
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 health care 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 health care
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 health care 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 health care workforce needs.

7 Accordingly, the purpose of this Act is to appropriate
8 funds to support the public high school health care 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 health care
12 training.

13 **PART II**

14 **SECTION 2.** The legislature finds that offering health care
15 training to the State's public high school students will help
16 meet Hawaii's long-term health care workforce needs. The 2022
17 Healthcare Workforce Initiative survey found that there are more
18 than one thousand five hundred open health care positions in the
19 State that could be filled by students immediately after
20 graduation. The public high school health care workforce
21 certificate program is designed to equip high school graduates



1 to fill entry-level health care positions that pay a living wage
2 and offer opportunities for career advancement. The program
3 assists with the costs of tuition, transportation, work
4 uniforms, and other expenses and offers counseling support and
5 career coaching. The average cost per student is approximately
6 \$4,300, and it is estimated that the program can assist
7 approximately one hundred seventy-five students per year.

8 Accordingly, the purpose of this part is to appropriate
9 funds to support the public high school health care workforce
10 certificate program.

11 SECTION 3. There is appropriated out of the general
12 revenues of the State of Hawaii the sum of \$750,000 or so much
13 thereof as may be necessary for fiscal year 2024-2025 to support
14 the public high school health care workforce certificate
15 program; provided that no funds shall be released unless matched
16 using a state-to-private-funds ratio of 3:1.

17 The sum appropriated shall be expended by the department of
18 business, economic development, and tourism for the purposes of
19 this Act.

20

PART III



1 SECTION 4. The legislature finds that preparing high
2 school students for their careers in health care requires an
3 investment in state-of-the-art classrooms. Giving students
4 access to modern, well-equipped classrooms will make the health
5 care field more attractive to students and will allow students
6 to train on equipment that is similar to the equipment that they
7 will use in their future health care roles. Renovated and
8 well-equipped classrooms may also attract more students of
9 Native Hawaiian and Pacific Islander descent to the health care
10 industry, which will help reduce the educational and economic
11 disparities that exist in these communities. The legislature
12 believes that classroom renovations should be coordinated
13 through a public-private partnership with a nonprofit health
14 care organization.

15 Accordingly, the purpose of this part is to appropriate
16 funds to renovate and equip certain public high school
17 classrooms to be used for health care training.

18 SECTION 5. There is appropriated out of the general
19 revenues of the State of Hawaii the sum of \$1,000,000 or so much
20 thereof as may be necessary for fiscal year 2024-2025 as a grant
21 pursuant to chapter 42F, Hawaii Revised Statutes, for Hawaii3R's



1 for renovating and equipping certain public high school
2 classrooms to be used for health care training through the
3 public high school health care workforce certificate program;
4 provided that classroom renovations shall be coordinated through
5 a public-private partnership with a nonprofit health care
6 organization.

7 The sum appropriated shall be expended by the department of
8 education (EDN200) for the purposes of this Act.

9 PART IV

10 SECTION 6. The legislature finds that the State can help
11 build and retain Hawaii's health care workforce by supporting
12 health care workers who want to earn advanced credentials.
13 Without assistance, health care workers may find it difficult to
14 seek continuing education or additional certifications while
15 also working full-time to pay for housing, food, child care, and
16 other necessities. The Healthcare Workforce Initiative's
17 glidepath program for certified nurse aides offers an
18 "earn-and-learn" model that allows nurse aides to become
19 licensed practical nurses while maintaining their full-time jobs
20 in health care. The program provides services including tuition



1 assistance, transportation, counseling, food stipends, and other
2 financial assistance and career advice.

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

9 Accordingly, the purpose of this part is to appropriate
10 funds to support the glidepath program for certified nurse
11 aides.

12 SECTION 7. There is appropriated out of the general
13 revenues of the State of Hawaii the sum of \$700,000 or so much
14 thereof as may be necessary for fiscal year 2024-2025 to support
15 the glidepath program for certified nurse aides; provided that
16 no funds shall be released unless matched using a state-to-
17 private-funds ratio of 3:1.

18 The sum appropriated shall be expended by the department of
19 business, economic development, and tourism for the purposes of
20 this Act.

21 PART V



1 SECTION 8. This Act shall take effect on July 1, 2024.



Report Title:

DLIR; DOE; Health Care Workforce Development; Appropriation

Description:

Appropriates funds to the Department of Labor and Industrial Relations and Department of Education to support health care workforce development programs, specifically the public high school health care workforce certificate program and glidepath program for certified nurse aides. Appropriates funds to renovate and equip certain public high school classrooms to be used for health care training. (CD1)

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

