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GOVERNOR OF HAWAII
KE KIA'ĀINA O KA MOKU'ĀINA 'O HAWAII'

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DEPARTMENT OF HEALTH
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EXECUTIVE OFFICE ON AGING
NO. 1 CAPITOL DISTRICT
250 SOUTH HOTEL STREET, SUITE 406
HONOLULU, HAWAII 96813-2831

Testimony in SUPPORT of SB 902, SD1
Relating to Caregivers

COMMITTEE ON WAYS AND MEANS
SENATOR DONOVAN DELA CRUZ, CHAIR
SENATOR GILBERT S.C. KEITH-AGARAN, VICE CHAIR

Testimony of Caroline Cadirao
Director, Executive Office on Aging
Attached Agency to the Department of Health

Hearing Date: February 28, 2023
10:00 AM

Room Number: 211
Via Videoconference

EOA's Position: The Executive Office on Aging (EOA), an attached agency to the Department of Health, supports SB 902, HD1, Relating to Caregivers.

Fiscal Implications: This measure appropriates funds for fiscal years 2023-24 and the same sum for fiscal year 2024-25 to the Executive Office on Aging to establish a caregiver workforce development and support center that will develop and expand the State's long-term and home and community-based caregiver workforce.

Purpose and Justification: The EOA is working with the Department of Labor and Industrial Relations (DLIR), the University of Hawaii, AARP, Healthcare Association of Hawaii (HAH), and Dr. Cullen Hayashida to support the gaps not filled by current workforce pipelines such as education and health care industries and programs such as Good Jobs Hawaii. Therefore, this

bill supports current caregivers, and non-clinical and para-professional staff in home and community based settings and provides for:

- 1) Development of a comprehensive, statewide recruitment and retention campaign to encourage more residents to enter the health care workforce,
- 2) Development of best practice and evidence-based programs to educate and train informal caregivers, including family caregivers,
- 3) Delivery of professional development courses, including interviewing, management, and leadership courses, for current employers and employees, and
- 4) Support of active aging strategies to keep kupuna and kupuna caregivers as healthy as possible.

Recommendation: EOA supports this measure provided that the enactment does not reduce or replace priorities with the Administration's budget request.

Thank you for the opportunity to testify.



February 28, 2023 at 10:00 am
Conference Room 211

Senate Committee on Ways and Means

To: Chair Donovan M. Dela Cruz
Vice Chair Gilbert S.C. Keith-Agaran

From: Paige Heckathorn Choy
Associate Vice President, Government Affairs
Healthcare Association of Hawaii

Re: Support
SB 902 SD1, Relating to Caregivers

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 healthcare 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 more than 30,000 people statewide.

Thank you for the opportunity to provide **support** for this measure which, among other things, would help to support a recruitment campaign to fill critical shortages in our healthcare workforce. In our 2022 Report on the Hawaii Healthcare Workforce Initiative, we found that there are nearly 3,900 open positions among 89 patient-facing professions. This represents a 76% increase in the number of positions open in our last survey done in 2019. We found that nearly 20% of all positions remained unfilled at the healthcare organizations surveyed in 2022, compared to 10% of all positions unfilled in 2019. The greatest need is for nurses, with 999 openings for RNs and 744 openings for certified nurse aides.

We are working closely with our education and community partners to build the workforce pipeline to fill these positions. We believe that healthcare is a steady industry that will allow our residents to stay in the state and work in jobs that provide a living wage. In fact, HAH is part of an innovative initiative, Good Jobs Hawaii, which brings together a coalition of educators, businesses, and community partners to help people in Hawaii get high quality jobs and careers. The UH Community Colleges are leading the effort, and HAH services as the healthcare sector lead. This initiative is one of only 32 workforce proposals awarded with federal funding to develop innovative approaches to workforce development, and will bring in around \$30 million to the state.

We believe that a recruitment campaign will help us to maximize the federal dollars coming into the state by ensuring that we have enough interested individuals participating in this landmark initiative. We are also appreciative of other funding in this measure to support caregivers more broadly—all caregivers, formal and informal, need more support to manage the aging population.

We appreciate the opportunity to provide support for this measure.



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The State Legislature
Senate Committee on Ways and Means
Tuesday, February 28, 2023
Conference Room 211
10:00 a.m.

