



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 02/21/2025

**Time:** 02:00 PM

**Location:** 308 VIA VIDEOCONFERENCE

**Committee:** House Finance

**Department:** Education

**Person Testifying:** Keith T. Hayashi, Superintendent of Education

**Bill Title:** HB 0714, HD1 RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT.

**Purpose of Bill:** Appropriates funds to support educational training programs to expand the State's health care workforce, including health care certificate programs and classroom renovations for health care training in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses. Effective 7/1/3000. (HD1)

**Department's Position:**

The Hawaii State Department of Education (Department) supports HB 714, HD 1, which advances the Department's workforce development efforts within the health services pathway.

The Department has prioritized work-based learning to promote workforce readiness, supporting Goal 1.3 of the Board of Education Strategic Plan – "All students graduate high school prepared for college and career success and community and civic engagement." We appreciate the proposed funding to continue and expand the public high school healthcare certification program currently administered by the Healthcare Association of Hawaii. This will increase access to healthcare training for all students, providing them with the requisite skills to enter the healthcare workforce pipeline.

The Department also appreciates the proposed funding to renovate and equip our high school health services classrooms. As the education landscape continues to evolve, the Department must ensure teachers have access to the appropriate instructional tools and resources necessary to provide our students with the education they need to succeed in the current and future workforce. Updating our classrooms to replicate actual clinical settings will allow the Department to focus on innovating instruction and engaging students through the use of technology and true-to-life scenarios to better prepare students for entry into the health services workforce.

The Department notes that Act 89, Session Laws of Hawaii 2024 (Act 89), provided similar funding for

the renovations of our high school health services classrooms to Hawaii3R's (page 222). The Department is currently engaged with Hawaii 3R's and the Healthcare Association of Hawaii to coordinate the healthcare classroom renovations as outlined in Sections 4 and 5 of Act 89. Thus, the Department respectfully requests that the funds provided in this measure for the classroom renovations be provided for the Hawaii 3R's school improvement fund established under section 302A-1502.4, Hawaii Revised Statutes, to ensure continuity and best advance the work that has already begun.

The Department thanks the Legislature for its continued support of our work-based learning initiatives and our goal for all students to be globally competitive and locally committed. Preparing our students for the current and emerging workforce here at home will not only address our workforce needs, but will also lead to a thriving Hawaii.

The Department defers to the Department of Business, Economic Development, and Tourism with regards to the glidepath program for certified nurse aides in Section 2(2).

The Department requests that the funding proposed in this measure does not adversely affect the priorities in the Department's Governor-approved budget.

Thank you for the opportunity to provide testimony on this measure.



**DEPARTMENT OF BUSINESS,  
ECONOMIC DEVELOPMENT & TOURISM**  
KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI  
A HO'OMĀKA'IKAI

**JOSH GREEN, M.D.**  
GOVERNOR

**SYLVIA LUKE**  
LT. GOVERNOR

**JAMES KUNANE TOKIOKA**  
DIRECTOR

**DANE K. WICKER**  
DEPUTY DIRECTOR

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Statement of  
**JAMES KUNANE TOKIOKA**  
**Director**  
Department of Business, Economic Development, and Tourism  
before the  
**HOUSE COMMITTEE ON FINANCE**

Friday, February 21, 2025  
2:00 PM  
State Capitol, Conference Room 308

In consideration of  
**HB 714 HD1**  
**RELATING TO HEALTHCARE WORKFORCE DEVELOPMENT.**

Chair Yamashita, Vice Chair Takenouchi, and members of the Committee. The Department of Business, Economic Development, and Tourism (DBEDT) **supports** HB714 HD1, which appropriates funds for the:

- Public High School Health Care Certificate Program which provides students with the foundational skills needed for entry-level health care roles and the;
- CNA to LPN Glidepath Program which offers a pathway for certified nurse aides (CNA) to advance in their careers to Licensed practical nurses (LPN) while remaining in the workforce.

These programs strengthen Hawaii's health care system by preparing new health care workers to enter the workforce and supporting the career advancement of existing workers.

DBEDT currently administers these two programs, and efforts from the 2024 appropriation are currently underway.

In 2023, the high school certificate programs supported 105 students working to get certified as CNAs, phlebotomists, medical assistants, and patient service

representatives at 14 schools across the state. Students in the program saw a 98 percent completion rate with a 74 percent employment rate, which is a significant improvement from previous years due to the heavy employer involvement and wrap-around services. Over the same period, the CNA to LPN Glidepath program supported approximately 40 individuals to continue working full-time while pursuing their education and licensure as LPNs over a year-long course that allows them to increase their salaries by 50 percent at the end and provide higher-level support in our long-term care facilities.

We support the intent of this measure provided it does not replace or adversely affect the Administration's priorities indicated in the Executive Budget.

Thank you for this opportunity to testify.



**TESTIMONY IN SUPPORT TO HOUSE BILL 714 HD1**  
RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT

House Committee on Finance  
Hawai'i State Capitol

February 21, 2025

2:00PM

Room 308

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Dear Chair Yamashita, Vice Chair Takenouchi and Members of the House Committee on Finance:

The Office of Hawaiian Affairs (OHA) **SUPPORTS** HB 714 HD1 which seeks to strengthen healthcare workforce development in Hawai'i. OHA recognizes the availability and quality of healthcare services are deeply influenced by the capacity and diversity of the healthcare workforce, and believes this bill will play a vital role in addressing the longstanding healthcare disparities faced by Native Hawaiians and other underserved communities.

