Athletic Trainer
hawaii.gov/dcca/pvl/programs/athletictrainer

**EDUCATIONAL PROGRAMS:**

University of Hawai‘i at Mānoa:
Athletic Training: BS, MS, PhD
Kinesiology Rehabilitation Science: BS, MS, PhD

**PROFESSIONAL ASSOCIATIONS:**

Board of Certification, Inc. (BOC)
www.bocatc.org
Commission on Accreditation of Athletic Training Education (CAATE)
www.caate.net
Hawai‘i Athletic Trainer’s Association
www.hawaiiatr.org
National Athletic Trainers’ Association (NATA)
www.nata.org
Audiologists are the allied health professionals who evaluate, diagnose, treat and manage hearing loss and balance disorders (e.g. vertigo) in adults and children. Audiologists conduct hearing and balance tests as well as fit and dispense devices such as hearing aids, other assistive listening devices and custom ear plugs. Audiologists also program cochlear implants, which are hearing devices implanted under the skin.

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

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

**LENGTH OF TRAINING AND REQUIREMENTS:**
Audiologists must earn a doctoral degree (PhD or AuD) in order to be eligible for national certification.

**LICENSURE/CERTIFICATION:**
A Hawai’i Audiology License is required. So is one of the following certifications:

- ASHA Certificate of Clinical Competence (CCC) in Audiology
- Board Certification from the American Board of Audiology

**EDUCATIONAL PROGRAMS:**
University of Hawai’i at Mānoa:
- Interdisciplinary Studies (CSD): BA and a Post-Baccalaureate Prerequisite Program

**PROFESSIONAL ASSOCIATIONS:**
- American Academy of Audiology
  www.audiology.org
- American Speech-Language Hearing Association
  www.asha.org
- Hawai’i Speech Language and Hearing Association
  www.hsha.org

**SALARY RANGE**
$54,400 - $102,150

**LENGTH OF TRAINING**
6 - 10 Years

**JOB GROWTH**
15% and higher
In collaboration with biologists, bioinformatic professionals pioneer novel methodologies to manage, analyze and report on the large heterogeneous datasets that are produced in today’s biological experiments. Bioinformatics professionals can work in either research or commercial settings, must have strong computer science skills, and be familiar with mathematical and statistical processes.

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

**AREAS OF SPECIALIZATION:**
Bioinformatics professionals specialize in either biological data analysis or software engineering. While the first area of specialization is predominantly quantitative, the second focuses on software design. However, both fields of specialization require thorough understanding of the underlying biology.

**SALARY RANGE**
$51,020 - $96,140

**LENGTH OF TRAINING**
4+ Years

**JOB GROWTH**
5% to 9%

*For biological scientists, all other

**LENGTH OF TRAINING/REQUIREMENTS:**
A master’s or doctoral degree is required.

**LICENSURE/CERTIFICATION:**
Although there is no licensure or certification required, professionals in bioinformatics may work in fields where other licensures or certifications are required (e.g. research, teaching, or pharmaceuticals).

**EDUCATIONAL PROGRAMS:**
Kapiolani Community College  
- Biotechnology: AS  
Hawaii Pacific University  
- Marine Sciences: BS, MS  
University of Hawai‘i at Mānoa  
- Biology/Biological Sciences: BS, MS  
- Biotechnology: AS  
- Information and Computer Science: BS, MS

**PROFESSIONAL ASSOCIATIONS:**
Bioinformatics Organization  
www.bioinformatics.org  
International Society for Computational Biology  
www.iscb.org
Biomedical engineers design systems and products to help solve medical and health-related problems that can improve the quality and effectiveness of patient care. Biomedical engineers design and develop medical equipment and instruments, systems and products (e.g. artificial implants and organs, devices that replace body parts, and pacemakers. 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.

**SALARY RANGE**
$52,070 - $142,610

**LENGTH OF TRAINING**
6 - 10 Years

**JOB GROWTH**
5% to 9%

*Salary Range and Job Growth are based on U.S. statistics

**LENGTH OF TRAINING/ REQUIREMENTS:**
A Bachelor of Science degree in Biomedical Engineering (or other engineering fields) and a master’s or PhD in Biomedical Engineering.

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

**EDUCATIONAL PROGRAMS:**
University of Hawai‘i at Mānoa
Biological Engineering: BS, MS
Molecular Biosciences and Biological Engineering: MS, PhD

**PROFESSIONAL ASSOCIATIONS:**
American Institute for Medical and Biological Engineering
www.aimbe.org
Biomedical Engineering Society
www.bmes.org
IEEE Engineering in Medicine and Biology Society
www.embs.org
Society for Biological Engineering
www.cheme.org/sbe
Biomedical Equipment Technicians/Technologists (BMET) use electro-mechanical skills to make sure equipment is maintained and running properly. They test, calibrate, replace and repair parts or entire pieces of equipment. BMETs may also be known as Medical Equipment Repairers. They maintain a maintenance record and perform routine check-ups on the equipment, as well as explain and train other members of the healthcare team how to use a given device. Patients and the entire healthcare team depend on BMETs to ensure the successful execution of daily medical procedures and record keeping. To be a BMET requires dexterity, communication, trouble-shooting skills, physical stamina, and mechanical knowledge.

AREAS OF SPECIALIZATION:
BMETs can specialize in anything from complex electronic medical equipment to simple hospital bed repairs. Some specialties require certification in biomedical, radiology, and/or laboratory equipment repairs, as well as quality systems and healthcare technology management.

WORK ENVIRONMENT:
BMETs are employed by professional and commercial equipment wholesalers to work in hospitals, clinics, and private medical practices. They can also work in health and personal care stores, in addition to being employed by hospitals or healthcare systems. BMETs can also work in research laboratories.

**SALARY RANGE**
$29,570 - $80,460*

**LENGTH OF TRAINING**
2+ Years

**JOB GROWTH**
4%*

*For medical equipment repairers, Salary Range and Job Growth are based on U.S. statistics

**LENGTH OF TRAINING/REQUIREMENTS:**
BMETs must have at least a two-year associate’s degree related to electronics or engineering. Some places of employment have on-the-job training. BMETs frequently attend trainings so they can be up-to-date on new technologies.

**LICENSURE/CERTIFICATION:**
Though not required, BMETs can obtain certification in the following specialties to increase chances of employment: equipment (biomedical, radiology, or laboratory) and management (quality systems or healthcare technology).

**EDUCATIONAL PROGRAMS:**
Kapi‘olani Community College
Medical/Clinical Assistant: AS
Medical Laboratory Technician: AS

**PROFESSIONAL ASSOCIATIONS:**
American Society for Quality
www.asq.org
Association for the Advancement of Medical Instrumentation
www.aami.org
International Association of Healthcare Central Service Material Management
www.iahcsmm.org
Medical Equipment and Technology Association
www.mymeta.org
Research (including basic, translational, or clinical) is the exciting field where individuals and teams make discoveries that can change the entire health landscape. Researchers work in a wide variety of health - and science-related disciplines. As a researcher, your work may focus on better understanding biology and disease, investigating drug and treatment affects, or developing and testing interventions to improve health behaviors and access to care. In this field, every day offers the opportunity to make a new discovery.

**WORK ENVIRONMENT:**

Researchers may work in laboratories, clinics or hospitals, or in community settings. They perform and design experiments and interpret and discuss results with colleagues.

Research involves a lot of time reading scientific literature and collecting data, as well as conveying your work to others and working collaboratively with others. For example, researchers may interact with patients, community research participants, and policy makers, as well as other scientists.

**AREAS OF SPECIALIZATION:**

Researchers may choose to specialize in the basic sciences (e.g., biology or chemistry), the clinical sciences (e.g., medicine, nursing, pharmacy, or social work), the environmental sciences, the social sciences (e.g., economics, political science, psychology, or sociology), the public health sciences, or other fields.

**LENGTH OF TRAINING/ REQUIREMENTS:**

A graduate degree is usually required for positions in this field.

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**SALARY RANGE**

$46,990 - $116,592

**LENGTH OF TRAINING**

4 - 10 Years

**JOB GROWTH**

13%

*Salary Range and Job Growth are based on U.S. statistics*

**LICENSE/CERTIFICATION:**

No licenses or certifications are required.

**EDUCATIONAL PROGRAMS:**

Chaminade University
Hawaii Pacific University
University of Hawaii Hilo
University of Hawaii Maui College
University of Hawaii West O‘ahu
BA/BS in Basic, Clinical, or Social Science
University of Hawaii at Mānoa
BA/BS in Basic, Clinical, or Social Sciences
Masters and Doctoral Degrees in Basic, Clinical, or Social Sciences
Biomedical Science
Cellular & Molecular Biology
Chemistry
Clinical Research
Developmental and Reproductive Biology
Epidemiology
Microbiology
Molecular Biosciences and Biological Engineering
Nursing
Public Health
Social Welfare
Tropical Medicine
Zoology

**PROFESSIONAL ASSOCIATIONS:**

Americans for Medical Progress
www.amprogress.org
American Public Health Association
www.apha.org
Foundation for Biomedical Research
www.fbresearch.org
National Association for Biomedical Research
www.nabr.org
Society for Behavioral Medicine
www.sbm.org
States United for Biomedical Research
www.statesforbiomed.org
Biostatisticians develop information describing the overall health and well-being 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 Hawai‘i’s population about the issues going on in the environment. Biostatisticians draw conclusions and make predictions based on the data that they have collected and analyzed to assess disease risk factors and their effects on individuals and populations.

WORK ENVIRONMENT:
Biostatisticians often work as part of a team of scientists, so their work environments vary. They may work for state or local health departments, governmental health-related agencies, private corporations such as pharmaceutical companies, or educational and research institutes.

AREAS OF SPECIALIZATION:
Biostatisticians may specialize in statistics, mathematics, or survey methodology.

LENGTH OF TRAINING/REQUIREMENTS:
Biostatisticians sometimes have a bachelor’s degree in statistics, mathematics, or survey methodology. The majority of biostatisticians have a master’s or doctoral degree.

SALARY RANGE
$45,750 - $96,230

LENGTH OF TRAINING
4 - 10 Years

JOB GROWTH
+28%*

*For all statisticians

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 and Control for undergraduate and high school students

PROFESSIONAL ASSOCIATIONS:
Association of Clinical and Translational Statisticians
www.actscience.org/
American Statistical Association
www.amstat.org
International Society for Clinical Biostatistics
www.iscb.info
International Statistical Institute
www.isi-web.org
Blood bank technology specialists (or blood bank technicians) run routine tests at blood bank centers, transfusion centers, reference laboratories, and research facilities. They provide support to physicians in transfusion therapies, investigate any harmful responses to blood transfusions, and supervise the collection of blood donations. These specialists test the blood for compatibility and antibody identification and ensure the safety of blood transfusions. They can also manage a patient’s blood during intra- and postoperative blood salvage and transfusion. Blood bank technicians have knowledge of genetics, immunology mechanisms, blood compounds and groups, and the collection and storage of blood. Additionally, they are aware of donor processes, transfusions, and possess administrative skills.

**AREAS OF SPECIALIZATION:**

Blood bank technology specialists can take the role of various team members such as administrators, regulatory managers, technical and procedural advisors, quality assessors, educators, and transfusion medicine researchers.

**WORK ENVIRONMENT:**

Blood bank technology specialists work in hospitals, transfusion centers, blood bank centers, anemia clinics, and reference laboratories.

**SALARY RANGE**

$59,530 - $71,136*

**LENGTH OF TRAINING**

5 - 6 Years

**JOB GROWTH**

10%*

*For medical and clinical laboratory technicians, Salary Range and Job Growth is based on U.S. Statistics

**LENGTH OF TRAINING/REQUIREMENTS:**

A four-year Bachelor of Science degree in biological sciences with experience working in a blood bank is required before entering a one-year program to become a certified blood bank technology specialist. Training programs are often conducted in hospitals, community blood centers, and universities. Though not required, some choose to obtain a two-year master’s in immunohematology.

**LICENSURE/CERTIFICATION:**

Certification is required and can be completed through the American Society of Clinical Pathology Board of Certification.

**EDUCATIONAL PROGRAMS:**

- Kapi`olani Community College: Medical Technology, AS
- University of Hawai`i at Mānoa: Medical Technology, BS
- University of Hawai`i at Hilo: Biology, BS
- Chaminade University: Biology, BS
- Hawai`i Pacific University: Biology, BS

**PROFESSIONAL ASSOCIATIONS:**

- American Association of Blood Banks www.aabb.org
- American Society of Clinical Pathology www.ascp.org
- Blood Bank of Hawai`i www.bbh.org
CANCER/TUMOR REGISTRAR

**SALARY RANGE**
$25,810 - $64,610

**LENGTH OF TRAINING**
1 - 2 Years

**JOB GROWTH**
9%

*Salary Range and Job Growth is based on U.S. statistics

Cancer/tumor registrars analyze large amounts of data by looking for patterns. The type of analysis is dependent on the 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.

**LENGTH OF TRAINING/REQUIREMENTS:**
A one-year certificate program or a two-year associate’s degree program are required. Many cancer/tumor registrars transfer into this field from other professions, including health information management or medical records administration.

**LICENSE/CERTIFICATION:**
Although not regulated by the State of Hawai‘i, the National Cancer Registrars Association offers a Certified Tumor Registrar (CTR) credential. This can be achieved 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:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
National Cancer Registrar Association
www.ncra-usa.org

Photo: An oncology program abstractor researches the ICD codes for different types of cancer.
Cardiovascular technicians (also known as non-invasive cardiological technicians) assist the medical team, especially the physician, in diagnosing and treating heart (cardiac) and blood vessel (peripheral vascular) illnesses. Those who specialize in electrocardiograms (EKGs), Holter exams, and stress testing are known as cardiological or EKG technicians. In addition to heart imaging, cardiovascular technicians can also help physicians implant cardiac catheters. They prepare patients for procedures, maintain and operate cardiovascular equipment, analyze images, and interpret test results. Cardiovascular technicians and technologists record and keep track of normal and abnormal findings in patients.

Cardiac sonographers (also known as echocardiographers) specialize in obtaining ultrasound images of a patient’s heart muscles and chambers.

*Note:* Cardiovascular technologists and cardiac sonographers are required to have more training than Technicians.

**AREAS OF SPECIALIZATION:**

Cardiovascular technicians and technologists can specialize in cardiac sonography, vascular sonography and technology, EKGs, and invasive cardiology.

**WORK ENVIRONMENT:**

Cardiovascular technicians and technologists work in hospitals, private practices, clinics, and diagnostics laboratories.

**LENGTH OF TRAINING/REQUIREMENTS:**

Cardiovascular technicians must complete a two-year Associate of Science degree at a community college. Then, they are required to receive two to four more years of training depending on their qualifications and experience in the cardiovascular field. With this fast growing field, it is often recommended that a four-year bachelor’s degree in a biological science be obtained prior to training.

**LICENSURE/CERTIFICATION:**

Professional certification is required and only eligible after completing a training program. Certification can be obtained by Cardiovascular Credentialing International and the American Registry of Diagnostic Medical Sonographers.

**EDUCATIONAL PROGRAMS:**

- University of Hawai‘i at Mānoa: Biology, Computer Science, BS
- University of Hawai‘i at Hilo: Computer Science, BS
- Chaminade University: Computer Information, Computer Science, BS
- Hawai‘i Pacific University: Information Science, BS
- Kapi‘olani Community College: Medical Technician, AS

**PROFESSIONAL ASSOCIATIONS:**

- Alliance of Cardiovascular Professionals www.acp-online.org
- American Society of Echocardiography www.asecho.org
- American Registry of Diagnostic Medical Sonographer www.ardms.org
- Cardiovascular Credentialing International www.cci-online.org
Care coordinators focus on the administrative side of healthcare and provide quality assurance. They are the liaisons between the patient and the health system. Care coordinators work to ensure high quality health care by helping patients fully understand their care. Care coordinators can also create new policies that are in the best interest of the patient. They help patients make informed decisions about the options of care available, as well as provide referrals, locate community resources, and research funding options.

This may also include managing human resources, handling patient case management, preparing public relations information, as well as developing and coordinating patient-centered care programs. Care coordinators may model care through the “Patient-Centered Medical Home” (PCMH) model that expands access and options for courses of treatments to fit the needs to the patient while being cost effective and cultivating a more engaging patient relationship.

**AREAS OF SPECIALIZATION:**
Care coordinators can work in any area of healthcare. This may include internal medicine, emergency, dental, psychiatric, audiology, ophthalmology, cardiology, gynecology, sports medicine, pediatrics, geriatrics, dermatology, or oncology.

**WORK ENVIRONMENT:**
Care coordinators may work in outpatient offices, hospitals, private practices, dental offices, or any location where patients need to decide between and prepare for treatments.

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**SALARY RANGE**
$51,490 - $132,670

**LENGTH OF TRAINING**
2+ Years

**JOB GROWTH**
7% *

*For administrative service managers

**LENGTH OF TRAINING/REQUIREMENTS:**
Depending on the employer, care coordinators may need to be a licensed registered nurse or social worker. In other locations, they may be required to have an associate’s or bachelor’s degree in a relevant area such as health administration. Specialized training to be a care coordinator is dependent on the area or department in which they are hired. In general, employers prefer two years of healthcare experience and previous supervisory experience.

