

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



RYAN I. YAMANE
DIRECTOR
KA LUNA HO'OKELE

JOSEPH CAMPOS II
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII
KA MOKU'ĀINA O HAWAI'I
DEPARTMENT OF HUMAN SERVICES
KA 'OIHANA MĀLAMA LAWELawe KANAKA
Office of the Director
P. O. Box 339
Honolulu, Hawaii 96809-0339

TRISTA SPEER
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

March 17, 2025

TO: The Honorable Senator San Buenaventura, Chair
Senate Committee on Health and Human Services

FROM: Ryan I. Yamane, Director

SUBJECT: **HB 714 HD1 – RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT.**

Hearing: Wednesday, March 19, 2025, Time 1:05 p.m.
Conference Room 225 & Via Videoconference, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) appreciates the intent of this bill, provides comments, and defers to the Departments of Business, Economic Development, and Tourism and Education, and the University of Hawaii. DHS comments that strategies and resources are also needed to improve the retention of certified nurse aides (CAN) and encourages adding resources to incentivize the retention of CNAs employed in Medicare and Medicaid participating nursing facilities and other long-term care health care providers.

PURPOSE: The purpose of the bill is to 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. Effective 7/1/3000. (HD1)

The Committee on Health amended the measure by:

- (1) Changing the appropriation to an unspecified amount, to be expended by the Department of Business, Economic Development, and Tourism, rather than the Department of Education and University of Hawai'i;
- (2) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (3) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

DHS acknowledges the intensive efforts by the Department of Education's public high schools to engage students in CNA courses and employers' training stipends, compensation, and support for their new CNA employees. Following the federal Omnibus Reconciliation Act (OBRA) of 1987, DHS has been certifying nurse aide programs for program graduates taking the state nurse aide examination to become CNA employees for our Medicare and Medicaid participating long-term care nursing facilities. Hawaii's nurse aide programs range from small schools to programs in or by nursing facilities to university programs, such as at the University of Hawaii, Maui College.

After the COVID pandemic and subsequent workforce shortage, nurse aide programs have offered more classes in public high schools. These public high school programs invigorated young adults to consider employment in long-term care nursing facilities.

Hawaii continues to suffer from chronic CNA staffing shortages in our long-term care nursing facilities despite efforts to train and prepare CNAs for long-term care employment. Notably, DHS is concerned about reports from nurse aide programs indicating that graduates leave their nursing facility jobs within a year of employment.

DHS agrees that resources are needed to incentivize the retention of CNAs employed in Medicare and Medicaid participating nursing facilities with increased pay, improved staffing, improved licensed nursing supervision, empowerment of CNAs at work, recognition of exemplary work, "soft" benefits such as monthly free meals, and recognizing the CNAs for their longevity, to keep CNAs employed in our Medicare and Medicaid participating facilities. Kupuna and residents with disabilities deserve care from a supported workforce in Medicare and Medicaid long-term care facilities.

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



STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
STATE COUNCIL ON DEVELOPMENTAL DISABILITIES
'A'UNIKE MOKU'ĀPUNI NO KA NĀ KĀWAI KULA
PRINCESS VICTORIA KAMĀMALU BUILDING
1010 RICHARDS STREET, Room 122
HONOLULU, HAWAII 96813
TELEPHONE: (808) 586-8100 FAX: (808) 586-7543

March 19, 2025

The Honorable Senator Joy A. San Buenaventura, Chair
Senate Committee on Health and Human Services
The Honorable Senator Lynn DeCoite, Chair
Senate Committee on Economic Development and Tourism
The Thirty-Third Legislature
State Capitol
State of Hawai'i
Honolulu, Hawai'i 96813

Dear Senator Buenaventura, Senator DeCoite, and Committee Members:

SUBJECT: HB714 HD1 Relating to Health Care Workforce Development

The Hawai'i 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)

This measure aims to strengthen Hawaii's health care workforce through targeted education and training programs. This measure plays a critical role in addressing the ongoing shortage of Direct Support Professionals (DSPs), who provide essential care for individuals with intellectual/developmental disabilities (I/DD) in home and community-based settings.

