

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

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,

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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  
32

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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11 OFFERED BY: 