Native Hawaiians are disproportionately affected by health disparities, including higher rates of chronic diseases, mental health challenges, and inadequate access to culturally competent healthcare providers. Strengthening the healthcare workforce through initiatives like those outlined in House Bill 714 HD1 will directly benefit Native Hawaiians by ensuring the workforce is better equipped to meet their unique healthcare needs. This includes not only improving access to care but also ensuring that care is delivered in a culturally sensitive and respectful manner.

Further, expanding opportunities for individuals from Native Hawaiian and other underrepresented communities to pursue careers in healthcare will help bridge the gap in healthcare access, particularly in rural and remote regions. Creating pathways to healthcare careers for Native Hawaiians, who can then serve as trusted providers in their own communities, could reduce the barriers to care that many face today.

For these reasons, the Office of Hawaiian Affairs urges these committees to **PASS House Bill 714 HD1** as it represents an important step toward addressing the systemic inequities that Native Hawaiians and other marginalized communities face in healthcare. Mahalo nui for the opportunity to testify on this measure.



**STATE OF HAWAII**  
STATE COUNCIL  
ON DEVELOPMENTAL DISABILITIES  
PRINCESS VICTORIA KAMĀMALU BUILDING  
1010 RICHARDS STREET, Room 122  
HONOLULU, HAWAII 96813  
TELEPHONE: (808) 586-8100 FAX: (808) 586-7543

February 21, 2025

The Honorable Representative Kyle T. Yamashita, Chair  
House Committee on Finance  
The Thirty-Third Legislature  
State Capitol  
State of Hawai'i  
Honolulu, Hawai'i 96813

Dear Representative Yamashita, and Committee members:

SUBJECT: HB714 HD1 Relating to Health Care Workforce Development

The Hawaii State Council on Developmental Disabilities **SUPPORTS HB714 HD1**, which appropriates funds to support educational training programs to expand the State's health care workforce, including health care certificate programs and classroom renovations for health care training in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses. Effective 7/1/3000. (HD1)

The State Council on Developmental Disabilities strongly supports HB714 HD1, which seeks to strengthen Hawaii's health care workforce through targeted education and training programs. This measure is particularly vital for addressing the critical shortage of **Direct Support Professionals (DSPs)**—the frontline caregivers who provide essential services to individuals with disabilities in home- and community-based settings.

Hawaii is facing an alarming DSP shortage, resulting in service delays, increased caregiver burnout, and limited support options for individuals with developmental disabilities. HB714 HD1 takes a proactive approach by investing in workforce development initiatives that will directly increase the pipeline of skilled, entry-level healthcare workers, many of whom could transition into DSP roles.

Specifically, HB714 HD1 funds:

1. **Public High School Health Care Certificate Programs** – These programs provide students with the foundational skills needed for entry-level health care roles, including DSP positions. By covering tuition, transportation, and work-related

expenses, the initiative removes financial barriers and makes DSP work a more accessible and attractive career path for young professionals.

2. **CNA to LPN Glidepath Program** – Many DSPs begin their careers as CNAs, and this program offers a pathway for them to advance in their careers while remaining in the workforce. By providing tuition assistance, stipends, and career coaching, this initiative helps retain essential workers in caregiving roles, ensuring long-term stability in Hawaii’s direct care workforce.

By supporting career pathways into direct care roles, this bill will improve access to services for individuals with developmental disabilities, reduce workforce turnover, and ensure continuity of care for Hawaii’s most vulnerable populations.

Thank you for the opportunity to submit testimony in **support of HB714 HD1**.

Sincerely,

A handwritten signature in blue ink that reads "Daintry Bartoldus".

Daintry Bartoldus  
Executive Administrator



**HAWAII HEALTH SYSTEMS**  
C O R P O R A T I O N

*"Quality Healthcare For All"*

**COMMITTEE ON FINANCE**  
**Representative Kyle T. Yamashita, Chair**  
**Representative Jenna Takenouchi, Vice-Chair**

February 21, 2025  
2:00 pm  
Hawaii State Capitol  
Room 308 & Via Videoconference

**Testimony in Support of H.B. 714, H.D. 1**  
**RELATING TO HEALTHCARE WORKFORCE DEVELOPMENT**

Appropriates funds to support educational training programs to expand the State's health care workforce. Allocates funds to the Department of Education for health care certificate programs and classroom renovations for health care training in public high schools. Allocates funds to the University of Hawaii for education programs that support certified nurse assistants in becoming licensed practical nurses.

Edward N. Chu  
President & Chief Executive Officer  
Hawaii Health Systems Corporation

On behalf of the Hawaii Health Systems Corporation (HHSC) Corporate Board of Directors, thank you for the opportunity to present testimony **in support of H.B. 714, HD1, Relating to Health care Workforce Development.**

HHSC requires skilled, trained, dedicated professionals to care for patients in our unique island communities in a labor-intensive, demanding, and multi-disciplinary environment. However, due to Hawaii's substantial shortage in healthcare workforce, HHSC is supportive of all possible innovations to develop and secure staff for our rural healthcare facilities in the State of Hawaii.

