

MAR 07 2025

SENATE CONCURRENT 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 Senate of the Thirty-third
29 Legislature of the State of Hawaii, Regular Session of 2025, the
30 House of Representatives concurring, that the Executive Office



1 on Aging is requested to partner with the University of Hawaii
 2 at Manoa Center on Aging to establish a Kupuna Workforce
 3 Innovation Hub to implement short-term strategies outlined in
 4 the 2025 Strengthening Hawaii's Long-Term Direct Care Workforce
 5 Strategic Plan; and

6
 7 BE IT FURTHER RESOLVED that the Executive Office on Aging
 8 is requested to support the University of Hawaii at Manoa Center
 9 on Aging to continue to meet with stakeholders and gather data
 10 to address issues related to the State's direct care workforce;
 11 and

12
 13 BE IT FURTHER RESOLVED that the University of Hawaii at
 14 Manoa Center on Aging is requested to implement preliminary
 15 steps as outlined in the 2025 Strengthening Hawaii's Long-Term
 16 Direct Care Workforce Strategic Plan by:

- 17
 18 (1) Meeting with key stakeholders to advance objectives
 19 and strategies with the goal of improving the
 20 recruitment and retention of direct care workers
 21 across the State;
 22
 23 (2) Standardizing core competencies in aging for direct
 24 care workers and strengthening training with expanded
 25 curriculum and continuing education offerings to meet
 26 competencies in caring for older adults; and
 27
 28 (3) Enhancing understanding of direct care worker and
 29 employer gaps and needs to implement appropriate and
 30 effective polies and workforce strategies such as
 31 career pathways and lattices; and
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33 BE IT FURTHER RESOLVED that the University of Hawaii at
 34 Manoa Center on Aging is requested to submit a report of its
 35 findings and recommendations, including any proposed
 36 legislation, to the Executive Office on Aging for inclusion into
 37 the Office's annual report, no later than forty days prior to
 38 the convening of the Regular Session of 2026; and
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40 BE IT FURTHER RESOLVED that the Executive Office on Aging
 41 is requested to include the findings and recommendations
 42 received from the University of Hawaii at Manoa Center on Aging,



1 including any proposed legislation, in its annual report to the
2 Legislature; and

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4 BE IT FURTHER RESOLVED that certified copies of this
5 Concurrent Resolution be transmitted to the Director of Health,
6 Director of the Executive Office on Aging, President of the
7 University of Hawaii System, and Interim Director of the
8 University of Hawaii at Manoa Center on Aging.

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OFFERED BY: _____

A large, bold, handwritten signature in black ink is written over a horizontal line. The signature is stylized and appears to be the initials 'SMU'.