

---

---

# A BILL FOR AN ACT

RELATING TO CHILD CARE.

**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.

7           The legislature further finds that compensation for child  
8 care workers is a factor regarding retention rates. According  
9 to the Center for the Study of Child Care Employment's 2020  
10 Early Childhood Workforce Index, the national average wage for  
11 an early childhood worker was \$11.65 an hour and the average in  
12 Hawaii was \$12.43 an hour. The efforts to maintain and expand  
13 quality and affordable child care and early education programs  
14 are hindered by the lack of qualified child care and early  
15 education professionals.

16           Accordingly, the purpose of this Act is to:



1           (1) Require the department of human services to develop a  
2           two-year child care worker subsidy pilot program to  
3           retain existing early child care workforce in licensed  
4           infant and toddler center settings; and

5           (2) Appropriate funds for the child care worker subsidy  
6           pilot program.

7           SECTION 2. (a) The department of human services shall  
8           establish and implement a two-year infant and toddler child care  
9           worker subsidy pilot program no later than six months after the  
10          effective date of this Act.

11          (b) The department of human services shall develop  
12          standards and qualifications for participation in the pilot  
13          program by child care workers, which shall at a minimum meet the  
14          following requirements:

15           (1) The pilot program shall be available to all lead  
16           caregivers, caregivers, and child care aides in infant  
17           and toddler child care centers licensed by the  
18           department of human services;

19           (2) Participants shall not be employed by the department  
20           of education, public charter schools, or federally  
21           funded early head start program; and



1           (3) Participants shall be limited to child care workers  
2           working in licensed infant and toddler child care  
3           centers only.

4           (c) The department of human services shall utilize the  
5 child care grant program special fund to subsidize participant's  
6 wages to ensure that all participants are paid wages of at least  
7 \$16.00 per hour.

8           (d) The department may convene and consult community  
9 members to establish best practices, policies, or procedures,  
10 including the development of a salary schedule, educational  
11 requirements, and other matters that would assist implementation  
12 of the program.

13           (e) The department of human services shall submit annual  
14 reports on the pilot program development and implementation,  
15 including impacts to infant and toddler child care center  
16 operators, infant and toddler child care center staff, and any  
17 proposed legislation, to the legislature no later than twenty  
18 days prior to the convening of the regular sessions of 2024 and  
19 2025.

20           (f) The department of human services shall submit a final  
21 report on the pilot program, including impacts to infant and



1 toddler child care center operators, infant and toddler child  
2 care center staff, and any proposed legislation, to the  
3 legislature no later than twenty days prior to the convening of  
4 the regular session of 2026.

5 (g) The pilot program shall cease to exist on June 30,  
6 2026.

7 SECTION 3. There is appropriated out of the general  
8 revenues of the State of Hawaii the sum of \$ or so  
9 much thereof as may be necessary for fiscal year 2023-2024 and  
10 the same sum or so much thereof as may be necessary for fiscal  
11 year 2024-2025 to be deposited into the child care grant program  
12 special fund.

13 SECTION 4. There is appropriated out of the child care  
14 grant program special fund the sum of \$ or so much  
15 thereof as may be necessary for fiscal year 2023-2024 and the  
16 same sum or so much thereof as may be necessary for fiscal year  
17 2024-2025 to be used for the infant and toddler child care  
18 worker subsidy pilot program established by section 2 of this  
19 Act.

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

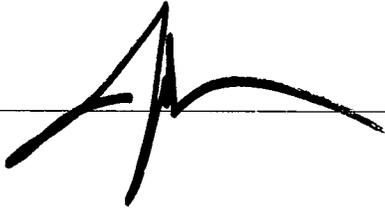


H.B. NO. 391

1 SECTION 5. This Act shall take effect on July 1, 2023.

2

INTRODUCED BY:

A handwritten signature in black ink, consisting of a large, stylized 'A' followed by a horizontal line and a curved flourish.

JAN 20 2023



# H.B. NO. 391

**Report Title:**

DHS; Child Care Worker Subsidy Pilot Program; Child Care Grant Program Special Fund; Infants and Toddlers; Appropriation

**Description:**

Requires the department of human services to develop a child care worker subsidy pilot program to assist in retaining qualified child care workers in licensed infant and toddler child care centers.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