**LICENSURE/CERTIFICATION:**
The need for licensing differs among job sites. Some employers require nurses and social workers who are interested in becoming care coordinators to be licensed as a registered nurse or social worker and to have prior working experience.

**EDUCATIONAL PROGRAMS:**
- Brigham Young University-Hawai`i: BSW
- Hawai`i Pacific University: BSN, MSW
- University of Hawai`i at Mānoa: BSN, BSW, MSW
- University of Hawai`i at Hilo: BSN
- University of Hawai`i West O`ahu Healthcare Administration: BA

**PROFESSIONAL ASSOCIATIONS:**
- American Case Management Association
  www.acmaweb.org
- National Association of Healthcare Quality
  www.nahq.org
- American Hospital Association
  www.aha.org
- Agency in Healthcare Research and Quality
  www.ahrq.gov
- Association for Patient Experience
  www.patient-experience.org
- American Association of Healthcare Administrative Management
  www.aaham.org
Certified Coding Specialists are experts in the coding systems used by doctors, insurance agencies, and governments to manage the health information of patients. This is often done through using ICD-10 (International Statistical Classification of Diseases and Related Health Problems) and CPT (Current Procedural Terminology) codes, which help to classify the various patient conditions and medical procedures. This position requires skills in organization, medical procedures, and 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.

**LENGTH OF TRAINING/REQUIREMENTS:**
Although many employers may seek applicants with an associate’s or bachelor’s degree, there are also shorter training programs available that vary in length from four months to two years. Some of these training programs are available online.

**SALARY RANGE**
$27,880 - $73,980*

**LENGTH OF TRAINING**
4 Months - 4 Years

**JOB GROWTH**
9%*

*For medical records and health information technicians

**LICENSE/CERTIFICATION:**
Although not required in Hawai‘i, multiple organizations offer professional certifications:
- American Academy of Professional Coders
  Certified Professional Coder
- American Health Information Management Association
  Certified Coding Associate
  Certified Coding Specialist

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
- American Academy of Professional Coders
  www.aapc.com
- American Health Information Management Association
  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 may send these files or tapes to a Certified Medical Transcriptionist, who listens to the doctor’s notes and types a word-for-word transcription. Professionals in this field must have good listening, typing, and grammar skills. Also, they must be comfortable with 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 (e.g. oncology, pediatrics, or family medicine). This usually requires on-the-job training and work experience in the field of interest.

ADVEMENT:
After gaining extensive training and experience, Certified Medical Transcriptionists may be promoted to managerial positions.

LENGTH OF TRAINING/REQUIREMENTS:
Training programs vary from six months to one year. Many employers prefer to hire applicants who have some education beyond high school (i.e. a certification or associate’s degree with a course emphasis on anatomy, health and medical terminology. These courses could be completed in one to three years.

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
Association for Healthcare Documentation Integrity
www.ahdionline.org

CERTIFIED MEDICAL TRANSCRIPTIONIST

SALARY RANGE
$20,550 - $39,620

LENGTH OF TRAINING
6 Months - 3 Years

JOB GROWTH
2%

A Certified Medical Transcriptionist types data into a computer-based software program. Source: Hawaiian Pacific Health (2015)
Certified Rolfer are trained in the discipline of rolfing structural integration. Rolfing is a form of hands-on body manipulation and movement education that works specifically on the connective tissue of the body and relieves pain, discomfort, and prevents recurrent body injuries. Rolfing is a holistic approach to physical healing, with a combination of chiropractic, massage therapy, yoga, and connective tissue manipulation. Rolfer increase the patient’s flexibility, decrease body and emotional stress, and enhance posture. A Certified Rolfer’s primary goal is to physically reorganize the soft tissue of the body in relation to gravity for optimal human function.

AREAS OF SPECIALIZATION:
Rolfer work with all types of individuals ranging from athletes, business professionals, and individuals with chronic pain.

WORK ENVIRONMENT:
Rolfer work in their own private practices and holistic healing facilities.

**CERTIFIED ROLFER**

**SALARY RANGE**

$51,918 - $89,858*

**LENGTH OF TRAINING**

731 Hours

**JOB GROWTH**

18%*

*For massage therapists, Salary Range and Job Growth are based on U.S. statistics

**LENGTH OF TRAINING/REQUIREMENTS:**
Rolfer are certified through a program that is 731 hours long through the Rolfing Institute of Structural Integration.

**LICENSURE/CERTIFICATION:**
Rolfer should be certified through the Rolfing Institute of Structural Integration.

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
Rolf Institute of Structural Integration
www.rolf.org
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 RANGE**
$25,030 - $48,050*

**LENGTH OF TRAINING**
Up to 2 Years

**JOB GROWTH**
9%*

*For social and human service assistants

**LICENSURE/CERTIFICATION:**
A license is not required but some employers prefer child life specialists with certifications, such as:
- Child Life Council
  - CCLS: Certified Child Life Specialist

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai`i, but you can receive training on the mainland and return to Hawai`i for your career!

**PROFESSIONAL ASSOCIATIONS:**
- American School Counselors Association
  - www.schoolcounselor.org
- Child Life Council
  - www.childlife.org
- Hawai`i Association for the Education of Young Children
  - www.hawaiikeiki.org
Chiropractic Assistants (CAs) provide help and perform services for chiropractors such as tests and treatments for patients.

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

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

**LENGTH OF TRAINING/REQUIREMENTS:**
Some CAs complete formal education and others receive on-the-job training.

**SALARY RANGE**
$25,830 - $48,500*

**LENGTH OF TRAINING**
Up to 2 Years

**JOB GROWTH**
11%*

*For all medical assistants

**LICENSURE/CERTIFICATION:**
Optional certification exams exist. Some employers prefer applicants with certifications.

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
Hawai‘i Chiropractic Association
www.hawaiichiro.com
National Academy of Chiropractic Assistants
https://www.academyofchiropractic.com/

Photo: A Chiropractic Assistant treats a patient.
A Doctor of Chiropractic care, otherwise known as 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 (e.g. based on age or gender) or a special field (e.g. sports injuries or geriatrics).

**SALARY RANGE**
$34,550 - $144,730

**LENGTH OF TRAINING**
6 - 8 Years

**JOB GROWTH**
8.6%

*Salary Range is based on US Statistics

**LENGTH OF TRAINING/REQUIREMENTS:**
Graduation from an accredited Doctor of Chiropractic (DC) program, which includes clinical experience.

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

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Chiropractic Association
www.acatoday.org
Hawai‘i Chiropractic Association
www.hawaiichiro.com

Source: Hawai‘i & Pacific Basin AHEC (2015)
A community health worker (CHW) is a frontline public health worker who is a trusted member or has a close understanding of the community served. This trusting relationship enables the CHW to serve as a liaison between community members and health and social services workers to facilitate patient access to services and improve the quality and cultural competency of service delivery. A CHW also builds a communities capacity to address problems by increasing the knowledge and self-sufficiency of its members. This is done through activities such as outreach, community education, informal counseling, social support, and advocacy. (Source: American Public Health Association)

**WORK ENVIRONMENT:**

CHWs often live in the communities they serve. They can work out of hospitals, clinics, neighborhood outreach centers, public health departments, faith-based organizations, university programs, and non-profit organizations.

**AREAS OF SPECIALIZATION:**

CHWs can specialize in areas such as child development or geriatric care, diabetes, women’s health issues, cancer prevention, and prenatal care.

**LENGTH OF TRAINING/ REQUIREMENTS:**

Entry-level positions usually require an associate’s or bachelor’s degree in a health or social service-related field. Federal and state public health agencies generally require a bachelor’s, master’s, or doctoral degree. Most CHWs also complete a brief period of on-the-job training. Many employers highly value, or require, proficiency in an additional language to serve patients or clients who are limited English proficient (LEP).

**LICENSE/CERTIFICATION:**

None required at this time.

**EDUCATIONAL PROGRAMS:**

Kapi`olani Community College
Community Health Worker: CC
University of Hawai`i at Mānoa
Public Health: BA, MPH, MS, DrPH, PhD
University of Hawai`i at Maui College
Community Health Worker: CO
Hawai`i Pacific University
Bachelor of Science in Public Health

**PROFESSIONAL ASSOCIATIONS:**

American Public Health Association
www.apha.org
Hawai`i Public Health Institute
www.hiphi.org
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 another 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:**
Cytotechnologists must seek additional training and education in order to specialize. Many specializations exist, including flow cytometry, hematology, and chromosome banding.

**LENGTH OF TRAINING/REQUIREMENTS:**
A bachelor’s degree in science and completion of a cytotechnologist program accredited by the Commission on Accreditation of Allied Health Education Programs are required to become a cytotechnologist.

**LICENSURE/CERTIFICATION:**
Certification from the American Society for Clinical Pathology Board of Certification (ASCP BOC) is required.

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Society of Clinical Pathologists  
www.ascp.org  
American Society for Cytotechnology  
www.asct.com  
American Society of Cytopathology  
www.cytopathology.org

Photo: This tissue specimen revealed cytoarchitectural changes associated with anthrax.

Source: Centers for Disease Control/ Sidney J. Brodsky (1966)
Demographers, sometimes called population sociologists, study a wide range of topics which include the makeup, distribution, and trends of community populations. Demographers often observe increases or decreases in birth rates or immigration, collect and analyze statistical data to identify patterns, and predict trends in populations. This information is used to help governments, social service agencies, and companies to make long-term plans.

**WORK ENVIRONMENT:**

Demographers may work for government agencies, corporations, hospitals, universities, media organizations, market research companies, or consulting agencies.

**AREAS OF SPECIALIZATION:**

Demographers can specialize in areas that relate to human populations such as health, housing, education, family characteristics, agriculture, economics, immigration, or naturalization.

**EDUCATIONAL PROGRAMS:**

- Hawai‘i Pacific University
  Public Health: BA, MPH, MS, DrPH, PhD
- University of Hawai‘i at Mānoa
  Social Sciences: BA, BS, PhD
- University of Hawai‘i at Maui College

**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, organizing dental materials and instruments for procedures, and transferring instruments to the dentist during a treatment. Dental 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 administrative tasks such as scheduling appointments, treatment planning, and ordering supplies. Orthodontic assistants help orthodontists by selecting brackets or bands and placing them on a patient’s braces.

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

DENTAL ASSISTANT

SALARY RANGE
$27,270 - $49,600

LENGTH OF TRAINING
Up to 2 Years

JOB GROWTH
4%

LENGTH OF TRAINING/REQUIREMENTS:
A high school diploma or a two-year associate’s degree are required. Dental assistants will most likely receive on-the-job training. Many employers highly value, or require, proficiency in an additional language to serve patients or clients who are limited English proficient (LEP).

LICENSE/CERTIFICATIONS:
Certified Dental Exam
CPR Training

EDUCATIONAL PROGRAMS:
Kapi’olani Community College
University of Hawai’i Maui College

PROFESSIONAL ASSOCIATIONS:
American Dental Assistants Association
www.dentalassistant.org
American Dental Association
www.ada.org
Dental Assisting National Board
www.dentalassisting.com
DENTAL HYGIENIST

A dental hygienist is a primary care oral health professional who has graduated from an accredited dental hygiene program in an institution of higher education and is licensed in dental hygiene. Dental hygienists provide education, assessment, research, administrative, diagnostic, preventive and therapeutic services that support overall health through the promotion of optimal oral health. Registered dental hygienists work in dental offices alongside dentists. They usually see a patient before the dentist and remove tartar, stains, and plaque from teeth. Dental hygienists are also involved with educating patients on the best ways to brush and floss teeth, as well as which products to use. Dental hygienists are on the front lines of assessing a client’s oral health.

WORK ENVIRONMENT:
Dental hygienists are in demand in general dental practices and in specialty practices such as periodontics or pediatric dentistry. They may also provide dental hygiene services for patients in hospitals, nursing homes, or public health clinics.

SALARY RANGE
$65,060 - $96,850

LENGTH OF TRAINING
2 - 4 Years

JOB GROWTH
16.4%

LENGTH OF TRAINING/REQUIREMENTS:
Dental hygienists typically require a two-year associate’s degree in dental hygiene. Some professionals have a bachelor’s degree in dental hygiene.

Licensure/Certification:
Dental hygienists must obtain a Hawai‘i license to practice.

EDUCATIONAL PROGRAMS:
University of Hawai‘i at Mānoa
Dental Hygiene: BS
University of Hawai‘i Maui College
Dental Hygiene: AS

PROFESSIONAL ASSOCIATIONS:
American Dental Hygienists Association (ADHA)
www.adha.org
Hawai‘i Dental Hygienists Association
www.hdha.net
Dental laboratory technicians make dental appliances (i.e. dentures, crowns, or braces) Dentists to use on patients. Not only does this require knowledge of dental anatomy, but also an artistic skill and creativity in the sculpting and molding processes.

**WORK ENVIRONMENT:**
Dental laboratory technicians often work in small dental supply firms, dental schools, or have private businesses. Depending on the setting, the work hours and demands vary.

**AREAS OF SPECIALIZATION:**
Dental laboratory technicians may gain additional training in ceramics, orthodontics, dentures, partial dentures, crowns, or bridges.

**LENGTH OF TRAINING/REQUIREMENTS:**
Dental laboratory technicians must have a high school diploma, two-years of specialized training, and on-the-job training. Students should emphasize math and science courses in their education plan.

**SALARY RANGE**
$27,480 - $57,530

**LENGTH OF TRAINING**
Up to 1 Year

**JOB GROWTH**
8%

**LICENSURE/CERTIFICATION:**
No licenses or certifications are required. However, two professional organizations offer certifications after certain educational, experiential and exam criteria are met, including:

- National Board for Certification in Dental Laboratory Technology
- Certified Dental Technician Diploma
- The American Board for Certification in Orthotics, Prosthetics and Pedorthics Technician Certification

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
- American Board for Certification in Orthotics, Prosthetics and Pedorthics
  www.abcop.org
- American Dental Association
  www.ada.org
- National Board of Certification in Dental Laboratory Technology
  www.nbccert.org

Photo: A dental laboratory technician makes a pair of dentures. Source: Gameanna at FreeDigitalPhotos.net
DENTIST

DENTIST

SALARY RANGE
$81,430 - $208,000+

LENGTH OF TRAINING
8 - 10 Years

JOB GROWTH
16.9%

Dentists work to promote oral health and hygiene. They perform disease diagnosis, develop treatment plans, fill cavities, attach and maintain braces, and conduct oral 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 for dental education programs.

AREAS OF SPECIALIZATION:
Dentists may specialize in public health, endodontics, oral pathology, oral radiology, oral surgery, orthodontics, pediatric dentistry, periodontics, or prosthodontics

LENGTH OF TRAINING/REQUIREMENTS:
A four to six year doctoral degree is required after completing a bachelor’s degree. Any undergraduate major (area of study) is acceptable as long as there is a science emphasis. The Dental Acceptance Test is taken during the junior or senior year of the bachelor’s program as an entrance exam for the doctoral program. Some students complete a two-year residency after obtaining a doctoral degree.

LICENSURE/TRAINING:
Each state requires dentists to be licensed. The Hawai‘i Office of Professional and Vocational Licensing covers the Hawaiian islands. Some specialties require additional state certifications.

EDUCATIONAL PROGRAMS:
Dental Residency Program:
Queen’s Medical Center: General Practice
www.queensmedicalcenter.org/dental-clinic

There are no degree programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your residency program and your career!

PROFESSIONAL ASSOCIATIONS:
American Dental Association
www.ada.org
American Dental Education Association
www.adea.org
American Student Dental Association
www.asdanet.org
Hawai‘i Dental Association
www.hawaiidentalassociation.net
Hawai‘i Department of Commerce and Consumer Affairs: Office of Professional and Vocational Licensing
www.cca.hawaii.gov/pvl

www.ahec.hawaii.edu 65
A diagnostic medical sonographer (sometimes referred to as an ultrasonographer) uses ultrasound equipment to capture images of various medical conditions. After the images are collected, doctors or other specialists 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.).

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:
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

PROFESSIONAL ASSOCIATIONS:
The American Registry of Diagnostic Medical Sonographers (ARDMS) www.ardms.org
Joint Review Committee on Education in Diagnostic Medical Sonography (JRC-DMS) www.jrcdms.org
Society of Diagnostic Medical Sonography www.sdms.org
Dietetic Technicians, Registered (DTRs) work closely with Registered Dietitians to provide food and nutrition services in clinical and community settings. Under the supervision of a Registered Dietitian, DTRs assist and educate clients on nutrition, home menu choices, health literacy, and dietary counseling.

**WORK ENVIRONMENT:**
DTRs often work with Registered Dietitians in hospitals, businesses, government agencies, and non-profit organizations.

**LENGTH OF TRAINING/REQUIREMENTS:**
Educational requirements vary between a two-year associate’s degree, a four-year bachelor’s degree, and an additional two-year master’s degree program, depending on the level of experience and time spent within a supervised clinical practice.

