



# Island Community Report: O'ahu

## Executive Summary

*This Executive Summary of the Office of Hawaiian Affairs' (OHA) Island Community Report presents an annual overview of key issues affecting Native Hawaiian communities on O'ahu. It highlights community concerns monitored by OHA, current Native Hawaiian data, and updates on OHA's grant and loan initiatives. Topics covered align with OHA's four Strategic Directions: Educational Pathways, Health Outcomes, Quality Housing, and Economic Stability.*

### Current Conditions

O'ahu has a Native Hawaiian population of 196,071, which represents 19% of the island's total population (1,015,167) and 63% of the state's total Native Hawaiian population (310,789) (2017-2021).<sup>1</sup>



#### Educational Pathways Data

- Approximately 37% of O'ahu Native Hawaiian public high school graduates enrolled in colleges across the nation, compared to 55% of all O'ahu public high school graduates and 36% of all Native Hawaiians statewide (2024).<sup>2</sup>
- There are currently six Hawaiian Focused Charter Schools and twelve Hawaiian-medium schools or programs on O'ahu (SY24-25).<sup>3</sup>



#### Health Outcomes Data

- 74% of Native Hawaiian adults on O'ahu report having a physical checkup in the past year, compared to 77% of all O'ahu residents, and 74% of Native Hawaiians statewide (2023).<sup>4</sup>
- 45% of Native Hawaiians on O'ahu report they can converse 'ōlelo Hawai'i at a beginner level or higher, compared to 8% of non-Hawaiian O'ahu residents, and 50% of Native Hawaiians statewide (2025).<sup>5</sup>



#### Quality Housing Data

- 43% (8,777 of 20,567) of Native Hawaiian renters on O'ahu pay affordable rent (<30% of household income toward rent), compared to 41% (55,862 of 137,352) of all renters on O'ahu and 42% (13,778 of 32,538) Native Hawaiian renters statewide (2017-2021).<sup>6</sup>
- 56% (26,253 of 46,820) of Native Hawaiian households on O'ahu own their homes, compared to 58% (193,041 of 330,393) of all households on O'ahu and 57% of all Native Hawaiian households statewide (43,870 of 76,408) (2017-2021).<sup>7</sup>
- 44% (4,440) of all Department of Hawaiian Homelands leases statewide (10,048) are on O'ahu (2024).<sup>8</sup>



#### Economic Stability Data

- Native Hawaiian median household income on O'ahu is \$90,868, 98% of the median income of all O'ahu residents (\$92,600) (2017-2021). Statewide, Native Hawaiian median household income is \$83,317 (95%), compared to \$88,005 for all households.<sup>9</sup>
- There are 5,401 Native Hawaiian entrepreneurs on O'ahu. This is 53% of the 10,193 Native Hawaiian entrepreneurs statewide (2021).<sup>10</sup>

## Current Opportunities and Challenges / OHA Activities

*This section outlines key opportunities and challenges affecting beneficiaries on the island of O‘ahu, organized according to OHA’s four strategic directions. OHA continues to monitor these issues closely and respond with appropriate actions as needed.*

### EDUCATIONAL PATHWAYS

#### Early Learning Apprenticeship Program

The shortage of early learning professionals has forced preschools to close across the state, including on O‘ahu. Throughout the 2025 legislative session, OHA provided written testimony in support of House Bill 549, Relating to an Early Learning Apprenticeship Program, which would provide financial support to early learning service providers to participate in federal and state apprenticeship programs, expanding the number of qualified early learning professionals in the state. Although this bill died in conference committee, it will be automatically reintroduced in 2026, and OHA will continue to work with advocates throughout the year to plan how to advance this measure.

#### Teacher Education Subsidy

Due to a shortage of qualified teachers, more than 60,000 Hawai‘i students have teachers that do not meet state certification levels, and the rate of qualified teachers leaving Hawai‘i continues to accelerate.<sup>11</sup> House Bill 1345, Relating to Teacher Education, would grant a tuition waiver and mandatory fee waiver to resident students enrolled in the College of Education at the University of Hawai‘i at Mānoa for the semester or term in which they complete their student teaching requirement. OHA supported this bill in written testimony throughout the 2025 legislative session, and it made it to the conference committee but did not pass out. This bill will automatically be reintroduced in 2026, and OHA will continue to work with advocates throughout the year to plan how to advance this measure.

