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KE KIA'ĀINA O KA MOKU'ĀINA 'O HAWAII

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EXECUTIVE OFFICE ON AGING
NO. 1 CAPITOL DISTRICT
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Testimony in SUPPORT of SB 902
Relating to Caregivers

COMMITTEE ON HEALTH AND HUMAN SERVICES
SENATOR JOY A. SAN BUENAVENTURA, CHAIR
SENATOR HENRY J.C. AQUINO, VICE CHAIR

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

Hearing Date: February 8, 2023
1:00 PM

Room Number: 225
Via Videoconference

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

Fiscal Implications: This measure appropriates \$1,000,000 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 support and development 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 on refining this Kupuna Caucus measure. We recognize that there are multiple efforts and resources addressing the healthcare workforce shortage in our state.

Currently, there are federal funds to develop workforce pipelines in the educational and health care industries. The Healthcare Association of Hawaii (HAH) through Good Jobs Hawaii has

convened partners in the healthcare industry to develop training and educational opportunities for individuals to obtain good quality jobs in the health sector, however, there is a need for coordination and filling gaps that those federal funds and current efforts are not addressing. For example, supporting and developing the knowledge and skills for current caregivers, non-clinical and para-professional jobs is not yet being addressed. This bill will establish a workforce development and support center that focuses on developing a comprehensive continuum of care for the non-clinical, paraprofessionals and those caring for our kupuna. We propose the attached amendments to provide clarifying language for the purpose of the bill and in Sections 2 and 3.

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

Thank you for the opportunity to testify.

PROPOSED AMENDMENTS FOR SB 902 RELATING TO CAREGIVERS

The purpose of this Act is to establish a workforce development and support center to: 1) develop and expand the State's home and community-based workforce to effectively care for Hawaii's aging population; and 2) provide support to address the needs of caregivers.

Section 2. There is established within the executive office on aging a workforce development and support center. The center may:

(1) Develop a workforce pilot project to:

- a. Provide para-professional development courses and pathways for the non-clinical direct care workforce to include, but not limited to, understanding the aging process and cultural sensitivity in dealing with various ethnic and disparate populations;
- b. Include career glide paths with opportunities for advancement;
- c. Provide professional development courses for management and leadership to current employers to ensure a healthy work environment and workforce; and
- d. In consultation with appropriate organizations, develop administrative and service standards for the non-clinical direct care workforce who provide long-term services and supports.

(2) In consultation with members of the appropriate organizations:

- a. Provide support to caregivers through education and training so that they can effectively carry on the role of caregiver; and
- b. Incorporate active aging programs and resources for the health and wellbeing of the caregiver.

(3) Develop an outreach and marketing plan in consultation with members of the education and health care industries to develop a comprehensive statewide recruitment campaign aimed at addressing the individuals' interests, desires, and skillsets while linking the individuals to the various initiatives in the community.

Section 3. There is appropriate of the general revenues of the State of Hawaii the sum of \$1 mil or so much thereof as may be necessary for fiscal year 2023-2024 and the same sum or so much thereof as may be necessary for fiscal year 2024-2025 for the establishment of a workforce development and support center within the executive office on aging.



February 8, 2023 at 1:00 pm
Conference Room 225

Senate Committee on Health and Human Services

To: Chair Joy A. San Buenaventura
Vice Chair Henry J.C. Aquino

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

Re: **Support**
SB 902, 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 Health and Human Services
Wednesday, February 8, 2023
Conference Room 225
1:00 p.m.

TO: The Honorable Joy San Buenaventura, Chair
RE: Support for S.B. 902 Relating to Caregivers

Aloha Chair San Buenaventura and Members of the Committee:

Aloha Chair Belatti and Members of the Committee:

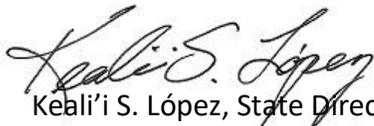
My name is Keali'i Lopez and I am the State Director for AARP Hawai'i. AARP is a nonpartisan, social mission organization that advocates for individuals age 50 and older. We have a membership of nearly 38 million nationwide and nearly 140,000 in Hawaii. We advocate at the state and federal level for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

AARP Supports S.B. 902 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**.

