
HOUSE RESOLUTION

REQUESTING THE WORKFORCE DEVELOPMENT COUNCIL TO RECOMMEND TO THE GOVERNOR, FOR INCLUSION IN THE STATE UNIFIED PLAN, A COMPREHENSIVE STATEWIDE WORKFORCE STRATEGY TO ENSURE THAT ALL PEOPLE OF THE STATE HAVE A PATHWAY TO A CAREER THAT ENABLES THEM TO LEARN, WORK, AND THRIVE IN THE STATE AND CONTRIBUTE TO A VIBRANT LOCAL ECONOMY GROUNDED IN COMMUNITY VALUES BY 2045.

1 WHEREAS, the State is at a critical demographic and
2 economic crossroads due to its high cost of living and limited
3 employment opportunities; and

4
5 WHEREAS, the results of the 2025 Holomua Collective
6 Affordability Survey, which polled over three thousand two
7 hundred local working residents, exemplify the widening gap
8 between local wages and the cost of living; and

9
10 WHEREAS, the survey found that seventy-five percent of
11 respondents said they will, or were unsure if they will,
12 relocate to a less expensive state in the coming years due to
13 increasing economic pressures, and that thirty-three percent of
14 respondents preparing to leave plan to relocate within five
15 years; and

16
17 WHEREAS, in 2023, the Asset Limited, Income Constrained,
18 Employed (ALICE) household survival budget for a family of four
19 in the State was \$110,112, and forty-five percent of households
20 fell below that threshold; and

21
22 WHEREAS, in addition to the significant portion of working
23 individuals and families currently struggling economically, the
24 State's youth face a precarious future; and

25
26 WHEREAS, the Hawaii Workforce Funders Collaborative reports
27 that nearly thirty percent of the approximately one hundred
28 seventy thousand young residents projected to enter the State's
29 workforce over the next decade will lack viable opportunities to
30 build a sustainable career in the State; and

31



1 WHEREAS, to prevent a permanent loss of local talent, the
2 State must bridge the gap between education and employment by
3 investing in robust career counseling infrastructure and
4 work-based learning opportunities that connect students to
5 high-quality, local employment opportunities in the State; and
6

7 WHEREAS, efforts by multiple state departments and
8 agencies, nonprofit partners, and labor organizations have made,
9 and continue to make, significant foundational progress in
10 increasing workforce development opportunities for local working
11 residents, including through the adoption of the State Unified
12 Plan by the Department of Labor and Industrial Relations and the
13 Workforce Development Council; and
14

15 WHEREAS, this collaborative framework has begun to bring
16 together education, industry, labor, and social services to
17 connect federal Workforce Innovation and Opportunity Act (2014)
18 funding with state resources; and
19

20 WHEREAS, achieving the vision of a resilient, inclusive
21 economy, however, requires transitioning from a temporary
22 collaborative effort in workforce development to a long-term
23 comprehensive statewide strategy and goal; and
24

25 WHEREAS, successful models in states such as Idaho, Maine,
26 Minnesota, and Virginia demonstrate that comprehensive workforce
27 strategies anchored by a common, statewide goal are essential
28 for long-term alignment and accountability; and
29

30 WHEREAS, by establishing clear metrics and a
31 whole-of-government approach, these states have integrated
32 funding streams and established momentum through data
33 collection, sharing, and analysis; and
34

35 WHEREAS, despite considerable effort and growth over the
36 past decade, the State's workforce development landscape lacks a
37 common long-term strategy; and
38

39 WHEREAS, the establishment of a common long-term strategy
40 can provide the framework, funding, and motivation for all
41 stakeholders to move in concert toward a shared definition of



1 success, and will improve the State's talent pipelines in
2 high-demand, high-wage occupations; now, therefore,

3
4 BE IT RESOLVED by the House of Representatives of the
5 Thirty-third Legislature of the State of Hawaii, Regular Session
6 of 2026, that the Workforce Development Council is requested to
7 recommend to the Governor, for inclusion in the State Unified
8 Plan, a comprehensive statewide workforce strategy to ensure
9 that all people of the State have a pathway to a career that
10 enables them to learn, work, and thrive in the State and
11 contribute to a vibrant local economy grounded in community
12 values by 2045; and

13
14 BE IT FURTHER RESOLVED that the comprehensive statewide
15 workforce strategy is requested to:

- 16
17 (1) Serve as a long-term framework to unify state and
18 county workforce efforts under a common goal with
19 aligned priorities; and
20
21 (2) Be incorporated into, and guide, each State Unified
22 Plan and any modification thereof, regardless of the
23 applicable planning period; and
24

25 BE IT FURTHER RESOLVED that the comprehensive statewide
26 workforce strategy is requested to include, at a minimum,
27 specific plans to achieve, and metrics to evaluate, progress in
28 the following areas:

- 29
30 (1) Increasing work-based learning infrastructure and
31 access, with focus on summer youth internship
32 programs;
33
34 (2) Increasing economic resilience and opportunity;
35
36 (3) Reducing underemployment and improving job quality;
37
38 (4) Expanding living-wage employment opportunities;
39
40 (5) Expanding industry-led sectoral partnerships; and
41
42 (6) Increasing job retention; and



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32

BE IT FURTHER RESOLVED that the Workforce Development Council is requested to be responsible for facilitating the alignment of workforce development efforts and programs administered by state departments and agencies to achieve the goals established in the State Unified Plan and recommended comprehensive statewide workforce strategy; and

BE IT FURTHER RESOLVED that all state departments and agencies are requested to assist the Workforce Development Council by providing data and information necessary to support periodic evaluation of the comprehensive statewide workforce strategy, to the extent permitted by law; and

BE IT FURTHER RESOLVED that certified copies of this Resolution be transmitted to the Governor; Executive Director of the Workforce Development Council; Comptroller; Chairperson of the Board of Agriculture and Biosecurity; Attorney General; Director of Finance; Director of Business, Economic Development, and Tourism; Director of Commerce and Consumer Affairs; Adjutant General; Chairperson of the Board of Education; Superintendent of Education; Chairperson of the Hawaiian Homes Commission; Director of Health; Director of Human Resources Development; Director of Human Services; Director of Labor and Industrial Relations; Chairperson of the Board of Land and Natural Resources; Director of Law Enforcement; Director of Corrections and Rehabilitation; Director of Taxation; Director of Transportation; and President of the University of Hawaii System.

OFFERED BY: 
MAR 16 2026