

MAR 16 2026

SENATE CONCURRENT 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

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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

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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

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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

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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

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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



1 workforce over the next decade will lack viable opportunities to
2 build a sustainable career in the State; and

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

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

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

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

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

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

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



1 WHEREAS, the establishment of a common long-term strategy
2 can provide the framework, funding, and motivation for all
3 stakeholders to move in concert toward a shared definition of
4 success, and will improve the State's talent pipelines in
5 high-demand, high-wage occupations; now, therefore,
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7 BE IT RESOLVED by the Senate of the Thirty-third
8 Legislature of the State of Hawaii, Regular Session of 2026, the
9 House of Representatives concurring, that the Workforce
10 Development Council is requested to recommend to the Governor,
11 for inclusion in the State Unified Plan, a comprehensive
12 statewide workforce strategy to ensure that all people of the
13 State have a pathway to a career that enables them to learn,
14 work, and thrive in the State and contribute to a vibrant local
15 economy grounded in community values by 2045; and
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17 BE IT FURTHER RESOLVED that the comprehensive statewide
18 workforce strategy is requested to:

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- 20 (1) Serve as a long-term framework to unify state and
21 county workforce efforts under a common goal with
22 aligned priorities; and
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 - 24 (2) Be incorporated into, and guide, each State Unified
25 Plan and any modification thereof, regardless of the
26 applicable planning period; and
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28 BE IT FURTHER RESOLVED that the comprehensive statewide
29 workforce strategy is requested to include, at a minimum,
30 specific plans to achieve, and metrics to evaluate, progress in
31 the following areas:

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- 33 (1) Increasing work-based learning infrastructure and
34 access, with focus on summer youth internship
35 programs;
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 - 37 (2) Increasing economic resilience and opportunity;
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 - 39 (3) Reducing underemployment and improving job quality;
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 - 41 (4) Expanding living-wage employment opportunities;
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- 1 (5) Expanding industry-led sectoral partnerships; and
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- 3 (6) Increasing job retention; and
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5 BE IT FURTHER RESOLVED that the Workforce Development
 6 Council is requested to be responsible for facilitating the
 7 alignment of workforce development efforts and programs
 8 administered by state departments and agencies to achieve the
 9 goals established in the State Unified Plan and recommended
 10 comprehensive statewide workforce strategy; and

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

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 18 BE IT FURTHER RESOLVED that certified copies of this
 19 Concurrent Resolution be transmitted to the Governor; Executive
 20 Director of the Workforce Development Council; Comptroller;
 21 Chairperson of the Board of Agriculture and Biosecurity;
 22 Attorney General; Director of Finance; Director of Business,
 23 Economic Development, and Tourism; Director of Commerce and
 24 Consumer Affairs; Adjutant General; Chairperson of the Board of
 25 Education; Superintendent of Education; Chairperson of the
 26 Hawaiian Homes Commission; Director of Health; Director of Human
 27 Resources Development; Director of Human Services; Director of
 28 Labor and Industrial Relations; Chairperson of the Board of Land
 29 and Natural Resources; Director of Law Enforcement; Director of
 30 Corrections and Rehabilitation; Director of Taxation; Director
 31 of Transportation; and President of the University of Hawaii
 32 System.

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OFFERED BY:


