

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI
DIRECTOR

ANNE EUSTAQUIO
DEPUTY DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

830 PUNCHBOWL STREET, ROOM 321

HONOLULU, HAWAII 96813

www.labor.hawaii.gov

Phone: (808) 586-8844 / Fax: (808) 586-9099

Email: dlir.director@hawaii.gov

February 13, 2020

To: The Honorable Aaron Ling Johanson, Chair,
The Honorable Stacelynn K.M. Eli, Vice Chair, and
Members of the House Committee on Labor and Public Employment

Date: Thursday, February 13, 2020

Time: 9:00 a.m.

Place: Conference Room 309, State Capitol

From: Scott T. Murakami, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. No. 2092 H.D.1 RELATING TO SCHOOLS

I. OVERVIEW OF PROPOSED LEGISLATION

HB2095 HD1 proposes to amend Chapter 302A of the Hawaii Revised Statutes (HRS) by establishing within the Department of Education (DOE) a workforce readiness program within the adult community schools program; allowing the DOE to coordinate with the DLIR and the Division of Vocational Rehabilitation, and contract with industry employers to develop and implement the program; and appropriates an unspecified amount of funds for the program.

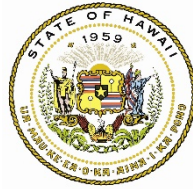
DLIR supports the intent of this measure provided it does not conflict with the priorities identified in the Governor's Supplemental Budget request.

II. COMMENTS ON THE HOUSE BILL

The measure will help prepare students to enter the workforce. The DLIR notes that some public high schools have been successful in encouraging their students to pursue higher education or receive occupational training through "academies." Through funding for mini grants provided by the Legislature, the DLIR will continue to work with the DOE to help establish and implement workforce readiness programs.

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



LESLIE WILKINS
CHAIRPERSON

ALLICYN C.H. TASAKA
EXECUTIVE DIRECTOR

STATE OF HAWAII
WORKFORCE DEVELOPMENT COUNCIL
830 Punchbowl Street, Suite 417, Honolulu, Hawaii 96813
Phone: (808) 586-8630 Web: <http://labor.hawaii.gov/wdc/>

To: The Honorable Aaron Ling Johanson, Chair
The Honorable Stacelynn K.M. Eli, Vice Chair and
Members of the Committee on Labor and Public Employment

Date: Thursday, February 13, 2020

Time: 9:00 a.m.

Place: Conference Room 309, State Capitol

From: Allicyn Tasaka, Executive Director
Hawaii Workforce Development Council

Position: Strong Support

Re: HB 2092 HD1 Relating to Schools

I. OVERVIEW OF PROPOSED LEGISLATION

Amends Chapter 302A, Hawaii Revised Statutes by adding within the Department of Education (DOE) a workforce readiness program within the adult community schools program; allowing the DOE to enter into contracts with the Department of Labor and Industrial Relations, the Division of Vocational Rehabilitation, and industry employers to implement the program; and requests funds for the program.

The Hawaii Workforce Development Council (WDC) strongly supports this measure. WDC partners with DOE's adult education programs to ensure that education, training and support services are provided to individuals with disabilities, low level of literacy, formerly justice involved (ex-offenders), out-of-school youth/at-risk youth and youths that have aged out of foster care.

The Workforce Readiness Diploma program addresses the needs of adult basic education students to acquire needed and in-demand skills to prepare them for the workplace. With more boomers retiring, employers are looking to fill the workforce gap with Millennials and Gen X workers, but it may not be enough as they have limited work experience. The wide range of ages and experiences of those who access adult education and services may be ideal to help fill this growing gap.

Programs such as GED or HiSET high school equivalency and workforce readiness diplomas provide a foot in the door, especially for special populations by opening employment opportunities that otherwise would not have existed. The more people

Equal Opportunity Employer/Program

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who work contribute to Hawaii's thriving workforce and economy.

The WDC administers and implements the Federal Workforce Innovation and Opportunity Act of 2014 (WIOA) for Hawaii. WDC is a State board comprised of 41 members, of whom the majority are private business sector members appointed by the Governor. The agency administers WIOA Title I funds for adult, dislocated workers and youth programs that are allocated to the Workforce Development Boards on Oahu, Kauai, Maui and Hawaii Island. The local boards work through the American Job Centers to deliver direct services in career development, employment and training for job seekers with barriers to employment; help low-wage workers upgrade their skills; and provide resources to support businesses.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/13/2020
Time: 09:00 AM
Location: 309
Committee: House Labor & Public
Employment

Department: Education

Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education

Title of Bill: HB 2092, HD1 RELATING TO SCHOOLS.

