SENATE 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
5
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
13
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
17
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,
27
28   BE IT RESOLVED by the Senate of the Thirty-third
29 Legislature of the State of Hawaii, Regular Session of 2025,
30 that the Executive Office on Aging is requested to partner with
31 the University of Hawaii at Manoa Center on Aging to establish a
32 Kupuna Workforce Innovation Hub to implement short-term

1   strategies outlined in the 2025 Strengthening Hawaii's Long-Term
2   Direct Care Workforce Strategic Plan; and
3
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
9
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:
14
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
29
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
36
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
42

S.R. NO. 63

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: _____