#### Healthcare Workforce Initiative

The 2024 Healthcare Workforce Initiative survey from the Healthcare Association of Hawai‘i found that there are nearly 4,700 openings for non-physician, patient-facing positions in hospitals, nursing homes, clinics, and other health care facilities in the state.<sup>12</sup> The Hawai‘i Healthcare Workforce Initiative has played a crucial role in mitigating this issue through various workforce development programs. Two key programs offered by the association are the public high school health care certificate programs and the certified nursing assistant to licensed practical nurse glidepath program. In the 2025 session OHA provided written testimony in support of House Bill 714, Relating to Health Care Workforce Development, which would have appropriated funding to continue these and other programs in the Hawai‘i Healthcare Workforce Initiative. This bill died in conference committee but will be automatically reintroduced in 2026.

### HEALTH OUTCOMES

#### O‘ahu Army Training Land Retention

Army leases of state land are set to expire in 2029 and the Army is seeking new 65-year leases with the State of Hawai‘i for a total of 6,300 acres of state-owned lands. In May 2025, the Army released a Final Environmental Impact Statement (FEIS) to retain state lands that are leased for training purposes in three areas: Kawaiiloa-Poamoho Training Area, Kahuku Training Area, and Makua Military Reservation. The Board of Land and Natural Resources (BLNR) considered the FEIS on June 27, 2025. During the BLNR meeting, there was overwhelming opposition from the public. OHA Advocacy provided testimony recommending rejection of the FEIS, citing concerns regarding: lack of shorter term lease analysis; lack of plans for land restoration; lack of outreach for

the CIA; failure to complete the HRS 6E review process and to ensure adequate survey of all affected lands; and, failure to disclose status regarding a pending Biological Opinion being prepared by the US Fish & Wildlife Service. These comments were consistent with the comments contained in OHA’s July 2024 letter regarding the Draft Environmental Impact Statement. The BLNR voted not to accept the FEIS.

### **Ala Wai Pedestrian Bridge Project**

The City & County of Honolulu is proposing to construct a 20 ft wide pedestrian cable-stayed bridge with a main 180 ft concrete tower to connect the Ala Wai Park to Waikīkī. Pedestrian and bicycle connections will occur via University Avenue and through Ala Wai Park. Location of the bridge will necessitate relocating the historic Malia canoe (registered on the National Register of Historic Places), currently utilized by the Waikīkī Surf Club (WSC) for cultural purposes. Despite widespread community opposition citing traffic, parking, safety, and design concerns, the Federal Highways Administration (FHWA) has determined there will be “no adverse effect” on the Malia. This finding is disputed by OHA, WSC, and the State Historic Preservation Division. OHA has challenged this determination, citing clear impacts to cultural access and the Malia canoe, and advised WSC in its decision to decline signing FHWA’s agreement. OHA will continue pressing for cultural protections through federal and state compliance processes.

### **Kahana Valley Land Transfer**

Kahana Valley is one of the last largely intact ahupua’a in Hawai’i and holds deep cultural significance. Residents have long expressed that State Department of Land and Natural Resources (DLNR) management has failed to uphold the “living park” vision, leading to displacement, restrictive leases, and cultural suppression. OHA, in partnership with DLNR, is advancing due diligence toward the potential transfer of Kahana Valley State Park and adjacent parcels to OHA. Community members broadly support transfer to OHA, though beneficiaries have raised concerns about transparency, leaseholder security, and ensuring resident voices are central in governance. OHA sees this as an opportunity to restore native stewardship, sustain cultural practices, and honor ‘ohana living in the valley.

### **Iwi Kūpuna Returned Home from Ireland Museum**

A team representing OHA and Hui Iwi Kuamo’o returned to Hawai’i this May after receiving iwi kūpuna and moepū in formal ceremonies from the National Museums of Northern Ireland Ulster Museum. Previously in 2021, OHA put a claim for repatriation of five mea kapu believed to be at the museum and accompanied a team from Hawai’i traveled to Ireland and retrieved two iwi kūpuna plus the mea kapu. This second repatriation returned the remaining iwi kūpuna and moepū connected to the 2021 claim. OHA CEO Stacy Ferreira stated, “with deep humility and reverence we witness the healing of a long-standing kaumaha. The return of our iwi kūpuna is about restoring dignity, healing generations, and reaffirming the living spirit of our ancestors.”

