
A BILL FOR AN ACT

RELATING TO HEALTHCARE WORKFORCE DEVELOPMENT.

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

1 PART I

2 SECTION 1. The legislature finds that addressing growing
3 shortages in the State's health care workforce is in the public
4 interest and a key priority for the State. The Healthcare
5 Association of Hawaii found in its 2022 Healthcare Workforce
6 Initiative survey that there are nearly four thousand openings
7 for non-physician, patient-facing positions in the State's
8 hospitals, nursing homes, clinics, and other health care
9 settings. This workforce shortage can make it difficult for the
10 State's residents to access needed care, especially residents on
11 neighbor islands. The shortage was highlighted and worsened by
12 the coronavirus disease 2019 (COVID-19) pandemic.

13 The legislature recognizes that the Hawaii Healthcare
14 Workforce Initiative, coordinated by the Healthcare Association
15 of Hawaii, offers numerous workforce development programs to
16 help recruit, train, and employ health care workers. These
17 programs include career-path certificates for high school



1 students and higher education and certification opportunities
2 for nurse aides. These programs have proven successful;
3 however, the programs are largely supported by private donations
4 and time-limited federal grants. Additional funding is
5 necessary to help the initiatives address Hawaii's growing
6 health care workforce needs.

7 Accordingly, the purpose of this Act is to appropriate
8 funds to support the public high school health care workforce
9 certificate program and glidepath program for certified nurse
10 aides and to renovate and equip certain public high school
11 classrooms to make the classrooms more suitable for health care
12 training.

13 PART II

14 SECTION 2. The legislature finds that offering health care
15 training to the State's public high school students will help
16 meet Hawaii's long-term health care workforce needs. The 2022
17 Healthcare Workforce Initiative survey found that there are more
18 than one thousand five hundred open health care positions in the
19 State that could be filled by students immediately after
20 graduation. The public high school health care workforce
21 certificate program is designed to equip high school graduates



1 to fill entry-level health care positions that pay a living wage
2 and offer opportunities for career advancement. The program
3 assists with the costs of tuition, transportation, work
4 uniforms, and other expenses and offers counseling support and
5 career coaching. The average cost per student is approximately
6 \$4,300, and it is estimated that the program can assist
7 approximately one hundred seventy-five students per year.

8 Accordingly, the purpose of this part is to appropriate
9 funds to support the public high school health care workforce
10 certificate program.

11 SECTION 3. There is appropriated out of the general
12 revenues of the State of Hawaii the sum of \$750,000 or so much
13 thereof as may be necessary for fiscal year 2024-2025 to support
14 the public high school health care workforce certificate
15 program; provided that no funds shall be released unless matched
16 using a state-to-private-funds ratio of 3:1.

17 The sum appropriated shall be expended by the department of
18 labor and industrial relations for the purposes of this Act.

19 PART III

20 SECTION 4. The legislature finds that preparing high
21 school students for their careers in health care requires an



1 investment in state-of-the-art classrooms. Giving students
2 access to modern, well-equipped classrooms will make the health
3 care field more attractive to students and will allow students
4 to train on equipment that is similar to the equipment that they
5 will use in their future health care roles. Renovated and well-
6 equipped classrooms may also attract more students of native
7 Hawaiian and Pacific Islander descent to the health care
8 industry, which will help reduce the educational and economic
9 disparities that exist in these communities. The legislature
10 believes that classroom renovations should be coordinated
11 through a public-private partnership with organizations like the
12 Healthcare Association of Hawaii.

13 Accordingly, the purpose of this part is to appropriate
14 funds to renovate and equip certain public high school
15 classrooms to be used for health care training.

16 SECTION 5. There is appropriated out of the general
17 revenues of the State of Hawaii the sum of \$1,000,000 or so much
18 thereof as may be necessary for fiscal year 2024-2025 for
19 renovating and equipping certain public high school classrooms
20 to be used for health care training through the public high
21 school health care workforce certificate program.



1 can assist approximately fifty nurse aides per year in becoming
2 licensed practical nurses.

3 Accordingly, the purpose of this part is to appropriate
4 funds to support the glidepath program for certified nurse
5 aides.

6 SECTION 7. There is appropriated out of the general
7 revenues of the State of Hawaii the sum of \$700,000 or so much
8 thereof as may be necessary for fiscal year 2024-2025 to support
9 the glidepath program for certified nurse aides; provided that
10 no funds shall be released unless matched using a state-to-
11 private-funds ratio of 3:1.

12 The sum appropriated shall be expended by the department of
13 labor and industrial relations for the purposes of this Act.

14 PART V

15 SECTION 8. In accordance with section 9 of article VII, of
16 the Constitution of the State of Hawaii and sections 37-91 and
17 37-93, Hawaii Revised Statutes, the legislature has determined
18 that the appropriations contained in this Act will cause the
19 state general fund expenditure ceiling for fiscal year 2024-2025
20 to be exceeded by \$, or per cent. The reasons
21 for exceeding the general fund expenditure ceiling are that the



1 appropriations made in this Act are necessary to serve the
2 public interest and to meet the needs provided for by this Act.

3 SECTION 9. This Act shall take effect on July 1, 3000.



Report Title:

DLIR; DOE; Health Care Workforce Development; Appropriation;
Expenditure Ceiling

Description:

Appropriates funds to the Department of Labor and Industrial Relations and Department of Education to support health care workforce development programs, specifically the public high school health care workforce certificate program and glidepath program for certified nurse aides. Appropriates funds to renovate and equip certain public high school classrooms to be used for health care training. Effective 7/1/3000. (HD1)

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