**LICENSURE/CERTIFICATION:**
The minimum requirements for certification are a two-year Associate of Arts (AA) degree and a passing score on an examination provided by the Commission on Dietetic Registration.

**EDUCATIONAL PROGRAMS:**
University of Hawai‘i at Mānoa
Nutrition Sciences: BA, MA

**PROFESSIONAL ASSOCIATIONS:**
American Dietetic Association
www.eatright.org
Commission on Dietetic Registration
www.cdrnet.org
Hawai‘i Dietetic Association
www.eatrighthawaii.org

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*Source: U.S. Department of Agriculture (2007)*

*Photo: A Registered Dietitian (left) and a Dietetic Technician (right) portion sweet potatoes for a research study.*
**DIETITIAN AND NUTRITIONIST**

**SALARY RANGE**

$52,230 - $82,100

**LENGTH OF TRAINING**

4 - 6 Years

**JOB GROWTH**

16.9%

Registered Dietitians (RD) promote nutrition and healthy eating practices among their clients and the community. RDs examine the nutritional strengths and weaknesses of their clients’ eating habits and implement nutrition programs based on individual needs.

**WORK ENVIRONMENT:**

Many RDs are self-employed or in private practices. Some are employed by hospitals, schools, government agencies, and industrial food companies.

**AREAS OF SPECIALIZATION:**

RDs often work as clinicians, researchers, community health workers, or take on management roles.

**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 Hawai‘i. 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 Hawai‘i 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
Hawai‘i Dietetic Association
eatrighthawaii.org
Hawai‘i Dietitian Licensing
https://eatrighthawaii.org/members/licensure/

Photo: A Registered Dietitian discusses healthy meal planning using foods commonly found in Hawai‘i. Source: Hawai‘i & Pacific Basin AHEC (2015)
A medical dosimetrist develops and delivers an ionizing radiation dose to patients with cancer or tumors. Medical dosimetrists work directly with a doctor or with a team of health professionals to ensure the patient receives the proper treatment. Often, dosimetrists work with an oncology team to assist with delivering care and treatment to cancer patients.

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

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

**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.

**SALARY RANGE**
$55,530 - $123,020*

**LENGTH OF TRAINING**
4+ Years

**JOB GROWTH**
13%*

*For radiation therapists, Salary Range and Job Growth are based on U.S. statistics

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

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

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

Source: National Cancer Institute (NCI)
EMBALMER

An embalmer works with the bodies of recently deceased people to ensure that the body looks appropriate for funerals or burials. Embalmers help the body to look more natural and ensure that the body will be preserved correctly.

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

LENGTH OF TRAINING:
Two years of training are required to become an embalmer, which will most likely include an apprenticeship. Mortuary sciences schools accredited by the American Board of Funeral Service Education are available for training. Some embalmers choose to join the American Society of Embalmers.

LICENSURE/CERTIFICATION:
A license is required and can be earned from the Hawai`i Department of Health’s Sanitation Branch by meeting one of three qualifications: 1) one year of practical experience and graduation from a recognized school of embalming, 2) two years of practical experience under a Registered Embalmer within the state and a high school diploma, or 3) five years of practical experience under a Registered Embalmer.

EDUCATIONAL PROGRAMS:
There are no programs currently available in Hawai`i, but you can receive training on the mainland and return to Hawai`i for your career!

PROFESSIONAL ASSOCIATIONS:
American Board of Funeral Service Education  
www.abfse.org
American Society of Embalmers  
http://amsocembalmers.org/

SALARY RANGE
$19,540 - $59,800

LENGTH OF TRAINING
2+ Years

JOB GROWTH
-1.9%
Emergency Medical Services (EMS) Personnel respond to urgent medical needs. They are usually the first responders to provide emergency medical care to sick or injured people in the community. EMS Personnel must be knowledgeable of medical conditions and work well under significant 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 (i.e., evenings, overnight, weekends, and holidays). EMS Personnel often work for ground and air ambulance services, fire and ocean safety departments, along with hospitals or health clinics.

**ADVANCEMENT:**

EMS Personnel is a collective name for many different tiers of positions. Each tier is based on education, experience, and motivation. The first tier is called the Emergency Medical Technician (EMT). The next tier is called the Mobile Intensive Care Technician (more commonly known as a Paramedic). Additional tiers include working as an Emergency Medical Dispatcher, EMS Supervisor, EMS educator, Field Training Officer, Quality Improvement, EMT Safety Manager, Firefighter, Lifeguard, or Air Ambulance Paramedic. Some EMS Personnel choose to branch into other professional directions, such as nursing, medicine, and teaching.

**LENGTH OF TRAINING/REQUIREMENTS:**

The EMT class is generally one college semester in length. EMTs work for one to two years and then apply for a three-semester paramedic program. In order to enter the EMT program, applicants are required to have English, medical terminology, and anatomy/physiology courses completed. Paramedics often earn associate’s degrees. Both EMTs and Paramedics require high school diplomas, CPR and First Aid certifications, a good driving record, and no criminal convictions.

**LICENSE/CERTIFICATION:**

The National Registry of Emergency Medical Technicians certifies all EMT, Advanced EMT, and Paramedic professionals in America. Although multiple types of EMT certifications exist, the State of Hawai‘i Department of Commerce and Consumer Affairs only issues licenses at the EMT and Paramedic levels of care.

**EDUCATIONAL PROGRAMS:**

Kapi‘olani Community College
- Emergency Medical Technician Certification
- Mobile Intensive Care Technician/Paramedic Certification

**PROFESSIONAL ASSOCIATIONS:**

National Association of EMTs
www.naemt.org

*For EMT and Paramedics, Salary Range is based on U.S. statistics*
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 conduct research, clean polluted areas, notify the public of health safety issues, advise policymakers, and work with local industries to reduce pollution.

**WORK ENVIRONMENT:**

Environmental health specialists may work with state, county, and local health departments, wildlife parks, hospitals, private consulting businesses, industrial factories, and non-profit organizations.

**AREAS OF SPECIALIZATION:**

Environmental health specialists might specialize in air quality, water quality, toxicology, occupational health, solid and hazardous waste, food, safety, construction, milk and dairy production, pesticide management, and wildlife management.

**SALARY RANGE**

$40,840 - $103,080

**LENGTH OF TRAINING**

4+ Years

**JOB GROWTH**

6%

**LENGTH OF TRAINING/REQUIREMENTS:**

Most entry level environmental health specialist jobs require a bachelor’s degree in environmental science or a science-related field. Some environmental health specialists choose to pursue a master’s or doctoral degree to advance within their career.

**LICENSURE/CERTIFICATION:**

No licenses or certifications are required at this time, but environmental health specialists can earn certifications if they want to specialize in a certain area.

**EDUCATIONAL PROGRAMS:**

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

**PROFESSIONAL ASSOCIATIONS:**

- National Environmental Health Association
  - www.neha.org
Epidemiologists are public health workers who investigate the causes of disease or injury within a population. Their work seeks to reduce risks and occurrences of negative health outcomes through community education and health policy. Epidemiologists collect and analyze data, report the occurrence of disease or injuries, manage public health programs, and research ways to prevent or treat epidemics.

**WORK ENVIRONMENT:**
Epidemiologists often work at universities, public health schools, medical schools, hospitals, federal, state, or local health departments, or private research and development firms.

**AREAS OF SPECIALIZATION:**
Epidemiologists may choose to specialize in infectious disease, emergency response; maternal and child health, chronic diseases, environmental health, injury, occupational health, substance abuse, or oral health.

**SALARY RANGE**
$42,810 - $113,560

**LENGTH OF TRAINING**
4 - 10 Years

**JOB GROWTH**
9.5%

**LENGTH OF TRAINING/ REQUIREMENTS:**
A bachelor’s degree is required. Most epidemiologists have a master’s or doctoral degree in epidemiology or public health.

**LICENSURE/CERTIFICATION:**
No licenses or certifications are 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
Cancer Epidemiology Program

**PROFESSIONAL ASSOCIATIONS:**
American Public Health Association
www.apha.org
Association for Professionals in Infection Control and Epidemiology
www.apic.org

Photo: An epidemiologist presents his research findings about rates of child mortality.

Source: Don Hayes/Hawai‘i Department of Health (2015)
Fitness and wellness instructors educate clients on how to accomplish holistic wellness through physical activity in a safe environment. They use pre-planned programs with modifications and scaled intensities appropriate for the group or client. Fitness and wellness instructors work independently or within a team to educate clients on healthy habits and to motivate them to go beyond expectations both physically and mentally.

AREAS OF SPECIALIZATION:

Fitness and wellness instructors may specialize in yoga, crossfit, martial arts, meditation, strength and conditioning, stretching, recreational activities, zumba dance, spin, or pilates. They have the option to work one-on-one with clients, lead group fitness classes, or manage their own a fitness facility. Some fitness and wellness instructors focus on specific age groups or ability levels.

WORK ENVIRONMENT:

Fitness and wellness instructors may work at community centers, universities, gyms, private studios, or corporate environments. They can be self-employed or work within larger organizations. Fitness and wellness instructors often have flexible schedules, but sometimes their hours are dependent on a client’s schedule or when classes are scheduled within larger fitness facilities.
**FORENSIC SCIENTIST**

**SALARY RANGE**
$42,160 - $84,530

**LENGTH OF TRAINING**
6 - 10 Years

**JOB GROWTH**
25%

Forensic scientists, also known as crime laboratory analysts or forensic science technicians, are part of a team that investigates crime and using evidence-based sciences. In the laboratory, forensic scientists examine chemical or physical evidence. Using mathematics and complex equipment, forensic scientists draw connections between the victim(s) and the suspect(s). They write detailed reports often for judges, jurors, and lawyers and may be used as an expert witness.

**AREAS OF SPECIALIZATION:**
Forensic scientists can specialize in forensic toxicology, DNA analysis, drug chemistry, engineering, psychology, pathology, criminalistics, speech, or crime scene investigation.

**WORK ENVIRONMENT:**
Forensic scientists work in diverse environments which include but is not limited to laboratories, crime scenes, courthouses, morgues, federal agencies, police departments, universities, coroner offices, and hospitals.

**LENGTH OF TRAINING/REQUIREMENTS:**
Forensic scientists are required to have a four-year undergraduate bachelor’s degree in natural or physical sciences, as well as a higher degree such as a master’s or doctoral degree in forensic science.

**LICENSURE/CERTIFICATION:**
Forensic scientists do need to be licensed in the State of Hawai‘i. Certification is required only for certain specializations.

**EDUCATIONAL PROGRAMS:**
- Chaminade University: BS, MS
- Hawai‘i Pacific University: Certificate with BS
- University of Hawai‘i at Hilo: Certificate with BS
- University of Hawai‘i at Mānoa: BS
- University of Hawai‘i West O‘ahu: Certificate with BS (joint program with Leeward Community College)

**PROFESSIONAL ASSOCIATIONS:**
- American Academy of Forensic Sciences: www.aafs.org
- American Board of Criminalistics: www.criminalistics.com
- American Board of Forensic Anthropology: www.theabfa.org
- American College of Forensic Examiners Institute: www.acfei.com
- American Society of Crime Laboratory Directors: www.ascld.org
- International Crime Scene Investigators Association: www.icsia.org

Photo: A forensic scientist uses black powder to look for finger prints at a crime scene in Honolulu.
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 RANGE**

$26,790 - $72,530

**LENGTH OF TRAINING**

3 - 5 Years

**JOB GROWTH**

5%

**LENGTH OF TRAINING:**

Funeral directors must earn a two-year degree in mortuary science from a program accredited by the American Board of Funeral Service Education. Some earn a four-year bachelor’s degree. An apprenticeship of at least one year is required before, during or after schooling. An exam is also required if a professional licensure is desired (Hawai‘i does not require a license). Many join the National Funeral Directors Association and/or a state-based branch of the organization.

**LICENSURE/CERTIFICATION:**

Obtain a two-year associate’s degree and on-site training.

**EDUCATIONAL PROGRAMS:**

There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**

American Board of Funeral Service Education  
www.abfse.org
National Funeral Directors Association  
www.nfda.org
When patients or their relatives are at risk for inheriting a disorder, they are sometimes referred to a genetic counselor. Genetic counselors provide advice on the probability of the genetic disorder being passed on to the patient’s children or the probability of a relative having the same disorder. Genetic counselors discuss potential diagnosis outcomes, support options for management and family planning, and are advocates for their patients. They interpret medical and family histories, educate patients about inheritance, provide access to educational resources, and are able to explain complex language in simple terms.

AREAS OF SPECIALIZATION:

Genetic counselors may specialize in the genetics of infertility and reproduction, cancer, cardiology, fetal intervention, cystic fibrosis, hematology, metabolism, neurology, pediatrics, personalized medicine, postmortem evaluation, prenatal, and gene therapy. Additionally, genetic counselors can be instrumental in policy-making for the government.

WORK ENVIRONMENT:

Genetic counselors can be found working in specialty prenatal clinics, education and public health settings, private practices, research laboratories, corporate environments, the government, and hospitals.
Gerontology is the study of older adults and the aging process. Gerontologists focus on the changes in health that occur as we grow older. The field draws from many different areas of study, such as anthropology, architecture, biology, dentistry, economics, medicine, physical and occupational therapy, psychology, public health, and social work.

**WORK ENVIRONMENT:**
Gerontologists work in a variety of settings like nursing homes, centers for older adults, community facilities, government programs, and often in education. They teach and are involved in education and the development of educational materials. They work with other professionals, such as rehabilitation therapists, physicians, and dieticians, to improve the lives of elderly persons.

**AREAS OF SPECIALIZATION:**
Advocacy, health and social program administration, research (study the aging process in academic setting), policy and program development, and direct service in healthcare environments.

**SALARY RANGE**
$46,090 - $179,850*

**LENGTH OF TRAINING**
2 - 10 Years

**JOB GROWTH**
7%*

*For medical scientists, except epidemiologists (including gerontologists)

**LICENSURE/CERTIFICATION:**
The length of training varies among fields. Many colleges and universities offer an associate’s, bachelor’s, or master’s degree programs in gerontology. Some schools offer research programs at the doctoral and post-doctoral levels.

**EDUCATIONAL PROGRAMS:**
Hawai‘i Pacific University
Graduate Certificate in Gerontology

University of Hawai‘i at Mānoa
Adult/Gerontology Primary Care Nurse Practitioner Program (Nursing & Dental Hygiene)
Elder Law Program (Law)
Public Health: BA, MPH, MS, DrPH, PhD
Social Work: BSW, MSW, PhD

**PROFESSIONAL ASSOCIATIONS:**
Gerontological Society of America
www.geron.org

Hawai‘i Pacific Gerontological Society
www.hpgs.org
Healthcare administrators and executives are usually in leadership or management roles for various health settings. Healthcare administrators often have a passion for supporting an infrastructure that promotes a quality health system. Healthcare administrators collaborate with professionals in other health-related fields to deliver the best care to their patients. Healthcare administrators are experts at the behind-the-scenes work that goes into health systems, such as human resources, patient services, finance, and accounting.

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

**AREAS OF SPECIALIZATION:**
Healthcare administrators may specialize in health systems or services, extended care, rehabilitation, health services research, or human resources.

**LENGTH OF TRAINING/REQUIREMENTS:**
Healthcare 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 RANGE**
$62,780 - $178,350*

**LENGTH OF TRAINING**
4 - 6 Years

**JOB GROWTH**
13%*

*For medical and health services managers

**LICENSE/CERTIFICATION:**
Although no licenses or certifications are required at a state or national level, healthcare administrators may work at facilities that require certifications (e.g. nursing care facility administrators or assisted-living facility administrators). 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 Hawai`i, West O`ahu
Healthcare Administration, BA

University of Hawai`i at Mānoa
MBA in Healthcare Administration from Shidler College of Business
Public Administration: MS
Public Health: BA, MPH, MS, DrPH, PhD
SONDH - Doctor of Nursing Practice (DNP)

**PROFESSIONAL ASSOCIATIONS:**
American College of Health Care Administrators www.achca.org
American College of Healthcare Executives www.ache.org
Association of University Programs Health Administration www.aupha.org
Medical Group Management Association www.mgma.com
Professional Association of Health Care Office Management www.pahcom.com
Health educators conduct community needs assessments, provide health education programs, evaluate community health factors, teach health classes, develop public health campaigns, provide consultations for policymakers, advocate for health-based legislation, and perform health promotion research. Health educators can also help individuals and communities adopt healthy behaviors through health coaching and educational 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. Health educators educate people on the availability of health resources and encourage them to use them.

WORK ENVIRONMENT:
Health educators may work for local health departments, non-profit organizations, hospitals, elementary, middle, or high schools, universities, or large 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 (e.g. nutrition or diabetes) or on a variety of health issues for a particular group of people (e.g. minority groups or older adults). Some employers seek bilingual applicants to serve diverse communities or clientele.

LENGTH OF TRAINING/REQUIREMENTS:
A bachelor’s degree is the minimum requirement, and a master’s degree is preferred by some employers.