Purpose of Bill: Establishes within the DOE the workforce readiness program within the adult community schools program. Appropriates funds. Effective 7/1/2050. (HD1)

Department's Position:

The Department of Education (Department) supports HB 2092 HD1 to establish a workforce readiness program and respectfully provides comments.

The Hawaii Community Schools for Adults, as a recipient of the federal Workforce Innovation and Opportunity Act grant, has been working collaboratively with the Workforce Development Council, Department of Labor and Industrial Relations, and the Department of Human Service's Division of Vocational Rehabilitation, along with employers in the job market and the community colleges. The collective focus of this work has been to design an inter-agency workforce development program for youth and adults with an expressed interest to pursue trades and other employment opportunities.

The Department is strongly committed to supporting, strengthening, and advancing a consolidated statewide effort by the Community Schools for Adults to prepare students for the career pipeline with the appropriate skills, attributes, certification, and/or college credit to contribute to the vitality of Hawaii's workforce.

Lastly, the Department is appreciative of the budgetary appropriation included in this measure and will review the resources necessary to launch a workforce readiness program beginning school year 2020-2021.

Thank you for this opportunity to provide testimony on HB 2092 HD1.

The Hawai'i State Department of Education is committed to delivering on our promises to

students, providing an equitable, excellent, and innovative learning environment in every school to engage and elevate our communities. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at www.hawaiipublicschools.org.



STATE OF HAWAII
Executive Office on Early Learning
2759 South King Street
HONOLULU, HAWAII 96826

February 11, 2020

TO: Rep. Aaron Ling Johanson, Chair
Rep. Stacelynn K.M. Eli, Vice Chair
House Committee on Labor & Public Employment

FROM: Lauren Moriguchi, Director
Executive Office on Early Learning

SUBJECT: **Measure:** H.B. No. 2092, H.D. 1 – RELATING TO
Hearing Date: February 13, 2020
Time: 9:00 a.m.
Location: Room 309

Bill Description: Establishes within the DOE the workforce readiness program within the adult community schools program. Appropriates funds. Effective 7/1/2050.

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Comments

Good morning. I am Lauren Moriguchi, Director of the Executive Office on Early Learning (EOEL). EOEL appreciates the opportunity to offer comments on H.B. 2092, H.D. 1.

EOEL is statutorily responsible for the development of the State's early childhood system that shall ensure a spectrum of high-quality development and learning opportunities for children throughout the state, from prenatal care until the time they enter kindergarten, with priority given to underserved or at-risk children.

If this measure is enacted, we respectfully request that early childhood education be included in implementation of the workforce readiness program. Early childhood education is one of the industries and fields in Hawaii that are sorely lacking a pool of qualified workforce candidates.

It is precisely during the earliest years before brain development is largely complete (before kindergarten), and particularly for those who come from disadvantaged backgrounds – the priority population for the EOEL Public Pre-K Program – that our children need the best educators. It is critical to promote equity.

As we work to increase access to qualified early learning opportunities for our keiki, we must focus on addressing the severely limited workforce of qualified early childhood educators (i.e., those with coursework and background in early childhood, and supported with

ongoing professional development, who research shows are most effective). Even as the EOEL Public Pre-K Program stands now with just over 40 classrooms across the state, we have difficulty recruiting and turnover is high. This can be attributed in part to the fact that over half of the teaching staff in the EOEL Public Pre-K Program have not completed coursework in early childhood education and assumptions about pre-K teaching that are inconsistent with the knowledge and competencies required of teaching staff in settings for preschool-aged children.

Unqualified teaching staff do not have the requisite understanding to support preschoolers and families living in difficult circumstances. When vulnerable children encounter teachers who are unprepared to support their developmental needs, what may result are increased instances of stress-induced behavior problems, inappropriate referrals to special education, and suspensions or expulsions ... all of which may incur high costs to the State.

Given the severely limited workforce of qualified early childhood educators in the state, we believe that incentives such as that proposed in this bill would be mutually beneficial for both the community and our students who are interested in entering the field of early childhood education. Students would work toward a Child Development Associate certificate; for example, this would allow them to work as an educational assistant in the EOEL Public Pre-K Program.

