

WORKFORCE DEVELOPMENT TRAINING INCENTIVE PROGRAM

HAWAII STATE DEPARTMENT OF HEALTH DEVELOPMENTAL DISABILITIES DIVISION



EARLY

ADOPTERS

WORKFORCE DEVELOPMENT TRAINING INCENTIVE PROGRAM

HAWAII STATE DEPARTMENT OF HEALTH DEVELOPMENTAL DISABILITIES DIVISION

Workforce Development & Investment Island Style: Hawai‘i Mid-implementation Update

NASDDDS 2025 Directors Forum & Annual Conference

November 5, 2025

WHY?

BECAUSE



How it All Started





Welcome to

Santa's Summit

What do you want for Christmas in
2025?

December 11, 2019
Ko'olau Ballrooms



Possibilities **NOW!**

OVERVIEW OF DDD'S AMERICAN RESCUE PLAN ACT OF 2021 SPENDING PLAN

to enhance, expand, and strengthen the 1915(c) HCBS Waiver

THE AMERICAN RESCUE PLAN

PRIORITY 1 Supports for Participants & Families

PRIORITY 2 Strengthen Provider Capacities

PRIORITY 3 DSP Workforce Development

PRIORITY 4 Improve Protections for Health, Safety & Well-being

PRIORITY 5 Strengthen System Infrastructure & Accountability

HAWAII STATE DEPARTMENT OF HEALTH

HIGHLIGHT: WORKFORCE DEVELOPMENT



- Overall goal is to develop a Direct Support Professional certification framework for Hawaii
 - Increase skills of staff
 - Provide a career pathway
 - Increase retention



Are the DSPs in your state:

0%

Government employees

0%

Agency employed

0%

Consumer/Self directed

0%

Some combination

0%

All

 Presentation selected for PowerPoint



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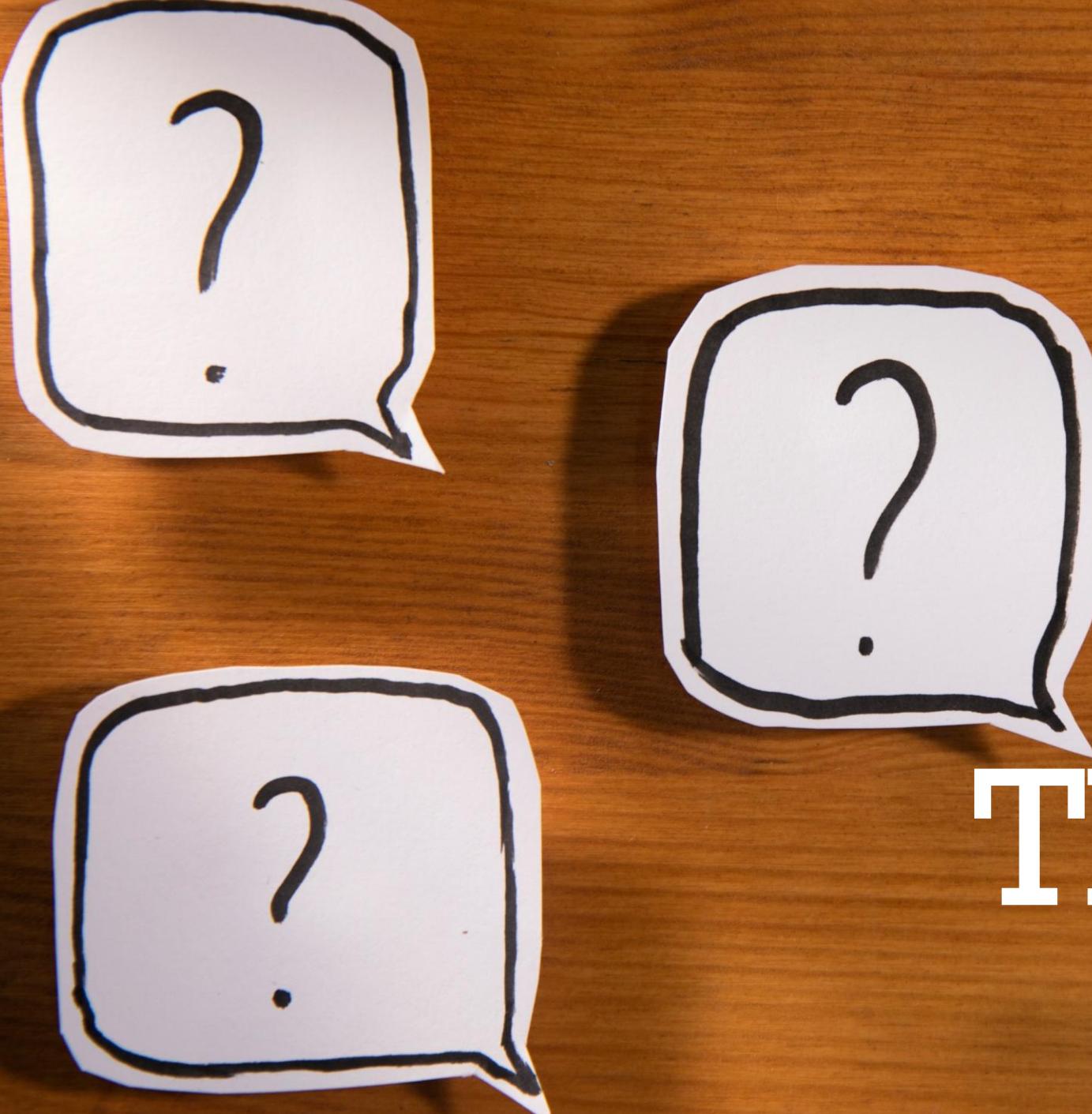


