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## HOUSE RESOLUTION

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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

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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

17  
18 WHEREAS, direct care workers need a responsive curriculum  
19 that improves cultural and core competencies; and

20  
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



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  
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;  
19
- 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  
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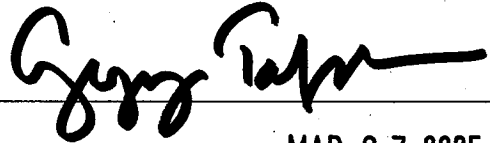
37 BE IT FURTHER RESOLVED that the Executive Office on Aging  
38 is requested to include the findings and recommendations  
39 received from the University of Hawaii at Manoa Center on Aging,  
40 including any proposed legislation, in its annual report to the  
41 Legislature; and  
42



# H.R. NO. 110

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:



MAR 07 2025