To that end, HHSC has been working closely with the Healthcare Association of Hawaii in their efforts regarding the Healthcare Workforce Initiative. Our regions have benefited from their collaborative efforts in strengthening the relationships and training opportunities in both the Department of Education and the University of Hawaii. The funds that would be allocated through this measure are important to support as they will benefit all of our communities.

Thank you for the opportunity to provide testimony on this matter.

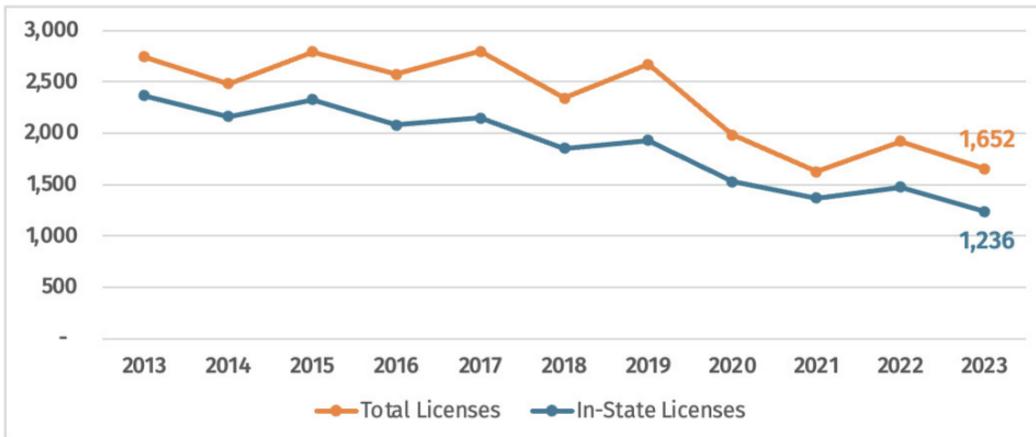


**Testimony Presented Before the  
House Committee on Finance  
Friday, February 21, 2025 at 2:00 P.M.  
Conference Room 308 and videoconference  
By  
Laura Reichhardt, APRN, AGPCNP-BC  
Director, Hawai'i State Center for Nursing  
University of Hawai'i at Mānoa**

**Supporting Testimony for H.B. 714, H.D. 1**

Chair Yamashita, Vice Chair Takenouchi, and members of the committee: Thank you for the opportunity to present **testimony in support** of this measure, which appropriates moneys to the Department Education (DOE) to support educational training programs to expand the State's health care workforce and allocates funds to the University of Hawai'i for education programs that support certified nurse assistants in becoming licensed practical nurses. The Hawai'i State Center for Nursing (HSCN) has convened nursing leaders for 20 years to identify needs to support the healthcare workforce, and the nursing workforce in particular, and an original partner of the Health Workforce Initiative that launched in 2017. HSCN finds that there has been a 40% decrease in our license practical nurse counts from 2013-2023 and a growing percent of LPNs licensed in state reside outside of Hawai'i.<sup>1</sup> **LPN education expansion efforts are of great need in our state.**

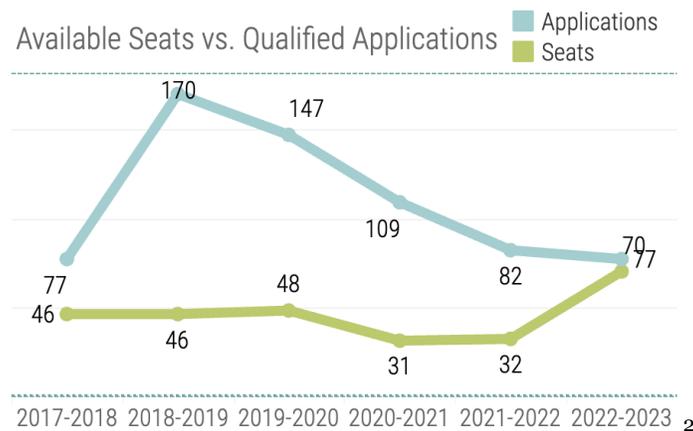
**LPN LICENSES, 2013-2023**



<sup>1</sup> Hawai'i State Center for Nursing (2024). 2023 Hawai'i Nursing Workforce Supply: Statewide Report. <https://www.hawaiiicenterfornursing.org/wp-content/uploads/2024/04/2023HawaiiNursingWorkforceSupply.vFinal.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.*

The UH Maui College certified nurse aide to practical nurse program is novel in that it retrofitted the prerequisites, 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. The remarkable growth in our state’s capacity to train new LPNs is visible in the dashboard graphic, below.



This LPN glidepath program is remarkable because our state’s licensed practical nursing (LPN) workforce is in dire condition. In the Hawai‘i State Center for Nursing AY 2020-2021 Educational Capacity report<sup>3</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.” (page 18).

Promisingly, and largely due to the UH Maui program, our state’s PN programs are delivering results. In the 2022-2023 Education Capacity Report<sup>4</sup> (page 3), we note the remarkable change in enrollments.

***LPN program capacity increased by 119% [in AY 22-23] as compared to AY 21-22. As a result, more than 80% of LPN program applicants were admitted.***

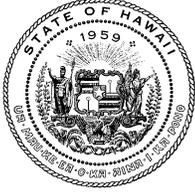
Measures like this are paramount to aligning the educational pathways to the current and growing healthcare needs. Thank you for your attention to this pathway and measure. Investing in innovative solutions like this are the key to a successful healthcare future in our state.