LICENSURE/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 Hawai’i 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 and administrators work with large amounts of data and computer systems. They are often involved in computer science-related activities and help to allow the secure and efficient flow of health information to doctors, hospitals, insurance companies, and government agencies.

WORK ENVIRONMENT:
Health information managers and administrators often work in office environments in health facilities such as hospitals, private practices, and clinics.

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 is required.

LICENSE/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:
Hawai`i Pacific University
University of Hawai`i at Mānoa
  Public Health Administration: MS
  Public Health: BA, MPH, MS, DrPH, PHD
University of Phoenix - Hawai`i Campus

PROFESSIONAL ASSOCIATIONS:
American Health Information Management Association (AHIMA)
  www.ahima.org
Health Information Management Association of Hawai`i
  himah.org
Health information technicians ensure that accurate, quality data are collected about patients when they receive treatments. This is essential for documenting patient care in the age of electronic medical records. Often, this work helps insurance companies with their billing practices, but can also be used for other purposes, such as research. Health information technicians organize complex health information and health codes, and work with 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. For example, they may work in doctors’ offices, long-term care homes, universities, or 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 may be required. Health information technicians may also be required to pass an examination offered by the American Health Information Management Association (AHIMA).

**SALARY RANGE**
$27,880 - $73,980*

**LENGTH OF TRAINING**
4+ Years

**JOB GROWTH**
11.3%*

*For medical records and health information technicians

**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:**
Hawai`i Technology Institute
Leeward Community College
Med Assist School of Hawai`i
University of Hawai`i
University of Phoenix

**PROFESSIONAL ASSOCIATIONS:**
American Health Information Management Association
www.ahima.org
Commission on Accreditation for Health Informatics and Information Management Education
www.cahiim.org
Health Information Management Association of Hawai`i
www.himah.org
Histologic technicians work under the supervision of histotechnologists to prepare the materials needed for tissue analysis. Histologic technicians ensure that histotechnologists have the 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, universities, private research laboratories, or government agencies.

**LENGTH OF TRAINING/REQUIREMENTS:**
There are two options for training. One is to complete a histotechnology educational program accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS). The other option is to obtain a two-year associate’s degree plus complete one year of on-the-job training.

**LICENSURE/CERTIFICATION:**
While it is not required, many histologic technicians choose to earn a certification from the American Society of Clinical Pathologists.

**EDUCATIONAL PROGRAMS:**
There are no degree programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Society of Clinical Pathologists  
www.ascp.org  
National Society for Histotechnology  
www.nsh.org

*$For computer and information systems managers*
Histotechnologists prepare tissue, blood, or fluid samples for scientific analysis. Histotechnologists specialize in electron microscopy, immunofluorescence, and immunohistochemistry.

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

**LENGTH OF TRAINING/REQUIREMENTS:**
A four-year bachelor’s degree in science is required, plus histotechnologists must complete a histology program accredited by the National Accrediting Agency for Clinical Laboratory Science (NAACLS).

**LICENSURE/CERTIFICATION:**
Histotechnologists must obtain Certification from the American Society of Clinical Pathologists.

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Society of Clinical Pathologists
www.ascp.org
National Society for Histotechnology
www.nsh.org

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**HISTOTECHNOLOGIST**

**SALARY RANGE**
$38,560 - $79,620*

**LENGTH OF TRAINING**
3+ Years

**JOB GROWTH**
10%

*For computer and information systems managers

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Histotechnologists prepare tissue, blood, or fluid samples for scientific analysis. Histotechnologists specialize in electron microscopy, immunofluorescence, and immunohistochemistry.

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

**LENGTH OF TRAINING/REQUIREMENTS:**
A four-year bachelor’s degree in science is required, plus histotechnologists must complete a histology program accredited by the National Accrediting Agency for Clinical Laboratory Science (NAACLS).

**LICENSURE/CERTIFICATION:**
Histotechnologists must obtain Certification from the American Society of Clinical Pathologists.

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Society of Clinical Pathologists
www.ascp.org
National Society for Histotechnology
www.nsh.org

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Histotechnologists prepare tissue, blood, or fluid samples for scientific analysis. Histotechnologists specialize in electron microscopy, immunofluorescence, and immunohistochemistry.

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

**LENGTH OF TRAINING/REQUIREMENTS:**
A four-year bachelor’s degree in science is required, plus histotechnologists must complete a histology program accredited by the National Accrediting Agency for Clinical Laboratory Science (NAACLS).

**LICENSURE/CERTIFICATION:**
Histotechnologists must obtain Certification from the American Society of Clinical Pathologists.

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Society of Clinical Pathologists
www.ascp.org
National Society for Histotechnology
www.nsh.org
HOME HEALTH AIDE

**SALARY RANGE**
$19,810 - $38,350

**LENGTH OF TRAINING**
75 Hours

**JOB GROWTH**
43.9%

Home health aides work in the homes of patients who need assistance in daily life or with medication and treatment adherence. These patients may be 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 should be extremely caring, patient, understanding, and knowledgeable about their patients’ needs.

**WORK ENVIRONMENT:**
Home health aides primarily work in the homes of the patients they care for. Home health aides usually have multiple patients, so driving may be a regular part of the job duties. It is also common for home health aides to be on-call and work on evenings and weekends. Home health aides must be able to help lift their patient or do other physical tasks.

**LENGTH OF TRAINING/REQUIREMENTS:**
There is no formal education requirement for a home health aide, but individuals in this profession must be licensed and certified.

**LICENSURE/CERTIFICATION:**
The National Association for Home Care and Hospice Certification requires 75 hours of training, documentation of 17 skills, and passing a written exam to demonstrate competency. Licensure is required in Hawai‘i through the Department of Health. Many employers highly value, or require, proficiency in an additional language to serve patients or clients who are limited English proficient (LEP).

**EDUCATIONAL PROGRAMS:**
Caregiver Training School, Honolulu, HI
Garden Isle Healthcare LLC, Lihue, Kaua‘i
Hawai‘i Institute of Healthcare and Training Services: Hilo
University of Hawai‘i Maui College
Licensed Professional Counselors (LPCs) help people handle or resolve life issues (e.g. substance abuse or marriage counseling). LPCs differ from Psychologists and Therapists because they provide assistance in all areas of a person’s life (not just mental health) and they do not 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 in substance abuse or school counseling.

LENGTH OF TRAINING/REQUIREMENTS:
A master’s or doctoral degree from an accredited counseling program is required to be an LPC.

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

EDUCATIONAL PROGRAMS:
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 Counseling Association
   www.counseling.org
American Mental Health Counselors Association
   www.amhca.org
National Board for Certified Counselors
   www.nbcc.org
Marriage and Family Therapists are experts in relationships and family issues. By bringing in the spouse or other family members, the Marriage and Family Therapist can treat the couple or family as a whole. They treat patients with substance abuse, mental or emotional problems, eating disorders, and poor communication.

**WORK ENVIRONMENT:**

Marriage and Family Therapists often work in non-profit organizations, hospitals, schools, and private practices.

**LENGTH OF TRAINING/REQUIREMENTS:**

A four-year bachelor’s and a master’s degree in social work, counseling, or psychology is required. They must also have supervised clinical experience as well as specialized practicum hours (hands-on training) in marriage and family therapy.

**LICENSURE/CERTIFICATION:**

Marriage and Family Therapists must be licensed in Hawai‘i. They must pass the National Marriage and Family Therapist exam offered by the American Association for Marriage and Family Therapy. In Hawai‘i, in order to sit for the licensure exam, trainees need 1,000 client contact hours and 200 supervised training hours under a licensed Marriage and Family Therapist.

**EDUCATIONAL PROGRAMS:**

- Chaminade University
  - Counseling Psychology: MS
- University of Hawai‘i at Hilo
  - Counseling Psychology: MA

**PROFESSIONAL ASSOCIATIONS:**

- American Association for Marriage and Family Therapy (AAMFT)
  - www.aamft.org
- American Counseling Association
  - www.counseling.org

**SALARY RANGE**

$42,950 - $105,280

**LENGTH OF TRAINING**

6+ Years

**JOB GROWTH**

9%
MASSAGE THERAPIST

**Salary Range**

$19,790 - $91,780

**Length of Training**

570 Hours

**Job Growth**

19.6%

Massage therapists treat patients by applying manual techniques to manipulate the soft-tissues of the body, including the skin, muscles, tendons, or ligaments. Massage therapists help rehabilitate injuries, work to improve circulation by increasing the blood flow, relieve stress, alleviate pain, and may provide guidance on stretching, muscle strengthening and posture correction. Massage therapists can use their hands, fingers, forearms, elbows, and sometimes even their feet, to knead muscles. A massage can take 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 their home or a client’s home, in healthcare organizations (e.g. at a physician’s office, hospital or health clinics), nursing homes, health clubs, fitness centers, spas, resorts, beauty and hair salons, cruise ships, sports facilities, or at special events.

**Areas of Specialization:**

Massage therapists may specialize in the following techniques: lomilomi, sport, deep tissue, medical, geriatric, infant, and prenatal.

**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 hands-on massage treatment modalities.

**Licensure/Certification:**

Massage therapists must pass the Hawai’i State Licensing Examination. A National Certification Examination in Therapeutic Massage and Bodywork is also offered, but is not necessary for practicing in Hawai’i.

**Educational Programs:**

Aloha Lomi Massage Academy (Kaua’i)
Aloha Massage Academy (Kona, Hawai’i)
Big Island Academy of Massage
Elite Massage Academy
Hawai’i Healing Arts College
Hawai’i Massage Academy
Hawai’i 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 (Kaua’i)
Remington College

**Professional Associations:**

American Massage Therapy Association
www.amtamassage.org
American Massage Therapy Association Hawai’i
hi.amtamassage.org
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 Physicians with patient examinations, give patients injections as directed by the physician, schedule patient appointments, prepare blood for laboratory tests and, as times change, enter information into the electronic health records system.

**WORK ENVIRONMENT:**
Medical assistants work in outpatient settings such as a Physicians’ office, health clinics, hospitals, or nursing homes.

**AREAS OF SPECIALIZATION:**
Administrative medical assistants, clinical medical assistants, ophthalmic medical assistants, optometric assistants, and podiatric medical assistants.

**LICENSURE/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:**
Hawai’i Medical College
Hawai’i Technology Institute
Kapi’olani Community College
Kaua’i Community College
Med Assist School of Hawai’i

**PROFESSIONAL ASSOCIATIONS:**
American Association of Medical Assistants
www.aama-ntl.org
American Association of Podiatric Medical Assistants
www.aspma.org
Hawai’i 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. Professionals 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, and films.

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

**AREAS OF SPECIALIZATION:**
Medical illustrators may specialize in certain body parts or subjects.

**LENGTH OF TRAINING/REQUIREMENTS:**
Medical illustrators obtain a bachelor’s degree combining art and pre-med studies. Only a few U.S. programs offer master’s degrees.

**SALARY RANGE**
$21,590 - $102,540*

**LENGTH OF TRAINING**
4 - 6 Years

**JOB GROWTH**
5%*

*For fine artists, including painters, sculptors, and illustrators, Salary Range and Job Growth is based on U.S. statistics

**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:**
There are no programs currently available in Hawai`i, but you can receive training on the mainland and return to Hawai`i for your career!

**PROFESSIONAL ASSOCIATIONS:**
Association of Medical Illustrators  
www.ami.org  
Guild of Natural Science Illustrators  
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 in the U.S. with a large population of non-English speakers have a higher demand for medical interpreters in additional workplaces.

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

**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, plus fluency in another language. Some employers require 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.

**LICENSURE/CERTIFICATION:**
No licenses or certifications are 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 is limited to English speaking interpreters for Spanish, Arabic, and Mandarin languages. Additionally, the National Board of Certification for Medical Interpreters offers a Certified Medical Interpreter (CMI) credential for English speaking Interpreters who specialize in Spanish, Russian, Mandarin, Cantonese, Korean, and Vietnamese languages.

**EDUCATIONAL PROGRAMS:**
A certificate in Community Interpreting with a focus in Medical Interpreting is available through the UH Manoa Center for Interpretation and Translation Studies.

**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 LABORATORY SCIENTIST

**SALARY RANGE**

$38,560 - $79,620*

**LENGTH OF TRAINING**

4+ Years

**JOB GROWTH (Hawai`i)**

10%*

*For Medical Laboratory Technologists

Medical Laboratory Scientists (MLSs) analyze biologic samples from patients (e.g. blood and fluids) and perform laboratory tests. Accuracy in reporting the results of the tests is extremely important. MLSs 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 MLSs work in hospitals or independent laboratories. Others may work in clinics, research institutions, and blood donation centers.

**AREAS OF SPECIALIZATION:**

MLSs may specialize in clinical chemistry, blood banking, microbiology, urinalysis, or toxicology.

**ADVANCEMENT:**

Experienced MLSs may be promoted to managerial positions (e.g. a laboratory manager or chief medical technologists). Some with higher degrees (master’s or bachelor’s) become university faculty.

**LENGTH OF TRAINING/REQUIREMENTS:**

MLSs must obtain at least a four-year bachelor’s degree in the sciences.

**LICENSURE/CERTIFICATION:**

Hawaii requires MLSs to be licensed and certified. Graduates of accredited MLS programs are required to successfully complete clinical training before they are qualified to take the national certification exam. License and certification is required in 13 states and territories in the United States. Refer to ascp.org to see which states have this requirement. Those that qualify can take the certification exam from the American Society for Clinical Pathology (ASCP) Board of Certification or the American Medical Technologists (AMT).

**EDUCATIONAL PROGRAMS:**

University of Hawai`i at Mānoa
Medical Technology: BS

**PROFESSIONAL ASSOCIATIONS:**

American Society for Clinical Laboratory Science
www.ascls.org
American Society of Clinical Pathologists
www.ascp.org
National Accrediting Agency for Clinical Laboratory Sciences
www.naacls.org
Medical Laboratory Technicians (MLTs) often work with Medical Laboratory Scientists (MLSs) to perform diagnostic tests. MLTs often collect fluid samples and biological specimens from patients. MLTs must be comfortable using laboratory equipment and medical instruments, as well as accurately analyzing and reporting the results of the tests performed.

ADVANCEMENT:
MLTs may be promoted to Clinical Laboratory Scientists after additional experience and education.

WORK ENVIRONMENT:
MLTs often work in hospitals, research laboratories, or private companies.

LENGTH OF TRAINING/REQUIREMENTS:
A two-year associate’s degree program is required to become an MLT.

EDUCATIONAL PROGRAMS:
Kapi‘olani Community College
Medical Laboratory Technician: AS
University of Hawai‘i at Mānoa
Medical Technology: BS

MEDICAL LABORATORY TECHNICIAN

SALARY RANGE
$38,560 - $79,620

LENGTH OF TRAINING
2+ Years

JOB GROWTH (Hawai‘i)
11.8%

LICENSURE/CERTIFICATION:
Hawaii requires MLTs to be licensed and certified. Graduates of accredited MLT programs are required to successfully complete clinical training before they are qualified to take the national certification exam. License and certification is required in 13 states and territories in the United States. Refer to ascp.org to see which states have this requirement. Those that qualify can take the certification exam from the American Society for Clinical Pathology (ASCP) Board of Certification or the American Medical Technologists (AMT). MLTs who have successfully completed their education at an accredited MLT program, earned a 2.5 GPA or better, and are nationally certified as an MLT can apply to enter the UH Manoa Medical Technology program. They can earn their MLS certification after successful completion of a post-baccalaureate training.

PROFESSIONAL ASSOCIATIONS:
American Medical Technologists
https://www.americanmedtech.org/
American Society for Clinical Laboratory Science
www.ascls.org
American Society of Clinical Pathologists
www.ascp.org
Association of Genetic Technologists
www.agt-info.org
National Credentialing Agency for Laboratory Personnel
www.nca-info.org

Photo: A Medical Laboratory Technician documents research findings.
Source: National Eye Institute (NEI)
Medical librarians help health professionals find information about medical science, research procedures, and new medical treatments. Medical librarians differ from other librarians because they must have extensive knowledge of biomedical science and medical topics. In addition to these responsibilities, medical librarians also help patients and the general public find health resources.

**WORK ENVIRONMENT:**
Most medical librarians work in medical libraries, academic medical centers, research institutes, or government agencies.

**LENGTH OF TRAINING/REQUIREMENTS:**
A Master of Library and Information Science (MLIS) is required from an accredited American Library Association school.

**SALARY RANGE**
$41,310 - $90,740*

**LENGTH OF TRAINING**
6+ Years

**JOB GROWTH**
5.9%*

*For all librarians

**LICENSE/CERTIFICATION:**
Although no licensure or certification is required, membership in professional organizations are available to medical librarians.

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai`i, but you can receive training on the mainland and return to Hawai`i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Library Association  
www.ala.org
Hawai`i Library Association  
www.hawaiilibraryassociation.weebly.com
Medical Library Association  
www.mlanet.org

Photo: A medical librarian helps locate a journal article at UH’s John A. Burns School of Medicine.

