

**WORKFORCE
DEVELOPMENT
TRAINING INCENTIVE
PROGRAM**

**HAWAI'I STATE DEPARTMENT OF HEALTH
DEVELOPMENTAL DISABILITIES DIVISION**



**EARLY
ADOPTERS**

**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

The New Year's Resolution Vision for a Good System!

Use Email More

Move Forward on DSW Certification

Provide Opportunities for People to Grow

Communicate & Collaborate More

Build up the Workforce

Clarify Waiver Services

Include Stakeholders More

Improve Service Quality

Share Program Success Stories!

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

Possibilities NOW!

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

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

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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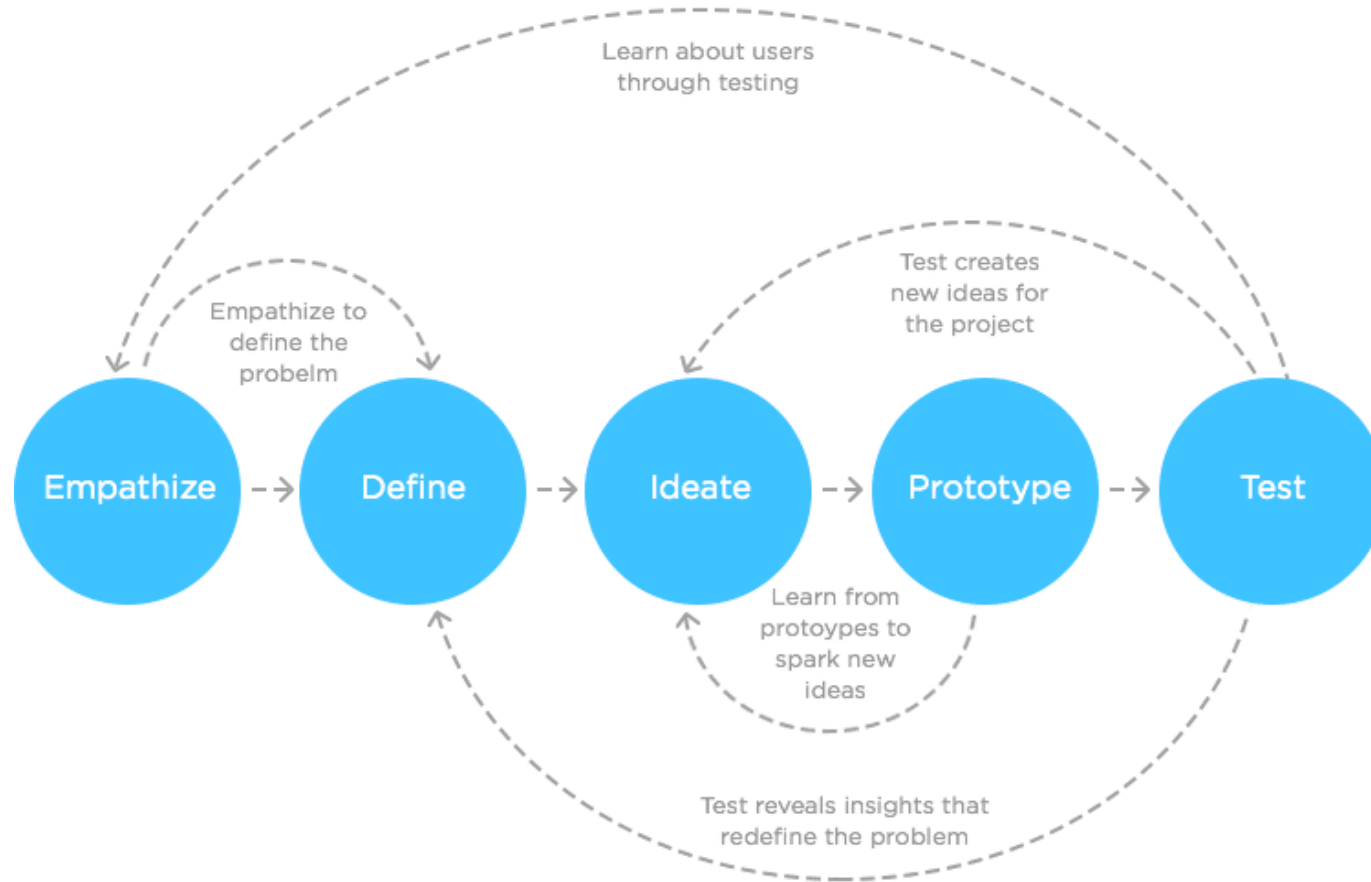
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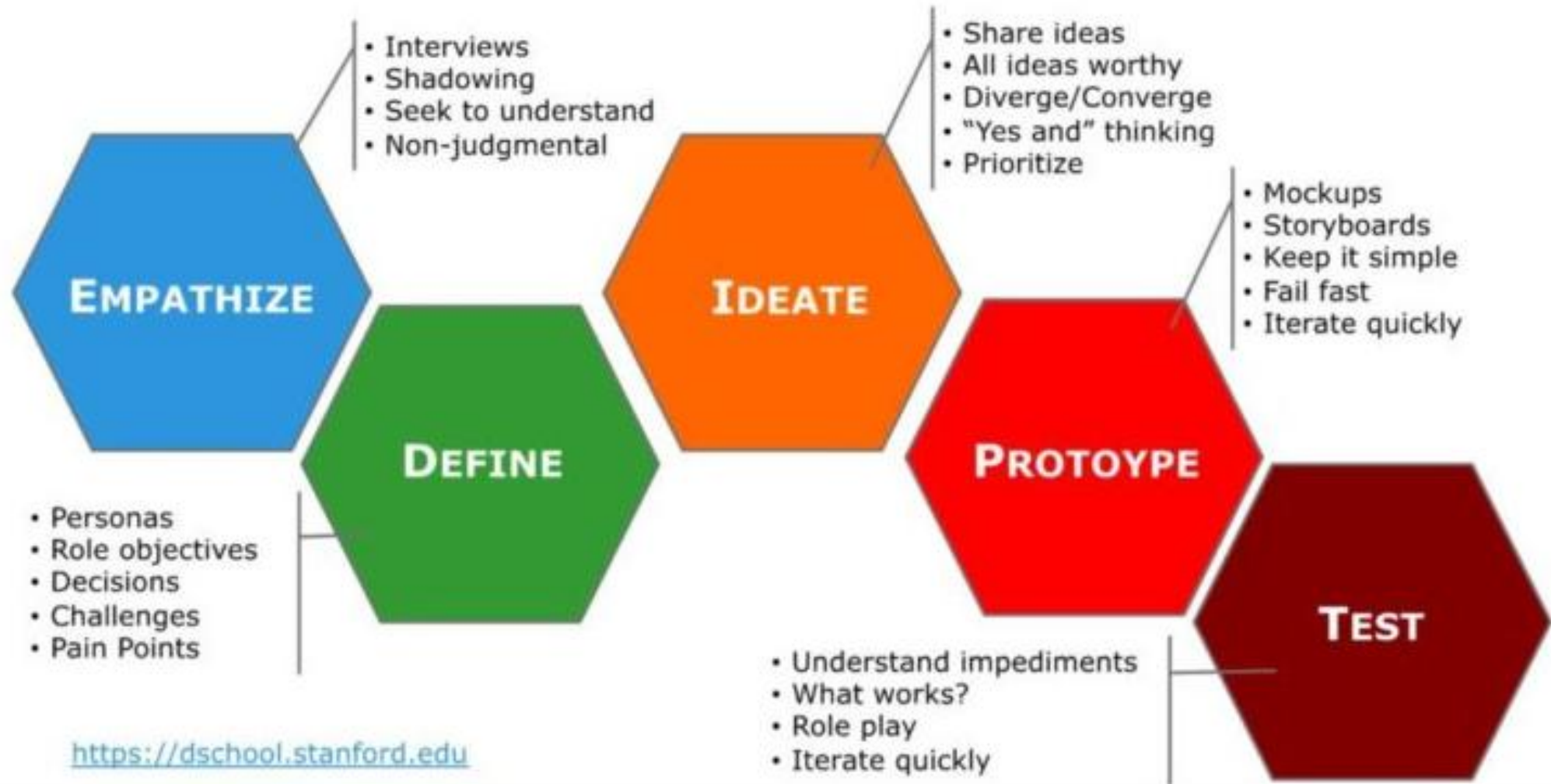


What is
Design
Thinking?

DT: Non-linear Approach



Stanford d.school Design Thinking Process



Mahalo!

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