

NEIL ABERCROMBIE
GOVERNOR



BARBARA A. KRIEG
DIRECTOR

LEILA A. KAGAWA
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

April 5, 2013

Testimony of
Barbara A. Krieg, Director
Department of Human Resources Development
before the

SENATE COMMITTEE ON JUDICIARY AND LABOR
April 10, 2013
10:00 a.m., Conference Room 016
in consideration of

Governor's Message 570
Relating to the Consideration and Confirmation of
Gubernatorial Nominee, Sunshine P.W. Topping
for
Member, Hawai'i Workforce Development Council

WRITTEN TESTIMONY ONLY

TO CHAIRPERSON HEE, VICE CHAIR SHIMABUKURO AND MEMBERS OF THE
COMMITTEE:

Thank you for this opportunity to provide testimony in **strong support** for the confirmation of Sunshine P.W. Topping as a member of the Hawai'i Workforce Development Council (HWDC).

I have had the great privilege of working with Ms. Topping during her time as Director of Department of Human Resources Development. While working with Ms. Topping, I found her to be genuine, smart, caring, and always looking for the best possible solution to the many issues brought to her. I know that Ms. Topping would make an excellent addition to the HWDC.

Thank you for the opportunity to testify. I respectfully ask for your favorable consideration and confirmation of Sunshine P.W. Topping as a member of the Hawai'i Workforce Development Council.



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813
www.hawaii.gov/labor

April 10, 2013

The Honorable Clayton Hee, Chair,
The Honorable Maile S.L. Shimabukuro, Vice Chair, and
Members of the Senate Committee on Judiciary & Labor

Nominee, Sunshine Topping (GM 570)
Hawaii Workforce Development Council

Wednesday, April 10, 2013
10:00 a.m. Rm 016, State Capitol

Written Testimony of Dwight Takamine, Director,
Department of Labor and Industrial Relations (DLIR)

Chair Hee, Vice Chair Shimabukuro, and Members of the Committee:

It is with great pleasure that I testify in support of Ms. Sunshine Topping's confirmation to the Workforce Development Council (WDC) for a term to expire on June 30, 2016. Ms. Topping would fill a slot representing the private sector.

The WDC is an administratively attached agency in the Department of Labor and Industrial Relations that is responsible for advising the Governor and the Legislature on workforce development to support economic development and employment opportunities in Hawaii.

The WDC consists of individuals who represent both private and public agencies in the field of employment and training in Hawaii. The majority of the members must represent businesses in the State who have optimum policymaking or hiring authority, and with employment opportunities that reflect the opportunities available in the State. Appointments are made by the Governor, and private sector members serve for a period of four years.

Membership requirements are cited in the Workforce Investment Act of 1998 and the Hawaii Revised Statutes to provide maximum representation of

parties interested in and benefitting from a strong and stable workforce in the State. Current private sector members represent the health industries, human resource management, community based organizations, and chairs of each county's local Workforce Investment Boards. Public agencies include representatives from the State Departments of Labor, Education, Business and Economic Development, and the University of Hawaii.

Ms. Topping is currently the Director of Recruitment at Hawaiian Airlines, the State's largest air carrier. Her position requires planning and implementing both short and long-term recruitment strategies to address their company's human resource needs. Long-term strategies also include providing workforce development initiatives designed to create a local sustainable workforce. Her prior position in the public sector, as former Director for the Department of Human Resources, coupled with her private sector background; give her a unique set of perspectives and broad range of knowledge that will be valuable assets to the Council. I therefore look forward to a favorable action from your Committee.

Thank you for the opportunity to provide testimony on this matter.

TESTIMONY BY KALBERT K. YOUNG
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
STATE OF HAWAII
TO THE SENATE COMMITTEE ON JUDICIARY AND LABOR
ON
GOVERNOR'S MESSAGE NO. 570

April 10, 2013

RELATING TO SUNSHINE TOPPING FOR CONSIDERATION AND
CONFIRMATION TO THE HAWAII WORKFORCE DEVELOPMENT COUNCIL

Dear Chair Hee, Vice Chair Shimabukuro, and Members of the Committee,

Thank you for the opportunity to provide testimony in support for the nomination of Ms. Sunshine Topping to the Hawaii Workforce Development Council.