Source: Hawai`i/Pacific Basin AHEC
Naturopathic Doctors (ND) are primary care providers that focus on natural healing techniques and holistic health. NDs often discuss lifestyle changes that a patient can make that would positively impact their health. NDs have academic training similar to other Primary Care Physicians (Doctors of Medicine or Doctors of Osteopathic Medicine), but do not have a required residency upon graduation. Naturopathic Doctors can only practice medicine in states that regulate Naturopathic Medicine.

WORK ENVIRONMENT:
Most NDs work in private or group practice. Due to the state-by-state differences, some health insurance companies do not allow patients to file claims for visiting an ND. This is a large barrier for the integration of Naturopathic Medicine into larger organizations, like hospitals. Some NDs work as independent Consultants instead of as Practitioners. NDs usually need to develop business skills in order to be successful.

AREAS OF SPECIALIZATION:
Some NDs choose to gain additional training in other fields of Complimentary and Alternative Medicine such as Acupuncture, Chinese or Oriental Medicine, or Yoga.

**SALARY RANGE**
$19,610 - $107,620*

**LENGTH OF TRAINING**
8+ Years

**JOB GROWTH**
11%*

*For health diagnosing and treating practitioners, all other

**LENGTH OF TRAINING/REQUIREMENTS:**
A typical ND training program is a four-year bachelor’s degree and four years of graduate-level training (usually in a science or health discipline). In order to specialize, optional residencies exist. The length of these residencies vary but are usually one year or more.

**LICENSURE/CERTIFICATION:**
Licensure is required of all Naturopathic Doctors in Hawai`i at the state level. They must pass a national certifying exam called the Naturopathic Physicians Licensing Examinations (NPLX).

**EDUCATIONAL PROGRAMS:**
Only seven programs for NDs exist in the U.S. See www.aanmc.org/schools/ for more information.

**PROGRAMS ASSOCIATIONS:**
American Association of Naturopathic Physicians www.naturopathic.org
Association of Accredited Naturopathic Medical Colleges www.aanmc.org
Hawai`i Society of Naturopathic Physicians www.hawaiind.org
NUCLEAR MEDICINE TECHNOLOGIST

Photo: A nuclear medicine technologist analyzes a PET scan to make sure a patient’s tissues are functioning.

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 diagnostic images of chemicals in the body, monitor patient hormone levels, and provide information to patients. Some nuclear medicine technologists help patients ingest the proper dose of a particular radioactive drug.

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

LENGTH OF TRAINING/REQUIREMENTS:
Typically an associate’s or bachelor’s degree in nuclear medicine technology is required, along with clinical experience.

SALARY RANGE
$70,820 - $103,020

LENGTH OF TRAINING
2 - 5 Years

JOB GROWTH (Hawai`i)
6.5%

LICENSURE/CERTIFICATION:
Licensure is usually not required, but various organizations offer optional certifications, including:
American Registry of Radiologic Technologists
Nuclear Medicine Technology Certification Board
Nuclear Medicine Technology Certification (NMTC)
Nuclear Medicine Technologist

EDUCATIONAL PROGRAMS:
There are no programs currently available in Hawai`i, but you can receive training on the mainland and return to Hawai`i for your career!

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
You can enter the nursing field with as few as 10 weeks of training!

Vocational nursing includes Certified Nursing Aides (CNA) and Licensed Practical Nursing (LPN). CNAs are trained to be assistants to Licensed Practical Nurses and Registered Nurses in basic care for patients. CNAs work directly with and help patients in their daily activities. LPNs receive education to provide basic nursing care and work under the direction of registered nurses (RNs), advanced practice registered nurses (APRNS) and physicians. People interested in entering the healthcare field while working towards advancing their healthcare education may start with CNA or LPN careers while continuing to go back to school to develop into professional nursing roles, allied health professionals or any of the other healthcare fields in this book. Others may choose to stay in their CNA or LPN roles as their main career path.

Below is an overview of the most common vocational nursing roles. See page 100 for the listing of professional nursing roles.

<table>
<thead>
<tr>
<th>Nursing Type</th>
<th>Annual Salary Range</th>
<th>Training Length</th>
<th>Job Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Nurse Aide (CNA)</td>
<td>$25,540 - $43,810</td>
<td>10 Weeks+</td>
<td>17%</td>
</tr>
<tr>
<td>Licensed Practical Nurse (LPN)</td>
<td>$39,890 - $62,050</td>
<td>1+ Year</td>
<td>+9%</td>
</tr>
</tbody>
</table>
NURSING: CERTIFIED NURSE AIDE

Certified Nurse Aides (CNAs) assist Nurses and other health care professionals in the care and treatment of patients. CNAs work under the supervision of Nurses or Physicians to help them perform basic duties for improving the health of their patients. CNAs are very involved in patient care and must be personable and caring. Duties may include 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 may include hospitals, home health agencies, private practices, government agencies, military agencies, doctor’s offices, and wellness centers.

LENGTH OF EDUCATION/REQUIREMENTS:
CNA training programs may last from a few months to months. An exam is required for certification.

SALARY RANGE
$25,540 - $43,810*

LENGTH OF TRAINING
10 Weeks+

JOB GROWTH
12.5%*

*For nursing assistants

LICENSURE/CERTIFICATION:
Hawai`i Department of Commerce and Consumer Affairs
www.cca.hawaii.gov/pvl

EDUCATIONAL PROGRAMS:
American Red Cross
Healthcare School of Hawai`i
Kapi`olani Community College
Kaua`i Community College
Leeward Community College
University of Hawai`i Maui College
Windward Community College
   Professional Healthcare Educators, Nurse Aide and CPR training

PROFESSIONAL ASSOCIATIONS:
National Association of Health Care Assistants
www.nahcacareforce.org
National Network of Career Nursing Assistants
www.cna-network.org

Photo: A CNA conducts a blood pressure examination.
Source: CDC/Amanda Mills (2011)
NURSING: LICENSED PRACTICAL NURSE

LICENSED PRACTICAL NURSES (LPNs) work under the direction of registered nurses, physicians and other health care professionals to provide basic medical care. They monitor patients’ health, administer basic patient care (tube feeding, dressing changes, blood draw, etc.), provide the basic comforts for patients (bathing, dressings, feeding, etc.), administer medications, discuss the care they are administering and report patients’ status and needs with family members, registered nurses and physicians and keep records on patients’ health.

WORK ENVIRONMENT:
Licensed practical nurses can work in a variety of settings that include hospitals, long-term care facilities, schools, doctors’ offices, residential care facilities, outpatient clinics, businesses, home health agencies and health departments.

LENGTH OF EDUCATION/REQUIREMENTS:
Most training programs are between one and two years in length at an approved educational program and may result in a certificate or an associate’s degree. Many employers highly value, or require, proficiency in an additional language to serve patients or clients who are limited English proficient (LEP).

SALARY RANGE
$39,890 - $62,050

LENGTH OF TRAINING
1+ Year

JOB GROWTH
+9%

LICENSED/CERTIFICATION:
National Council of State Boards of Nursing - National Council Licensure Examination for Licensed Practical/Vocational Nurses (NCLEX-PN)
Hawai’i Department of Commerce and Consumer Affairs
www.cca.hawaii.gov/pvl

EDUCATIONAL PROGRAMS:
Hawai’i Community College
Kapi’olani Community College
Kaua’i Community College
University of Hawai’i Maui College

PROFESSIONAL ASSOCIATIONS:
Hawai’i State Center for Nursing
www.hawaiicenterfornursing.org
National Association for Practical Nurse Education and Service, Inc. (NAPNES)
www.napnes.org
National Federation of Licensed Professional Nurses (NFLPN)
www.nflpn.org

Nursing is a diverse field with numerous career and educational opportunities. The Bachelor of Science Degree (BS) is the most common entry to nursing practice. The person with an Associate Degree in Nursing (ADN) may take the national licensing exam to become an RN but is expected to continue studying to receive the BS. Master’s and Graduate Entry (GEPN) programs are for people who have a bachelor’s degree in a non-nursing field and would like to go back to school to become an RN and move directly into graduate nursing education. Continuing professional advancement in nursing includes Master’s Degrees and Doctoral Degrees as well as specialty certifications.

Nursing is a very exciting career with numerous specialties and the ability to obtain additional education and training at every stage. The nursing profession provides a career that offers opportunity for lifelong learning and many career pathways.

Below is an overview of professional nursing roles.

<table>
<thead>
<tr>
<th>Nursing Type</th>
<th>Annual Salary Range</th>
<th>Training Length</th>
<th>Job Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurse (RN)</td>
<td>$63,360 - $126,600</td>
<td>3-4 Years</td>
<td>13.3%</td>
</tr>
<tr>
<td>Nurse Practitioner (NP)</td>
<td>$90,680 - $158,560</td>
<td>4-6 Years</td>
<td>37.1%</td>
</tr>
<tr>
<td>Certified Registered Nurse Anesthetist (CRNA)</td>
<td>$143,540 - $208,000+</td>
<td>6+ Years</td>
<td>16%</td>
</tr>
<tr>
<td>Clinical Nurse Specialist (CNS)</td>
<td>$63,360 - $126,600</td>
<td>6+ Years</td>
<td>13%</td>
</tr>
<tr>
<td>Certified Nurse Midwife (CNM)</td>
<td>$66,500 - $143,650</td>
<td>6+ Years</td>
<td>21%</td>
</tr>
</tbody>
</table>
Registered Nurses (RNs) work with health care specialists as part of a team to develop and implement a patient’s plan of care for optimal health. Registered Nurses provide comprehensive nursing assessment of the health status of a patient, collaborate with a health care team to develop and coordinate the patient’s plan of care, establish nursing diagnoses, set goals for the patient and care team to meet the identified health care needs and prescribe and evaluate patient’s responses to nursing interventions and communicate to the care team, patients and family. Registered Nurses administer medications and delegate and assign nursing interventions to other health team members. Registered Nurses also work to develop policies and procedures, and teach both patients and other health professionals.

WORK ENVIRONMENT:
Registered Nurses can work in a variety of settings that include hospitals, long-term care and residential facilities, schools, doctors’ offices, outpatient clinics, businesses, insurance companies, home health agencies and state health departments.

AREAS OF SPECIALIZATION:
Registered Nurses may specialize in different areas including but not limited to: pediatrics, geriatrics, heart care, intensive care, diabetes, women’s health, labor and delivery, cancer, surgery, emergency, school health, public health, community health, education, management, and policy.

Photo: A Registered Nurse explains how a blood glucose monitor works and helps her patient with her first test.

Registered Nurses (RNs) work with health care specialists as part of a team to develop and implement a patient’s plan of care for optimal health. Registered Nurses provide comprehensive nursing assessment of the health status of a patient, collaborate with a health care team to develop and coordinate the patient’s plan of care, establish nursing diagnoses, set goals for the patient and care team to meet the identified health care needs and prescribe and evaluate patient’s responses to nursing interventions and communicate to the care team, patients and family. Registered Nurses administer medications and delegate and assign nursing interventions to other health team members. Registered Nurses also work to develop policies and procedures, and teach both patients and other health professionals.

WORK ENVIRONMENT:
Registered Nurses can work in a variety of settings that include hospitals, long-term care and residential facilities, schools, doctors’ offices, outpatient clinics, businesses, insurance companies, home health agencies and state health departments.

AREAS OF SPECIALIZATION:
Registered Nurses may specialize in different areas including but not limited to: pediatrics, geriatrics, heart care, intensive care, diabetes, women’s health, labor and delivery, cancer, surgery, emergency, school health, public health, community health, education, management, and policy.

NURSING: REGISTERED NURSE

SALARY RANGE
$50,800 - $106,530

LENGTH OF EDUCATION
3 - 4 Years
3 years for an Associate degree
4 years for a Baccalaureate degree

JOB GROWTH
13.3%

LENGTH OF EDUCATION/REQUIREMENTS:
Associate’s degree from community college in nursing (3 years).
Bachelor of Science Degree in nursing (4 years).

National and local employers encourage all Associate Degree Nurses to continue on and complete the Bachelor’s degree program. Many employers highly value, or require, proficiency in an additional language to serve patients or clients who are limited English proficient (LEP).

LICENSEURE/CERTIFICATION:
National Council of State Boards of Nursing - National Council Licensure Examination for Registered Nurses (NCLEX-RN)
Licensed with the Hawai‘i Board of Nursing
Hawai‘i Department of Commerce and Consumer Affairs www.cca.hawaii.gov/pvl

EDUCATIONAL PROGRAMS (ADN is Associate degree and BSN is Bachelors degree)
Hawai‘i Community College: ADN
Kapi‘olani Community College: ADN
Kaua‘i Community College: ADN
University of Hawai‘i Maui College: ADN
University of Hawai‘i at Hilo: BSN
University of Hawai‘i at Mānoa: BSN, GEPN
Hawai‘i Pacific University: BSN

PROFESSIONAL ASSOCIATIONS:
American Nurses Association www.nursingworld.org
Hawai‘i State Center for Nursing www.hawaiicenterfornursing.org
Hawai‘i Student Nurses Association http://hisna.org/index.html

www.ahec.hawaii.edu 101
NURSING: ADVANCED PRACTICE REGISTERED NURSE

Advanced Practice Registered Nurses (APRN) work in every part of the health care system. They are registered nurses prepared by graduate education and certification to assess, diagnose, and manage patient problems, order tests, refer for specialty care and treatment, and prescribe medications. Advanced Practice Registered Nursing includes four specialty areas: Nurse Practitioner (NP), Certified Nurse Midwife (CNM), Clinical Nurse Specialist (CNS), and Certified Registered Nurse Anesthetist (CRNA).

**SALARY RANGE**

<table>
<thead>
<tr>
<th>Role</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>NP</td>
<td>$90,680 - $158,560</td>
</tr>
<tr>
<td>CRNA</td>
<td>$143,540 - $208,000+*</td>
</tr>
<tr>
<td>CNS</td>
<td>$63,360 - $126,600</td>
</tr>
<tr>
<td>CNM</td>
<td>$66,500 - $143,650*</td>
</tr>
</tbody>
</table>

**LENGTH OF EDUCATION**

3 - 6 Years

**JOB GROWTH**

<table>
<thead>
<tr>
<th>Role</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>NP</td>
<td>26%</td>
</tr>
<tr>
<td>CRNA</td>
<td>16%*</td>
</tr>
<tr>
<td>CNS</td>
<td>13%</td>
</tr>
<tr>
<td>CNM</td>
<td>21%*</td>
</tr>
</tbody>
</table>

*State data not available. Data presented is national.

Photo: A Clinical Nurse Specialist with a patient receiving chemotherapy.

Source: National Cancer Institute (NCI)

Photo: A Certified Registered Nurse Anesthetist performs a subarachnoid block.

Source: Matthew Bishop (CRNA), photo taken by Dr. Chun
Nurse Practitioner (NP) works as primary care providers in community health centers, private practices, clinics, long-term care facilities, and urgent care facilities and may also work in acute care at hospitals and specialty offices. Specialties include a focus on psychiatry/mental health, family/individual across the lifespan, women’s health/gender-related care, neonatal, pediatrics, or adult-gerontology. Pediatric and adult/gerontology NPs can select an acute care or primary care focus.

Certified Registered Nurse Anesthetists (CRNA) provides the full spectrum of anesthesia care and anesthesia related care in hospital surgical areas, outpatient surgery and other settings.

Clinical Nurse Specialist (CNS) works in hospitals and provides advanced nursing care to patients, support nurses and nursing practice by developing best practices, and support the healthcare organization.

Certified Nurse Midwife (CNM) specializes in women’s health and childbirth and primarily works in hospitals, birth centers, and women’s health primary care offices.

WORK ENVIRONMENT and SPECIALIZATION:

Advanced Practice Registered Nurses work in various environments that include hospitals, clinics, private practices, university faculty, management of care facilities, as well as serve in government and non-profit agencies.

LENGTH OF EDUCATION/REQUIREMENTS:

NPs have a Bachelor of Science in Nursing (BSN) or an equivalent education in Nursing. Then they obtain a Master of Science in Nursing (MSN) or Doctor of Nursing Practice (DNP) by attending graduate school.

EDUCATIONAL PROGRAMS:

Hawai‘i Pacific University: MSN, post Master’s DNP
University of Hawai‘i at Mānoa: MSN, DNP (NP)
University of Hawai‘i at Hilo: DNP (NP)

There are no programs currently available in Hawaii‘i for CRNAs & CNMs, but you can receive education on the mainland and return to Hawaii‘i for your career!

LICENSE/CERTIFICATION

National Council of State Boards of Nursing - National Council Licensure Examination for Registered Nurses (NCLEX-RN)
Licensed with the Hawai‘i Board of Nursing
Hawai‘i Department of Commerce and Consumer Affairs
www.cca.hawaii.gov/pvl

PROFESSIONAL ASSOCIATIONS:

National American Association of Nurse Practitioners
www.aanp.org
American Association of Nurse Anesthetists
www.aana.com
American College of Nurse-Midwives
www.midwife.org
American Nurses Association
www.nursingworld.org
National Association of Clinical Nurse Specialists
www.nacns.org

Hawai‘i
Hawai‘i Association of Professional Nurses
www.hapnurses.org
Hawai‘i State Center for Nursing
www.hawaiicenterfornursing.org
Hawai‘i Student Nurse Association
www.hisna.org
National Association of Pediatric Nurse Practitioners—HI Chapter
community.napnap.org/Hawaii
Occupational therapists (OTs) treat injured, ill, or disabled patients by helping them through their day-to-day activities to increase their health and well-being. OTs assist patients in developing, recovering, and improving their everyday living and working skills. OTs 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 a patient home or workplace for their condition, educating a patient’s family or employer about necessary accommodations, recommending equipment, and assessing patient progress.

