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# 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 \$ or so  
 13 much thereof as may be necessary for fiscal year 2024-2025 to  
 14 support 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 labor and industrial relations for the purposes of this Act.

19 PART III

20 SECTION 4. The legislature finds that preparing high  
 21 school students for their careers in health care requires an



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

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

16 SECTION 5. There is appropriated out of the general  
 17 revenues of the State of Hawaii the sum of \$ or so  
 18 much thereof as may be necessary for fiscal year 2024-2025 for  
 19 renovating and equipping certain public high school classrooms  
 20 to be used for health care training through the public high  
 21 school health care workforce certificate program; provided that



1 classroom renovations shall be coordinated through a public-  
2 private partnership with a nonprofit health care organization.

3 The sum appropriated shall be expended by the department of  
4 education for the purposes of this Act.

5 PART IV

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

19 The legislature notes that there is a high demand in the  
20 State for licensed practical nurses. They are especially needed  
21 in nursing homes, assisted living facilities, and other senior



1 care settings. The glidepath program for certified nurse aides  
2 can assist approximately fifty nurse aides per year in becoming  
3 licensed practical nurses.

4 Accordingly, the purpose of this part is to appropriate  
5 funds to support the glidepath program for certified nurse  
6 aides.

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

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

15 PART V

16 SECTION 8. In accordance with section 9 of article VII, of  
17 the Constitution of the State of Hawaii and sections 37-91 and  
18 37-93, Hawaii Revised Statutes, the legislature has determined  
19 that the appropriations contained in this Act will cause the  
20 state general fund expenditure ceiling for fiscal year 2024-2025  
21 to be exceeded by \$ , or per cent. The reasons



1 for exceeding the general fund expenditure ceiling are that the  
2 appropriations made in this Act are necessary to serve the  
3 public interest and to meet the needs provided for by this Act.

4 SECTION 9. This Act shall take effect on July 1, 3000.



**Report Title:**

DLIR; DOE; Health Care Workforce Development; Appropriation;  
General Fund Expenditure Ceiling Exceeded

**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. Declares that the appropriations exceed the state general fund expenditure ceiling for 2024-2025. Effective 7/1/3000. (SD1)

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

