



OFFICE OF HAWAIIAN AFFAIRS

**TESTIMONY IN SUPPORT TO HOUSE BILL 714 HD1 SD 1**  
RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT

Senate Committee on Ways and Means  
Hawai'i State Capitol

March 28, 2025

10:02AM

Room 211

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Dear Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Senate Committee on Ways and Means:

The Office of Hawaiian Affairs (OHA) **SUPPORTS** HB 714 HD1 SD 1 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 many poor health outcomes, 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 this measure 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 SD 1** 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 testimony on this measure.



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

**Date:** 03/28/2025

**Time:** 10:02 AM

**Location:** CR 211 & Videoconference

**Committee:** Senate Ways and Means

**Department:** Education

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

**Bill Title:** HB 0714, HD1, SD1 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 funding to support health care certification programs offered in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses. Effective 12/31/2050. (SD1)

**Department's Position:**

The Hawaii State Department of Education (Department) supports HB 714, HD 1, SD 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 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 appreciates the appropriation in this bill but would first request support for the priorities

identified in its 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

No. 1 Capitol District Building, 250 South Hotel Street, 5th Floor, Honolulu, Hawaii 96813  
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Statement of  
**JAMES KUNANE TOKIOKA**  
Director  
Department of Business, Economic Development, and Tourism  
before the  
**SENATE COMMITTEE ON WAYS AND MEANS**

Friday, March 28, 2025  
10:02 AM  
State Capitol, Conference Room 211

**LATE**

In consideration of  
**HB 714 HD1 SD1**  
**RELATING TO HEALTHCARE WORKFORCE DEVELOPMENT.**

Chair Dela Cruz, Vice Chair Moriwaki, and members of the Committee. The Department of Business, Economic Development, and Tourism (DBEDT) **supports** HB714 HD1 SD1, 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.

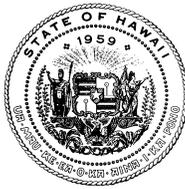
In 2023, the high school certificate programs supported 105 students working to get certified as CNAs, phlebotomists, medical assistants, and patient service

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.

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 Ways and Means**  
**SUPPORTING H.B. 714 H.D.1 S.D.1**  
**RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT**  
**March 28, 2025 10:02 a.m., Room 211 and Video**

**CHAIRPERSON**

Katherine Aumer, PhD

**1<sup>st</sup> VICE CHAIRPERSON**

Kathleen Merriam, LCSW  
CSAC

**2<sup>nd</sup> VICE CHAIRPERSON**

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**SECRETARY**

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Ray Rice, MEd

Asianna Saragosa-Torres

Forrest Wells, MSCP, LMHC

Kristin Will, MA, CL, CSAC

**EX-OFFICIO:**

Marian Tsuji, Deputy Director  
Behavioral Health  
Administration

**WEBSITE:**

scmh.hawaii.gov

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doh.scmhchairperson@  
doh.hawaii.gov

Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

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 SD1, 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 S.D. 1  
Relating to Health Care Workforce Development  
March 28, 2025  
Page 2

HB714 HD1 SD1 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](mailto: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.



**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'ŌKELE

**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)

March 12, 2025

To: Senate Committee on Ways and Means  
Senator Donovan Dela Cruz, Chair  
Senator Sharon Moriwaki, 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 SD1 – Relating to Workforce development**

Hearing: March 28, 2025 Room 211 10:02 am

Position: SUPPORT

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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 HD1 SD1 to continue building a sustainable, local health care workforce that will serve our communities for years to come. We also thank the Healthcare Association of Hawai'i for their strong support of this program. We concur with the Senate Health and Human Services Committee recommendation for \$750,000 in funding for each of the next two years as a wise investment in our future healthcare workforce.

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 Ways and Means  
Friday, March 28, 2025, 10:02 AM

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

#### HB714, HD1, SD1 – RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT

Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

The University of Hawai'i supports the intent of HB714, HD1, SD1 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 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 HB714, HD1, SD1, 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 HB714, HD1, SD1.