**WORK ENVIRONMENT:**
OTs may work in homes, schools, hospitals, offices, nursing care facilities, community health centers, rehabilitation facilities, wellness centers, or research facilities.

**AREAS OF SPECIALIZATION:**
Areas of specialty include physical rehabilitation, mental health, gerontology, pediatrics, hand therapy, or community health.

**NEW RESOURCE:**
Info on Occupational Therapy Programs across the US can be found at:
https://www.ahec.hawaii.edu/occupational-therapy-program/
Occupational therapy assistants and aides, under the supervision of a certified occupational therapist, help patients through their day-to-day activities to increase their health and well-being. Occupational therapy assistants assist patients 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 duties. Occupational therapy aides typically handle the preparations for treatment, including gathering materials and assembling equipment. They transport patients, help with billing and insurance forms, and perform clerical tasks (e.g. 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, residential care facilities, business or industrial organizations, schools, private homes, and laboratories.

**AREAS OF SPECIALIZATION:**

Occupational therapy assistants and aides may gain a specialty based on the needs of the supervisory occupational therapist.

**OCCUPATIONAL THERAPY ASSISTANT**

**SALARY RANGE**

$47,320 - $64,8660

**LENGTH OF TRAINING**

2+ Years

**JOB GROWTH**

32.9%

*Job Growth is based on U.S. statistics

**LENGTH OF TRAINING/REQUIREMENTS:**

Training for an occupational therapy assistant requires completion of a two-year degree program from an accredited school. For an occupational therapy aide, a high school diploma is required, and then most of the training is completed on-the-job.

**LICENSURE/CERTIFICATION:**

As of January 1st, 2017, occupational therapy assistants must pass two exams: 1) a national certification examination administered by the American Occupational Therapy Certification Board and 2) a Hawai’i State licensure exam. It is helpful for both occupational therapy assistants and aides to have health care experience and CPR and Basic Life Support certifications. Occupational therapy aides are not required to be licensed or certified.

**EDUCATIONAL PROGRAMS:**

Kapi’olani Community College: 
- Occupational Therapy Assistant (AA)

**PROFESSIONAL ASSOCIATIONS:**

National Board for Certification in Occupational Therapy 
www.nbcot.org 
Occupational Therapist Assistant PVL Listing 
www.hawaii.gov/dccal/pvl/programs/occupational/
Opticians, also known as dispensing opticians, are health care professionals that are trained to build, develop, and fix products that improve the eyesight of the user (i.e. eyeglasses and contact lenses). Optometrists (Doctors of Optometry) and ophthalmologists (Doctors of Medicine) write prescriptions for specific products that opticians fill by making that product available to the patient.

**WORK ENVIRONMENT:**
Opticians can be found in stores that sell eye-wear, optometrists’ offices, ophthalmologists’ offices, or other specialized medical practices.

**AREAS OF SPECIALIZATION:**
Some opticians choose to specialize in specific types of eye-wear or contact lenses.

**LENGTH OF TRAINING/REQUIREMENTS:**
Some opticians are hired directly after high school and receive on-the-job training. Otherwise, educational training programs are available that last one to two years, and may be preferred by some employers.

**LICENSURE/CERTIFICATION:**
Dispensing opticians must be licensed with the State of Hawai‘i, which requires two years of apprenticeship and passing scores on two exams (the National Opticianry Competency Examination and the Contact Lens Registry Examination).

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Board of Opticianry/National Contact Lens Examiners
www.abo-ncle.org
Commission on Opticianry Accreditation
www.coaccreditation.com
National Academy of Opticianry
www.nao.org

Photo: An optician prepares custom glasses for a patient based on the results from a vision test.
Optometrists, also known as Doctors of Optometry (OD), are health care professionals that are trained to examine, diagnose, and treat conditions of the human eyes. ODs should not be confused with DOs (Doctors of Osteopathic Medicine), ophthalmologists (medical doctors who specialize in eye and retinal surgery), or opticians (specialists who create or repair products and equipment). ODs treat various eye health conditions and can prescribe medicine for eyes.

WORK ENVIRONMENT:

ODs usually work in private practices. Some choose to work for doctors or department stores. ODs practice mostly independently, with the exception of opticians.

LENGTH OF TRAINING/REQUIREMENTS:

ODs have a four-year graduate education (after a four-year bachelor’s degree) and must be licensed in every state. The Optometry Admissions Test must be passed before entrance into graduate school. An additional one-year residency can be performed if specialization is desired.

LICENSURE/CERTIFICATION:

ODs must be licensed with the State of Hawai’i and must pass all five sections of the exam offered by the National Board of Examiners in Optometry. Some seek additional credentialing by becoming board-certified with the American Board of Optometry.

EDUCATIONAL PROGRAMS:

There are no programs currently available in Hawai’i, but you can receive training on the mainland and return to Hawai’i for your career! Visit www.opted.org to find an accredited program.

PROFESSIONAL ASSOCIATIONS:

American Board of Optometry
www.americanboardofoptometry.org
American Optometric Association
www.aoa.org
Association of Schools and Colleges of Optometry
www.opted.org
Hawai’i Optometric Association
http://hawaiioptometry.org/contact-us
National Board of Examiners in Optometry
www.optometry.org
Patient services representatives primarily manage a medical or dental office within a hospital or private practice. Duties range from medical secretarial and receptionist tasks that include identifying a patient’s payment source, verifying insurance coverage, answering and transferring phone calls, scheduling appointments, collecting insurance co-payments, maintaining patient charts, and ensuring overall patient satisfaction. Patient services representatives are responsible for the written and verbal correspondence with the patient. They should also have knowledge of the electronic medical records system and registration of important documents to ensure patient and care team requests run smoothly. This position stresses the importance of customer services, strong communication, interpersonal skills, and being highly organized.

**AREAS OF SPECIALIZATION:**
Patient services representatives can work in any area of healthcare.

**WORK ENVIRONMENT:**
Patient services representatives usually work in a doctor’s office, a health clinic, a hospital department, a dental office, with an optometrist, or any other health setting that checks in patients.

**LENGTH OF TRAINING/REQUIREMENTS:**
Typically, two years of an associate’s degree or medical assisting experience is required. Many employers highly value, or require, proficiency in an additional language to serve patients or clients who are limited English proficient (LEP).

**SALARY RANGE**
$22,520 - $57,720

**LENGTH OF TRAINING**
2+ Years

**JOB GROWTH**
9%

**LICENSURE/CERTIFICATION:**
Patient services representatives may choose to become certified to increase chances of employment. The American Association of Medical Assistants (AAMA) provides a Certified Medical Assistant (CMA) certification.

**EDUCATIONAL PROGRAMS:**
Kapi‘olani Community College
Leeward Community College
Hawai‘i Medical College

**PROFESSIONAL ASSOCIATIONS:**
American Hospital Association
www.aha.org
Association for Patient Experience
www.patient-experience.org
American Association of Healthcare Administrative Management
www.aaham.org
Perfusionists are highly trained members of the cardiothoracic surgery team, which is why they are also known as cardio-pulmonary perfusionists. They use artificial blood pumps to continue the flow of blood in a patient during surgery. If a patient’s organ starts failing during surgery, a perfusionist combines tubing and artificial organs to remove and return blood to the body. Perfusionists also manage the respiratory patterns (breathing) of the patient, allowing for the cardiothoracic surgeon to focus more on the direct surgical procedure. Additionally, perfusionists monitor the conditions of the blood, such as the acid and base levels or oxygen and carbon dioxide saturation in the tissues. They are also responsible for ventricular assistance devices when patient is recovering from a heart, lung, or liver transplant. In some cases, Perfusionists are even involved in procuring the organ donation for the patient. Perfusionists are experienced with extracorporeal technology and develops the appropriate technology each patient. They are becoming increasingly important to emergency trauma cases, chemotherapy treatments, and corrections of congenital heart disease.

**AREAS OF SPECIALIZATION:**
Perfusionists can specialize in specific age groups or different types of artificial organ procedures.

**WORK ENVIRONMENT:**
Perfusionists typically work in operation rooms of hospitals, but can also be found in cardiovascular intensive care units and catheterization laboratories.
PERSONAL TRAINER

PERSONAL TRAINER

Salaries of a Personal Trainer

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Personal trainers guide individuals to a healthier lifestyle. They work one-on-one with clients on exercise, nutrition, stretching, and recovery regimens. Personal trainers work directly with clients toward accomplishing their personal goals. Trainers focus on a client’s specific fitness needs by creating detailed fitness and nutritional plans, demonstrating exercise movements, ensuring that clients use appropriate positioning for exercises, and providing educational resources on health and wellness. Personal trainers usually work independently or with a larger fitness corporation. Personal trainers may also help with the rehabilitation of a client’s injury following surgery and physical therapy. Personal trainers must enjoy interacting with others, and can have both short-term and long-term clients. Personal trainers often work with clients of all ages, backgrounds, and socioeconomic levels.

Areas of Specialization:

Personal trainers can specialize in specific age groups, rehabilitation, or disease types.

Work Environment:

Personal trainers usually have the flexibility to make their own hours because they schedule appointments directly with clients. Personal trainers can work in gyms, resort fitness centers, health clinics, community centers, hospitals, or even in clients’ homes.

Length of Training/Requirements:

Personal trainers are required to have certification that can take a few months to achieve. Personal trainers may be required to have an associate’s or bachelor’s degree prior to certification, which would take two to four years to complete.

Licensure/Certification:

It is highly recommended that personal trainers are certified by a nationally recognized personal fitness organization, including the YMCA, American Council on Exercise (ACE), National Council on Strength and Fitness (NCSF), and the National Academy of Sports Medicine (NASM). Some certifications require an associate’s or bachelor’s degree related to exercise science, nutrition, or kinesiology. Additionally, personal trainers must demonstrate experience in their field.

Educational Programs:

University of Hawai‘i at Mānoa: BS
University of Hawai‘i at Hilo: BA
Brigham Young University: BS
Kapi‘olani Community College: AA

Professional Associations:

Aerobics and Fitness Association of America
www.afaa.com
American College of Sports Medicine
www.acsm.org
American Council of Exercise
www.acefitness.org
International Fitness Association
www.ifaifitness.com
International Sports Science Association
www.issaonline.edu
National Academy of Sports Medicine
www.nasm.org
National Federation of Personal Trainers
www.nfpt.com
National Personal Training Institute
https://nationalpti.org/
Professional Personal Trainers Association
www.personaltrainerscertification.com
PHARMACIST

PHARMACIST dispense medications that are prescribed by physicians and instruct patients on safe ways to use the medicine. Pharmacists review the interaction of medications with other drugs, food, illnesses, and diseases to assure minimal complications or side effects for the individual. 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, such as pharmacies, drug stores, hospitals, grocery stores, department stores, clinics, and government or military settings.

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

LENGTH OF TRAINING/REQUIREMENTS:
Following a four-year bachelor’s degree, pharmacists must obtain a four-year Doctorate of Pharmacy degree (PharmD). Most PharmD programs allow entrance after two years of undergraduate work. Two years of additional training may be required if a pharmacist chooses to specialize in a specific area.

LICENSURE/CERTIFICATION:
Pharmacists must be licensed in Hawai’i by the National Association of Boards of Pharmacy. Exams include the North American Pharmacist Licensure Exam (NAPLEX) and the 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
American Pharmacists Association
www.pharmacist.com
American Society of Health System Pharmacists
www.ashp.org
Board of Pharmacy Specialties
www.bpsweb.org
National Association of Boards of Pharmacy
www.nabp.net
National Community Pharmacists Association
www.ncpanet.org

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Doctor of Pharmacy: PharmD
Pharmaceutical Studies: PhD
Pre-Pharmacy Program

PROFESSIONAL ASSOCIATIONS:
American Association of Pharmaceutical Scientists
www.aaps.org
American Pharmacists Association
www.pharmacist.com
American Society of Health System Pharmacists
www.ashp.org
Board of Pharmacy Specialties
www.bpsweb.org
National Association of Boards of Pharmacy
www.nabp.net
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National Association of Boards of Pharmacy
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Phlebotomists are professionals who are trained to draw blood samples from patients using needles. Blood is typically taken from veins or arteries and these samples are used for medical tests or donations.

**WORK ENVIRONMENT:**

Phlebotomists may work in hospitals, laboratories, private practices, health clinics, or blood banks.

**LENGTH OF TRAINING/REQUIREMENTS:**

A high school diploma and phlebotomy training are required. Phlebotomy training hours vary among programs, with some requiring 40 hours and some taking a year. Many employers highly value, or require, proficiency in an additional language to serve patients or clients who are limited English proficient (LEP).

**LICENSED CERTIFICATION:**

It is not generally required for phlebotomists to be certified, but it is highly recommended. One program supports Phlebotomy Technicians or Donor Phlebotomy Technicians through the American Society for Clinical Pathology Board of Certification (ASCP BOC).

**EDUCATIONAL PROGRAMS:**

- Hawai‘i Medical Training Center
  Phlebotomy Technician Certification
  Phlebotomy Technician Certification
- Kapi‘olani Community College
  Phlebotomy Technician Certification
- Kaua‘i Health Career Training
  Phlebotomy Technician Certification

**PROFESSIONAL ASSOCIATIONS:**

- American Medical Technologists
  [https://www.americanmedtech.org/](https://www.americanmedtech.org/)
- American Society of Clinical Laboratory Science
  [www.ascls.org](http://www.ascls.org)
- American Society of Clinical Pathologists
  [www.ascp.org](http://www.ascp.org)
- American Society of Phlebotomy Technicians, Inc.
  [www.aspt.org](http://www.aspt.org)
- National Phlebotomy Association
  [www.nationalphlebotomy.org](http://www.nationalphlebotomy.org)
Physical therapists (PTs) are healthcare professionals that assist individuals who are injured, ill, or have medical problems that limit their abilities to move and perform daily functional activities. PTs help strengthen muscles, improve mobility, and manage pain. They review patient medical history and develop a treatment plan with techniques such as stretching, hands-on therapy, and exercise to promote mobility, restore function, and reduce pain. PTs may work with patients of all ages to prevent the loss of mobility before it occurs by developing wellness programs for a healthier, more active lifestyle.

**AREAS OF SPECIALIZATION:**
There are seven specialty areas of therapy including cardiovascular and pulmonary, orthopedic, clinical electrophysiological, geriatric, neurologic, pediatric, and sports.

**WORK ENVIRONMENT:**
PTs may work in hospitals, clinics, nursing homes, physicians’ offices, or patients’ homes.

**LENGTH OF TRAINING:**
Most PTs obtain a four-year undergraduate degree and then spend three additional years pursuing a Doctor of Physical Therapy (DPT) degree. Master degree programs are no longer available in the U.S.

**LICENSURE/CERTIFICATION:**
A license is required in all U.S. states. For more information visit www.fsbpt.org.

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

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

**PROFESSIONAL ASSOCIATIONS:**
American Physical Therapy Association  
www.apta.org  
Hawai‘i Chapter APTA  
www.hapta.org

**NEW RESOURCE:**
Info on Physical Therapy Programs across the US can be found at:

https://www.ahec.hawaii.edu/physical-therapy-programs/
Physical therapy assistants (PTAs) work with physical therapists (PTs) to develop treatment plans for their patients. Often, PTAs perform activities such as answering phones, clerical work, recording patient information, assisting with patient treatments, demonstrating therapeutic exercises, developing positive morale with patients, and maintaining a safe and clean work environment. Some PTs give autonomy to PTAs once a treatment plan has been developed, while other PTs 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 PTAs are trained to be versatile and work with diverse patients, some choose to work with facilities or PTs who specialize in certain disorders, age groups, or communities.

**WORK ENVIRONMENT:**

PTAs work under the supervision of PTs in hospitals, clinics, nursing homes, or private businesses.

**PHYSICAL THERAPY ASSISTANT**

**SALARY RANGE**

$51,023 - $62,188

**LENGTH OF TRAINING**

2+ Years

**JOB GROWTH**

29%

**LENGTH OF TRAINING:**

A two-year associate degree from an accredited program is required to prepare PTAs for the national licensure examination.

**LICENSURE/CERTIFICATION:**

Licensure is required in Hawai`i, which is obtained by passing the National PTA examination. See www.fsbpt.org for more information on the exam. The Commission on Accreditation in Physical Therapy Education maintains a list of over 290 accredited two-year programs for Physical Therapy Assistants at www.capteonline.org.