Hawaii is experiencing a severe DSP workforce shortage, leading to service delays, caregiver burnout, and limited support options for individuals with I/DD. This measure takes a proactive approach by investing in workforce development initiatives that will help expand the pipeline of skilled entry-level healthcare workers, many of whom could eventually transition into DSP roles.

HB714 HD1 specifically funds:

1. **Public High School Health Care Certificate Programs** – These programs equip students with foundational skills for entry-level health care roles, including DSP positions. By covering tuition, transportation, and work-related expenses, the initiative removes financial barriers and makes direct care careers more accessible to young professionals.
2. **CNA to LPN Glidepath Program** – Many DSPs begin their careers as Certified Nurse Aides (CNAs). This program provides tuition assistance, stipends, and career coaching to help workers advance in their careers while remaining in the direct care workforce, ensuring long-term stability in this essential field.

By strengthening career pathways into direct care roles, this measure will help improve access to services for individuals with intellectual/developmental disabilities (I/DD), reduce workforce turnover, and promote 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



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

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR

JAMES KUNANE TOKIOKA
DIRECTOR

DANE K. WICKER
DEPUTY DIRECTOR

No. 1 Capitol District Building, 250 South Hotel Street, 5th Floor, Honolulu, Hawaii 96813
Mailing Address: P.O. Box 2359, Honolulu, Hawaii 96804
Web site: dbedt.hawaii.gov

Telephone: (808) 586-2355
Fax: (808) 586-2377

Statement of
JAMES KUNANE TOKIOKA
Director
Department of Business, Economic Development, and Tourism
before the
**SENATE COMMITTEE ON HEALTH AND HUMAN SERVICES
AND
SENATE COMMITTEE ON ECONOMIC DEVELOPMENT AND TOURISM**

Wednesday, March 19, 2025
1:05 PM
State Capitol, Conference Room 225

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

Chairs San Buenaventura and DeCoite, Vice Chairs Aquino and Wakai, 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.

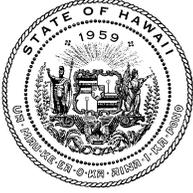
These programs strengthen Hawaii's health care system by preparing new health care workers to enter the workforce and supporting the career advancement of existing workers.

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.



**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

1177 Alakea St., #402, Honolulu, HI 96813 Phone: 587-0788 Fax: 587-0783 www.shpda.org

March 12, 2025

To: SENATE COMMITTEE ON HEALTH AND HUMAN SERVICES
Senator Joy A. San Buenaventura, Chair
Senator Henry J.C. Aquino, Vice Chair

SENATE COMMITTEE ON ECONOMIC DEVELOPMENT AND TOURISM
Senator Lynn DeCoite, Chair
Senator Glenn Wakai, 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: March 19, 2025; Conference Room 229

Position: SUPPORT

Testimony:

The State Health Planning and Development Agency strongly supports HB714, HD1. We will defer to the University of Hawaii system and the Department of Education on implementation specifics.

However, our state healthcare workforce 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
Senate Committee on Health and Human Services
Senate Committee on Economic Development and Tourism
Wednesday, March 19, 2025, at 1:05 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

Chairs San Buenaventura and DeCoite, Vice Chairs Aquino and Wakai, and Members of the Committees:

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.



March 19, 2025 at 1:05 pm
Conference Room 225

Senate Committee on Health and Human Services

To: Chair Joy A. San Buenaventura
Vice Chair Henry J.C. Aquino

Senate Committee on Economic Development and Tourism

To: Chair Lynn DeCoite
Vice Chair Glenn Wakai

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 a reference 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

Testimony of
Jonathan Ching
Government Relations Director

Before:
House Committee on Health and Human Services
The Honorable Joy A. San Buenaventura, Chair
The Honorable Henry J.C. Aquino, Vice Chair

House Committee on Economic Development and Tourism
The Honorable Lynn DeCoite, Chair
The Honorable Glenn Wakai, Vice Chair

March 19, 2025
1:05 p.m.
Via Videoconference
Conference Room 225

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

Chairs, Vice Chairs, 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.



THE QUEEN'S HEALTH SYSTEMS

To: The Honorable Joy San Buenaventura, Chair
The Honorable Henry Aquino, Vice Chair
Members, Senate Committee on Health & Human Services

The Honorable Lynn DeCoite, Chair
The Honorable Glenn Wakai, Vice Chair
Member, Senate Committee on Economic Development & Tourism

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

Date: March 19, 2025

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

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 positions¹. 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.