I have known Ms. Topping for over 2-1/2 years beginning while she was the former director for the State Department of Human Resources & Development. Currently, as a manager for Hawaiian Airlines in its human resources department, Ms. Topping continues to showcase her talent and professional background as a valuable contributor to significant organizations in Hawaii. Ms. Topping is a smart and dedicated executive active in her community and dedicated contributor to public service.

I believe Ms. Topping's insight and background in human resources in both the public and private sectors, make her a good choice to serve on the Workforce Development Council.

I urge the members of the Senate Committee on Judiciary and Labor to support her selection by voting favorably on her nomination and advancing G.M. 570 for full Senate confirmation.



GM570

**Submitting for consideration and confirmation to the Hawai'i Workforce
Development Council, Gubernatorial Nominee, Sunshine Topping**
Senate Committee on Judiciary and Labor

April 10, 2013

10:00 a.m.

Room 016

The Office of Hawaiian Affairs (OHA) **SUPPORTS** GM570, which would confirm Sunshine Topping to the Hawai'i Workforce Development Council, for a term to expire on June 30, 2016.

Ms. Topping's expertise as a leader in human resource management over the last 15 years has made her acutely aware of Hawai'i's workforce needs. Her vast experience includes serving in several managerial and directorial positions—she is currently the Hawaiian Airlines Director of Recruiting and before that, she was appointed as the Director of Hawai'i State Department of Human Resource Development. Her experience also includes a position as the Director of Human Resources for Sandwich Isles Communications, which provides broadband telecommunications services to Native Hawaiians. Prior to her directorship at Sandwich Isles, Ms. Topping served as Director of Human Resources and Ethics in the technology sector, at NovaSol. Ms. Topping also serves as an Executive Board Member for the Council for Native Hawaiian Advancement's non-profit donor program, Hawaiian Way Fund (HWF). One of HWF's primary goals is to "enhance the well-being of Hawai'i through community-based initiatives founded on Hawaiian culture, knowledge and traditions."

Ms. Topping is well versed in the complex issues that face Hawai'i's workforce. If confirmed, Ms. Topping will provide a wealth of experience and insight to support Hawai'i's workforce to spur economic development.

Therefore, OHA urges the committee to PASS GM570. Thank you for the opportunity to testify.

**Testimony of
Sunshine Pualani Walker Topping
To the Senate Committee On
Workforce Development
April 8, 2013
G.M.570**

Honorable Chair Hee, Vice Chair Shimabukuro and Members of the Committee,

I am humbled to be here, testifying on my own behalf today. It is an incredible privilege to be chosen to serve the State of Hawaii, my State, the State of my ancestors, and hopefully my future generations. I respectfully ask for your support and favorable consideration of my confirmation on the Workforce Development Committee.

First of all, I would especially like to extend my gratitude to The Honorable Governor Neil Abercrombie for his trust in me, and for appointing me to this very important board assignment.

Next, I would like to give you some background on myself, to help give insight to who I am, and where I come from.

My roots are in Keaukaha. I attended Keaukaha Elementary School, Hilo Intermediate and Hilo High School. I left Hilo after High School to attend college on the mainland. I graduated from the University Of Colorado at Boulder, and returned to Hawaii to attend Graduate School at the University of Hawaii at Manoa.

In 1996, I had the opportunity to work for The Boeing Company in Seattle, WA. It was here that I fell into my career as a Human Resources professional. I worked in staffing, as a generalist, and as a Labor Relations Manager at Boeing in Seattle, and while there was exposed to the full gamut of Human Resource scenarios. During my tenure, The Boeing Company merged with McDonnell Douglas. Managing a transition of that magnitude was some of the best HR training I had ever had. At its' peak, there were 190,000 employees total. In order to merge two companies of that size we had to reinvent the way we did everything from our HRIS systems, to our processes, to our benefits, training, and succession planning. This experience gave me a very solid Human Resource foundation.