<sup>2</sup> Hawai‘i State Center for Nursing. (2024), *LPN Education Program Dashboard*. <https://www.hawaiiicenterfornursing.org/data-reports/dashboards/>

<sup>3</sup> Hawai‘i State Center for Nursing. (2022). *Hawai‘i State Nurse Education Capacity Report, Academic Year 2020-2021*. <https://www.hawaiiicenterfornursing.org/wp-content/uploads/2022/08/2020-2021-Hawaii-Nurse-Education-Capacity-Statewide-Report-v.Final.pdf>

<sup>4</sup> Hawai‘i State Center for Nursing. (2024), *Hawai‘i State Nurse Education Capacity Report, Academic Year 2022-2023*. <https://www.hawaiiicenterfornursing.org/wp-content/uploads/2024/12/2024AR-WEB.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.*



**STATE HEALTH PLANNING  
AND DEVELOPMENT AGENCY**  
DEPARTMENT OF HEALTH - KA 'OIHANA OLAKINO

**JOSH GREEN, M.D.**  
GOVERNOR OF HAWAII  
KE KIA'ĀINA O KA MOKU'ĀINA 'O HAWAII

**KENNETH S. FINK, MD, MGA, MPH**  
DIRECTOR OF HEALTH  
KA LUNA HO'OKELE

**JOHN C. (JACK) LEWIN, M.D.**  
ADMINISTRATOR

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1177 Alakea St., #402, Honolulu, HI 96813 Phone: 587-0788 Fax: 587-0783 [www.shpda.org](http://www.shpda.org)

February 19, 2025

To: COMMITTEE ON FINANCE  
Representative Kyle T. Yamashita, Chair  
Representative Jenna Takenouchi, Vice Chair,  
And Honorable Members

From: John C (Jack) Lewin MD, Administrator, SHPDA;  
and Senior Advisor to Governor Green On Healthcare Innovation

Re: **HB714 HD1 – Relating to Workforce development**

Hearing: February, 19, 2025

Position: SUPPORT

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Testimony:

The State Health Planning and Development Agency supports HB714. We will defer to the University of Hawaii system and the Department of Education on implementation specifics.

However, our state healthcare work shortage is serious and well documented. We therefore strongly support the Academic Health Center programs, and to expanding these opportunities to more campuses.

SHPDA respectfully urges the committee to pass HB714 to continue building a sustainable, local health care workforce that will serve our communities for years to come.

Thank you for the opportunity to testify



# UNIVERSITY OF HAWAII SYSTEM

## ‘ŌNAEHANA KULANUI O HAWAII

### Legislative Testimony

### Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

Testimony Presented Before the  
House Committee on Finance  
Friday, February 21, 2025, at 2:00 p.m.

By

Della Teraoka

Interim Vice President for Community Colleges  
University of Hawai'i System

#### HB 714 HD1 – RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT

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

The University of Hawai'i supports the intent of HB 714 HD1, which provides essential funding to expand Hawai'i's health care workforce through public high school health care certificate programs and the Certified Nurse Assistant (CNA) to Licensed Practical Nurse (LPN) glidepath program.

The CNA to LPN Bridge Program is a collaborative initiative involving the Healthcare Association of Hawai'i, Hale Makua Health Services, Ohana Pacific Health (OPH), Hawai'i State Center for Nursing, and the University of Hawai'i Maui College (UHMC). This program was designed to offer practical Nursing training opportunities for working CNAs on Maui, O'ahu, Kaua'i, and Hawai'i Island. The hybrid Bridge Program lasts for 12-months and includes online lectures, in-person labs and clinicals provided at selected employer's sites. Participants will maintain part-time CNA hours while working toward becoming an LPN.

In addition, UH Maui College has expanded the CNA program into the high schools. These high school courses allow students to become eligible for certification while completing their high school diploma. The CNA to LPN bridge program then provides working CNAs the opportunity to continue their education while working toward becoming an LPN.

Act 74, SLH 2023, funding, received in Fall 2023, increased student access to nursing pathways. With the support of this funding, 238 students across the state received tuition assistance for high-demand pre-requisite courses and entrance exam preparation required to apply to the LPN program. After the funding was provided, the number of students earning their CNA nearly doubled on average, and the number of students earning the LPN degree more than tripled.

Under Act 89, SLH 2024, \$700,000 was provided to the Department of Business, Economic Development, and Tourism (DBEDT) to support the glidepath program for

CNAs. We support continuing the funding through DBEDT because it provides greater flexibility in working with multiple training providers for the two programs. Additionally, it allows for the continued use of the student stipends to offset employer costs for coordination and support.

For the UHMC students, funding support will be used to provide student stipends allowing students to continue receiving payment while working towards their degree. The funding will also cover the cost of the instructor, enabling the courses to be offered tuition-free to students.

The University of Hawai'i supports the intent of HB 714 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 714 HD1.

**HB-714-HD-1**

Submitted on: 2/19/2025 10:00:38 AM

Testimony for FIN on 2/21/2025 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Elena Cabatu	Hilo Benioff Medical Center	Support	Written Testimony Only

Comments:

Hilo Benioff Medical Center is in full support of HB714 HD1. We have been the recipients of this workforce development program through Waiakea High School. In the last two years, we have hired 14 CNAs that came out of the Health Pathways program at Waiakea High. We have hired the new staff in our long term care facilities of Hilo Benioff Medical Center and the Yukio Okutsu State Veterans Home to care for kupuna and veterans. Please advance HB714 HD1. Mahalo!