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

The mission of The Queen's Health System is to fulfill the intent of Queen Emma and King Kamehameha IV to provide in perpetuity quality health care services to improve the well-being of Native Hawaiians and all of the people of Hawai'i.

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



LATE

To: The Honorable Joy A. San Buenaventura, Chair
The Honorable Henry J. C. Aquino, Vice Chair
Senate Committee on Health and Human Services

The Honorable Lynn DeCoite, Chair
The Honorable Glenn Wakai, Vice Chair
Senate Committee on Economic Development and Tourism

From: Paula Arcena, External Affairs Vice
President Mike Nguyen, Director of Public
Policy Sarielyn Curtis, External Affairs
Specialist

Hearing: Wednesday, March 19, 2025, 1:05PM, Conference Room 225

RE: **HB714 HD1 Relating to Health Care Workforce Development.**

AlohaCare 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, 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.

Founded in 1994 by Hawai'i's community health centers, AlohaCare is a community- rooted, non-profit health plan serving over 70,000 Medicaid and dual-eligible health plan members on all islands. Approximately 37 percent of our members are keiki. We are Hawai'i's only health plan exclusively dedicated to serving Medicaid and Medicaid- Medicare dually-eligible beneficiaries. Our mission is to serve individuals and communities in the true spirit of aloha by ensuring and advocating for access to quality, whole-person care for all.

Workforce shortages are seen across the spectrum of healthcare workers. According to the 2024 Hawai'i HealthCare Workforce Initiative, Hawai'i has a shortage of almost 4,700 non-physician, patient-facing healthcare professions.¹ With regards to physicians, our state is experiencing a provider shortage with the unmet need equaling 768 FTEs statewide.² This shortage means that in certain areas, residents are unable to obtain timely and appropriate healthcare.

AlohaCare understands that a collaborative effort is necessary and aims to be part of the solution to addressing the healthcare workforce shortage. This year we grew our *Imua Loa* community giving program into the AlohaCare Foundation, which includes



healthcare scholarships, charitable donations, and grants specifically targeted to providers.³ This measure will complement existing efforts such as the AlohaCare Foundation's, increasing our state's investment in the healthcare workforce.

We support this measure as a critical and effective way to address chronic healthcare workforce shortages and improve access to care for the residents of Hawai'i, especially in underserved urban and rural communities.

We are grateful to the Legislature for considering this measure. Mahalo for this opportunity to testify in **support** of **HB714 HD1**.

¹ hah.org/s/HAH_2024-HWI-FactSheet_Letterhead-p48k.pdf

² ahec.hawaii.edu/docs/annual-physician-workforce-report-2024

³ [AlohaCare Foundation](#)

JOSH GREEN, M.D.
GOVERNOR



LATE

KEITH T. HAYASHI
SUPERINTENDENT

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

Date: 03/19/2025

Time: 01:05 PM

Location: CR 225 & Videoconference

Committee: Senate Health and Human Services
Senate Economic Development, and Tourism

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 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 supports this bill; however, the Department would first request support for the priorities identified in its Governor-approved budget.

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



**Testimony Presented Before the
Senate Committee on Health and Human Services
and
Senate Committee on Economic Development and Tourism
Wednesday, March 19, 2025 at 1:05 P.M.
Conference Room 225 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

