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# A BILL FOR AN ACT

RELATING TO CAREGIVERS.

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

1           SECTION 1. The legislature finds that the coronavirus  
2 disease 2019 pandemic strained the health care workforce  
3 pipeline. While important initiatives to recruit and train new  
4 professionals are underway, investment in programs that support  
5 existing professional caregivers is needed. Support for unpaid  
6 caregivers, such as family and friends, whose caregiving enables  
7 people to live at home, is also needed.

8           The legislature also finds that several factors, including  
9 burnout, an aging workforce and population, rising costs of  
10 living, and greater demand for both institutional and at-home  
11 patient care, have increased pressure on paid and unpaid  
12 caregivers. The per cent of Hawaii's population seventy-five  
13 years old and above is expected to double by 2045, from eight  
14 per cent of the population to fifteen per cent. Supporting and  
15 retaining existing formal and informal caregivers will be more  
16 important than ever as Hawaii's population continues to age.



1           The legislature further finds that supporting caregivers in  
2 both home and long-term care settings will ensure that people  
3 receive appropriate, timely care. While there has been strong  
4 investment in training new employees, there must also be an  
5 investment in the existing workforce. It is imperative that new  
6 candidates who believe in the mission of health care, and  
7 especially in providing services for older adults in post-acute  
8 care settings, are recruited and retained.

9           The legislature additionally finds that health care  
10 employers and educators are competing with other industries to  
11 attract residents to health care programs. A concerted effort  
12 to maximize federal dollars to address the health care workforce  
13 shortage by creating a robust workforce pipeline will enable the  
14 State to attract more local students interested in a self-  
15 sufficient career.

16           The purpose of this Act is to establish and appropriate  
17 funds for a workforce development and support center to develop  
18 and expand the State's long-term and home- and community-based  
19 caregiver workforce to effectively care for Hawaii's aging  
20 population.



1 SECTION 2. Chapter 349, Hawaii Revised Statutes, is  
2 amended by adding a new section to be appropriately designated  
3 and to read as follows:

4 "§349- Workforce development and support center. (a)

5 There is established within the executive office on aging a  
6 workforce development and support center. The center shall:

7 (1) Develop a workforce pilot project to:

8 (A) Identify existing resources and gaps in the  
9 system for paraprofessional workers and family  
10 caregivers;

11 (B) In consultation with members of the education and  
12 health care industries, develop a comprehensive  
13 statewide recruitment and retention campaign to  
14 encourage more residents to enter the health care  
15 workforce; and

16 (C) Develop administrative and service standards for  
17 the nonclinical direct care workforce that  
18 provides long-term care services and supports;

19 (2) Support caregivers through education and training,  
20 including but not limited to:



- 1           (A) Active aging programs and resources that equip
- 2                   caregivers to effectively serve care recipients;
- 3           (B) Programs developed in consultation with
- 4                   appropriate organizations to educate and train
- 5                   informal caregivers, including familial
- 6                   caregivers, to best practice informal caregiving;
- 7                   and
- 8           (C) Professional development courses, including
- 9                   interviewing, management, and leadership courses,
- 10                  for existing employers and employees; and
- 11        (3) Develop an active aging strategy to keep kupuna and
- 12                  kupuna caregivers as healthy as possible.
- 13        (b) The workforce pilot project identified in subsection
- 14        (a) shall terminate on June 30, 2026."

15           SECTION 3. There is appropriated out of the general

16 revenues of the State of Hawaii the sum of \$                    or so

17 much thereof as may be necessary for fiscal year 2023-2024 and

18 the same sum or so much thereof as may be necessary for fiscal

19 year 2024-2025 for the establishment of a workforce development

20 and support center within the executive office on aging.



1           The sums appropriated shall be expended by the executive  
2 office on aging for the purposes of this Act.

3           SECTION 4.   New statutory material is underscored.

4           SECTION 5.   This Act shall take effect on June 30, 2050.



**Report Title:**

Kupuna Caucus; Workforce Development and Support Center;  
Workforce Pilot Project; Executive Office on Aging;  
Appropriation

**Description:**

Requires the Executive Office on Aging to establish a Workforce Development and Support Center. Requires the Center to develop a Workforce Pilot Project. Requires the Workforce Pilot Project to terminate on 6/30/2026. Appropriates funds. Effective 6/30/2050. (SD1)

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