

LATE

NEIL ABERCROMBIE
GOVERNOR OF HAWAII

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Committee on Human Services

HCR166, REQUESTING THE UNIVERSITY OF HAWAII AND DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONDUCT A REVIEW, BY COUNTY, OF THE STATE'S WORKFORCE REQUIREMENTS FOR PROFESSIONAL AND PARAPROFESSIONAL ELDER CARE PARTNERS FOR THE NEXT DECADE IN ORDER TO ADDRESS THE NEED FOR CARE OF HAWAII'S RAPIDLY GROWING ELDERLY POPULATION.

Testimony of Wes Lum
Director, Executive Office on Aging
Attached Agency to the Department of Health

Tuesday, March 18, 2014; Conference Room 329

9:45 a.m.

EOA's Position: The Executive Office on Aging (EOA) supports the intent of this measure.

Purpose and Justification: Hawaii's older adult population (60+) continues to increase. Between 1980 and 2010, the older population increased by 139.8% while the total population only grew by 34.2%. The growth in the number of older adults 85 years or older is even more dramatic. This population grew by 431.5% for the same 30 year period. By 2035, the older adult population (projected to be 474,586 individuals, 60 years or older) will represent 29.7% of the total population, a 310.3% increase during the 55 year period from 1980 - 2035, whereas the total population is projected to increase 65.1% during this same 55 year period. The 85+ group will increase 1157.5% during this 55 year period, again illustrating decreasing mortality and greater life expectancy. The preparation of a competent professional and paraprofessional workforce that

can address the needs of the growing elderly population is critical. Therefore, a survey of the State's workforce requirements as specified in this measure would be meaningful.

Thank you for the opportunity to testify.

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TESTIMONY TO THE HOUSE COMMITTEE ON HUMAN SERVICES

Representative Mele Carroll, Chair

Representative Bertrand Kobayashi, Vice-Chair

**TESTIMONY SUPPORTING HCR166: REQUESTING A REVIEW OF THE STATE'S WORKFORCE
REQUIREMENTS FOR PROFESSIONAL AND PARAPROFESSIONAL ELDER CARE PARTNERS**

March 18, 2014

9:45 a.m.

Conference Room 329

**Individual Testimony of
Audrey Suga-Nakagawa**

Thank you for the opportunity to submit this testimony in support of HCF 166 which requests the University of Hawaii and Department of Labor and Industrial Relations to conduct a review, by county, of the state's workforce requirements for professional and paraprofessional elder care partners. This is a critical issue that is confronting Hawaii as its population is rapidly aging. There are clear indications that the state's need for an eldercare workforce is not ready for the anticipated rapid growth in the next 5 years. The shifting demographics indicate there will be fewer caregivers for aging baby boomers. According to a recent AARP study, the ratio of potential caregivers to those needing care will drop from 7:1 in 2010 to 2.9:1 by year 2050. More than ever, there is urgency to build the elder care workforce, encourage young people to pursue careers in gerontology, and develop creative caregiving alternatives.

We have significant problems associated with continuing education to assure that our workers at all levels are properly qualified. There is little or no consistency and little interest in addressing continuing education for improved competencies. The programs at UH are not well coordinated and our gerontology certificate program at UH Manoa has been terminated at a time when we need more trained professionals. All too often our entry level workers are entering low paying and dead-end jobs with no articulation to higher professional jobs. The University should be doing more to encourage that sort of articulation so that we maximum our human resources. In addition, there is a great deal of disparity between the training and workforce available on Oahu versus the neighbor islands.

This resolution recognizes the need for the schools, higher education and the State to work closely together in planning the growth and training of the future elder care workforce to deliver quality care to our kupuna and their families.

Thank you again for the opportunity to testify in support of this resolution.

