
A BILL FOR AN ACT

RELATING TO CAREGIVERS.

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

1 SECTION 1. The legislature finds that the coronavirus
2 disease 2019 pandemic strained the health care workforce
3 pipeline. While important initiatives to recruit and train new
4 professionals are underway, investment in programs that support
5 existing professional caregivers is needed. Support for unpaid
6 caregivers, such as family and friends, whose caregiving enables
7 people to live at home, is also needed.

8 The legislature also finds that several factors, including
9 burnout, an aging workforce and population, rising costs of
10 living, and greater demand for both institutional and at-home
11 patient care, have increased pressure on paid and unpaid
12 caregivers. The percentage of Hawaii's population seventy-five
13 years old and above is expected to double by 2045, from eight
14 per cent of the population to fifteen per cent. Supporting and
15 retaining existing formal and informal caregivers will be more
16 important than ever as Hawaii's population continues to age.



1 The legislature further finds that supporting caregivers in
2 both home and long-term care settings will ensure that people
3 receive appropriate, timely care. While there has been strong
4 investment in training new employees, there must also be an
5 investment in the existing workforce. It is imperative that new
6 candidates who believe in the mission of health care, and
7 especially in providing services for older adults in post-acute
8 care settings, are recruited and retained.

9 The legislature further finds that health care employers
10 and educators are competing with other industries to attract
11 residents to health care programs. A concerted effort to
12 maximize federal dollars to address the health care workforce
13 shortage by creating a robust workforce pipeline is a smart
14 investment that will attract more local students interested in a
15 self-sufficient career.

16 The purpose of this Act is to establish and appropriate
17 funds for a workforce development and support center to:

- 18 (1) Develop and expand the State's home- and community-
19 based workforce to effectively care for Hawaii's aging
20 population; and
21 (2) Provide support to address the needs of caregivers.



1 SECTION 2. There is established within the executive
2 office on aging a workforce development and support center. The
3 center may:

4 (1) Develop a workforce pilot project to:

5 (A) Provide paraprofessional development courses and
6 pathways for the non-clinical direct care
7 workforce, including but not limited to courses
8 and pathways related to understanding the aging
9 process and cultural sensitivity in dealing with
10 various ethnic and disparate populations;

11 (B) Provide career paths with opportunities for
12 advancement;

13 (C) Provide professional development courses in
14 management and leadership to existing employers
15 to ensure a healthy work environment and
16 workforce; and

17 (D) In consultation with appropriate organizations,
18 develop administrative and service standards for
19 the non-clinical direct care workforce that
20 provides long-term services and supports;



- 1 (2) In consultation with members of the appropriate
- 2 organizations:
- 3 (A) Provide support to caregivers through education
- 4 and training so that they can effectively serve
- 5 as caregivers; and
- 6 (B) Incorporate active aging programs and resources
- 7 for the health and well-being of caregivers; and
- 8 (3) Develop an outreach and marketing plan in consultation
- 9 with members of the education and health care
- 10 industries to develop a comprehensive statewide
- 11 recruitment campaign aimed at addressing individuals'
- 12 interests, desires, and skill sets while linking the
- 13 individuals to various initiatives in the community.

14 SECTION 3. There is appropriated out of the general

15 revenues of the State of Hawaii the sum of \$ or so

16 much thereof as may be necessary for fiscal year 2023-2024 and

17 the same sum or so much thereof as may be necessary for fiscal

18 year 2024-2025 for the establishment of a workforce development

19 and support center within the executive office on aging.

20 The sums appropriated shall be expended by the executive

21 office on aging for the purposes of this Act.



1 SECTION 4. This Act shall take effect on December 31,
2 2050.



Report Title:

Kupuna Caucus; Caregivers; Workforce; Development; Center;
Executive Office on Aging; Appropriation

Description:

Requires the Executive Office on Aging to establish a workforce development and support center. Appropriates funds for the center's establishment. Effective 12/31/2050. (SD1)

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