### **Health Outcomes FY26-27 Biennium Budget Highlights**

The OHA’s new two-year budget for FY 2026–2027, totaling approximately \$136 million, marks a significant investment aimed at strengthening services for Native Hawaiians and enhancing internal capacity. The process was marked by detailed line-item reviews, and discussions around how to balance administrative needs with increased funding for Hawaiian-focused charter schools, justice initiatives, and Neighbor Island services. The budget was approved and reflects a strong desire among trustees and Administration to move forward with a clear, values-driven fiscal plan that better serves Native Hawaiian communities across the pae ‘āina. Key highlights for Health Outcomes-aligned items include grant funding to the Department of Native Hawaiian Health at John A. Burns School of Medicine for ‘ōiwi physician’s workforce development, funding for the Pu’uhonua Restorative Justice Program, and funding for the Ke Ala Pono Sex Trafficking comprehensive curriculum development to train law enforcement and professionals.

## QUALITY HOUSING

### **Kūpuna Rent Supplement**

Hawai'i continues to experience a housing crisis that disproportionately impacts Native Hawaiian communities, including those on O'ahu. For O'ahu kūpuna, who often live on fixed retirement incomes, any increase in rent can quickly outpace their ability to pay and leave them vulnerable to displacement and homelessness. The continuation of the State Rent Supplement Program for kūpuna through 2028 (HB 703\_HD1\_SD1\_CD1) is one of the most important housing solutions passed this legislative session. OHA supported this bill through written testimony, emphasizing the importance of preserving kūpuna independence and dignity through stable housing. This measure is currently on the governor's desk for his consideration.

### **Kauhale Projects Addressing O'ahu's Houseless Population with Ho'okahi Leo Kauhale Phase I and Planned Expansion A**

Community advocates, service providers, and housing organizations have voiced growing support for kauhale as an alternative to traditional shelter models. The kauhale model addresses a critical gap in long-term, stable housing, and while not exclusive to Native Hawaiians, it responds to housing insecurity that disproportionately affects Native Hawaiian individuals and families. Ho'okahi Leo Kauhale Phase I delivered 20 housing units for individuals facing homelessness, with Phase II set to expand the site to include additional housing and a community center. At full build-out, the kauhale is expected to serve more than 50 residents. OHA supported this project model through its testimony on HB 431, a measure that established a Supportive Housing Special Fund to support kauhale-style developments and long-term supportive services.

### **Increasing Access to Homeownership through Financing Assistance**

Purchasing a single-family home or condominium continues to be a challenge for many Native Hawaiian families who must contend with high prices, limited inventory and high cost of living. Across the state, the median single-family home sold in 2024 was \$950,000 (6% higher than the year prior), while the median price for a condominium transaction was \$600,000 (6% lower than the year prior). On O'ahu, the median household income is \$104,264; the median single-family price is \$1,092,400; the median condominium price is \$560,000; and the median monthly owner costs is \$3,066. OHA's AHO (Access to Home Ownership) program is a \$1.5 million deposit-backed pilot program designed to reduce homeownership barriers for Native Hawaiians. The program is in partnership with American Savings Bank, the lender who administers the mortgage process.

### **Increasing Access to Funding for Emergency Rent Relief**

Affordable rent continues to be a challenge for Native Hawaiian families due to limited inventory, income limitations and high cost of living. OHA provided Hawaiian Community Assets a \$1.66 million Community Grant to administer the Kūkulu Kahua Emergency Financial Assistance Program. This statewide program provides support to Native Hawaiian families experiencing urgent financial hardship. The program offers one-time support for emergency needs, such as rent, utilities and funeral expenses and provides financial counseling and wraparound services aimed at empowering families to achieve economic resilience.

