
A BILL FOR AN ACT

RELATING TO CHILD CARE WORKERS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that a strong child care
2 and early education workforce is necessary to support Hawaii's
3 children, working families, and communities. The demand for
4 quality child care and early education far exceeds the number of
5 qualified child care and early education professionals currently
6 available in the State, hindering efforts to maintain and expand
7 quality, affordable child care and early education programs.

8 The purpose of this Act is to establish, administer, and
9 appropriate funds for a two-year child care worker subsidy pilot
10 program to retain the existing early child care workforce in
11 licensed infant and toddler centers.

12 SECTION 2. (a) The department of human services shall
13 establish and administer a two-year infant and toddler child
14 care worker subsidy pilot program to retain the existing early
15 child care workforce in licensed infant and toddler centers.

16 (b) The department of human services shall establish
17 standards and qualifications for participation in the pilot



1 program established in subsection (a); provided that
2 participation shall be:

3 (1) Available to all lead caregivers, caregivers, and
4 child care aides working in licensed infant and
5 toddler centers;

6 (2) Prohibited to child care workers employed by the
7 department of education, state public charter school
8 commission, Early Head Start provider, or private
9 educational institution; and

10 (3) Limited to child care workers working in licensed
11 infant and toddler centers.

12 (c) The department of human services shall establish best
13 practices to establish a minimum wage of \$16.00 per hour for all
14 pilot program participants.

15 (d) The department of human services may convene and
16 consult community members to establish best practices, policies,
17 and procedures regarding administering the pilot program,
18 including but not limited to the development of salary schedules
19 and educational requirements.

20 (e) The department of human services shall submit annual
21 reports on the development and administration of the pilot



1 program established in subsection (a), including impacts to
2 infant and toddler child care center operators and staff, and
3 any proposed legislation, to the legislature no later than
4 twenty days prior to the convening of the regular sessions of
5 2024, 2025, and 2026.

6 (f) The department of human services shall submit a final
7 report on the pilot program established in subsection (a),
8 including impacts to infant and toddler child care center
9 operators and staff, and any proposed legislation, to the
10 legislature no later than twenty days prior to the convening of
11 the regular session of 2027.

12 SECTION 3. There is appropriated out of the general
13 revenues of the State of Hawaii the sum of \$ or so
14 much thereof as may be necessary for fiscal year 2023-2024 and
15 the same sum or so much thereof as may be necessary for fiscal
16 year 2024-2025 for the infant and toddler child care worker
17 subsidy pilot program established pursuant to section 2 of this
18 Act.

19 The sums appropriated shall be expended by the department
20 of human services for the purposes of this Act.



1 SECTION 4. This Act shall take effect on December 31,
2 2050.



Report Title:

Child Care Workers; Subsidies; Pilot Program; Infants; Toddlers; Centers; Department of Human Services; Appropriation

Description:

Requires the Department of Human Services to establish and administer a two-year Infant and Toddler Child Care Worker Subsidy Pilot Program. Requires annual reports on the pilot program's development and administration to the Legislature. Appropriates funds. Effective 12/31/2050. (SD1)

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