**February 21, 2025 at 2:00 pm**  
**Conference Room 308**

**House Committee on Finance**

To: Chair Kyle T. Yamashita  
Vice Chair Jenna Takenouchi

From: Hilton R. Raethel  
President and CEO  
Healthcare Association of Hawaii

Re: **Strong Support**  
**HB 714 HD 1, Relating to Healthcare Workforce Development**

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.

We write today in **strong support** of this measure, which would provide two years of funding to continue proven healthcare workforce development programs for high school students and current nurses. This request is largely similar to funding that the legislature passed in Act 89, SLH 2024, which has already been deployed to support these innovative programs and address the persistent healthcare workforce shortages in the state. We are requesting a small amendment to the measure to remove references to capital projects, as these fund are intended to support programmatic costs.

In our organization's most recent demand survey, we found that there are nearly 4,700 openings for non-physician, patient-facing positions in the State's hospitals, nursing homes, clinics, and other health care settings. The needs for entry-level positions, especially certified nurse aides (CNAs), continues to grow as our population ages. Not only are more people requiring care, but that care is often more complex and requires more resources.

Recognizing that there is a need to invest heavily in our workforce, the legislature passed funding to support high school healthcare certificate programs and an innovative CNA to Licensed Practical Nurse (LPN) glidepath that has attracted significant interest. This measure would continue, for two additional years, the funding needed to continue and expand those programs. *Importantly, at the end of the next two years, the program will be funded entirely*

*through private or federal funds.* There are active efforts underway to achieve this—however, two more years of funding is needed to ensure that all funding streams are in place.

In 2023, the high school certificate programs supported 105 students working to get certified as CNAs, phlebotomists, medical assistants, and patient service representatives at 14 schools across the state. Students in the program saw a 98 percent completion rate with a 75 percent employment rate, which is a significant improvement from previous years due to the heavy employer involvement and wrap-around services. Over the same period, the CNA to LPN glidepath supported approximately 40 individuals to continue working full-time while pursuing their education and licensure as LPNs over a year-long course that allows them to increase their salaries by 50 percent at the end and provide higher-level support in our long-term care facilities.

Healthcare employers have also invested heavily in these programs. For example, employers have provided clinicians to teach some of these courses and have invested in hands-on training opportunities for high school students to learn in a real-life setting. Employers have also often provided stipends to students, especially in the glidepath program, to ensure that participants are compensated as if they were still working full-time. Our organization has also provided significant staffing resources to recruit students, coordinate programs, and find federal, state and private dollars to keep everything running smoothly.

The additional years of funding in this measure will be critical to continuing and expanding these necessary, innovative programs. Thank you for the opportunity to support this important measure and for this committee’s continued commitment to supporting our healthcare workforce.

We respectfully request an amendment to section 2, page 4, line 20 through page 5, line 2:

(1) §                    to support health care certification programs offered in public high schools [~~and renovate and equip public high school classrooms to make them more suitable for health care training~~]; and



## **HB714 HD1 Healthcare Workforce Development (FIN)**

COMMITTEE ON FINANCE

Rep. Kyle T. Yamashita, Chair

Rep. Jenna Takenouchi, Vice Chair

Thursday, Feb 21, 2025: 2:00: Room 308 Videoconference

### **Hawaii Substance Abuse Coalition Supports HB714 HD1:**

*ALOHA CHAIR, VICE CHAIR, AND DISTINGUISHED COMMITTEE MEMBERS. My name is Alan Johnson. I am the current chair of the Hawaii Substance Abuse Coalition (HSAC), a statewide organization for substance use disorder and co-occurring mental health disorder treatment and prevention agencies and recovery-oriented services including transition housing.*

**HSAC supports the funding needed to expand Hawaii's health care workforce** by developing public high school health care certificate programs and the Certified Nurse Assistant (CNA) to Licensed Practical Nurse (LPN) glidepath program.

**Behavioral health. Moreover, HSAC reminds Hawaii about the shortages for behavioral health workforce.** The increase in demand for behavioral health, mental health, and substance use disorder services in the United States is well-documented. So much news about it, we hardly need to justify it. However, here is a report from HRSA

The National Center for Health Workforce Analysis (NCHWA) projects shortages in 2037 for many key behavioral health occupations, including<sup>1</sup>:

- 113,930 addiction counselors
- 87,840 mental health counselors
- 79,160 psychologists
- 50,440 psychiatrists
- 34,170 marriage and family therapists
- 39,710 school counselors

We appreciate the opportunity to testify and are available for questions.

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<sup>1</sup> Health Resources and Services Administration (HRSA) Behavioral Health Projections November 2024 : <https://bhw.hrsa.gov/data-research/projecting-health-workforce-supply-demand>

Friday, February 21, 2025; 2:00 PM  
Conference Room 308 & Video Conference

**House Committee on Finance**

To: Representative Kyle Yamashita, Chair  
Representative Jenna Takenouchi, Vice Chair

From: Michael Robinson  
Vice President, Government Relations & Community Affairs

Re: **Testimony in Support of HB 714, HD1  
Relating to Health Care Workforce Development**

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My name is Michael Robinson, and I am the Vice President of Government Relations & Community Affairs at Hawai'i Pacific Health. Hawai'i Pacific Health is a not-for-profit health care system comprised of its four medical centers – Kapi'olani, Pali Momi, Straub and Wilcox and over 70 locations statewide with a mission of creating a healthier Hawai'i.

