



**OFFICE OF THE GOVERNOR  
AMERICAN SAMOA GOVERNMENT**

**EXECUTIVE ORDER 005 – 2024**

**AN ORDER ESTABLISHING HEALTHCARE WORKFORCE DEVELOPMENT  
ADVISORY COUNCIL**

**Section 1: Authority**

This executive order is hereby issued in accordance with the powers and authority granted to the Governor by Article IV, Sections 6 and 7 of the Revised Constitution of American Samoa, and the American Samoa Code Annotated, Section 4.0111 (b).

**Section 2: Preamble**

**WHEREAS**, American Samoa faces unique challenges and opportunities that require a collaborative approach to address healthcare workforce shortages, training needs, and professional development; and

**WHEREAS**, American Samoa residents reasonably expect and deserve increased accessibility to high quality healthcare services; and

**WHEREAS**, American Samoa is participating in the National Governors Association Policy Academy on Healthcare Workforce Development to seek new ideas and best practices; and

**WHEREAS**, there is a need to provide expert guidance and recommendations to improve training, recruitment, and retention of healthcare professionals; and

**WHEREAS**, efforts are needed to bridge the gap in transitioning and supporting interested students to nursing programs or other healthcare career pathways; and

**WHEREAS**, it is essential to ensure that our healthcare workforce policies reflect the best interests of all residents of American Samoa; and

**WHEREAS**, strengthening American Samoa's healthcare workforce and promoting equity improves the health and well-being of every resident.

**NOW THEREFORE, I, LEMANU P. S. MAUGA**, Governor of American Samoa, by virtue of the authority vested in me by the Revised Constitution of American Samoa and the American

Samoa Code Annotated, hereby execute this order creating the Healthcare Workforce Development Advisory Council with the duties and responsibilities as set forth herein:


**Section 3: Establishment**

- (a) There is established a Healthcare Workforce Development Advisory Council (Council) which will:
  - (i) Meet at least once a quarter to create and review the action plan;
  - (ii) Develop any internal bylaws and operating procedures as necessary to carry out the duties described in this order;
  - (iii) Review territory-wide policies, programs, and activities to better establish a robust pipeline for nursing and healthcare careers;
  - (iv) Gather and analyze information and produce an advisory action plan for the Governor. The action plan shall include the following:
    - (1) A comprehensive analysis of current and future workforce challenges impacting the healthcare sector, including recruitment, retention, and employee burnout;
    - (2) Educational and training pathways to create a more diverse, equitable, and sustainable healthcare workforce; and
    - (3) Recommended solutions, including new policies and programs, modifications to existing programs, and necessary changes to territory statutes related to workforce development, industry innovation, education, and training.
  - (v) The Council shall provide its action plan for review and approval by the Governor by the end of each year.
- (b) The Council shall consist of the following:
  - (i) Chief of Staff to the Governor (Chairman)
  - (ii) Department of Health Clinical Director
  - (iii) Department of Health Behavioral Health Nurse
  - (iv) American Samoa Medical Center Authority (LBJ) Human Resources Director
  - (v) American Samoa Medical Center Authority (LBJ) Recruiter
  - (vi) Department of Human and Social Services Director
  - (vii) Department of Human Resources Deputy Director (WIOA)
  - (viii) Department of Education Deputy Director of Instructional Services
  - (ix) Department of Education Career & Technical Education Health Science Program Director
  - (x) Department of Education HOSA State Advisor
  - (xi) American Samoa Community College Vice President of Academic, Community, and Student Affairs
  - (xii) American Samoa Community College Nursing Program Director
  - (xiii) Chief Legal Counsel to the Governor
  - (xiv) American Samoa Workforce Development Board Chairman

- (xv) American Samoa Department of Education Scholarship Board member
- (c) Directors may appoint a designee to serve on their behalf by providing the designation in writing to the Chairman.
- (d) The Council may organize sub-committees of operational staff from multiple agencies and organizations to promote interagency cooperation as necessary.
- (e) Minutes of all meetings of the Council and its working groups will be submitted to the Governor.

**Section 4: Effective Date**

This order shall take effect immediately and will remain in effect until rescinded.

  
LEMANU P. S. MAUGA  
Governor of American Samoa

July 15, 2024  
Date