By 1999, however, I was more than ready to come home. Finding a job back in Hawaii was a challenge. I moved back, taught Biology for a summer at Castle High School, and found a position recruiting for a local high technology company, Science and Technology International (STI). While I was there, I helped start an initiative with the High Tech Development Center (HTDC) called "Kama'aina Come Home". We traveled together as a consortium in order to find others like myself and my husband who were trained, experienced professionals that wanted to move home, but didn't think there were jobs available. Over the course of my career, I have been absolutely devoted to this concept, and have successfully brought dozens of people back

home to fulfilling and competitively paying jobs. I worked in the local High Technology industry for 10 years as an HR executive, performing all human resources tasks, I've been very active in the local HR community, and have had a Senior Professional in Human Resource (SPHR) certification for 6 years. As you know...I also worked in the Honorable Governor Abercrombie's cabinet in 2010-2011, as the Director of DHRD.

I am now at Hawaiian Airlines as the Director of Recruitment. I am responsible for all aspects of recruitment and workforce development for our growing company which now has almost 5,000 employees. Workforce development has been a passion of mine for many years. I moved back to Hawaii from working on the Mainland, and was tasked with answering the question: "How do you find a PhD in Spectroscopy who is willing to work in Hawaii?" I finally realized the answer: "You raise them".

In my current position, I'm always being approached to help people get a job as a part time cleaner, or on the ramp. Although these are important positions, the truth is, when I post them, we get 200 applicants by morning. However, when I post the "Manager, Revenue Analytics" position, we get one qualified applicant in a week.

The future that I foresee, and that I want to help create, is one where 20 years from now, I will be at a baby luau, and someone will come up to me and say "Auntie, you still work Hawaiian Airlines? I heard you guys are looking for Sr. Directors of Marketing Analytics, (or Project Managers, or Analysts)". Hopefully I can help contribute to that reality in this committee. Please consider me favorably for this appointment.

Me ka ha'aha'a,
Sunshine

hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Monday, April 08, 2013 11:16 AM
To: JDLTestimony
Cc: barbara.falvey@hawaiianair.com
Subject: Submitted testimony for GM570 on Apr 10, 2013 10:00AM

GM570

Submitted on: 4/8/2013

Testimony for JDL on Apr 10, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Barbara Falvey	Individual	Support	No

Comments: I would like to express my support of Sunshine in this role. Sunshine brings years of experience in the HR field, along with a broad perspective about the topic of workforce development. She has strong opinions that reflect her experience in Hawaii and that will contribute to progress in this area. We count ourselves very lucky to have Sunshine on the Hawaiian Airlines HR team and, as her supervisor, I am very supportive of her service on the board.

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April 8, 2013

GM570 IN SUPPORT OF THE GUBERNATORIAL NOMINATION OF SUNSHINE
TOPPING FOR THE WORKFORCE DEVELOPMENT COUNCIL

Sunshine Topping has been and continues to be passionate about workforce development in the State of Hawai'i. I strongly support her nomination to the Workforce Development Council.

Robin H. Kobayashi

hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Monday, April 08, 2013 2:58 PM
To: JDLTestimony
Cc: edmund.bray@hawaiianair.com
Subject: Submitted testimony for GM570 on Apr 10, 2013 10:00AM

GM570

Submitted on: 4/8/2013

Testimony for JDL on Apr 10, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Ed Bray	Individual	Support	No

Comments: I have worked with Sunshine for a year now and she is very dedicated to workforce development in the state of Hawaii. I would strongly recommend her appointment to the Hawaii Workforce Development Board.

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hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Monday, April 08, 2013 3:12 PM
To: JDCTestimony
Cc: j_me538@yahoo.com
Subject: Submitted testimony for GM570 on Apr 10, 2013 10:00AM

GM570

Submitted on: 4/8/2013

Testimony for JDL on Apr 10, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Jamie	Individual	Support	No

Comments: Sunshine Topping is very passionate about workforce development in the State of Hawaii. I strongly believe that she would be a tremendous asset to the Hawaii Workforce Development Board.