HPH writes in SUPPORT of HB 714, HD1 which appropriates funds to support educational training programs to expand the State's health care workforce. Funds would be allocated to the Department of Education for health care certificate programs and classroom renovations for health care training in public high schools, and to the University of Hawai'i for education programs that support certified nurse assistants in becoming licensed practical nurses.

The *2024 Healthcare Workforce Initiative* survey conducted by the Healthcare Association of Hawai'i found that there are nearly four thousand seven hundred openings for non-physician, patient-facing positions in hospitals, nursing homes, clinics, and other health care facilities in the State. The Hawaii Healthcare Workforce Initiative, coordinated by the Healthcare Association of Hawaii, has played a crucial role in mitigating this issue through various workforce development programs. Two key program types are the public high school health care certificate programs and the certified nurse assistant (CNA) to licensed practical nurse (LPN) glidepath program. Both programs aim to strengthen Hawaii's health care system by preparing new health care workers to enter the workforce and supporting the career advancement of existing workers.

Additionally, a 2022 survey by the Healthcare Workforce Initiative found that more than 1,500 existing health care job openings in Hawai'i could be filled by graduates of the high school certificate programs or CNAs who advance to LPNs through a glidepath program. This measure ensures that these programs are continuously supported and scaled up to

meet the ever-increasing health care needs of Hawaii's people.

Thank you for the opportunity to testify.



**Testimony to the Senate Committee on Finance  
Friday, February 21, 2025; 2:00 p.m.  
State Capitol, Conference Room 308  
Via Videoconference**

**RE: HOUSE BILL NO. 0714, HOUSE DRAFT 1, RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT.**

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

The Hawaii Primary Care Association (HPCA) is a 501(c)(3) organization established to advocate for, expand access to, and sustain high quality care through the statewide network of Community Health Centers throughout the State of Hawaii. The HPCA **SUPPORTS** House Bill No. 0714, House Draft 1, RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT.

By way of background, the HPCA represents Hawaii's Federally Qualified Health Centers (FQHCs). FQHCs provide desperately needed medical services at the frontlines to over 150,000 patients each year who live in rural and underserved communities. Long considered champions for creating a more sustainable, integrated, and wellness-oriented system of health, FQHCs provide a more efficient, more effective and more comprehensive system of healthcare.

This measure, as received by your Committee, would appropriate unspecified amounts in general funds for fiscal year 2025-2026 and the same amount for fiscal year 2026-2027 for educational programs to expand the State's health care workforce by:

- (1) The Department of Education to support health care certification programs offered in public high schools and renovate and equip public high school classrooms to make them more suitable for health care training; and
- (2) The University of Hawaii for education programs that support certified nurse aides in obtaining licensure as licensed practical nurses.

This measure would take effect on July 1, 3000.

**Testimony on House Bill No. 0714, House Draft 1**  
**Friday, February 21, 2025; 2:00 p.m.**  
**Page 2**

The State of Hawaii is experiencing a severe shortage of health care professionals in the workforce, especially in rural areas. Recent studies note that the current shortage of physicians is at 20% of the total full-time equivalent positions throughout the State. The shortage is especially severe in the fields of primary care, infectious diseases, colorectal surgery, pathology, general surgery, pulmonology, neurology, neurosurgery, orthopedic surgery, family medicine, cardiothoracic surgery, rheumatology, cardiology, hematology/oncology, and pediatric subspecialties of endocrinology, cardiology, neurology, hematology/oncology, and gastroenterology.

The same can be said for registered and practical nurses, community health workers, social workers, pharmacists, and other disciplines in the field of health care.

The HPCA believes this bill would provide a needed resources to our community by preparing students for meaningful employment, diversifying their learning opportunities, and promoting responsible citizenship. In addition, this bill would help students receive practical experience that will enable them to be productive members of our labor force. This is critical for the field of health care, especially in rural communities.

Thank you for the opportunity to testify. Should you have any questions, please do not hesitate to contact Public Affairs and Policy Director Erik K. Abe at 536-8442, or [eabe@hawaiiipca.net](mailto:eabe@hawaiiipca.net).

Testimony of  
Jonathan Ching  
Government Relations Director

Before:  
House Committee on Finance  
The Honorable Kyle T. Yamashita, Chair  
The Honorable Jenna Takenouchi, Vice Chair

February 21, 2025  
2:00 p.m.  
Via Videoconference  
Conference Room 308

**Re: HB 714, HD1, Relating to Health Care Workforce Development.**

Chair Yamashita, Vice Chair Takenouchi, and committee members, thank you for this opportunity to provide testimony on HB 714, HD1 which appropriates funds to the Department of Education and the University of Hawai‘i to continue support educational training programs to expand the State's health care workforce.