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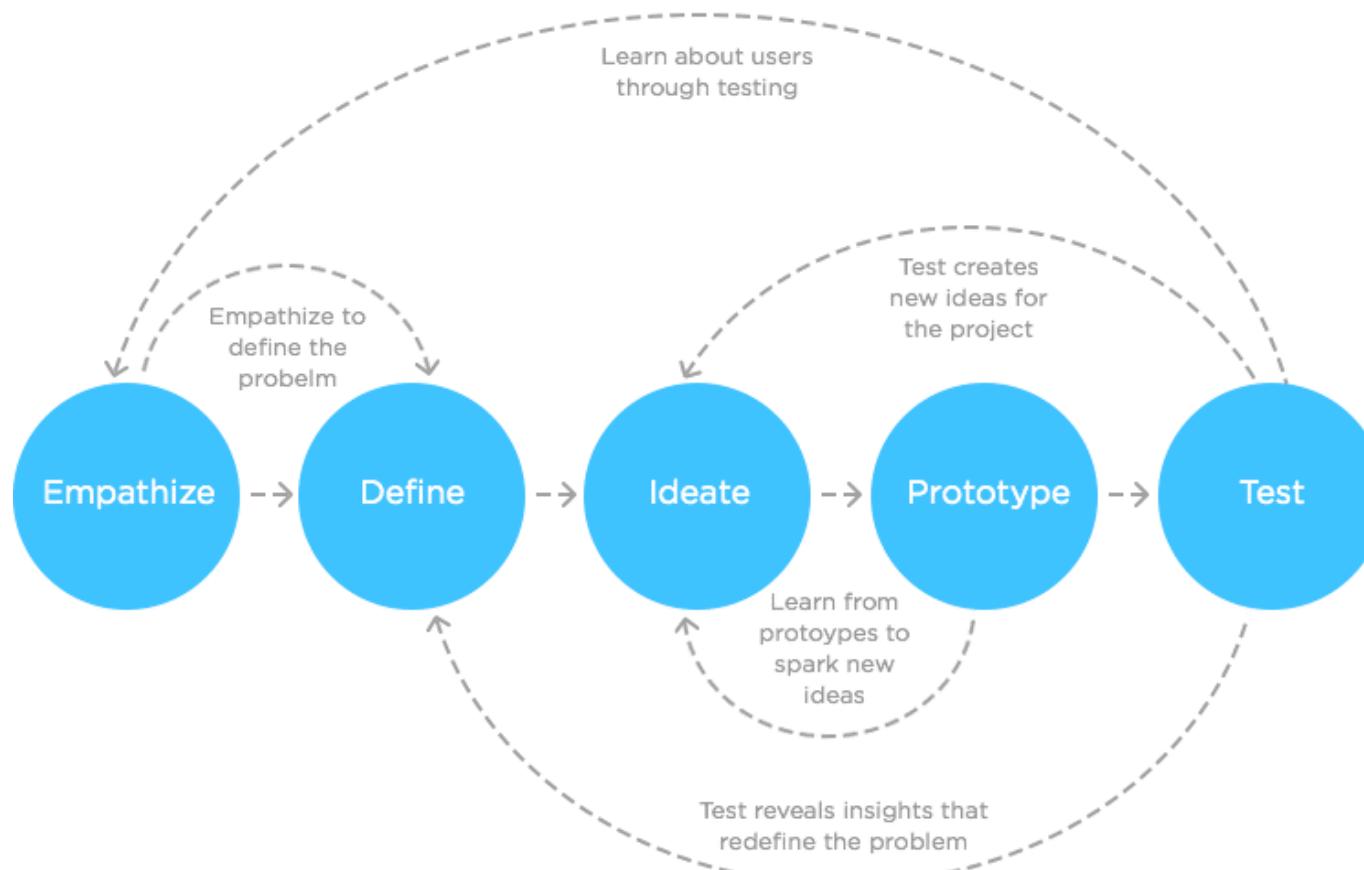
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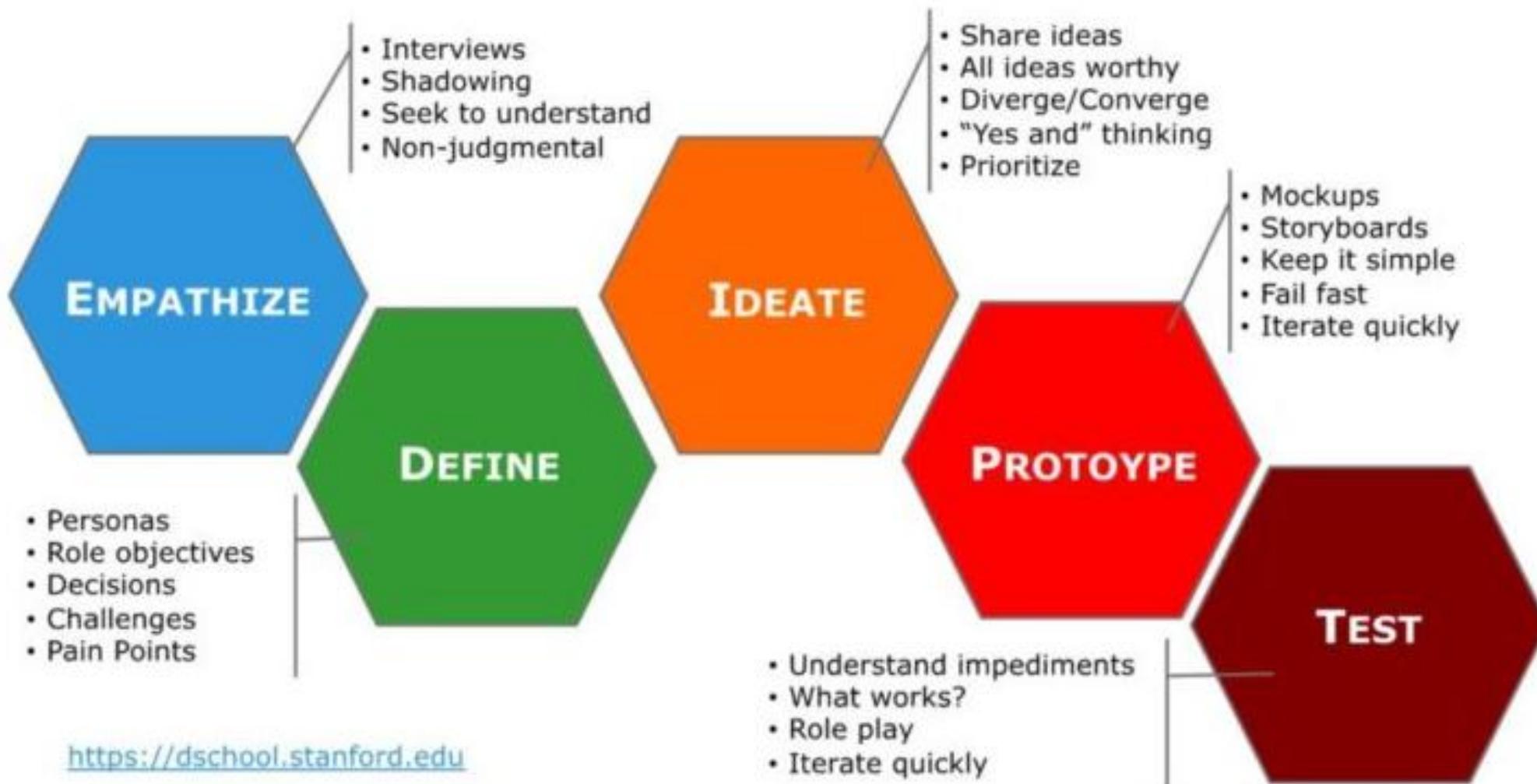


What is
Design
Thinking?

DT: Non-linear Approach



Stanford d.school Design Thinking Process



Mahalo!

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