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TO: HOUSE COMMITTEE ON HUMAN SERVICES
Representative Mele Carroll, Chair

FROM: Eldon L. Wegner, Ph.D.
Policy Advisory Board for Elder Affairs (PABEA)

HEARING: 9:45 am Tuesday, March 18, 2014
Conference Room 329, Hawaii State Capitol

SUBJECT: HCR 166 Resolution to request the University of Hawaii and the Department of Industrial Relations to conduct a review of the issues concerning the workforce for the care of our aging population by county, including the shortages due to a rapid aging population, professional and paraprofessional qualifications, and related issues.

POSITION: The Policy Advisory Committee for Elder Affairs **supports HCR 166.**

RATIONALE:

The Policy Board for Elder Affairs has a statutory obligation to advocate on behalf of the senior citizens of Hawaii. While we advise the Executive Office on Aging, we do not speak on behalf of the Executive Office of Aging.

- There are shortages in both the professional and paraprofessional workforce and this will become more critical as the proportion of elder persons continues to increase;
- The cost of long-term health care is related primarily to the cost of labor and we have not developed a well-training entry level work force.
- Entry level workers have low pay and deadend jobs with no articulation to higher professional jobs, which should be encouraged by the UH;
- The programs at UH are not well-coordinated and should be articulated to enable individuals seamlessly to continue their education to more advanced levels and to experience mobility;
- There is insufficient incentive an opportunity to continue education to assure that for workers at all levels are improving their competencies and keeping up to date in order to provide high quality of care;
- There are currently disparities in the training of the workforce available on Oahu versus the neighbor islands. The University of Hawaii should address the issues of reducing these disparities;
- We also need to establish training for family caregivers since we depend heavily on family caregiving to meet the needs of our population and need to support these caregivers and increase their levels of knowledge and skills to provide quality care.

Thank you for allowing me to testify.

LATE

Testifier's Name: Gary Simon
Member
Policy Advisory Board for Elder Affairs

Testimony Is Directed To: House Committee on Human Services

Measure: HCR166 Requesting the University of Hawaii and Department of Labor and Industrial Relations to conduct a review, by county, of the State's workforce requirements for professional and paraprofessional elder care partners for the next decade in order to address the need for care of Hawaii's rapidly growing elderly population.

Date & Time of Hearing: Tuesday, March 18, 2014, 9:45 a. m.

Position: PABEA strongly supports HCR166

Dear Chair Carroll, Vice Chair Kobayashi, and Honorable Members of the House Committee on Human Services:

I am Gary Simon, member of the Policy Advisory Board for Elder Affairs (PABEA) and its Legislative Committee. PABEA is an appointed board tasked with advising the Executive Office on Aging (EOA).

I am testifying as an individual who has worked in healthcare for over twenty-seven years, and I am offering testimony on behalf of PABEA.

My testimony does not represent the views of the EOA but of PABEA.

PABEA wholeheartedly supports the entire thrust of HCR166.

As we all are well aware, the older adult population in our State is growing rapidly.

However, the State's existing capacity of the eldercare workforce is not ready for the anticipated rapid growth of our older adult population in the next five years.

The aging and eldercare programs at the University of Hawaii need much improved coordination.

Also, our gerontology certificate program at University of Hawaii-Manoa has been discontinued at a time when we need more trained professionals.

The cost of long term health care primarily is related to the cost of labor. However, we have not developed a well-trained entry level work force.

All too often our entry level workers are entering low paying and dead-end jobs with no ladder to higher professional jobs. UH must do more to encourage and promote upward job mobility in order to maximize our human resources.

We have significant challenges associated with continuing education to assure that our workers at all levels are properly qualified. Little or no consistency exists in our continuing education. Interest in addressing continuing education for improved competencies is little.

Significant disparities exist between the training and workforce available on Oahu versus the neighbor islands.

We need to address how we will coordinate family caregiver training as a way to substitute for paid professional care giving assuming that the workforce training conducted by the University system never can fully meet the State's needs for eldercare workers.

We urge you to support HCR166 and to recommend its passage, and we thank you for seriously considering the Resolution.

Very sincerely,
Gary Simon
Member, Policy Advisory Board for Elder Affairs