**EDUCATIONAL PROGRAMS:**

Kapi`olani Community College
Physical Therapy Assistant: AA

**PROFESSIONAL ASSOCIATIONS:**

American Physical Therapy Association
www.apta.org
Commission on Accreditation in Physical Therapy
www.capteonline.org
Hawai`i Chapter APTA
www.hapta.org
PHYSICIAN

Physicians, also known as doctors, care for people, whether they are healthy, 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, or 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 can provide most general healthcare needs for their patients. Physicians must be trained as either a Doctor of Medicine (MD) or a Doctor of Osteopathic Medicine (DO). These schools are four years after college. All doctors must complete a one-year internship to care for patients without supervision and most complete a residency program in their field of expertise which allows them to apply for board certification. Residency programs range from 2-8+ years, depending upon the specialty.

WORK ENVIRONMENT:
Physicians may work long and erratic hours to respond to emergencies and the intensive care needs of their patients. They can 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, pediatrics, or geriatrics) are in high demand in rural areas because of past trends of physicians moving toward more specialized fields and the tendency to locate their practices in urban areas.

EDUCATIONAL PROGRAMS:
University of Hawai‘i John A. Burns School of Medicine
Doctor of Medicine: MD
A.T. Still University School of Osteopathic Medicine
(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 RANGE
$110,990 - $208,000+

LENGTH OF TRAINING
8+ Years

JOB GROWTH
9.2%*

*For family and general practitioners

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.hawaiippa.com
Hawai‘i Medical Association
www.hawaiimedicalassociation.com
Honolulu County Medical Society
www.hcmsonline.org

www.ahec.hawaii.edu
PHYSICIAN

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
- 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
- Hematology/Oncology
- Hospitalist
- Infectious Disease
- Interventional (Therapeutic) Radiology
- Neonatology
- Nephrology
- Neuro Critical Care
- Neuro Hospitalist
- Neurological Surgery
- Neurology
- Neuroradiology
- Nuclear Medicine
- OBGYN
- Occupational Medicine
- Ophthalmology
- Orthopedic Surgery
- Otolaryngology
- Pain Management/Pain Medicine
- Palliative Medicine
- Pathology, General
- Pathology, Other subspecialties
- Pediatric Critical Care
- Pediatric Neurology
- Pediatrics, General
- Pediatric Subspecialties
- Cardiovascular
- Endocrine
- Gastrointestinal
- Hematology-Oncology
- Hospitalist
- Rheumatology
- Surgery
- Urology
- Perinatology (Maternal Fetal)
- Physical Medicine and Rehabilitation
- Plastic Surgery
- Preventive Medicine
- Psych Hospitalist
- Pulmonology
- Radiation Oncology
- Reproductive Endocrinology
- Rheumatology
- Sleep Medicine
- Sports Medicine
- Surgery & Subspecialties
- Surgical Critical Care
- Surgical Oncology
- Thoracic Surgery
- Urgent Care
- Urology
- Vascular Surgery

Source: Hawai‘i & Pacific Basin AHEC (2015)
PHYSICIAN ASSISTANT

PHYSICIAN ASSISTANT

Physician assistants (PAs) work with supervising physicians. Although they may sound similar, a physician assistant (PA) and a medical assistant (MA) are not the same thing. PAs have a significantly different educational process, training, and responsibilities than MAs, and prescribe medications in all states (including Hawai‘i). PAs perform patient histories, physical examinations, surgical procedures, educate patients, and order and interpret laboratory/imaging tests.

WORK ENVIRONMENT:

PAs work in hospitals, clinics, private practices, or nursing homes. It is common for PAs to be on-call, on rotating shifts, or to work weekends, evenings, or holidays.

AREAS OF SPECIALIZATION:

PAs may specialize in different types of medicine including: internal, emergency, pediatric or surgical.

LICENSURE/CERTIFICATION:

PAs are required to complete a master’s degree from a school accredited by the Accreditation Review Commission on Education for the Physician Assistant. Individuals must then pass the Physician Assistants National Certifying Examination administered by the National Commission on Certification of Physician Assistants (NCCPA). The PA training typically includes 24 to 27 months of graduate education, divided into didactic and clinical experiential phases.

EDUCATIONAL PROGRAMS:

There are no programs available in Hawai‘i at this time, but Pacific University in Oregon and MEDEX Northwest in Washington, as well as other schools on the mainland, designate positions for Hawai‘i students and part of the coursework can even be completed in Hawai‘i. For example, Pacific University saves five spots a year for Hawai‘i students.

For more information, go to www.pacificu.edu/pa and www.hawaiipaprogram.org

PROFESSIONAL ASSOCIATIONS:

American Academy of Physician Assistants (AAPA) www.aapa.org
Hawai‘i Academy of Physician Assistants www.hapahawaii.org
Student Society of PAs https://www.aapa.org/about/aapa-governance-leadership/student-academy/

NEW RESOURCE:

Info on Physician Assistant Programs across the US can be found at:

https://www.ahec.hawaii.edu/physician-assistant-programs/
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, identify injuries, and treat foot disorders 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:**

DPMs usually work in private or group practices, hospitals, extended care facilities, public health facilities, higher education institutions, or with the military.

**AREAS OF SPECIALIZATION:**

DPMs may specialize in surgery, sports medicine, biomechanics, geriatrics, pediatrics, orthopedics, or primary care.

**SALARY RANGE**

$173,309 - $208,000+

**LENGTH OF TRAINING**

8 - 11 Years

**JOB GROWTH**

0%

**LENGTH OF TRAINING/REQUIREMENTS:**

DPMs must have a doctoral degree, which is a four-year program that follows a four-year undergraduate degree. Then, DPMs must complete a three-year podiatric medical and surgical residency program (PMSR).

**LICENSURE/CERTIFICATION:**

Every state requires licensure with the Department of Commerce and Consumer Affairs by passing the American Podiatric Medical Licensing Exam (PMLE). There is also an optional board certification by American Board of Podiatric Surgery and Board of Podiatric Medicine.

**EDUCATIONAL PROGRAMS:**

There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**

Hawai‘i Podiatric Medical Association

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 or 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. Orthotists generally develop braces and splints to help patients heal after surgery. Prosthetists and orthotists must have a strong foundation in math and anatomy (especially bone structures) as well as a creative mind.

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

WORK ENVIRONMENT:
Prosthetists and orthotists generally work in hospitals, universities, or private practices. They must be able to work closely with other health care professionals (e.g. doctors, nurses, physical therapists) in order to provide the best support for the patient.

PROSTHETIST/ORTHOTIST

SALARY RANGE
$40,090 - $108,780

LENGTH OF TRAINING
5 - 7 Years

JOB GROWTH
22%

*Salary Range and Job Growth is based on U.S. statistics

LENGTH OF TRAINING:
Following a four-year bachelor’s degree program, a prosthetist of orthotist must earn a master’s degree from a program accredited by the Commission on Accreditation of Allied Health Education Programs. Completion of a one-year accredited residency program by the National Commission on Orthotic and Prosthetic Education is also required.

LICENSURE/CERTIFICATION:
The State of Hawai‘i does not require prothetists and orthotists to be licensed or certified.

EDUCATIONAL PROGRAMS:
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

PROFESSIONAL ASSOCIATIONS:
American Academy of Orthotists and Prosthetists  www.oandp.org
American Board for Certification in Orthotics, Prosthetics and Pedorthics  www.abcop.org
American Orthotic & Prosthetic Association  www.aopanet.org
Commission on Accreditation of Allied Health Education Programs  www.caahep.org
National Commission on Orthotic and Prosthetic Education  www.ncope.org
Psychiatric aides and technicians work specifically with behavioral health patients. Usually, aides and technicians help psychologists, psychiatrists, or other 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 are given more supervisory duties and greater responsibilities.

**WORK ENVIRONMENT:**
Most psychiatric aides and technicians work in hospitals, mental health clinics, or rehabilitation centers. Many work on-call, weekend, and evening shifts. Psychiatric aides and technicians rarely sit because they are 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 or office manager. Some choose to earn degrees in counseling or therapy.

**LENGTH OF TRAINING/REQUIREMENTS:**
A psychiatric aide and technician program can last from one to two years as a certificate program or associate’s degree, but it is also common for psychiatric aides and technicians 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:**
There are no programs currently available in Hawai`i, but you can receive training on the mainland and return to Hawai`i for your career!

**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 researchers and work as professors at universities. Psychologists have extensive training and education on therapy techniques and the various aspects of mental health. Unlike psychiatrists, psychologists cannot prescribe medication in most states.

WORK ENVIRONMENT:
Psychologists often work in hospitals, private practices, mental health agencies, academic health centers, universities, and with the military.

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, educational, experimental, and social psychology.

LENGTH OF TRAINING/ REQUIREMENTS:
After completing a four-year bachelor’s degree, psychologists must earn either a PhD or PsyD (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.

EDUCATIONAL PROGRAMS:
University of Hawai‘i at Mānoa: BS
Brigham Young University-Hawai‘i: BS

PROFESSIONAL ASSOCIATIONS:
American Board of Professional Psychology
www.abpp.org
American Psychological Association
www.apa.org
Hawai‘i Department of Commerce and Consumer Affairs
www.cca.hawaii.gov/pvl
National Association of School Psychologists
www.nasponline.com
Rural Hawai‘i Behavioral Health
www.iolalahui.org

PSYCHOLOGIST

SALARY RANGE
$50,650 - $157,150*

LENGTH OF TRAINING
6 - 8 Years

JOB GROWTH
13.3%*

*For clinical, counseling, and school psychologists

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

EDUCATIONAL PROGRAMS:
University of Hawai‘i at Mānoa: BS
Brigham Young University-Hawai‘i: BS

PROFESSIONAL ASSOCIATIONS:
American Board of Professional Psychology
www.abpp.org
American Psychological Association
www.apa.org
Hawai‘i Department of Commerce and Consumer Affairs
www.cca.hawaii.gov/pvl
National Association of School Psychologists
www.nasponline.com
Rural Hawai‘i Behavioral Health
www.iolalahui.org

Photo: A doctor of psychology helps a patient develop healthy goals as part of the therapeutic process.

Source: Hawai‘i & Pacific Basin AHEC (2015)
Public health professionals help the public stay safe and get the health care they need. Getting a public health degree can prepare you to reduce population exposure to infectious diseases (like STDs); reduce morbidity from chronic diseases (like diabetes); reduce exposure to tobacco; change the built environment to encourage physical activity; advocate for improved access to health care; assure access to safe drinking water; and much more.

**WORK ENVIRONMENT:**
Public health professionals work in a variety of settings, including schools, clinics, government agencies, non-profit organizations, and international health groups.

**AREAS OF SPECIALIZATION:**
A number of careers in this book are typically included under the “public health” umbrella, e.g., biomedical and behavioral health researchers, biostatisticians, environmental health specialists, epidemiologists, gerontologists, healthcare administrators, health educators, and health information specialists. Public health can also be a subspecialty for other professions, e.g., public health nursing and preventive medicine.

**LENGTH OF TRAINING/REQUIREMENTS:**
Public health professionals often have a bachelor’s or master’s degree in public health or another health-related field. Public health researchers often have doctoral degrees.

**LICENSURE/CERTIFICATION:**
No licenses or certifications are required at the state or national level for public health professionals. However, public health professionals can take a national examination to become Certified in Public Health (CPH). Others may be certified through subspecialty fields, e.g., public health nurses will have their nursing licenses, and public health educators can be certified through an examination from the National Commission for Health Education Credentialing.

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

**PROFESSIONAL ASSOCIATIONS:**
American Public Health Association
www.apha.org
Hawai‘i Public Health Association
www.hawaiipublichealth.org

**SALARY RANGE**
$48,560 - $96,150

**LENGTH OF TRAINING**
4 – 10 years

**JOB GROWTH**
2%
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 RTT is the professional who actually administers the treatment.

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

**LENGTH OF TRAINING/REQUIREMENTS:**
A two-year associate’s or four-year bachelor’s degree is usually required, plus completion of a one-year training program in radiation therapy accredited by the Joint Review Committee on Education in Radiologic Technology.

**SALARY RANGE**
$77,979 - $96,373*

**LENGTH OF TRAINING**
3 - 5 Years

**JOB GROWTH**
13%*

*For radiation therapists, Salary Range and Job Growth is based on U.S. statistics

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Registry of Radiologic Technologists
https://www.arrt.org/
Joint Committee on Education in Radiologic Technology
www.jrcert.org
Radiologic technologists (RTs) specialize in using X-ray, MRI, and CT scan equipment to obtain the images for doctors who order them. The doctor uses these images to assess and diagnose patients. RTs are knowledgeable of various medical conditions as well as different types of radiation.

WORK ENVIRONMENT:
RTs often work in hospitals and diagnostic imaging centers.

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

LENGTH OF TRAINING/REQUIREMENTS:
A two-year associate’s or four-year bachelor’s degree from a program accredited by the Joint Review Committee on Education in Radiologic Technology is required.

LICENSURE/CERTIFICATION:
There are several options for licensure programs that vary in the length of time required. Licensure is available through the American Registry of Radiologic Technologists upon successful completion of an exam.

EDUCATIONAL PROGRAMS:
Kapi`olani Community College
Radiologic Technology: AS

PROFESSIONAL ASSOCIATIONS:
American Registry of Radiologic Technologists
www.arrt.org
American Society of Radiologic Technologists
www.asrt.org
Joint Review Committee on Education in Radiologic Technology
www.jrcert.org
Radiologic Society of North America
www.rsna.org
RECREATIONAL THERAPIST

SALARY RANGE
$29,590 - $77,050

LENGTH OF TRAINING
4+ Years

JOB GROWTH
8.7%

Recreational therapists work with individuals who have illnesses, disabilities, or 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 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 cannot do.

AREAS OF SPECIALIZATION:
Some recreational therapists specialize in pediatrics, the developmentally challenged, the elderly, rehabilitation, or substance abuse/addiction recovery.

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

LENGTH OF TRAINING/REQUIREMENTS:
Recreational therapists must obtain a bachelor’s degree from an accredited university and complete a formal internship.

LICENSURE/CERTIFICATIONS:
Recreational therapists must pass a national certification examination before they can work independently with clients.

EDUCATIONAL PROGRAMS:
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

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

Photo: A recreational therapist prepares a client for a bicycle ride. Source: National Cancer Institute (NCI)
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 develop a treatment plan, job and provide the best care. They perform job counseling and help clients discover new skills during the process of recovery or coping.

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

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

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

SALARY RANGE
$22,990 - $63,820

LENGTH OF TRAINING
4 - 6 Years

JOB GROWTH
13.6%

LICENSURE/CERTIFICATION:
Rehabilitation counselors must pass the National Counselor Examination given by the National Board for Certified Counselors. School counselors must pass the Praxis 1 Exam.

EDUCATIONAL PROGRAMS:
University of Hawai`i at Mānoa
Rehabilitation Counseling: MS

PROFESSIONAL ASSOCIATIONS:
Council on Rehabilitation Education (CORE)
https://www.cacrep.org/
Hawai`i Counselors
www.hawaiicounselors.org
National Rehabilitation Counseling Association (NRCA)
https://www.nationalrehab.org/
Respiratory therapists (RTs) focus on diagnosing lung and breathing disorders and recommending treatment methods. RTs perform patient interviews, provide patient education about lung health, administer chest examinations, manage ventilators, and are crucial in emergency situations when the patient’s breathing is compromised. RTs also evaluate their patient’s breath, tissue, blood, and oxygen levels. RTs work with other health professionals to develop a treatment plan for the patient.

**AREAS OF SPECIALIZATION:**
RTs typically specialize in emergency care, neonatal units, or cardiopulmonary diagnostics.

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

**LENGTH OF TRAINING/REQUIREMENTS:**
RTs must have at least a two-year associate’s degree, but employers usually prefer a four-year bachelor’s degree from an accredited school. Additional clinical components are required.

**LICENSURE/CERTIFICATION:**
RTs must be Certified Respiratory Therapists, which can be achieved by passing an examination given by the National Board for Respiratory Care (NBRC). In Hawai`i, RTs must also obtain a Hawai`i State Respiratory Therapist license.

**EDUCATIONAL PROGRAMS:**
Kapi`olani Community College
  Respiratory Care Practitioner: AS
University of Hawai`i West O`ahu: BS

**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/
Hawai`i Society for Respiratory Care
  www.hawaiircps.org
School health professionals include school nurses, school health aides, school health assistants, and substitute health aides. All of these health professionals work together to provide a healthy school environment.

School nurses serve as the health professional leader and provide nursing services for students and staff. They are typically Registered Nurses (RNs) that are able to work independently. School nurses coordinate health services including counseling, health intervention, and assessing mental health needs. School nurses also identify safety and health concerns to promote a nurturing social environment. Additionally, school nurses conduct outreach to the community, encourage parent involvement, and refer students to external resources. School nurses also perform public health screenings to prevent common childhood communicable disease and clinical tasks for patient care.

School health aides/assistants are under the supervision of the school nurse and help with daily tasks such as maintaining a clean environment, maintaining a log of student visitations, providing first aid and emergency care to students, and assisting with classroom health inspections and screenings.

**AREAS OF SPECIALIZATION:**

School health professionals generally specialize in pediatrics, mental health, public health, or health education. This may include early childhood programs, elementary or secondary students, adolescents, children with special needs, or students with high-risk behaviors.