**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'ŌKELE

**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)

March 12, 2025

To: SENATE COMMITTEE ON WAYS AND MEANS  
Senator Donovan M. Dela Cruz, Chair  
Senator Sharon Y. Moriwaki, 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, SD1 – Relating to Workforce development**

Hearing: Friday, March 28, 2025 @10:02 am; Conference Room 211

Position: SUPPORT

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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 HD1 SD1 to continue building a sustainable, local health care workforce that will serve our communities for years to come. We also thank the Healthcare Association of Hawai'i for their strong support of this program. We concur with the Senate Health and Human Services Committee recommendation for \$750,000 in funding for each of the next two years as a wise investment in our future healthcare workforce.

Thank you for the opportunity to testify



**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

March 28, 2025

The Honorable Senator Donovan M. Dela Cruz, Chair  
Senate Committee on Ways and Means  
The Thirty-Third Legislature  
State Capitol  
State of Hawai'i  
Honolulu, Hawai'i 96813

Dear Senator Dela Cruz, and Committee Members:

**SUBJECT: HB714 HD1 SD1 Relating to Health Care Workforce Development**

The Hawai'i State Council on Developmental Disabilities **SUPPORTS HB714 HD1 SD1**, appropriates funds to support educational training programs to expand the State's health care workforce, including funding to support health care certification programs offered in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses. Effective 12/31/2050.

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 SD1** 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 SD1**.

Sincerely,



Daintry Bartoldus  
Executive Administrator



**March 28, 2025 at 10:02 am**  
**Conference Room 211**

**Senate Committee on Ways and Means**

To: Chair Donovan M. Dela Cruz  
Vice Chair Sharon Y. Moriwaki

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

Re: **Strong Support**  
**HB 714 HD 1 SD 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.

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.

In order to adequately fund these programs, an appropriation of \$1.45 million in each of the next two fiscal years, for a total of \$2.9 million in funding over the biennium, would be needed. The high school health care workforce certificate program requires \$750,000 in each of the next two fiscal years, with total funding of \$1.5 million over the biennium. The CNA to LPN glidepath program requires \$700,000 in each of the next two fiscal years, with total funding of \$1.4 million over the biennium.

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.



To: The Honorable Donovan M. Dela Cruz, Chair  
The Honorable Sharon Y. Moriwaki, Vice Chair  
Senate Committee on Ways and Means

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

Hearing: Friday, March 28, 2025, 10:02 a.m., Conference Room 211

RE: **HB714 HD1 SD1 Relating to Health Care Workforce Development.**

AlohaCare appreciates the opportunity to provide testimony in **support of HB714 HD1 SD1**, 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.<sup>1</sup> With regards to physicians, our state is experiencing a provider shortage with the unmet need equaling 768 FTEs statewide.<sup>2</sup> 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.<sup>3</sup> 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 SD1**.

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<sup>1</sup> [hah.org/s/HAH\\_2024-HWI-FactSheet\\_Letterhead-p48k.pdf](http://hah.org/s/HAH_2024-HWI-FactSheet_Letterhead-p48k.pdf)

<sup>2</sup> [ahec.hawaii.edu/\\_docs/annual-physician-workforce-report-2024](http://ahec.hawaii.edu/_docs/annual-physician-workforce-report-2024)

<sup>3</sup> [AlohaCare Foundation](http://AlohaCareFoundation)



Committee on Ways and Means  
Sen. Donovan Dela Cruz, Chair  
Sen. Sharon Moriwaki, Vice Chair

March 28, 2025, at 10:02 A.M.