TO: The Honorable Donovan Dela Cruz, Chair
RE: Support for S.B. 902 SD 1 Relating to Caregivers

Aloha Chair Dela Cruz and Members of the Committee:

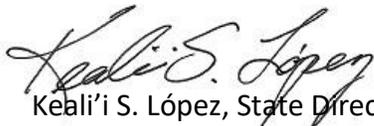
My name is Keali'i Lopez and I am the State Director for AARP Hawai'i. AARP is a nonpartisan, social mission organization that advocates for individuals age 50 and older. We have a membership of nearly 38 million nationwide and nearly 140,000 in Hawaii. We advocate at the state and federal level for the issues that matter most to older adults and their families.

AARP Supports S.B. 902 SD1 which establishes a caregiver workforce support and development center that will develop and expand the State's long-term and home and community-based caregiver workforce to effectively care for Hawaii's aging population.

There is an acute shortage of health care workers in Hawaii. According to the Healthcare Association of Hawaii's Healthcare Workforce Initiative 2022 Report, "there were 3,873 vacancies across Hawaii's direct care health workers, a 76% increase over the 2,200 unfilled positions reported in 2019."¹ Exacerbated by the COVID-19 pandemic, the overall health care industry continues to face mounting challenges with the growing demand for care. However, the worker shortage is even more acute with the increasing number of kūpuna needing long term care whether in an institutional setting or in the home. Home health agencies, for example, continue to have the highest percentage (39%) of vacancies as they compete with wages and benefits with larger health care employers.² There is an urgent need to recruit and train more workers in long term care while reinvesting and enhancing the skills of the current health care workforce. Establishing a caregiver workforce support and development center that can coordinate and work with the health care industry, academic, community and government partners will help Hawai'i address this workforce crisis statewide.

Thank you very much for the opportunity to testify in strong support for **S.B. 902, SD1**.

Sincerely,


Keali'i S. López, State Director

¹ HealthCare Association of Hawaii, Hawaii Healthcare Workforce Initiative 2022 Report

² Ibid

THE KŪPUNA CAUCUS



WAM_02-28-23 Submitted on 2/26/23

TO: THE COMMITTEE ON WAYS AND MEANS
Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair

CONCERNING SB 902 SD1 (SSCR410) Relating to Caregivers

POSITION: Strong Support

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee

The Kūpuna Caucus of the Democratic Party of Hawai'i has an enrolled membership of more than 2,000 politically aware and active seniors. Our Caucus urges you to support SB 902 SD1 (SSCR410).

Anyone who has ever been a primary caregiver for a Kūpuna, or someone with, a long-term illness or disability, understands what a difficult and draining job it usually is. Caregiver responsibilities often fall on family members who have no professional training for necessary skills and techniques or for dealing with the stresses of the job. Family members are rarely paid by insurance. In addition they need respite time to regain energy or internal peace of mind. Only a few non-profit agencies look to provide this. More is needed

Any program that could support primary caregivers would provide a valuable service. If that program could also support professional caregivers, our state might have more people signing up to do this type of work. Service agencies usually keep 90% of the Federal or State paid hourly wage according to customer records of those payments. While they have an entire staff to pay, plus rent and health care etc., people are just not going to want those jobs unless they are also paid more for the work.

As our population ages we will need many more people in caregiving related professions and hopefully there will be more training for them in the future. This bill would be a big step forward in the process of preparing for the inevitable.

Alan B. Burdick, Chair, and Martha E. Randolph for the
Kūpuna Caucus of the Democratic Party of Hawai'i



**Testimony to the Senate Committee on Ways and Means
Tuesday, February 28, 2023
1000a m
State Capitol Conference Room 211 and via videoconference**

Re: SB 902SD 1 Relating to Caregivers

Dear Chair Dela Cruz, Vice Chair Keith Agayan, and Honorable Members of the Senate Committee on Ways and Means.

I am Gary Simon, a member of the board of the Hawai'i Family Caregiver Coalition, whose mission is to improve the quality of life of those who give and receive care by increasing community awareness of caregiver issues through continuing advocacy, education, and training.

The Hawai'i Family Caregiver Coalition strongly supports SB 902SD 1, which requires the Executive Office on Aging to establish a workforce development and support center and appropriate funds for the center's establishment.

An acute shortage of healthcare workers exists in Hawai'i. The COVID 19 pandemic exacerbated the shortage. The overall healthcare industry continues to face mounting challenges with the growing demand for care. An increasing number of kupa need long term care in institutional settings and in their homes. Recruitment and training of workers in long term care and investment in and enhancement of the skills of the current healthcare workforce are urgently needed. The establishment of a caregiver workforce support and development center which will coordinate and work with the healthcare industry, academia, community, and government partners will help Hawai'i address this workforce crisis statewide.