Thank you for your consideration.

TO: Rep. Aaron Ling Johanson, Chair
Rep. Stacelynn K.M. Eli, Vice Chair
House Committee on Labor & Public Employment

FROM: Robert G. Peters, Chair, Early Learning Board

SUBJECT: Measure: H.B. No. 2092, H.D. 1 – RELATING TO SCHOOLS

Hearing Date: February 13, 2020

Time: 9:00 a.m.

Location: Room 309

Bill Description: Establishes within the DOE the workforce readiness program within the adult community schools program. Appropriates funds. Effective 7/1/2050.

EARLY LEARNING BOARD'S POSITION: Comments

I am Robert G. Peters, Chair of the Early Learning Board (ELB). Thank you for this opportunity to offer comments on behalf of the ELB related to H. B. No. 2092, H.D. !.

Through Act 202, Session Laws of Hawaii 2017, ELB transitioned from an advisory to a governing board for the Executive Office on Early Learning (EOEL) and is charged with formulating statewide policy relating to early learning. We are composed of members from across the early childhood field, in both the public and private sectors.

ELB's mission is to support children's academic and lifelong well-being by directing and supporting the EOEL for an effective, coordinated, high-quality early learning system from prenatal to kindergarten entry. EOEL is statutorily responsible for the development of the State's early childhood system that shall ensure a spectrum of high-quality development and learning opportunities for children throughout the state, from prenatal care until the time they enter kindergarten, with priority given to underserved or at-risk children.

If this measure is enacted, the ELB respectfully requests that early childhood education be included in the implementation of the workforce readiness program. Early childhood education is one of the industries and fields in Hawaii that is sorely lacking a pool of qualified workforce candidates.

As we work to increase access to qualified early learning opportunities for our keiki, we must focus on addressing the severely limited workforce of qualified early childhood educators (i.e., those with coursework and background in early childhood, and supported with ongoing professional development, who research shows are most effective).

Even as the EOEL Public Pre-K Program stands now with just over 40 classrooms across the state, it has difficulty recruiting and turnover is high. This can be attributed in part to the fact that over half of the teaching staff in the EOEL Public Pre-K Program have not completed coursework in early childhood education.

Given the severely limited workforce of qualified early childhood educators in the state, the ELB believes that incentives as proposed in this bill would benefit both the community and our students who are interested in entering the field of early childhood education. Students could work toward a Child

Development Associate certificate; this would allow them to be an educational assistant in the EOEL Public Pre-K Program, for example.

Thank you for your consideration.



1050 Bishop St. PMB 235 | Honolulu, HI 96813
P: 808-533-1292 | e: info@hawaiiifood.com

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Stan Brown, Acosta Sales & Marketing, *Advisor*
Paul Kosasa, ABC Stores, *Advisor*
Derek Kurisu, KTA Superstores, *Advisor*
Beau Oshiro, C&S Wholesale Grocers, *Advisor*
Toby Taniguchi, KTA Superstores, *Advisor*

TO:
Committee on Labor and Public Employment
Rep. Aaron Ling Johanson, Chair
Rep. Stacelynn K.M. Eli, Vice Chair

FROM: HAWAII FOOD INDUSTRY ASSOCIATION
Lauren Zirbel, Executive Director

DATE: February 13, 2020
TIME: 9am
PLACE: Conference Room 309

RE: HB2092 HD1 Relating to Schools

Position: Support

The Hawaii Food Industry Association is comprised of two hundred member companies representing retailers, suppliers, producers, and distributors of food and beverage related products in the State of Hawaii.

HFIA supports efforts to align educational curriculum to workforce readiness. One of the biggest challenges of doing business in Hawaii right now is lack of skilled, trained workers. Many of our member companies would be interested in collaborating with high schools, the Department of Education Adult Community Schools, community colleges, and the workforce development council to create this program. We believe that increasing workforce readiness will have benefits for Hawaii employees, Hawaii business, and Hawaii consumers.

We thank you for the opportunity to testify.

Thursday, February 13, 2020 at 9:00 AM
Conference Room 309

House Committee on Labor & Public Employment

To: Representative Aaron Johanson, Chair
Representative Stacelynn Eli, Vice Chair

From: Carl Hinson
Director, Workforce Development

Re: **Testimony in Support of HB 2092, HD1
Relating to Schools**

My name is Carl Hinson, Director of Workforce Development at Hawai'i Pacific Health (HPH). Hawai'i Pacific Health is a not-for-profit health care system comprised of its four medical centers – Kapi'olani, Pali Momi, Straub and Wilcox and over 70 locations statewide with a mission of creating a healthier Hawai'i.

