
HOUSE RESOLUTION

REQUESTING THE EXECUTIVE OFFICE ON AGING TO PARTNER WITH THE UNIVERSITY OF HAWAII AT MANOA CENTER ON AGING TO ESTABLISH A KUPUNA WORKFORCE INNOVATION HUB TO IMPLEMENT SHORT-TERM STRATEGIES OUTLINED IN THE 2025 STRENGTHENING HAWAII'S LONG-TERM DIRECT CARE WORKFORCE STRATEGIC PLAN.

1 WHEREAS, direct care workers are the backbone of the
2 long-term care system but their efforts are often undervalued,
3 evidenced by lower wages, poor or no employment benefits, and
4 fewer opportunities for full-time work; and

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6 WHEREAS, critical needs for direct care workers are
7 under-reported without a reliable and systematic data
8 infrastructure for institutional and community-based care; and

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10 WHEREAS, the State needs to align with national trends
11 regarding direct care workforce development, but is faced with
12 unique pressures such as worker migration out of the State; and

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14 WHEREAS, direct care workers lack core competencies to
15 adequately meet the current care needs of older adults and older
16 adults with special needs; and

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18 WHEREAS, direct care workers need a responsive curriculum
19 that improves cultural and core competencies; and

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21 WHEREAS, the State acknowledges the successful
22 collaboration achieved at the Long-Term Care Summit in 2024 and
23 the development of the 2025 Strengthening Hawaii's Long-Term
24 Direct Care Workforce Strategic Plan by the University of Hawaii
25 at Manoa Center on Aging in the midst of global unprecedented
26 population age-shifts; now, therefore,

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28 BE IT RESOLVED by the House of Representatives of the
29 Thirty-third Legislature of the State of Hawaii, Regular Session
30 of 2025, that the Executive Office on Aging is requested to
31 partner with the University of Hawaii at Manoa Center on Aging
32 to establish a Kupuna Workforce Innovation Hub to implement



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1 short-term strategies outlined in the 2025 Strengthening
2 Hawaii's Long-Term Direct Care Workforce Strategic Plan; and
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4 BE IT FURTHER RESOLVED that the Executive Office on Aging
5 is requested to support the University of Hawaii at Manoa Center
6 on Aging to continue to meet with stakeholders and gather data
7 to address issues related to the State's direct care workforce;
8 and
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10 BE IT FURTHER RESOLVED that the University of Hawaii at
11 Manoa Center on Aging is requested to implement preliminary
12 steps as outlined in the 2025 Strengthening Hawaii's Long-Term
13 Direct Care Workforce Strategic Plan by:
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- 15 (1) Meeting with key stakeholders to advance objectives
16 and strategies with the goal of improving the
17 recruitment and retention of direct care workers
18 across the State;
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- 20 (2) Standardizing core competencies in aging for direct
21 care workers and strengthening training with expanded
22 curriculum and continuing education offerings to meet
23 competencies in caring for older adults; and
24
- 25 (3) Enhancing understanding of direct care worker and
26 employer gaps and needs to implement appropriate and
27 effective polies and workforce strategies such as
28 career pathways and lattices; and
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30 BE IT FURTHER RESOLVED that the University of Hawaii at
31 Manoa Center on Aging is requested to submit a report of its
32 findings and recommendations, including any proposed
33 legislation, to the Executive Office on Aging for inclusion into
34 the Office's annual report, no later than forty days prior to
35 the convening of the Regular Session of 2026; and
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37 BE IT FURTHER RESOLVED that the Executive Office on Aging
38 is requested to include the findings and recommendations
39 received from the University of Hawaii at Manoa Center on Aging,
40 including any proposed legislation, in its annual report to the
41 Legislature; and
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1 BE IT FURTHER RESOLVED that certified copies of this
2 Resolution be transmitted to the Director of Health, Director of
3 the Executive Office on Aging, President of the University of
4 Hawaii System, and Interim Director of the University of Hawaii
5 at Manoa Center on Aging.
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OFFERED BY:



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