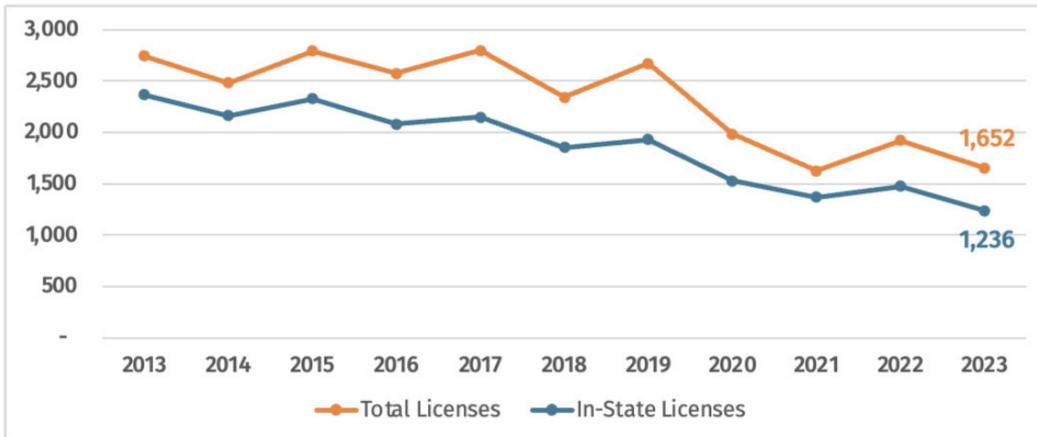
Chairs San Buenaventura and DeCoite, Vice Chairs Aquino and Wakai, and members of the committees: Thank you for the opportunity to present **testimony in support** of this measure, which appropriates moneys to the Department Education (DOE) to support educational training programs to expand the State's 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.¹ **LPN education expansion efforts are of great need in our state.**

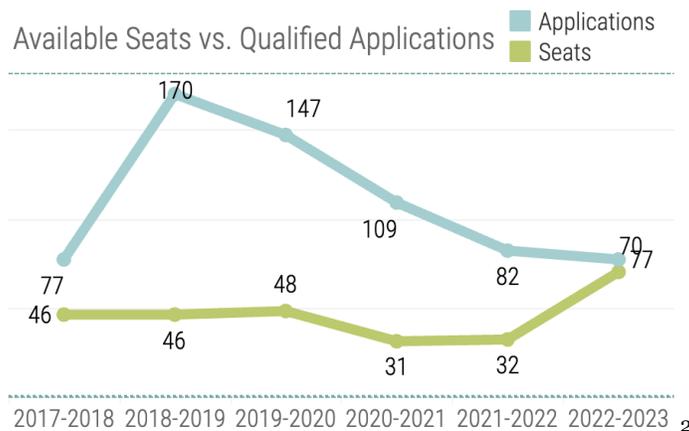
¹ Hawai'i State Center for Nursing (2024). 2023 Hawai'i Nursing Workforce Supply: Statewide Report. <https://www.hawaiiicenterfornursing.org/wp-content/uploads/2024/04/2023HawaiiNursingWorkforceSupply.vFinal.pdf>

The mission of the Hawai'i State Center for Nursing is to engage in nursing workforce research, promote best practices and disseminate knowledge, cultivate a well-prepared and well-distributed workforce, support healthy work environments, champion lifelong learning, and strategically plan for sound nursing workforce policy.

LPN LICENSES, 2013-2023



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 report³, we note: “LPN programs suffered substantial losses in seats for

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

³ 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

The mission of the Hawai‘i State Center for Nursing is to engage in nursing workforce research, promote best practices and disseminate knowledge, cultivate a well-prepared and well-distributed workforce, support healthy work environments, champion lifelong learning, and strategically plan for sound nursing workforce policy.

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 Report⁴ (page 3), we note the remarkable change in enrollments.

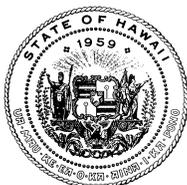
LPN program capacity increased by 119% [in AY 22-23] as compared to AY 21-22. As a result, more than 80% of LPN program applicants were admitted.

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.

⁴ 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 to engage in nursing workforce research, promote best practices and disseminate knowledge, cultivate a well-prepared and well-distributed workforce, support healthy work environments, champion lifelong learning, and strategically plan for sound nursing workforce policy.

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



KATHERINE AUMER, PhD
COUNCIL CHAIRPERSON
LUNA HO'OMALU O KA PAPA

STATE OF HAWAI'I
DEPARTMENT OF HEALTH
KA 'OIHANA OLAKINO
STATE COUNCIL ON MENTAL HEALTH

P.O. Box 3378, Room 256
HONOLULU, HAWAII 96801-3378

STATE COUNCIL ON MENTAL HEALTH
Testimony to the Senate Committee on Health and Human Services
and Senate Committee on Economic Development and Tourism
SUPPORTING H.B. 714 HD1
RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT
March 19, 2025 1:05 pm, Room 225 and Video

