

JAN 24 2024

A BILL FOR AN ACT

RELATING TO HEALTHCARE WORKFORCE DEVELOPMENT.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 PART I

2 SECTION 1. The legislature finds that addressing growing
3 shortages in the State's healthcare workforce is in the public
4 interest and a key priority for the State. The Healthcare
5 Association of Hawaii found in its 2022 Healthcare Workforce
6 Initiative survey that there are nearly four thousand openings
7 for non-physician, patient-facing positions in the State's
8 hospitals, nursing homes, clinics, and other healthcare
9 settings. This workforce shortage can make it difficult for the
10 State's residents to access needed care, especially residents on
11 neighbor islands. The shortage was highlighted and worsened by
12 the coronavirus disease 2019 (COVID-19) pandemic.

13 The legislature recognizes that the Hawaii Healthcare
14 Workforce Initiative, coordinated by the Healthcare Association
15 of Hawaii, offers numerous workforce development programs to
16 help recruit, train, and employ healthcare workers. These
17 programs include career-path certificates for high school



1 students and higher education and certification opportunities
2 for nurse aides. These programs have proven successful;
3 however, the programs are largely supported by private donations
4 and time-limited federal grants. Additional funding is
5 necessary to help the initiatives address Hawaii's growing
6 healthcare workforce needs.

7 Accordingly, the purpose of this Act is to appropriate
8 moneys to support the public high school healthcare workforce
9 certificate program and glidepath program for certified nurse
10 aides, and to renovate and equip certain public high school
11 classrooms to make the classrooms more suitable for healthcare
12 training.

13 SECTION 2. In accordance with section 9 of article VII, of
14 the Constitution of the State of Hawaii and sections 37-91 and
15 37-93, Hawaii Revised Statutes, the legislature has determined
16 that the appropriations contained in this Act will cause the
17 state general fund expenditure ceiling for fiscal year 2024-2025
18 to be exceeded by \$, or per cent. The reasons
19 for exceeding the general fund expenditure ceiling are that the
20 appropriations made in this Act are necessary to serve the
21 public interest and to meet the needs provided for by this Act.



1 PART II

2 SECTION 3. The legislature finds that offering healthcare
3 training to the State's public high school students will help
4 meet Hawaii's long-term healthcare workforce needs. The 2022
5 Healthcare Workforce Initiative survey found that there are more
6 than one thousand five hundred open healthcare positions in the
7 State that could be filled by students immediately after
8 graduation. The public high school healthcare workforce
9 certificate program is designed to equip high school graduates
10 to fill entry-level healthcare positions that pay a living wage
11 and offer opportunities for career advancement. The program
12 assists with the costs of tuition, transportation, work
13 uniforms, and other expenses and offers counseling support and
14 career coaching. The average cost per student is approximately
15 \$4,300, and it is estimated that the program can assist
16 approximately one hundred seventy-five students per year.

17 Accordingly, the purpose of this part is to appropriate
18 moneys to support the public high school healthcare workforce
19 certificate program.

20 SECTION 4. There is appropriated out of the general
21 revenues of the State of Hawaii the sum of \$750,000 or so much



1 thereof as may be necessary for fiscal year 2024-2025 to support
2 the public high school healthcare workforce certificate program;
3 provided that no funds shall be released unless matched using a
4 state-to-private-funds ratio of 3:1.

5 The sum appropriated shall be expended by the department of
6 labor and industrial relations for the purposes of this Act.

7 PART III

8 SECTION 5. The legislature finds that preparing high
9 school students for their careers in healthcare requires an
10 investment in state-of-the-art classrooms. Giving students
11 access to modern, well-appointed classrooms will make the
12 healthcare field more attractive to students and will allow
13 students to train on equipment that is similar to the equipment
14 that they will use in their future healthcare roles. Renovated
15 and well-equipped classrooms may also attract to the healthcare
16 industry more students of Native Hawaiian and Pacific Islander
17 descent. This will help reduce the educational and economic
18 disparities that exist in these communities. The legislature
19 believes that classroom renovations should be coordinated
20 through a public-private partnership with organizations like the
21 Healthcare Association of Hawaii.



1 licensed practical nurses while maintaining their full-time jobs
2 in healthcare. The program provides services including tuition
3 assistance, transportation, counseling, food stipends, and other
4 financial assistance and career advice.

5 The legislature notes that there is a high demand in the
6 State for licensed practical nurses. They are especially needed
7 in nursing homes, assisted living facilities, and other senior
8 care settings. The glidepath program for certified nurse aides
9 can assist approximately fifty nurse aides per year in becoming
10 licensed practical nurses.

11 Accordingly, the purpose of this part is to appropriate
12 moneys to support the glidepath program for certified nurse
13 aides.

14 SECTION 8. There is appropriated out of the general
15 revenues of the State of Hawaii the sum of \$700,000 or so much
16 thereof as may be necessary for fiscal year 2024-2025 to support
17 the glidepath program for certified nurse aides; provided that
18 no funds shall be released unless matched using a state-to-
19 private-funds ratio of 3:1.

20 The sum appropriated shall be expended by the department of
21 labor and industrial relations for the purposes of this Act.



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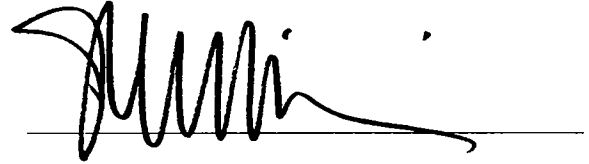
PART V

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SECTION 9. This Act shall take effect on July 1, 2024.

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INTRODUCED BY:

A handwritten signature in black ink, appearing to be 'Mimi', is written over a horizontal line. The signature is stylized and cursive.

S.B. NO. 3225

Report Title:

DLIR; DOE; Healthcare Workforce Development; Appropriations;
General Fund Expenditure Ceiling Exceeded

Description:

Appropriates moneys to the Department of Labor and Industrial Relations and Department of Education to support healthcare workforce development programs, specifically the public high school healthcare workforce certificate program and glidepath program for certified nurse aides. Requires these appropriations to be matched using a state-to-private-funds ratio of 3:1. Appropriates moneys to renovate and equip certain public high school classrooms to be used for healthcare training. Declares that the appropriations exceed the state general fund expenditure ceiling for 2024-2025.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