## ECONOMIC STABILITY

### **Food Sovereignty**

Senate Bill 890, Relating to Business Regulation, would safeguard Native Hawaiian agricultural products by requiring any poi labeled for sale to disclose whether the taro (kalo) used was grown outside of Hawai'i. This measure promotes economic stability for Native Hawaiian farmers and protection of the integrity of local food systems. It also aligned with longstanding recommendations from the Taro Security and Purity Task Force Legislative Report (2010), prepared and published by OHA, including the need to support traditional farming and increase access to agricultural land. The influx of imported taro poses economic and ecological challenges to Native Hawaiian farmers, who already face barriers such as limited land access, high production costs, and vulnerability to pests and plant disease. Imported kalo may introduce harmful pathogens, threatening traditional lo'i kalo and food security across the islands. SB 890 died in conference committee but will be automatically reintroduced in 2026.

### **Healthcare Education Loan Repayment Program**

One reason healthcare providers often cite for the difficulty of practicing in Hawai'i is financial hardship, with the high cost of living frequently driving providers to leave the State. In 2023, the legislature appropriated a total of \$30 million over fiscal years 2024 and 2025 to fund the Healthcare Education Loan Repayment Program, which assists health care professionals in Hawai'i in repaying their health care educational loans in exchange for medical service in Hawai'i. By all accounts, the program has been extremely successful, helping to improve the lives of health care professionals and making it easier for them to remain and practice in Hawai'i. As the initial appropriation of \$30 million supported two fiscal years of operation, renewed funding was proposed via SB 299 Relating to Loan Repayment for Healthcare Professionals. While this bill died in committee, OHA submitted written testimony acknowledging the inclusion of a provision which specifies that loan repayment shall be contingent upon a minimum number of years of service in the State. OHA Advocates will continue to work throughout the year to plan how to advance or resurrect this bill in the 2026 legislative session.

### **Health Care Workforce Development**

The Hawai'i Healthcare Workforce Initiative has played a crucial role in mitigating this issue through various workforce development programs. Two key programs offered by the association are the public high school health care certificate programs and the certified nurse assistant to licensed practical nurse glidepath program. Both programs aim to strengthen Hawai'i's health care system by preparing new health care workers to enter the workforce and supporting the career advancement of existing workers. The Department of Business, Economic Development & Tourism (DBEDT) currently administers these two programs, and efforts from the 2024 appropriation are currently underway. HB 714 Relating to Health Care Workforce Development would appropriate funds to continue support of these educational programs. OHA submitted written testimony in support of this bill to all the committees in which it was heard. Expanding opportunities for individuals from Native Hawaiian and other underrepresented communities to pursue careers in healthcare will help bridge the gap in healthcare access, particularly in rural and remote regions. Creating pathways to healthcare careers for Native Hawaiians, who can then serve as trusted providers in their own communities, could reduce the barriers to care that many face. While the bill died in conference, OHA advocates will continue to work throughout the year to plan how to advance or resurrect this bill in the 2026 legislative session.

### **OHA Funding Activities for O'ahu**

OHA disbursed nearly \$13.35 million in funds to 21 grantees providing services on O'ahu that range from supporting educational services for Kaiapuni students and 'ohana, support the Papakolea Community

Development Corporation’s Pūowaina Research and Education Project, funding for traditional healing programming, rent subsidies for Native Hawaiian justice-involved women at Mohala Mai, and business education to Native Hawaiians from Wai‘anae Coast communities in the areas of entrepreneurship, social enterprise, or nonprofit development. Of the 23 OHA grants servicing O‘ahu beneficiaries, 13 are exclusive to O‘ahu.

- 22 active grants provide services on O‘ahu; \$5,285,000 total funds disbursed
- 13 of these grants are exclusive to O‘ahu; \$7,751,440 total funds disbursed

OHA offers a variety of personal and business loans designed to support the financial wellbeing of Native Hawaiians. These loans can be used for purposes such as consolidating debt, covering educational expenses, making home improvements, or addressing personal emergencies. OHA disbursed \$1,749,863.07 in loan funds to 48 borrowers on O‘ahu through the Native Hawaiian Revolving Loan Fund program. Active loans included 14 home improvement loans, 28 debt consolidation and six business loans.