**WORK ENVIRONMENT:**

School health professionals work in the health rooms of primary and secondary schools.

**LENGTH OF TRAINING/REQUIREMENTS:**

Becoming a school health aide/assistant requires a high school diploma. However, it is highly encouraged that they complete a medical assistant program and obtain certification. For school nurses, the minimum requirement is a bachelor’s degree in nursing. Advanced practice RNs with master’s and doctoral degrees including nurse practitioners provide direct diagnostic and treatment care to students. Many employers highly value, or require, proficiency in an additional language to serve patients or clients who are limited English proficient (LEP).

**LICENSURE/CERTIFICATION:**

School health aides/assistants should be certified in medical assisting, and must hold current certification in child and adult CPR and first aid through the American Red Cross or American Heart Association. School nurses are also required to hold current certifications in child and adult CPR, and must additionally obtain a School Nurse Certification through the National Association of School Nurses.

**EDUCATIONAL PROGRAMS:**

University of Hawai`i – Mānoa: BSN, GEPN
University of Hawai`i - Hilo: BSN
Hawai`i Pacific University: BSN

**PROFESSIONAL ASSOCIATIONS:**

National Association of School Nurses
www.nasn.org
Hawai`i State Department of Education
www.hawaiipublicschools.org
American Public Health Association: School Nurse
www.apha.org
American School Health Association: School Nurse
www.ashaweb.org

**SCHOOL HEALTH PROFESSIONALS**

**SALARY RANGE**

$39,360 - $121,000*

**LENGTH OF TRAINING**

Up to 4 Years

**JOB GROWTH**

16.6%*

*For health educators

Photo: School health aides teach a class about nutrition.

Source: Kapiolani Community College, Nursing Department (2015)
SOCIAL WORKER

**SALARY RANGE**

$34,210 - $84,870*

**LENGTH OF TRAINING**

4 - 6 Years

**JOB GROWTH**

9.4%*  

*For child, family, and school social workers

Social workers are professionals who help individuals, groups, or communities enhance or restore their capacity for holistic health, including social well-being and mental health. Social workers are trained in the biopsychosocial and spiritual approach to health services and work to meet the mental health needs of their patients. Thus, social workers consider the non-medical determinants of disease such as a person’s ability to navigate a complex healthcare system, obtain recommended medicine, cope with the challenges of disabling conditions, and resolve caregiving issues in the home environment. Social workers help people overcome obstacles in their lives by connecting them to social services, non-profit organizations, or government agencies.

**WORK ENVIRONMENT:**

Social workers, including those in behavioral health agencies, may provide services in hospitals, community clinics, HIV and other condition-specific agencies, hospice, long-term care facilities, court, school, correctional facilities and private offices.

**LENGTH OF TRAINING:**

Social workers must have at least a four-year Bachelor of Social Work (BSW) degree. The Master of Social Work (MSW) is a desired degree for most health positions. Many employers highly value, or require, proficiency in an additional language to serve patients or clients who are limited English proficient (LEP).

**AREAS OF SPECIALIZATION:**

Specialties may include administration, aging, child welfare, alcohol/tobacco/drugs, health, adolescents, mental health, education, couples, marriage and family therapy, social or economic justice, or the judicial system.

**LICENSE/CERTIFICATION:**

The Hawai‘i Department of Commerce and Consumer Affairs requires licensure. There are three types offered in Hawai‘i, including Licensed Social Worker, Licensed Bachelor Social Worker, and Licensed Clinical Social Worker. Each license requires a combination of education, work experience, and clinical experience.

**EDUCATIONAL PROGRAMS:**

The Council on Social Work Education has accredited three social work programs in Hawai‘i:

- Brigham Young University-Hawai‘i  
  Social Work: BSW
- Hawai‘i 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
- National Association of Social Workers (Hawai‘i)  
  www.naswhi.org
- National Association of Social Workers  
  www.socialworkers.org

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*For child, family, and school social workers

Photo: Social workers with patients in two different community settings.
Speech-language pathologists evaluate, diagnose, and treat patients with communication and swallowing disorders such as stuttering, articulation disorders, language disorders, autism, language based learning disorders, reading difficulties, traumatic brain injury, voice, and swallowing disorders, aphasia, dementia, and hearing loss.

**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 in medical settings such as hospitals, and skilled nursing facilities. Some work in schools, helping children develop language skills to improve their academic performance.
Others work at universities or colleges as instructors or researchers.

**LENGTH OF TRAINING/REQUIREMENTS:**
Speech-language pathologists must have at least a master’s degree and have clinical experience.

**SALARY RANGE**
$48,690 - $120,060

**LENGTH OF TRAINING**
6+ Years

**JOB GROWTH**
10.7%

**LICENSURE/CERTIFICATION:**
Must have a Certificate of Clinical Competence in Speech-Language Pathology from American Speech-Language-Hearing Association and must obtain a Hawai‘i Speech-Language Pathology License.

**EDUCATIONAL PROGRAMS:**
University of Hawai‘i at Mānoa
   Interdisciplinary Studies (CSD): BA
   CSD Post-Baccalaureate Prerequisite Program
   Graduate Degree (CSD): MS

**PROFESSIONAL ASSOCIATIONS:**
American Speech-Language Hearing Association
   www.asha.org
Hawai‘i Speech Language and Hearing Association
   www.hsha.org

Photo: A speech-language pathologist helps a child pronounce difficult words to aid in speech development.

Source: UH Department of Communication Sciences & Disorders (2015)
Substance abuse counselors work with clients who have problems with abuse or addiction to substances. They are trained in individual and group counseling and it helps in this profession to be compassionate. Substance abuse counselors may work with families, employers, probation and parole officers, or substance abuse prevention.

**WORK ENVIRONMENT:**

Substance abuse counselors can be found in private practices, government agencies, correctional facilities, non-profit organizations, addiction or rehabilitation centers, and schools. Some work with clients in clinical, prevention, or administrative environments.

**LENGTH OF TRAINING:**

The educational requirements for a substance abuse counselor range from a certificate, two-year associate’s degree, four-year bachelor’s degree, to a master’s degree depending on the employer and the type of certification or license that is required.

**SALARY RANGE**

$28,240 - $72,990*

**LENGTH OF TRAINING**

2 - 6 Years

**JOB GROWTH**

25.1%*

*For substance abuse and behavior disorder counselors

**LICENSURE/CERTIFICATION:**

Substance abuse counselors must be certified through the Hawai’i Department of Health’s Alcohol and Drug Abuse Division. Some choose to become members of the National Association for Alcoholism and Drug Abuse Counselors. In Hawai’i, Certified Substance Abuse Counselors (CSACs) have International Certification and a Reciprocity Consortium (ICRC) standing.

**EDUCATIONAL PROGRAMS:**

Hawai’i Community College: CO
Leeeward Community College: CC
UH West O’ahu: UCert

**PROFESSIONAL ASSOCIATIONS:**

American Society of Addiction Medicine
www.asam.org
National Association of Alcoholism and Drug Abuse Counselors (NAADAC)
www.naadac.org
National Institute on Drug Abuse
https://www.drugabuse.gov/
Substance Abuse and Mental Health Services Administration
www.samhsa.gov

Photo: A substance abuse counselor meets a new patient.

Source: Leeward Community College/Substance Abuse Counselor Program (2015)
SURGICAL TECHNOLOGIST/ASSISTANT

SALARY RANGE (Hawai‘i)
Technologist: $32,690 - $75,760
Assistant: $38,060 - $98,010*

LENGTH OF TRAINING
Technologist: 1 - 2 Years/905 Training Hours
Assistant: 1 - 2 Years

JOB GROWTH (Hawai‘i)
Technologist: 11.8%
Assistant: 18%*

*For health technologists and technicians, all other

Surgical technologists, also known as surgical technicians, operation room technicians, or scrubs have a vital role in sterilizing the operating room prior to procedures, draping and positioning the patient, as well as providing and setting up the necessary tools, equipment, and medicine needed for the operation. Therefore, surgical technologists must possess the mastery of aseptic and sterilization, as well as have knowledge of hundreds of surgical procedures. Under the supervision of a Registered Nurse and surgeon, surgical technologists ensure the efficiency and smoothness of the procedure, check consent forms, and update patient charts.

Surgical assistants are more hands-on with the surgical procedures. The surgical assistant assists the surgeon in sponging, suturing, suctioning, staunching any bleeding during the procedure, treating wounds, and holding retractors.

AREAS OF SPECIALIZATION:
Some specialties include obstetrics, trauma, gynecology, urology, plastics, general, orthopedics, neurology, cardiovascular, and transplant surgeries.

WORK ENVIRONMENT:
Surgical technologists and assistants mainly work in the operating room of hospitals and most likely spend some time on-call for emergency procedures. They can also be found in private physician practices, ambulatory surgery, and outpatient surgery centers.

LENGTH OF TRAINING/REQUIREMENTS:
Surgical assistants and technologists obtain a postsecondary certificate or a two-year associate’s degree from an accredited surgical technology program, community college, or the military. Some surgical assistants start as surgical technologists.

LICENSURE/CERTIFICATION:
Surgical assistants must obtain certification by the National Board of Surgical Technology and Surgical Assisting.

EDUCATIONAL PROGRAMS:
Kapi‘olani Community College, Surgical Technology: Medical Assisting
American Intercontinental University: Medical Assisting
Remington College: Medical Assisting

PROFESSIONAL ASSOCIATIONS:
American Board of Surgical Assistants
www.absa.net
Association of Surgical Technologists
www.ast.org
National Surgical Assistant Association
www.nsaa.net
A veterinarian, also known as a Doctor of Veterinary Medicine (DVM), provides medical care to animals. They diagnose and treat animals with diseases, illnesses, and injuries. DVMs educate owners on proper care of their animals and give advice to owners of livestock. Some DVMs work in the food safety field by researching the types of feed, chemicals and other conditions that livestock are exposed to. Many DVMs are involved in ecological preservation and environmental advocacy efforts.

**WORK ENVIRONMENT:**
DVMs often work in a private practice. Although many DVMs 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. Government branches may hire DVMs to help control animal populations in an area. Pharmaceutical companies hire DVMs to conduct research on treatments for animals and humans. Some DVMs choose to teach or do research at a university. Many DVMs have assistants and technicians to assist with procedures.

**AREAS OF SPECIALIZATION:**
DVMs can choose among about 500 sub-specializations. Some general specializations include large animals, small animals, exotic animals, or livestock.

**SALARY RANGE**
$56,540 - $162,450+

**LENGTH OF TRAINING**
8+ Years

**JOB GROWTH**
14.3%

**LENGTH OF TRAINING/REQUIREMENTS:**
A DVM degree is required, which includes a four-year bachelor’s degree with at least two years of pre-veterinary study. Then, a four-year veterinary medicine program must be completed.

**LICENSURE/CERTIFICATION:**
DVMs must pass the North American Veterinary Licensing Examination and obtain a Hawai‘i Veterinary License.

**EDUCATIONAL PROGRAMS:**
There are no programs currently available in Hawai‘i, but you can receive training on the mainland and return to Hawai‘i for your career!

**PROFESSIONAL ASSOCIATIONS:**
American Veterinary Medical Association
www.avma.org
Association of American Veterinary Medical Colleges (AAVMC)
www.aavmc.org
Hawai‘i Veterinary Medicine Association
https://hawaiivetmed.org/
Veterinary Assistants conduct patient intakes and examine pets and other nonfarm animals for signs of illness, disease, or injury in laboratories, animal hospitals, and clinics under the supervision of veterinary or laboratory animal technologists or technicians, veterinarians, or scientists. They provide routine post-operative care, feed, water, exercise, wound care, administer medication orally or topically, and prepare samples for laboratory examination. Veterinary assistants usually perform clerical duties and other clinical support tasks such as clean and disinfect cages and work areas, and sterilize laboratory and surgical equipment.

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

**AREAS OF SPECIALIZATION:**
Veterinarian assistants may become veterinary technicians with more training.

**LENGTH OF TRAINING/REQUIREMENTS:**
A high school diploma or GED is required, along with on-the-job training, or a one-year post-secondary certificate program.

**SALARY RANGE**
$19,200 - $42,730

**LENGTH OF TRAINING**
Up to 2 Years

**JOB GROWTH**
6%

**LICENSURE/CERTIFICATION:**
Certification is not required, but can be obtained through the National Association of Veterinary Technicians. For Laboratory Animal Caretakers, the American Association for Laboratory Animal Science offers three levels of certification:
- Assistant Laboratory Animal Technician
- Laboratory Animal Technician
- Laboratory Animal Technologist

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

**PROFESSIONAL ASSOCIATIONS:**
Hawai‘i Veterinary Medicine Association
https://hawaiivetmed.org/
Veterinary Technicians, otherwise known as veterinary nurses, perform all of the duties of a veterinary assistant including client education. Veterinary technicians take radiological images and blood samples, prepare tissue samples, and execute laboratory tests, such as urinalysis and blood counts for the diagnosis of diseases in a variety of animal species. Veterinary technicians prepare vaccines and serums for the treatment of diseases, conduct dental prophylaxis, and many other clinical procedures. Veterinary technicians may assist veterinarians with surgery, clean and sterilize instruments and materials, maintain equipment and machines, and monitor anesthesia. A veterinary technician is a graduate of an American Veterinary Medical Association (AVMA) accredited program, has taken and passed the Veterinary Technician National Exam (VTNE), and licensed by the State of Hawai‘i.

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

AREAS OF SPECIALIZATION:
Some veterinary technicians are qualified to teach or do research at universities or become managers in large veterinarian facilities.
Vision assistants can either be considered an optometric assistant or an ophthalmic assistant. An optometric assistant works with an optometrist (Doctor of Optometry) and an ophthalmic assistant works with an ophthalmologist (Doctor of Medicine). Both assistant positions gather patient medical history information and aid in performing vision and diagnostic tests for eye function. Assistants help with preparing exam rooms and arranging necessary equipment. Additionally, assistants complete administrative tasks such as answering phone calls, coordinating patient scheduling, bookkeeping, insurance coding and billing, and supervising or training other assistants. Assistants should be able to multitask and possess strong organizational skills.

**AREAS OF SPECIALIZATION:**
Vision assistants can specialize in optometry or ophthalmology.

**WORK ENVIRONMENT:**
Vision assistants may work in hospitals, clinics, private practices, university research facilities, or with the military.

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**VISION ASSISTANT**

**SALARY RANGE**
$25,830 - $48,500*

**LENGTH OF TRAINING**
1 to 2 Years

**JOB GROWTH**
27.5%*

*For medical assistants

**LENGTH OF TRAINING/REQUIREMENTS:**
Vision assistants have one to two years of training in a medical assisting program at a vocational school or community college. Some vision assistants are hired with minimal experience and receive on-the-job training.

**LICENSURE/CERTIFICATION:**
Ophthalmology assistants must obtain certification through the Joint Commission on Allied Health Personnel in Ophthalmology.

**EDUCATIONAL PROGRAMS:**
Kapi‘olani Community College: Medical Assisting
Remington College: Medical Assisting
Hawai‘i Medical College

**PROFESSIONAL ASSOCIATIONS:**
American Academy of Ophthalmology
www.aao.org
American Ophthalmological Society
www.aosonline.org
American Optometric Association
www.aoa.org
Association of Technical Personnel in Ophthalmology
www.atpo.org
VISION TECHNICIAN | TECHNOLOGIST

Vision technicians work with either an optometrist (Doctor of Optometry) as an optometric technician or with an ophthalmologist (Doctor of Medicine) as an ophthalmic technician. In addition to the administrative work, technicians aid in vision measurements for glasses, assist patients with eye exercises, and educate patients on the prevention of blindness. They also test color vision, visual acuity, depth perception, pupil reflexes, and the amount of pressure inside the eye.

An ophthalmic technologist is considered more advanced than a technician and assists ophthalmologists in surgical procedures. Technologists perform clinical photography and fluorescence angiography.

AREAS OF SPECIALIZATION:
Vision technicians and technologists specialize in either optometry or ophthalmology.

WORK ENVIRONMENT:
Vision technicians and technologists can work in hospitals, clinics, private practices, university research facilities, or with the military.

SALARY RANGE
$41,804 - $54,698*

LENGTH OF TRAINING
1-2+ Years

JOB GROWTH
18%*

*For health technologists and technicians, all other

LENGTH OF TRAINING/REQUIREMENTS:
Vision technicians spend one to two years at a vocational school or community college. Vision technologists require at least a two-year associate’s degree from a community college.

LICENSURE/CERTIFICATION:
Ophthalmology technicians and technologists must obtain certification through the Joint Commission on Allied Health Personnel in Ophthalmology.

EDUCATIONAL PROGRAMS:
Kapi`olani Community College
   Medical Assisting
Remington College
   Medical Assisting
Hawai`i Medical College

PROFESSIONAL ASSOCIATIONS:
American Academy of Ophthalmology
   www.aao.org
American Ophthalmological Society
   www.aosonline.org
American Optometric Association
   www.aoa.org
Association of Technical Personal in Ophthalmology
   www.atpo.org
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