



**UNIVERSITY OF HAWAII SYSTEM**  
**‘ŌNAEHANA KULANUI O HAWAII**

Legislative Testimony  
Hō‘ike Mana‘o I Mua O Ka ‘Aha‘ōlelo

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Testimony Presented Before the  
House Committee on Finance  
Wednesday, February 22, 2023 at 2:30 p.m.

By

Della Teraoka, Interim Associate Vice President for Community Colleges  
University of Hawaii System

**HB 353 HD1 – RELATING TO HEALTH CARE EDUCATION**

Chair Yamashita, Vice Chair Kitagawa, and Members of the Committee:

The University of Hawai‘i supports the intent of HB 353 HD1, which would provide funds for the expansion of the Certified Nurse Aide (CNA) to Practical Nurse Bridge Program at UH Maui College. This innovative program was developed in partnership with industry employers to streamline entry of currently working CNAs into the Licensed Practical Nurse (LPN) training program.

HB 353 HD1 will enable UH Maui College to further expand the program statewide and meet the statewide LPN workforce shortage by supporting instructional costs and student aid. The proposed funding for instructional costs (which includes the cost of casual employees and overload pay) will encourage Registered Nurses in the field to become clinical and lab lecturers for expanded cohorts across the state. The proposed funding for student aid will increase access to the LPN program by supporting tuition, fees, supplies, and related costs. According to the Healthcare Association of Hawai‘i, the current LPN statewide vacancy rate is at 30%, with 211 LPN job openings statewide.

The University of Hawai‘i supports the intent of HB 353 HD1, on the condition its passage does not replace or adversely impact priorities as indicated in our BOR Approved Budget.

Thank you for the opportunity to provide testimony in support of HB 353 HD1.



**Written Testimony Presented Before the  
House Committee on Finance  
Wednesday, February 22, 2023 at 2:30 P.M.**

**By  
Laura Reichhardt, APRN, AGPCNP-BC  
Hawai'i State Center for Nursing  
University of Hawai'i at Mānoa**

**Comments on H.B. 353, H.D. 1**

Chair Yamashita, Vice Chair Kitagawa, and Members of the Committee: Thank you for the opportunity to present comments on this measure, H.B. 353, H.D. 1, which appropriates funds for the expansion of the certified nurse aide to practical nurse bridge program at the University of Hawai'i Maui College, including funding for instructional costs and student aid.

The Maui College certified nurse aide to practical nurse program is novel in that it retro-fitted the pre-requisites, curriculum, and delivery to target excellent certified nurse aides who both are seeking career advancement and are dedicated to their workplace. By creating cohorts within health settings, this program delivers education where the workforce is.

This program is remarkable because our state's licensed practical nursing (LPN) programs are dwindling, and are in dire condition. In the Hawai'i State Center for Nursing AY 2020-2021 Educational Capacity report<sup>1</sup>, we note:

*“LPN programs suffered substantial losses in seats for new students... the state lost 35% of its seats for new LPN students in AY 20-21 as compared to the previous academic year. This loss is especially worrisome because of the heavy reliance that many non-acute facilities place on LPNs and the fact that the LPN workforce in the state has been shrinking for several years despite consistent capacity in LPN programs prior to the pandemic”* (page 18).

In addition, the Hawai'i State Center for Nursing 2021 Nursing Workforce Supply Report<sup>2</sup> stated that *“it is certain that the number of LPNs in Hawai'i continues to decline which will exacerbate a critical shortage, especially in postacute/long-term care”* (page 13).

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<sup>1</sup> Hawai'i State Center for Nursing. (2022). *Hawai'i State Nurse Education Capacity Report, Academic Year 2020-2021*. [https://www.hawaii-center-for-nursing.org/wp-content/uploads/2022/08/2020-2021-Hawaii-Nurse-Education-Capacity-Statewide-Report-v.Final\\_.pdf](https://www.hawaii-center-for-nursing.org/wp-content/uploads/2022/08/2020-2021-Hawaii-Nurse-Education-Capacity-Statewide-Report-v.Final_.pdf)

<sup>2</sup> Hawai'i State Center for Nursing. (2021). *2021 Hawai'i Nursing Workforce Supply Report*. [http://www.hawaii-center-for-nursing.org/wp-content/uploads/2021/12/Statewide-Report-v.Final\\_.pdf](http://www.hawaii-center-for-nursing.org/wp-content/uploads/2021/12/Statewide-Report-v.Final_.pdf)

*The mission of the Hawai'i State Center for Nursing is that through collaborative partnerships, the Center provides accurate nursing workforce data for planning, disseminates nursing knowledge to support excellence in practice and leadership development, promotes a diverse workforce, and advocates for sound health policy to serve the changing health care needs of the people of Hawai'i.*

Without innovative models for LPN education, our state's healthcare system will have to shift rapidly and dramatically. Measures like H.B. 353, H.D. 1, and the UH Health Initiative as proposed in the Governor's budget, are paramount to aligning the educational pathways to the current and growing healthcare needs.