## **EDUCATIONAL PATHWAYS**

### **GRANTING ACTIVITIES**

#### ***O‘ahu Island Only***

- Boys & Girls Club of Hawaii (\$410,000)

#### ***Multi-Island/Statewide, including O‘ahu***

- Kanu o ka ‘Āina Learning ‘Ohana [Hawaiian-Focused Charter School Per Pupil Funding] (\$2,850,000)<sup>a</sup>
- Kanu o ka ‘Āina Learning ‘Ohana [Federal Advocacy] (\$500,000)<sup>a</sup>
- Ea Ecoversity (\$401,440)
- Keiki O Ka Aina (\$410,000)

### **LOAN ACTIVITIES**

#### ***Native Hawaiian Revolving Loan Fund (NHRLF) Mālama Education Loan Activity on O‘ahu***

- No open or new NHRLF Mālama Education Loans as of 6/30/25

## **HEALTH OUTCOMES**

### **GRANTING ACTIVITIES**

#### ***O‘ahu Island Only***

- Papakolea Community Development Corporation (\$100,000)
- Papahana Kuaola (\$200,000)
- TiLeaf Group [Homestead Neighborhood Watch Project] (\$300,000)<sup>b</sup>
- Hui Maui Ola (\$500,000)
- Kula no na Po‘e Hawaii (\$500,000)

#### ***Multi-Island/Statewide, including O‘ahu***

- Mana Maoli (\$300,000)
- Polynesian Voyaging Society (\$200,000)
- Health Mothers Healthy Babies Coalition of Hawaii (\$500,000)

### **LOAN ACTIVITIES**

#### ***OHA Consumer Micro Loan Program Loan Activity on O‘ahu (for funeral and emergency health purposes)***

- No open or new Funeral and Health Consumer Micro Loans as of 6/30/25

## QUALITY HOUSING

### GRANTING ACTIVITIES

#### *O'ahu Island Only*

- Honolulu Habitat for Humanity (\$1,500,000)
- Housing Solutions Incorporated (\$180,000)
- Hui Mahiai Aina (\$495,000)
- Waimanalo Health Center (\$500,000)
- TiLeaf Group [Homestead Neighborhood Watch Program] (\$500,000)<sup>c</sup>

#### *Multi-Island/Statewide, including O'ahu*

- No active Quality Housing grants providing services Statewide (that include O'ahu)

### LOAN ACTIVITIES

#### *NHRLF Mālama Home Improvement Loans on O'ahu*

- Open Mālama Home Improvement Loans as of 6/30/25: 15 loans, total disbursed \$704,570.01
- New Mālama Home Improvement Loans in FY25, 7/1/24 to 6/30/25: 14 loans, total disbursed \$637,869.88

#### *NHRLF OHA Consumer Micro Loans for unexpected home repair purposes on O'ahu*

No open or New Consumer Home Repair Micro Loans as of 6/30/25

## ECONOMIC STABILITY

### GRANTING ACTIVITIES

#### *O'ahu Island Only*

- Kapolei Community Development Corporation (\$400,000)
- Waianae Economic Development Council (\$400,000)

#### *Multi-Island/Statewide, including O'ahu*

- Hawaiian Community Assets, Inc. [Kūkulu Kahua] (\$1,660,000)<sup>a</sup>
- Homestead Community Development Corporation (\$500,000)
- Native Hawaiian Hospitality Association (\$250,000)

### LOAN ACTIVITIES

#### *NHRLF Debt Consolidation Loans on O'ahu*

- Open Debt Consolidation Loans as of 6/2/25: 10 loans, total disbursed \$165,058
- New Debt Consolidation Loans in FY25, 7/1/24 to 6/2/25: 0 loans, total disbursed \$0

#### *NHRLF OHA Consumer Micro Loans on O'ahu (for auto repair, CDL, apprenticeship program, or career development course purposes)*

- No open or new Consumer Economic Stability Micro Loans as of 6/30/25

#### *NHRLF Mālama Business Loans on O'ahu (Loan amounts from \$2,500 to \$100,000)*

- Open Mālama Business Loans as of 6/30/25: four loans, \$140,000 disbursed
- New Mālama Business Loans in FY25, 7/1/24 to 6/30/25: three loans, \$195,000 disbursed

