



**STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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April 7, 2015

To: The Honorable Gilbert Keith-Agaran, Chair,  
The Honorable Maile Shimabukuro, Vice Chair, and  
Members of the Senate Committee on Judiciary and Labor

The Honorable Jill Tokuda, Chair,  
The Honorable Ronald Kouchi, Vice Chair, and  
Members of the Senate Committee on Ways and Means

Date: Wednesday, April 8, 2015  
Time: 9:50 a.m.  
Place: Conference Room 211, State Capitol

From: Leonard Hoshijo, Deputy Director  
Department of Labor and Industrial Relations (DLIR)

**Re: H.B. No. 696 HD1 Relating to Workforce Development**

**I. OVERVIEW OF PROPOSED LEGISLATION**

HB696HD1 proposes to add a new section to chapter 371, Hawaii Revised Statutes (HRS), to establish a Hawaii healthcare workforce advisory board within the Department of Labor and Industrial Relations. If enacted, the board shall advise the department on strategies for developing the healthcare workforce; develop a mission, objectives, and goals; and advise the department in developing partnerships with healthcare providers, organizations, and stakeholders to further the board's goals.

HB696 HD1 amended this measure by adding a member of the Center of Nursing to the board; making technical changes for clarity; and changing the effective date to July 1, 2050 to facilitate further discussion.

The DLIR supports the measure as long as its passage does not replace or adversely affect priorities identified in the Executive Budget.

## **II. CURRENT LAW**

Chapter 371 pertains to the department and does not include a healthcare workforce board.

## **III. COMMENTS ON THE HOUSE BILL**

This bill was developed based on efforts that began in 2010 when over 150 stakeholders, including Hawaii Pacific Health and other healthcare providers, with the University of Hawaii and the Hawaii Workforce Development Council, convened as a Healthcare Skill Panel to identify critical workforce issues and develop recommendations to address those issues. Their recommendations were published in Hawaii's Healthcare Workforce 20/20 Plan and Report, which included a need for an early warning system to quickly identify looming shortages and skill needs so that corrective action could be taken on a timelier basis.

The recommendations were updated in 2014 through a survey conducted by Kapiolani Community College with input from Hawaii Pacific Health, Queen's Hospital, and other healthcare providers statewide, with support from the department. The survey of former Healthcare Skill Panel members and other healthcare providers supported the formation of a statewide healthcare workforce advisory board to provide an early warning system of impending shortages and skill needs to address healthcare workforce issues and serve the community more effectively.

The need to have healthcare professionals validate and clarify or modify labor market data has been demonstrated well by the results of the healthcare skill panel. For example, instead of shortages among RNs as projected in labor market data, the panel identified a glut of RNs except those most needed in specialty occupations such as Critical Care Nursing. Learning these results made planning more accurate for development of employment and training programs.

For these reasons, the department supports the establishment of a statewide healthcare workforce advisory board in the department, provided sufficient funds are appropriated to support board activities and if its passage does not replace or adversely impact priorities identified in the Executive Budget.



**Testimony to the Senate Committee on Judiciary and Labor and Committee  
on Ways and Means  
Wednesday, April 8, 2015 at 9:50 A.M.  
Conference Room 211, State Capitol**

**RE: HOUSE BILL 696 HD1 RELATING TO WORKFORCE DEVELOPMENT**

Chairs Keith-Agaran and Tokuda, Vice Chairs Shimabukuro and Kouchi, and Members of the Committees:

The Chamber of Commerce of Hawaii ("The Chamber") **supports the intent of** HB 696 HD1, which establishes the Hawaii Healthcare Workforce Advisory Board to help increase and strengthen the healthcare workforce in the State.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 1,000 businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

HB 696 HD1 provides necessary support to the healthcare industry to ensure that the state will have an adequate supply of healthcare providers. The Chamber supports the bill's proposal of a workforce advisory board to fulfill the objectives provided in section 226-20, Hawaii Revised Statutes, which include providing sufficient services for prevention and treatment of health problems and encouraging public and private cooperated efforts to accommodate the health needs of the state.

Thank you for the opportunity to testify.



**HPCA**

HAWAII PRIMARY CARE ASSOCIATION

**Senate Committee on Judiciary and Labor**

The Hon. Gilbert S.C. Keith-Agaran, Chair  
The Hon. Maile S.L. Shimabukuro, Vice Chair

**Senate Committee on Ways and Means**

The Hon. Jill N. Tokuda, Chair  
The Hon. Ronald D. Kouchi, Vice Chair

**Testimony in Support of House Bill 696, HD1**  
**Relating to Workforce Development**  
**Submitted by Nani Medeiros, Public Affairs and Policy Director**  
**April 8, 2015, 9:50 am, Room 211**

The Hawaii Primary Care Association (HPCA), which represents the federally qualified community health centers in Hawaii, supports House Bill 696, establishing the Hawaii healthcare workforce advisory board to help increase and strengthen the workforce in the state.

The HPCA is a staunch believer in the social determinants of health, those economic and social conditions that influence an individual and a community's health status. These conditions serve as risk factors endemic to a person's living and working environment, rather than their behavioral or genetic histories. Factors such as income, education, access to recreation and healthy foods, housing, and employment, can and do have measurable impacts on a person and a community, both in health and financial outcomes.

House Bill 696 speaks to several of these major determinants, addressing the growing shortage of care providers in the state as well seeking to provide education, training, and employment to potential health professionals.

For these reasons, we support this measure and thank you for the opportunity to testify.



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April 6, 2015

To: The Honorable Gilbert Keith-Agaran  
Chair, Senate Committee on Judiciary and Labor

The Honorable Jill Tokuda  
Chair, Senate Committee on Ways and Means

From: 'Ohana Health Plan

Re: HB 696 HD1, Relating to Workforce Development  
**In Support**

Hearing: April 8, 2015, 9:50 AM  
Hawai'i State Capitol, Conference Room 211

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'Ohana Health Plan ('Ohana) is a member of the WellCare Health Plans, Inc.'s ("WellCare") family of companies and provides healthcare for over 50,000 Hawai'i residents. Since 2009, 'Ohana has utilized WellCare's national experience to develop a Hawai'i -specific care model that addresses local members' healthcare and health coordination needs. By focusing on the state's Medicaid and Medicare population, 'Ohana serves Hawaii's most vulnerable residents: low-income, elderly, disabled, and individuals with complex medical issues. 'Ohana's mission is to help our members' lead better, healthier lives.

'Ohana Health Plan would like to submit comments **in support of HB 696 HD1**, which establishes the Hawaii healthcare workforce advisory board to help increase and strengthen the healthcare workforce in Hawaii.

'Ohana believes we must continue to build upon the important work from Hawaii's Healthcare Workforce and its 20/20 Plan to support and strengthen opportunities to enter the healthcare field. While the state has many excellent healthcare providers, it is clear that the current number of providers will be insufficient to support Hawaii's growing and aging population. Through education and training, we must open the pathway to employment to ensure a robust and skilled healthcare workforce that provides quality care to all of Hawaii's residents.

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