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EMAIL ADDRESS:

[doh.scmhchairperson@
doh.hawaii.gov](mailto:doh.scmhchairperson@doh.hawaii.gov)

Chairs San Buenaventura and DeCoite, Vice Chairs Aquino and Wakai, and Members of the Committees:

Hawaii law, HRS §334-10, established the State Council on Mental Health ("Council") as a 21-member body to advise on the allocation of resources, statewide needs, and programs affecting more than one county as well as to advocate for adults with serious mental illness, children with serious emotional disturbances, individuals with mental illness or emotional problems, including those with co-occurring substance abuse disorders. Members are residents from diverse backgrounds representing mental health service providers and recipients, students and youth, parents, and family members. Members include representatives of state agencies on mental health, criminal justice, housing, Medicaid, social services, vocational rehabilitation, and education. Members include representatives from the Hawaii Advisory Commission on Drug Abuse and Controlled Substances and county service area boards on mental health and substance abuse.

The State Council on Mental Health strongly **supports** HB714 HD1, which expands workforce training programs to strengthen healthcare access in Hawaii. A sustainable healthcare workforce is essential to meeting the diverse needs of our communities, recognizing that **physical and mental health are deeply connected**.

When healthcare shortages limit access to timely treatment, both medical and mental health outcomes suffer. Investing in workforce development ensures more residents receive preventive care, early intervention, and ongoing support, improving overall well-being while reducing long-term healthcare costs.

State Council on Mental Health Testimony
H.B. 714 H.D. 1
Relating to Health Care Workforce Development
March 19, 2025
Page 2

HB714 HD1 is a strategic investment in Hawaii's healthcare future. We urge its passage to ensure our communities have access to the comprehensive care they deserve.

Thank you for the opportunity to testify. Should you have any questions, please contact us at DOH.SCMHChairperson@doh.hawaii.gov.

VISION: A Hawaii where people of all ages with mental health challenges can enjoy recovery in the community of their choice.

MISSION: To advocate for a Hawaii where all persons affected by mental illness can access necessary treatment and support to live full lives in the community of their choice.



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

Senate Committee on Health and Human Services
Senate Committee on Economic Development and Tourism
Hawai'i State Capitol

March 19, 2025

1:05PM

Room 225

Dear Chair San Buenaventura, Chair DeCoite, Vice Chair Aquino, Vice Chair Wakai, and Members of the Senate Committees on Health and Human Services and Economic Development and Tourism:

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. 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 provide testify on this measure.

HB-714-HD-1

Submitted on: 3/12/2025 4:15:59 PM

Testimony for HHS on 3/19/2025 1:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Elena Cabatu	Testifying for Hilo Benioff Medical Center	Support	Written Testimony Only

Comments:

Please accept Hilo Benioff Medical Center's strong support for HB714 HD1. We serve as the host hospital for Waiakea High School Health Pathways students who are beneficiaries of the Healthcare Association of Hawaii's Glidepath Program. This program produces much-needed CNAs to help us staff our nursing homes at Hilo Benioff Medical Center and the Yukio Okutsu State Veterans Home. We urge this committee to advance this bill with unanimous support for the future of a healthier Hawaii.



**Testimony to the Senate Joint Committee on Health and Human Services
and Economic Development and Tourism
Wednesday, March 19, 2025; 1:05 p.m.
State Capitol, Conference Room 225
Via Videoconference**

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

Chair San Buenaventura, Chair DeCoite, 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
Wednesday, March 19, 2025; 1:05 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.

2025 Hawaii
Leadership Board

Testimony to the Senate Committees on Health and Human Services and
Economic Development and Tourism
Wednesday, March 19, 1:05 PM
Room 225 and Videoconference

Travis Kikuchi, *Chair*
Senior Vice President
Central Pacific Bank

Lori McCarney, *Immediate*
Past Chair Community
Advocate

Tricia Medeiros, *Past Chair*
Chief Operating Officer
The Plaza Assisted Living

Gina Fujikami, *MD*
The Queen's Medical
Center

Kai Ohashi,
Financial Advisor Edward
Jones

Michael Robinson,
Vice President Hawaii Pacific
Health

Kimberly Soares, *Vice*
President Atlas Insurance

Gino Soquena,
Executive Director
Hawaii Building and
Construction Trade Council

Gordon Takaki, *Past*
President Hawaii Island
Chamber of Commerce

Cary Tanaka,
Past President
Island Insurance
Companies

Caroline Witherspoon,
President Becker
Communications

LJ R. Duenas,
Executive Director
Alzheimer's Association

RE: House Bill No. 714 HD1 – RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT