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From: mailinglist@capitol.hawaii.gov
Sent: Monday, April 08, 2013 3:53 PM
To: JDLTestimony
Cc: Keoni.Martin@hawaiianair.com
Subject: Submitted testimony for GM570 on Apr 10, 2013 10:00AM

GM570

Submitted on: 4/8/2013

Testimony for JDL on Apr 10, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Keoni Martin	Individual	Support	No

Comments: Sunshine Topping is a wonderful candidate for the Hawaii Workforce Development Board. Sunshine is very committed to the work force development here at Hawaiian Airlines as well as in the state of Hawaii; she will most definitely be an asset to the Hawaii State Workforce Development Board. Mahalo Keoni Martin

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From: mailinglist@capitol.hawaii.gov
Sent: Monday, April 08, 2013 5:02 PM
To: JDLTestimony
Cc: lisacates@hawaii.rr.com
Subject: Submitted testimony for GM570 on Apr 10, 2013 10:00AM

GM570

Submitted on: 4/8/2013

Testimony for JDL on Apr 10, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Lisa Cates	Individual	Support	No

Comments: Sunshine's experience, knowledge, and ability to think outside the box make her an excellent candidate for the Hawaii Workforce Development Board. I have known Sunshine for over 30 years and am certain that her expertise will greatly benefit the Board. Mahalo!

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hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Monday, April 08, 2013 5:54 PM
To: JDLTestimony
Cc: kina.sai@hawaiianair.com
Subject: Submitted testimony for GM570 on Apr 10, 2013 10:00AM

GM570

Submitted on: 4/8/2013

Testimony for JDL on Apr 10, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Kina Sai	Individual	Support	No

Comments: I consider it an honor and a privilege to have the opportunity to work with Sunshine Topping and wished to provide support testimony on her behalf for her nomination to the Hawaii Workforce Development Board. Sunshine is an upstanding and shining example of the incredible talent we have here locally in Hawaii, and is a proponent of locating, identifying and supporting local talent from right here in Hawaii. Her passion and commitment to our diverse community in terms of workforce development is evident in all that she does and she is unquestionably an exceptional candidate to the Hawaii Workforce Development Board.

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hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, April 09, 2013 4:18 AM
To: JDLTestimony
Cc: kwn96817@hotmail.com
Subject: Submitted testimony for GM570 on Apr 10, 2013 10:00AM

GM570

Submitted on: 4/9/2013

Testimony for JDL on Apr 10, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Kathy Wong-Nakamura	Individual	Support	No

Comments: I support Sunshine Topping's nomination as a board member to the Hawaii Workforce Development Board. Having worked with Sunshine as our Director of Recruitment, she has impressed me with her passion around workforce development in the state of Hawaii. She is very open to various points of view as to how we can improve recruiting challenges and will offer her own strong insights to this board as well. In my opinion, she would be a tremendous asset to this board.

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hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Monday, April 08, 2013 2:44 PM
To: JDLTestimony
Cc: melodi.pieper@hawaiianair.com
Subject: Submitted testimony for GM570 on Apr 10, 2013 10:00AM

GM570

Submitted on: 4/8/2013

Testimony for JDL on Apr 10, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Melodi Pieper	Individual	Comments Only	No

Comments: Sunshine Topping strongly supports workforce development in the State of Hawaii. I believe that she would be an integral member of the Hawaii Workforce Development Board.

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hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Monday, April 08, 2013 4:04 PM
To: JDLTestimony
Cc: jennifer.polcer@hawaiianair.com
Subject: Submitted testimony for GM570 on Apr 10, 2013 10:00AM

GM570

Submitted on: 4/8/2013

Testimony for JDL on Apr 10, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Jennifer Polcer	Individual	Comments Only	No

Comments: Sunshine Topping is very passionate about workforce development in the State of Hawaii. I strongly believe that would be an asset to the Hawaii Workforce Development Board.

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