#### *NHRLF Hua Kanu Loans on O'ahu (Loan amounts from \$150,000 to \$1,000,000)*

- Open Hua Kanu Loans as of 7/23/25: three loans, \$445,000 disbursed
- New Hua Kanu Loans in FY25, 7/1/24 to 6/30/25: four loans, \$195,000 disbursed

## GRANTING ACTIVITIES ENDNOTES

<sup>a</sup> Grants awarded, contract execution in progress

<sup>b</sup> Project also aligns with Quality Housing

<sup>c</sup> Project also aligns with Health Outcomes

## SOURCES

<sup>1</sup> U.S. Census Bureau. (n.d.). *2021 American Community Survey, ACS 5-Year Estimates Selected Population Data Profiles, Table DP05, ACS Demographic and Housing Estimates*. Accessed on June 30, 2025.

[https://data.census.gov/table/ACSDP5YSPT2021.DP05?q=population&t=001:062:Populations%20and%20People&g=040XX00US15,15\\$0500000&d=ACS%205-Year%20Estimates%20Selected%20Population%20Data%20Profiles](https://data.census.gov/table/ACSDP5YSPT2021.DP05?q=population&t=001:062:Populations%20and%20People&g=040XX00US15,15$0500000&d=ACS%205-Year%20Estimates%20Selected%20Population%20Data%20Profiles)

<sup>2</sup> Hawai'i Data eXchange Partnership. (n.d.). *College and Career Readiness Indicators Graduate Profile*. Accessed June 1, 2025.

<https://www.hawaiiexp.org/data-products/college-and-career-readiness-indicators-graduate-profile/> ; Hawai'i Data eXchange

Partnership. (n.d.). *First fall college enrollment*. Accessed June 1, 2025. <https://www.hawaiiexp.org/data-products/first-fall-college-enrollment/> ; Hawai'i Data eXchange Partnership. (n.d.). *College and career readiness indicators: Summary reports*. Accessed June 1, 2025. <https://www.hawaiiexp.org/data-products/college-and-career-readiness-indicators-summary-reports/>

<sup>3</sup> Hawai'i State Department of Education Data Portal. (n.d.). *School Finder* [Data dashboard: School Name, Learning Environment, Finance]. Accessed on July 1, 2025. <https://hidoedata.org/Dashboard/dashboard/2197> ; Hawai'i State Department of Education.

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<sup>4</sup> Annual physical checkup rate among adults reflects adults who have visited a doctor for a routine health checkup within the past year in the state of Hawai'i. Hawai'i State Department of Health, Hawai'i Health Data Warehouse, Behavioral Risk Factor Surveillance System. Preventive services- checkup within the past year, Age Adjusted by Year, Adults who have visited a doctor for a routine health checkup within the past year, Filter: 2023, Island: Oahu, Display By (category): DOH Race/Ethnicity. Accessed July 7, 2025.

<https://hhdw.org/report/query/result/brfss/ChkupPastYear/ChkupPastYearAA11.html>

<sup>5</sup> Kamehameha Schools' Strategy & Transformation Group, Lili'uokalani Trust, Office of Hawaiian Affairs, and Papa Ola Lokahi. (2023). *Kamehameha Schools' Strategy & Transformation Group, Lili'uokalani Trust, Office of Hawaiian Affairs, & Papa Ola Lokahi. (2025). 2021 to 2025 'Imi Pono Analytic Dataset* [Unpublished dataset; to be made publicly available at a later date].

<sup>6</sup> U.S. Census Bureau. (n.d.). *2021 5-Year Estimates American Community Survey Selected Population Tables. B25070: Gross Rent as a Percentage of Household Income in the Past 12 Months*. Accessed July 7, 2025

[https://data.census.gov/table/ACSDT5YSPT2021.B25070?q=B25070&t=001:062:3925&g=040XX00US15\\_050XX00US15001,15003,15007,15009](https://data.census.gov/table/ACSDT5YSPT2021.B25070?q=B25070&t=001:062:3925&g=040XX00US15_050XX00US15001,15003,15007,15009).