Thank you for your attention to this pathway and measure. Innovative solutions like UH Maui College's program are the key to a successful healthcare future in our state.

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**February 22, 2023 at 2:30 pm**  
**Conference Room 308**

**House Committee on Finance**

To: Chair Kyle T. Yamashita  
Vice Chair Lisa Kitagawa

From: Paige Heckathorn Choy  
Associate Vice President, Government Affairs  
Healthcare Association of Hawaii

Re: **Support**  
**HB 353 HD 1, Relating to Health Care Education**

The Healthcare Association of Hawaii (HAH), established in 1939, serves as the leading voice of healthcare on behalf of 170 member organizations who represent almost every aspect of the health care continuum in Hawaii. Members include acute care hospitals, skilled nursing facilities, home health agencies, hospices, assisted living facilities and durable medical equipment suppliers. In addition to providing access to appropriate, affordable, high-quality care to all of Hawaii's residents, our members contribute significantly to Hawaii's economy by employing over 30,000 people statewide.

Thank you for the opportunity to provide **support** for this measure, and for the funding included in it to support the workforce glidepath supporting certified nurse aides (CNAs) in their journey to come licensed practical nurses (LPNs). There is a great need for more LPNs in the state—we found in our 2022 Healthcare Workforce report that there is a statewide demand for 211 additional LPNs. Unfortunately, there are not enough opportunities to educate and train for this particular type of clinicians, which is why HAH, in partnership with Ohana Pacific Health/Hale Makua and UH Maui College to create an innovative, first of its kind CNA to LPN Glidepath program. This program enables an “earn and learn” glidepath model that delivers online didactic curriculum and hands-on clinical education at a student's place of work. The program is one year long, and CNAs can double their salary if they successfully complete the program.

This pilot program was launched in January 2023, and serves students through UH Maui College on Maui, Oahu, and Kauai who are employed by Ohana Pacific Health and Kaiser Permanente. There was a huge demand for participation in the program, which ultimately included 40 students. This funding will enable the program to continue and, hopefully, expand to all islands and include more students to meet the demonstrated interest in this glidepath.

Thank you for the opportunity to testify in support of this important program.



## THE QUEEN'S HEALTH SYSTEM

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To: The Honorable Kyle T. Yamashita, Chair  
The Honorable Lisa Kitagawa, Vice Chair  
Members, House Committee on Finance

From: Jace Mikulanec, Director, Government Relations, The Queen's Health System

Date: February 22, 2023

Re: Testimony in support for HB353 HD1: Relating to Health Care Education

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The Queen's Health System (Queen's) is a nonprofit corporation that provides expanded health care capabilities to the people of Hawai'i and the Pacific Basin. Since the founding of the first Queen's hospital in 1859 by Queen Emma and King Kamehameha IV, it has been our mission to provide quality health care services in perpetuity for Native Hawaiians and all of the people of Hawai'i. Over the years, the organization has grown to four hospitals, and more than 10,000 affiliated physicians, caregivers, and dedicated medical staff statewide. As the preeminent health care system in Hawai'i, Queen's strives to provide superior patient care that is constantly advancing through education and research.

Queen's appreciates the opportunity to provide testimony in support of HB353 HD1, which appropriates funding for the expansion of the certified nurse aide to practical nurse bridge program at the University of Hawai'i Maui college.

The 2022 Healthcare Workforce report produced by HAH noted a statewide demand for 211 additional LPNs. Unfortunately, there are not enough opportunities to educate and train for this particular type of clinician, which is why HAH, in partnership with stakeholders and UH Maui College, are creating the first of its kind CNA to LPN Glidepath program. This program coupled with increasing entry-level certification programs and expanding nurse residency programs reflects a concerted effort by the healthcare community to invest in our local workforce.

Investing in our overall healthcare workforce is essential to meeting the need for professionals at all levels in our state - especially on our neighbor islands. Thank you for allowing Queen's to provide testimony in support of this measure.

*The mission of The Queen's Health System is to fulfill the intent of Queen Emma and King Kamehameha IV to provide in perpetuity quality health care services to improve the well-being of Native Hawaiians and all of the people of Hawai'i.*