We urge you to support SB 902SD 1, we urge you to recommend its passage, and we thank you for seriously considering the Bill.

Very sincerely,

A handwritten signature in black ink that reads "Gary Simon".

Gary Simon



Email gsimon@aapog

SB-902-SD-1

Submitted on: 2/25/2023 4:13:40 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Will Caron	Individual	Support	Written Testimony Only

Comments:

The percent of Hawai‘i’s population aged 75 years old and above is expected to double by 2045, from 8% to 15%. Supporting and retaining existing formal and informal caregivers will be more important than ever as Hawai‘i’s population continues to age. Yet several factors, including burnout, an aging workforce and population, rising costs of living, and greater demand for both institutional and at-home patient care, have increased pressure and strain on spread-thin paid and unpaid caregivers.

Supporting caregivers in both home and long-term care settings will ensure that Hawai‘i’s aging population, as well as others who require care, receive it in an appropriate, timely manner. While there has been strong investment in training new employees, there must also be an investment in the existing workforce. It is imperative that new candidates who believe in the mission of providing care, and especially in providing services for older adults in post-acute care settings, are recruited and retained.

We should establish a caregiver workforce support and development center to preserve and expand the state’s long-term and home- and community-based caregiver workforce to effectively care for Hawai‘i’s aging population. Please support SB902 SD1.

SB-902-SD-1

Submitted on: 2/26/2023 1:51:05 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Dan Gardner	Individual	Support	Written Testimony Only

Comments:

Dear Ways and Means Committee members,

I am asking your support for SB902 SD1. Our Kupuna, especially those in long term care, home, and community based services settings are being seriously threatened by a shortage of health care workers. We must take action to recruit and train new workers - and enhance the skills of existing ones in the long term care workforce. The caregiver support and development center this legislation establishes and funds is a critical step toward eliminating this threat to our Kupuna. Thank you for your continued support in making this legislation a reality.

SB-902-SD-1

Submitted on: 2/26/2023 4:19:01 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Gail Lakritz	Individual	Support	Written Testimony Only

Comments:

According to Aidaly.com, there are 157,000 unpaid caregivers in Hawaii. That translates to at least 157,000 citizens of our state that need the help and care of another person.

All too often, such situations lead to frustration, isolation and a lower standard of living for both the caregiver and the care receiver. All too often, the adult caregiver has to give up a productive life outside the home, lowering the standard of living the family enjoyed previously. When all or part of the caregiving falls on the shoulders of a young person, schoolwork suffers, personality development can be stunted and training needed to be a productive member of the community is left behind. This leads to a second and possibly, third generation to be mired in poverty. Non-paid caregiving affects the entire family and the future of that family.

Economically, when family is the only recourse for caregiving, we all suffer. SNAP, ACA and housing subsidies are most often drawn on to assist with the dollar drain on families where a productive member must stay home to care for a loved one. This raises the need for a larger and larger taxes being imposed on residents as well as visitors. Jobs go unfilled affecting every industry, and thereby, lowering potential profits for employers. We all suffer from the lack of paid caregivers.

I implore this body to vote in favor of SB 902. It will help to stabilize the future of our state and to open the doors to economic freedom for 157,000 citizens as well as giving dignity back to those they care for.

**Senate Ways and Means Committee
Chair: Senator Donovan Dela Cruz
Vice Chair: Senator Gilbert S.C. Keith-Agaran
Hearing Date: February 28, 2023, 10:00am**

Re: SB902, SD1 - RELATING TO CAREGIVERS

Aloha Chair Yamashita and Committee Members. My name is Linda Dorset, a resident of Wailuku, Maui. I thank you for the opportunity to submit written testimony regarding the above referenced legislation. I strongly support SB902 that will establish a Caregiver Workforce Support and Development Center to develop and expand the State's long-term and home— and community-based caregiver workforce to effectively care for Hawaii's aging population.

Family caregivers are stressed to the max; and it is getting more difficult to find help due to the shortage of healthcare workers. Because there is an acute shortage of health care workers in Hawaii especially in long term care and home and community based services, there is an urgent need to recruit and train more workers in long term care and to further build the skills of the current health care workforce. Therefore please establish this caregiver workforce support and development center that will coordinate and work with the health care industry, academic, community and government partners.

**Linda Dorset
Wailuku Resident**

Testimony to the Senate Committee on Ways and Means
Tuesday, February 28, 2023
10:00 a. m.
State Capitol Conference Room 211 and via videoconference

Re: SB 902 SD 1 Relating to Caregivers

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and Honorable Members of the Senate Committee on Ways and Means,

An unpaid primary family caregiver of my mother for over 10 years, and now a visitor to my mom at a nursing facility, I strongly support SB 902 SD 1, which requires the Executive Office on Aging to establish a workforce development and support center and appropriates funds for the center's establishment.