Chair San Buenaventura, Chair DeCoite, and Members of the Committees:

My name is Coby Chock, Director of Public Policy and Advocacy for the Alzheimer's Association. I write in **strong support** for the Health Care Workforce Development Bill.

The critical need for care providers in our state cannot be overstated. As our population rapidly ages, the demand for health care services is increasing at an unprecedented rate. By 2030, the number of older adults in Hawaii is expected to grow significantly, exacerbating the existing shortage of health care workers. The 2024 Healthcare Workforce Initiative survey from the Healthcare Association of Hawaii highlights this urgent issue, revealing nearly 4,700 openings for non-physician, patient-facing positions in various health care settings across the state.

The Alzheimer's Association recognizes the vital role that the Hawaii Healthcare Workforce Initiative has played in addressing these shortages through innovative workforce development programs. The public high school health care certificate programs and the certified nurse assistant (CNA) to licensed practical nurse (LPN) glidepath program are exemplary initiatives that prepare new health care workers and support the career advancement of existing ones.

Thank you for your time and consideration. We urge you to support the Health Care Workforce Development Bill to improve the lives of those affected by dementia and Alzheimer's disease.

Mahalo for the opportunity to testify. If you have any questions, please contact Coby Chock at 808-451-3410 or ckchock@alz.org.



Coby Chock
Director, Public Policy and Advocacy
Alzheimer's Association - Hawaii



Hawaii Medical Association

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

SENATE COMMITTEE ON HEALTH AND HUMAN SERVICES

Senator Joy A. San Buenaventura, Chair
Senator Henry J.C. Aquino, Vice Chair

SENATE COMMITTEE ON ECONOMIC DEVELOPMENT AND TOURISM

Senator Lynn Decoite, Chair
Senator Glenn Wakai, Vice Chair

Date: March 19, 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> Accessed Feb 20, 2025.

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/>
Accessed Feb 20, 2025.

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

Testimony Presented Before the
Senate Committee on HEALTH and HUMAN SERVICES
and
Senate Committee on ECONOMIC DEVELOPMENT and TOURISM
HEARING: Wednesday, March 19, 2025 at 1:05PM
PLACE: Room 225 State Capital and via videoconference



by

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

HB714, HD1– Relating to Healthcare Workforce Development

Chair Senator Joy A. San Buenaventura, Vice Chair Senator Henry J.C. Aquino, and members of the Senate Committee on Health and Human Services, and Chair Senator Lynn DeCoite, Vice Chair Senator Glenn Wakai, and members of the Senate Committee on Economic Development and Tourism, thank you for providing this opportunity for Hawai'i - American Nurses Association (Hawai'i-ANA) to provide testimony **in strong support of HB714, HD1** that seeks to 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.

Hawai'i-ANA is the state's premier professional nursing organization that fosters high standards of professional nursing practice, promotes safe and ethical work environments, and advocates on health care issues that affect nurses and the public.

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

Wednesday, March 19, 2025; 1:05 PM
Conference Room 225 & Video Conference

Senate Committee on Health and Human Services

To: Senator Joy San Buenaventura, Chair
Senator Henry Aquino, Vice Chair

Senate Committee on Economic Development and Tourism

To: Senator Lynn DeCoite, Chair
Senator Glenn Wakai, 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**

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.



Hawaii State Senate Committee on Health and Human Services
Hawaii State Senate Committee on Economic Development and Tourism

Wednesday, March 19, 2025, at 1:05 pm
Conference Room 225 & Videoconference
Hawaii State Capitol

HB714, HD1 RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT

Good afternoon, Chair San Buenaventura, Chair DeCoite, Vice Chair Aquino, Vice Chair Wakai, and Members of the Senate Committees on Health and Human Services; and Economic Development and Tourism

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 Hawaii stands in **STRONG SUPPORT of HB714, HD1** which grows and strengthens Hawaii'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 Hawaii's 2024 Healthcare Workforce Initiative survey indicate nearly 4,700 unfilled healthcare positions in Hawaii, 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 Hawaii State Department of Education and the University of Hawaii and Hawaii'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 Hawaii truly appreciates all those who introduced this key bill and respectfully urges you to vote in favor of HB714, HD1 to grow and strengthen Hawaii's healthcare workforce. Thank you for your thoughtful consideration.