**Kaiser Permanente Hawai‘i SUPPORTS HB 714, HD1.**

Kaiser Permanente Hawai‘i is one of the nation’s largest not-for-profit health plans, serving 12.6 million members nationwide, and more than 271,000 members in Hawai‘i. In Hawai‘i, more than 4,200 dedicated employees and more than 650 Hawai‘i Permanente Medical Group physicians and advance practice providers work in our integrated health system to provide our members coordinated care and coverage. Kaiser Permanente Hawai‘i has more than 20+ medical facilities, including our award-winning Moanalua Medical Center. We continue to provide high-quality coordinated care for our members and deliver on our commitment to improve the health of our members and the people living in the communities we serve.

In January 2023, Kaiser Permanente, UNITE Here! Local 5, and the University of Hawai‘i Maui College launched their Practical Nurse Trainee Program, an 18-month program for current Kaiser Permanente employees who wish to pursue a career in the nursing field. The program’s inaugural cohort consists of 18 students, of which 11 are employees from various Kaiser Permanente departments and disciplines, including medical assistants and hospital aides.

The program’s curriculum builds and enhances technical skills in primary and specialty care areas. The goal of the program is to provide a pathway for employees to become licensed and fill open Kaiser Permanente Licensed Practical Nurse (LPN) positions across the state. Kaiser Permanente

continues to support this effort by providing clinical sites in our ambulatory setting and are considering a second cohort in 2026 with a focus on the neighbor islands.

HB 714, HD1, would continue for two additional years, and the critical funding needed to continue and expand those programs. Importantly, at the end of the next two years, the program will be funded entirely through private or federal funds.

Mahalo for the opportunity to testify on this important measure.



Hawai'i State House Committee on Finance

Friday, February 21, 2025 at 2:00 pm  
Conference Room 308 & Videoconference  
Hawai'i State Capitol

## **HB714, HD1 RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT**

Good afternoon, Chair Yamashita, Vice Chair Takenouchi, and Members of the House Committee on Finance.

My name is Palani Smith, and I serve as the Regional Vice President for Hawai'i and Guam of Liberty Dialysis. We are an affiliate of Fresenius Kidney Care. The Sisters of St. Francis pioneered dialysis care in Hawai'i and entrusted us with the honor of continuing their legacy of care.

Liberty Dialysis Hawai'i stands in **STRONG SUPPORT of HB714, HD1** which grows and strengthens Hawai'i's healthcare workforce.

This bill is essential in addressing the current healthcare workforce shortage and ensuring that patients receive quality care. The findings of the Healthcare Association of Hawai'i's 2024 Healthcare Workforce Initiative survey indicate nearly 4,700 unfilled healthcare positions in Hawai'i, highlighting the urgent need to recruit and train new professionals. HB714 directly addresses this crisis by providing funding for educational programs that prepare individuals for healthcare positions and support them in career advancement.

The public high school healthcare certificate program and the CNA-to-LPN glidepath initiative offer tremendous opportunities for workforce development. Together, they strengthen partnerships with the Hawai'i State Department of Education and the University of Hawai'i and Hawai'i's healthcare providers. These initiatives help train new healthcare professionals while supporting the career advancement of those already in the field.

Programs' outcomes benefit the entire spectrum of healthcare providers and more importantly the communities and families we serve.

Liberty Dialysis Hawai'i truly appreciates all those who introduced this key bill and respectfully urges you to vote in favor of HB714, HD1 to grow and strengthen Hawai'i's healthcare workforce. Thank you for your thoughtful consideration.

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

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

Date: February 21, 2025

Re: Support for HB714 HD1: Relating to Health Care Workforce Development

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The Queen's Health Systems (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 HB714 HD1, which appropriates funds to support educational training programs to expand the State's health care workforce for health care certificate programs and classroom renovations for health care training in public high schools.

As a member of the Healthcare Association of Hawaii, we have seen firsthand how support of various HAH workforce programs helps drive local students into the healthcare workforce pipeline. Queen's supports the efforts of the HAH and the DOE and has committed to providing both resources and healthcare professionals at all levels to mentor and teach; we look forward to continuing these efforts into the future.

These public-private investments in our workforce are critical to ensure that the ongoing shortage of healthcare workers does not continue. The most recent workforce projections from the HRSA National Center for Health Workforce Analysis indicate ongoing demand across healthcare disciplines but, fewer professionals to fill positions<sup>1</sup>. Fortunately, Hawaii is taking a proactive approach to the shortage – investing in the medical loan repayment program, funding workforce development projects, public-private partnering at all levels, etc.

Thank you for the opportunity to testify in support of HB714 HD1.

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<sup>1</sup> <https://data.hrsa.gov/topics/health-workforce/workforce-projections>



## Hawaii Medical Association

1360 South Beretania Street, Suite 200 • Honolulu, Hawaii 96814  
Phone: 808.536.7702 • Fax: 808.528.2376 • hawaiimedicalassociation.org

HOUSE COMMITTEE ON FINANCE  
Representative Kyle T Yamashita, Chair  
Representative Jenna Takenouchi, Vice Chair

Date: February 21, 2025  
From: Hawaii Medical Association (HMA)  
Jerald Garcia MD - Chair, HMA Public Policy Committee

**Re: HB 714 HD 1 RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT – DBEDT; Education; Health Care Workforce; Appropriation**  
**Position: Support**

This bill appropriates funds to support educational training programs to expand the State's health care workforce, including health care certificate programs and classroom renovations for health care training in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses.