**RE: HB 714, HD1 SD1, Relating to Health Care Workforce Development**

Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

**The Society for Human Resource Management – Hawaii (“SHRM Hawaii”) supports HB 714, HD1 SD1, Relating to Health Care Workforce Development.**

HB 714, HD1 SD1, 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 900+ 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



**Testimony to the Senate Committee on Ways and Means  
Friday, March 28, 2025; 10:02 a.m.  
State Capitol, Conference Room 211  
Via Videoconference**

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

Chair Dela Cruz, Vice Chair Moriwaki, 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, Senate 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 support health care certification programs offered in public high schools, and expand the State's health care workforce by 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 December 31, 2050.

**Testimony on House Bill No. 0714, House Draft 1, Senate Draft 1**  
**Friday, March 28, 2025; 10:02 a.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).

Friday, March 28, 2025 at 10:02 AM  
Conference Room 211; Via Video Conference

**Senate Committee on Ways and Means**

To: Senator Donovan Dela Cruz, Chair  
Senator Sharon Moriwaki, Vice Chair

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

**Re: Testimony in Support of HB 714, HD1, SD1  
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, SD1 which appropriates funds to support educational training programs to expand the State's health care workforce. Funds would be allocated to the Department of Business, Economic Development and Tourism for health care certificate programs in public high schools, and 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.



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To: The Honorable Donovan M. Dela Cruz, Chair  
The Honorable Sharon Moriwaki, Vice Chair  
Members, Senate Committee on Ways and Means

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

Date: March 28, 2025

Re: Support for HB714 HD1 SD1: 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 SD1, which appropriates funds to support educational training programs to expand the State's health care workforce, including funding to support health care certification programs offered in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses.

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 SD1.

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<sup>1</sup> <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.*

**HB-714-SD-1**

Submitted on: 3/27/2025 9:32:57 AM

Testimony for WAM on 3/28/2025 10:02:00 AM

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

Comments:

Hilo Benioff Medical Center is in full support of HB714 HD1 SD1.

2025 Hawaii  
Leadership Board

Testimony to the Senate Committee on Ways and Means  
Friday, March 28, 10:02 AM  
Room 211 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 SD1 – RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT**

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Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committees:

My name is Coby Chock, Director of Public Policy and Advocacy for the Alzheimer's Association. I write in **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](mailto:ckchock@alz.org).



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



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

*"Quality Healthcare For All"*

**COMMITTEE ON WAYS AND MEANS**  
**Senator Donovan M. Dela Cruz, Chair**  
**Senator Sharon Y. Moriwaki, Vice Chair**

March 28, 2025  
10:02 pm  
Hawaii State Capitol  
Room 211 & Via Videoconference

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

Appropriates funds to support educational training programs to expand the State's health care workforce, including funding to support health care certification programs offered in public high schools and education programs that support certified nurse assistants in becoming licensed practical nurses. Effective 12/31/2050. (SD1)

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, SD1, Relating to Healthcare 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.



Hawai'i State Senate Committee on Ways and Means

Friday, March 28, 2025, at 10:02 am  
Conference Room 211 & Videoconference  
Hawai'i State Capitol

### **HB714 HD1 SD1 RELATING TO HEALTH CARE WORKFORCE DEVELOPMENT**

Good morning, Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Senate Committee on Ways and Means.

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, SD1** 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, SD1 to grow and strengthen Hawai'i's healthcare workforce. Thank you for your thoughtful consideration.

**Testimony Presented Before the  
Senate Committee on WAYS AND MEANS**

**HEARING: Friday, March 28, 2025 at 1:05PM**

**PLACE: Room 211 State Capital and via videoconference**



by

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

**HB714, HD1, SD1 (SSCR1325)– Relating to Healthcare Workforce  
Development**

Chair Senator Donovan M. Dela Cruz, Vice Chair Senator Sharon Y. Moriwaki, and members of the Senate Committee on Ways and Means, thank you for providing this opportunity for Hawai'i - American Nurses Association (Hawai'i-ANA) to provide testimony **in strong support of HB714, HD1, SD1 (SSCR1325)** 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, SD1 (SSCR1325).**

**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