<sup>7</sup> U.S. Census Bureau. (n.d.). *2021 5-Year Estimates American Community Survey Selected Population Tables DP04 Selected Housing Characteristics*. Accessed July 7, 2025.

[https://data.census.gov/table/ACSDP5YSPT2021.DP04?q=DP04:+Selected+Housing+Characteristics&t=001:062:3925&g=040XX00US15\\_050XX00US15001,15003,15007,15009](https://data.census.gov/table/ACSDP5YSPT2021.DP04?q=DP04:+Selected+Housing+Characteristics&t=001:062:3925&g=040XX00US15_050XX00US15001,15003,15007,15009)

<sup>8</sup> Hawai'i State Department of Hawaiian Home Lands. (Apr. 22, 2023). *Hawaiian Homes Commission Meeting/Workshop Agenda, Moloka'i* (Item No. D-1, Exhibit-A). Accessed July 7, 2025. <https://dhhl.hawaii.gov/wp-content/uploads/2023/12/April-22-23-2024-HHC-Packet.pdf>

<sup>9</sup> U.S. Census Bureau. (n.d.). *2021 5-Year Estimates American Community Survey Selected Population Tables. B19013: Median Household Income in the Past 12 Months (in 2021 Inflation-Adjusted Dollars)*. Accessed on July 8, 2025.

[https://data.census.gov/table?q=B19013:%20MEDIAN%20HOUSEHOLD%20INCOME%20IN%20THE%20PAST%2012%20MONTHS%20\(IN%202021%20INFLATION-ADJUSTED%20DOLLARS\)&t=001:062:3925&g=040XX00US15,15\\$0500000](https://data.census.gov/table?q=B19013:%20MEDIAN%20HOUSEHOLD%20INCOME%20IN%20THE%20PAST%2012%20MONTHS%20(IN%202021%20INFLATION-ADJUSTED%20DOLLARS)&t=001:062:3925&g=040XX00US15,15$0500000) ; U.S. Census Bureau. (n.d.).

*2021 5-Year Estimates American Community Survey Selected Population Tables. B20017: Median Earnings in past 12 months (in 2021 Inflation-Adjusted Dollars) by Sex by Work Experience*. Accessed on July 8, 2025.

[https://data.census.gov/table/ACSDT5YSPT2021.B20017?q=B20017:%20Median%20Earnings%20in%20the%20Past%2012%20Months%20\(in%202022%20Inflation-Adjusted%20Dollars\)%20by%20Sex%20by%20Work%20Experience%20in%20the%20Past%2012%20Months%20for%20the%20Population%2016%20Years%20and%20Over%20With%20Earnings%20in%20the%20Past%2012%20Months&t=001:062:3925&g=040XX00US15,15\\$0500000](https://data.census.gov/table/ACSDT5YSPT2021.B20017?q=B20017:%20Median%20Earnings%20in%20the%20Past%2012%20Months%20(in%202022%20Inflation-Adjusted%20Dollars)%20by%20Sex%20by%20Work%20Experience%20in%20the%20Past%2012%20Months%20for%20the%20Population%2016%20Years%20and%20Over%20With%20Earnings%20in%20the%20Past%2012%20Months&t=001:062:3925&g=040XX00US15,15$0500000)

<sup>10</sup> Due to sample size, Maui, Kalawao, and Kauai Counties are combined; State of Hawaii Department of Business, Economic Development, and Tourism). *Hawaii's Native Hawaiian Entrepreneurs. Table 4: Age of Native Hawaiian Entrepreneurs, by County*. Accessed May 15, 2025. [https://files.hawaii.gov/dbedt/economic/reports/Hawaii\\_Native\\_Hawaiian\\_Entrepreneurs.pdf](https://files.hawaii.gov/dbedt/economic/reports/Hawaii_Native_Hawaiian_Entrepreneurs.pdf)

<sup>11</sup> Hawaii State Teachers Association, Hawai'i Has a Teacher Shortage Crisis, <https://www.hsta.org/crisis>

<sup>12</sup> Healthcare Association of Hawai'i. *2024 Healthcare Workforce Initiative Report, pg 10-11*.

<https://hah.sharefile.com/share/view/s2482a25b1f8e45199adfc3bc4e96263e>