When mom lived with us, she had excellent care and it didn't cost the state or federal government one penny. The day came that she no longer could live with us because we were not able to safely care for her anymore. We were untrained. Now we are at the mercy of an ever-changing staff of dubious training and experience, no fault of the facility, which goes above and beyond for my mom. We all know that recruitment and training of workers in long term care is critical for Hawaii's people. Investment in supporting family caregivers such as myself and hundreds of others throughout the state who still care for their loved ones at home is urgently needed. The establishment of a caregiver workforce support and development center which will coordinate and work with the healthcare industry, academia, community, and government partners will help Hawai'i address this workforce crisis statewide.

We urge you to support SB 902 SD 1. Please recommend its passage. Thank you for trying to help folks like me.

Sincerely,



S. Sanae Tokumura, ACFRE, APR
Email: solidconcepts@hawaii.rr.com

SB-902-SD-1

Submitted on: 2/26/2023 11:04:27 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Esther Ueda	Individual	Support	Written Testimony Only

Comments:

Please support SB902, SD1 Relating to Caregivers.

As our population ages, we need more caregivers for both institutional and private settings.

The proposed bill would establish and appropriate funds for a workforce development and support center within the Executive Office on Aging.

Please support this proposal.

Thank you.

Esther Ueda

February 26, 2023

To:

Senate Committee on Ways and Means
Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice-Chair

RE: **SB902, SD1 Relating to Caregivers**

Hearing Date: February 28, 2023
Conference Room 211, 10:00AM

Most Honorable Chair Dela Cruz, Vice-Chair Keith-Agaran and Committee Members:

I support SB902,SD1 as a productive way to increase the number of caregivers needed for the Hawaii's kupuna who would like to live at home – but need a caregiver to assist them – either temporarily or full-time. There is an urgent need for a training program for family caregivers as well as a high-quality recruitment campaign to hire new candidates for training in the caregiving field.

Through caregiver education, hands-on training, and a living wage the crucial need for caregivers could be solved and would reap benefits to our society as a whole...and most importantly...provide a stable career path for many capable people who want to live and work in Hawaii.

Please vote in support of SB902,SD1. Thank you for providing the opportunity to submit testimony on this bill.

Respectfully submitted,
Christine Olah
Honolulu Resident

Testimony to the Senate Committee on Ways and Means
Tuesday, February 28, 2023
10:00 a. m.
State Capitol Conference Room 211 and via videoconference

Re: SB 902 SD 1 Relating to Caregivers

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and Honorable Members of the Senate Committee on Ways and Means.

My name is Lisa Spencer and I strongly support SB 902 SD 1 Relating to Caregivers.

A 2022 article in McKnights Senior Living journal reports a healthcare workforce need in Hawaii of 76% since 2019 (Bonvissuto, 2022). The report identified almost 3,900 open positions across 89 public-facing positions including assisted living communities and other long-term care settings (Bonvissuto, 2022). According to Hilton Raethel, President and CEO of the Healthcare Association of Hawaii, “among the reasons driving openings are burnout, retirements, and the net outward migration of working adults due to the high cost of living in Hawaii, as well as a net inward migration of older adults needing services” (Bonvissuto, 2022).

The establishment of a caregiver workforce support and development center, through the Executive Office on Aging, which will coordinate and work with the healthcare industry, academia, community, and government partners will help Hawai'i address the workforce crisis statewide.

I urge you to support SB 902 SD 1, urge you to recommend its passage, and thank you for seriously considering the Bill.

Sincerely,

Lisa Spencer

Lisa Spencer

lspencer@hawaii.rr.com

Reference:

Bonvissuto, K. (2022). Aloha State's healthcare workforce need grows 76% since 2019: report. Retrieved from <https://www.mcknightsseniorliving.com/home/news/aloha-states-healthcare-workforce-need-grows-76-percent-since-2019-report/>

SB-902-SD-1

Submitted on: 2/27/2023 9:22:26 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Barbara J. Service	Individual	Support	Written Testimony Only

Comments:

Aloha,

Please support SB902 to establish a workforce support center. With an aging population and an aging workforce, it is vital that caregivers, both paid and unpaid, both at-home and in long-term facilities, get everything they need to do the work they do.

Mahalo!

Barbara J. Service MSW (ret.)

Child Welfare Supervisor

Kupuna Advocate

Child Welfare