Sincerely,


Keali'i S. López, State Director

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

² Ibid

THE KŪPUNA CAUCUS



Feb. 6th 2023 for HHS_02-03-23 1:00 pm Hearing

TO: THE COMMITTEE ON HEALTH AND HUMAN SERVICES

Senator Joy A. San Buenaventura, Chair

Senator Henry J.C. Aquino, Vice Chair

CONCERNING: SB606 (Relating to Hearing Aids), SB608 (Relating to Prescription Drugs), SB609 (Relating to Hearing Aids), SB900 (Relating to Health Insurance Assistance Program), SB 901 (Care Facility Inspections), SB902 (Relating to Caregivers), SB1592 (Relating to Senior Medicare Patrol Program). SB853 (Relating to Healthy Aging Partnership), SB 442 (Relating to Health)

POSITION: Full support

Aloha Chair Buenaventura, Vice Chair Aquino and members of the committee

The Kupuna Caucus of the Democratic Party of Hawaii supports the bills listed above and hopes they will be passed.

It has taken long enough for Federal and State health programs to recognize the vital importance of hearing aids to seniors who suffer disproportionately from gradual hearing loss. Hearing assistance is vital to self-sufficiency, to personal safety, and for the people a senior may interact with on a daily basis. Any bill that supports financial assistance in buying hearing aids is worthy of support.

The recent COVID pandemic demonstrated the need for more stringent and frequent inspections of care facilities and the need to provide the results to the public before they trust a place with their loved ones.

There is a serious shortage of care givers especially those who work for agencies that accept Federal or state assisted insurance programs. One reason is because the businesses keep almost all of the money paid by the insurance for the hourly services and pay the workers poorly. Better training and a higher wage will provide more and better in home care.

Please continue to support agencies and department services that assist Kupuna to live out their lives with dignity, healthy, safe and well cared for.

Martha Randolph for
The Kupuna Caucus

LATE

Aloha Chair, Senator Joy A. San Buenaventura, and members of the Committee on Health and Human Services

Senate Bill 902
Wednesday, February 8, 2023, at 1:00 PM
Conference Room 225 & Video conference State Capitol
415 South Beretania Street

I am Caesare Santiago, a resident of Windward Kailua. I am in support of Senate Bill 902.

I have witnessed a drastic change in multiple lives. One in particular is a family member, who has been forced into giving up a lifelong career outside of healthcare to care for kupunas (elderly) daily living. This family needs affordable resources to prevent burnout. As well as backup in case of an illness that prevents care for kupuna, who's life is dependent on in-home living care. A supportive development center can help in understanding how to navigate and help prepare for the just incase and unintended situations.

With this experience, I am in support of Senate Bill 902.

Thank you to Chair, Senator Joy A. San Buenaventura and members of the Committee on Health and Human Services, for listening and your consideration.
Caesare Santiago

LATE

SB-902

Submitted on: 2/7/2023 8:05:31 PM

Testimony for HHS on 2/8/2023 1:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cullen Hayashida	Individual	Support	Written Testimony Only

Comments:

Dear Senator Joy Buenaventura and members of the Committee,

I am Cullen Hayashida, a former Director of the KCC Kupuna Education Center with 50 years of experience in elder care services and training in Hawaii. I am deeply concerned about the explosive growth of our older adult population and the ongoing shortage of elder care workers in hospitals, nursing homes, small residential care homes, home care, and many other services. We are all well aware that demographics are shifting towards the continued rapid growth of older adults and the dwindling proportion of young people.

SB902 aims to address this issue with a focused attempt at addressing the paraprofessional workforce needs of older adults and those with disabilities. The planning, training, and retention of the paraprofessional workforce are challenging because they are entry-level, low paying, and often not articulated with higher-paying professional healthcare career paths. In addition, training is not standardized with little or no continuing education and often less available on the neighbor islands.

The goal of this bill is ambitious. This work started earlier from 2006 to 2015 by the KCC Kupuna Education Center but has since been dismantled. This bill attempts to review and build up the previous work of paraprofessional workforce training while also including the training unpaid family caregivers. In addition, this bill has also identified the need for preventive care by developing active aging-related training to keep older adults well, engaged, and continuously contributing to the community.

I strongly recommend that your committee approve this measure.