According to a 2024 Healthcare Workforce Initiative study by the Healthcare Association of Hawaii, there exists a shortage of close to 5,000 non-physician frontline healthcare work force across the state. This, vis-à-vis our State's critical physician shortage crisis, further compromises the healthcare delivery for Hawaii's patients.

There is dire need for skilled healthcare professionals in Hawaii, and the support of these programs will certainly have a positive impact on future workforce development. Specifically, initiatives that give high school and working students opportunities to learn, explore and develop skills related to healthcare such as the High School Healthcare Certificate Program and the CNA to LPN Glidepath Program are critical in building a sustainable local healthcare workforce and improving patient access to care.

Thank you for allowing the Hawaii Medical Association to testify in support of this measure.

### 2025 Hawaii Medical Association Officers

Elizabeth Ann Ignacio, MD, President • Nadine Tenn-Salle, MD, President Elect • Angela Pratt, MD, Immediate Past President  
Jerris Hedges, MD, Treasurer • Thomas Kosasa, MD, Secretary • Marc Alexander, Executive Director

### 2025 Hawaii Medical Association Public Policy Coordination Team

Jerald Garcia, MD, Chair  
Linda Rosehill, JD, Government Relations • Marc Alexander, Executive Director

## REFERENCES AND QUICK LINKS

Hawai'i Healthcare Workforce initiative 2024 Report. Healthcare Association of Hawaii.  
<https://hah.sharefile.com/share/view/s2482a25b1f8e45199adfc3bc4e96263e>

Investing In Health Care Workers Is An Investment In Hawaii's People,  
<https://www.civilbeat.org/2023/01/investing-in-health-care-workers-is-an-investment-in-hawaiis-people/>

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### **2025 Hawaii Medical Association Public Policy Coordination Team**

Jerald Garcia MD, Chair  
Linda Rosehill, JD, Government Relations • Marc Alexander, Executive Director

**Testimony Presented Before the**

**House Committee on FINANCE**

**HEARING: Friday, February 21, 2025 at 2:00PM**

**PLACE: Room 308 State Capital and via videoconference**



by

**Hawai'i – American Nurses Association (Hawai'i-ANA)**

**HB714, HD1– Relating to Healthcare Workforce Development**

Chair Rep. Kyle T. Yamashita, Vice Chair Rep. Jenna Takenouchi, and members of the House Committee on Finance, thank you for providing this opportunity for Hawai'i - American Nurses Association (Hawai'i-ANA) to provide testimony **in strong support of HB714, HD1**. This measure would appropriate funds to support educational training programs to expand the State's health care workforce, including health care certificate programs and classroom renovations for health care training in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses (LPNs).

Hawai'i-ANA is the professional association for over 17,000 registered nurses (RNs) who live and work in Hawai'i. Our mission is to advocate for the improvement of the healthcare system in the communities where we live and work. According to the Hawai'i State Center for Nursing 2023 Workforce Supply Report Hawai'i is experiencing a rapid decrease in the size of our LPN workforce, while more than 30% of all LPN positions remain vacant. Hawai'i-ANA maintains that our LPN workforce is an essential supporting workforce to our Hawai'i Registered Nurse (RN) workforce, which

as we are all aware, is in critical need of support in a milieu of ways. Hawai'i-ANA supports this innovative measure to foster the growth of our culturally competent nurse workforce from within our resident population.

Hawai'i-ANA thanks your committee for its commitment to the people of Hawai'i in ensuring access to high-quality health care by supporting local healthcare education and training initiatives. Thank you for the opportunity to testify in **strong support of HB714, HD1.**

**Contact information for Hawai'i – American Nurses Association:**

President, Dr. Denise Cohen, PhD, APRN, FNP-BC

Chair of Advocacy Committee: Dr. Linda Beechinor, DNP, APRN, FNP-BC

Phone (808) 779-3001. 500 Lunalilo Home Road, #27-E, Honolulu HI 96825



February 21, 2025

The Honorable Kyle T. Yamashita, Chair  
The Honorable Jenna Takenouchi, Vice Chair  
House Committee on Finance

Re: HB714 HD1 - RELATING TO HEALTHCARE WORKFORCE DEVELOPMENT

Dear Chair Yamashita, Vice Chair Takenouchi, and members of the committee,

Hawaii Medical Service Association (HMSA) appreciates the opportunity to provide testimony in support of HB 714 HD1, which appropriates funds to support educational training programs to expand the State's health care workforce, including health care certificate programs and classroom renovations for health care training in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses.

Our statewide shortage of healthcare providers makes it crucial to support innovative programs that strengthen our workforce pool and create opportunities and pathways for students. Funding for certificate and training programs not only help Hawaii students enter the workforce but also are critical for future advancement, development, and upward mobility.

We appreciate the legislature's desire to continue supporting programs like these that give Hawaii's youth opportunities to embark on a sustainable career journey, at home, where they can serve our communities and neighbors.

Thank you for the opportunity to provide testimony in support of this measure.

Sincerely,

Dawn Kurisu  
Assistant Vice President  
Community and Government Relations

**HB-714-HD-1**

Submitted on: 2/20/2025 10:12:30 AM

Testimony for FIN on 2/21/2025 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Victoria Hill	Individual	Support	Written Testimony Only

Comments:

It is important to support educational training programs in public high schools and education programs that help create certified nurse assistants in becoming licensed practical nurses.