**Committee on Health and Human Services
Sen. Joy San Buenaventura, Chair; Sen. Henry Aquino, Vice Chair**

**Committee on Economic Development and Tourism
Sen. Lynn DeCoite, Chair; Sen. Glenn Wakai, Vice Chair**

March 19, 2025, at 1:05 P.M.

RE: HB 714, HD1, Relating to Health Care Workforce Development

Chair San Buenaventura, Chair DeCoite, and Members of the Committees:

The Society of Human Resource Management – Hawaii (“SHRM Hawaii”) supports HB 714, HD1, Relating to Health Care Workforce Development.

HB 714, HD1, appropriates funds to support educational training programs to expand the State's health care workforce, including health care certificate programs for health care training in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses.

Hawaii faces a severe shortage of health care workers, including nurses, certified nurse assistants (CNAs), and other medical professionals. Expanding training programs will help grow the local workforce and reduce dependence on out-of-state hires. Given Hawaii’s aging population, training programs are also an apt investment, ensuring the state can both meet rising demands for care and mitigate the burden on employers and employees. SHRM Hawaii supports investments in workforce development and therefore supports this measure.

SHRM Hawaii represents nearly 600 human resource management professionals who are its members and employers’ statewide. Human resource management is a critical component to the success and survival of the many businesses that make up our local economy. We look forward to contributing positively to the development of sound public policy and continuing to serve as a resource to the legislature on matters related to labor and employment laws.

Thank you for this opportunity to provide testimony.

Erin Kogen and Rosanne M. Nolan
Co-chairs, SHRM Hawaii Legislative Affairs Committee



SHRM Hawaii, P. O. Box 3175, Honolulu, Hawaii (808) 447-1840



March 19, 2025

The Honorable Joy San Buenaventura, Chair
The Honorable Henry Aquino, Vice Chair
Senate Committee on Health and Human Services

The Honorable Lynn DeCoite, Chair
The Honorable Glenn Wakai, Vice Chair
Senate Committee on Economic Development and Tourism

Re: HB714 HD1 - RELATING TO HEALTHCARE WORKFORCE DEVELOPMENT

Dear Chair San Buenaventura, Chair DeCoite, Vice Chair Aquino, Vice Chair Wakai, and members of the committees

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: 3/13/2025 2:20:33 PM

Testimony for HHS on 3/19/2025 1:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Anne Scharnhorst	Individual	Support	Written Testimony Only

Comments:

This couldn't be more necessary.
thank you for your support.

HB-714-HD-1

Submitted on: 3/18/2025 11:12:02 AM

Testimony for HHS on 3/19/2025 1:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Christine Masaoy	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Christine Masaoy and I support HB714 relating to healthcare workforce development.

Healthcare shortages is severely impacting the State of Hawai'i, present issues may involve quick burnout from current employees and decreased quality of care. HB714 would alleviate parts of this issue by offering a pathway into entry level healthcare jobs. There would be a swift transition into entry level healthcare jobs as individuals are geared with the necessary skills and knowledge to care for the community. The 2024 Hawai'i Healthcare Workforce Initiative calculates approximately 4,669 job vacancies within 94 non-physician patient-facing healthcare professions in Hawai'i, of which can be filled by supporting these educational training programs.

It is vital that we continue to support individuals to reach their personal goal of creating a career in healthcare and overall goal to meet the growing healthcare needs for the people of Hawai'i.

Thank you for the opportunity to provide testimony in support of HB714.

Hawai'i Healthcare Workforce initiative 2024 Report. Healthcare Association of Hawaii.

https://static1.squarespace.com/static/5d703ec20712890001abe61f/t/677f2808ef1d3b1e23700b80/1736386569083/HAH_2024+HWI+FactSheet_Letterhead.pdf