I write in support of HB 2092, HD1 which establishes a workforce readiness diploma program within the department of education adult community schools program.

Collaboration between educators, community colleges, the workforce development council and industry employers would make it possible to train students in fields where the need is greatest and jobs are available. A workforce readiness program would ensure that students learn skills and earn credentials required for employment by industry after graduation or completion of the community school for adults workforce preparation program. Students may also earn pre-apprenticeship certificates and other certificates recognized by industry, in addition to an associate degree.

As one of the largest employers in the state, HPH recognizes the value of the program proposed in this measure in producing future employees who have been provided with the skills needed to make a meaningful contribution to the workforce.

Thank you for the opportunity to testify.

HB-2092-HD-1

Submitted on: 2/12/2020 12:13:13 PM

Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Mark T. Nakamura	McKinley Community School for Adults	Support	No

Comments:

My name is Mark T. Nakamura and I am one of the Vice Principals for the McKinley Community School for Adults (MCSA). I am providing written testimony today to express my support for HB 2092 to establish a workforce readiness program that will provide additional employment opportunities for our students.

The primary mission of the MCSA is to support students in their pursuit and eventual attainment of a GED or HISET high school equivalency diploma. However, there are individuals in Hawaii who are from disadvantaged families, who are not native speakers of English, who are unemployed and individuals who are homeless who may not have had the means to earn a high school diploma or equivalency, but need to complete a workforce preparation program that would give them the requisite skills needed to enter the workforce. Consequently, the establishment of a workforce readiness program is imperative to give people the opportunity to receive the education necessary to develop workforce readiness skills so that they can not only be a contributing member of society as a member of the workforce, but to also instill within these individuals a means to be motivated to improve their lives through education. Individuals who successfully complete a workforce readiness program can then serve as an inspiration to others for a better life, or even as a means to stretch and break out of their comfort zone to push themselves further.

1. is the means of opportunity as education can lead to someone learning a trade, gaining entry level work skills, or higher level job opportunities and the workforce readiness program can be means to accomplish those goals. Hawaii is a unique land with a diversity of people from different ethnic groups and socio-economic backgrounds who are all doing their best to make a living, provide for themselves, and for their families. However, sometimes despite their best intentions, individuals may not have the educational background and work skills to make a living and a workforce readiness program would give such individuals hope that there is still that opportunity if they so choose to take it, through the learning of workforce readiness skills.

I believe that education is a means to a better quality of life. Education exercises one's mind and instills an appreciation of learning. Although education is not the magic bullet to solve all of our challenges within our society, the establishment of a workforce

readiness program is the planting of a seed of opportunity that can grow and bring emotional, personal, financial, and work related success and stability to individuals in Hawaii for this current generation while serving as a bridge of sustainability and inspiration for future generations. Education is a means to bridge the gap between those who have and those who do not have as much and an establishing of a workforce readiness program can be the means through which negative cycles are broken by giving individuals the opportunity to improve themselves.

Support from stakeholders not only in education, but in the areas of business and in the community is essential to supporting this program which can help to reduce dependence on social services. The MCSA is committed to servicing our students and giving them a foundation of skills to properly service our community through employment which can also give them a means to a better quality of life. Thank you for this opportunity to share my testimony with you today in support of HB 2092.

Sincerely,

Mark Nakamura, Vice Principal.

HB-2092-HD-1

Submitted on: 2/12/2020 9:43:58 AM

Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
alex li	Individual	Support	No

Comments:

Strongly support HB 2029 to enhance education in Hawaii

HB-2092-HD-1

Submitted on: 2/12/2020 9:46:24 AM

Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Fanar Jarjees	Individual	Support	No

Comments:

I support a Bill to establish a workforce readiness program within the DOE's Adult Community Schools Program. The Workforce Program provides learning opportunities for those entering the workforce without a high school diploma to equip them with the necessary basic education and access to job training programs.

HB-2092-HD-1

Submitted on: 2/12/2020 9:53:52 AM

Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Stanley Kayatani	Individual	Support	No

Comments:

While the majority of legislative bills are enacted to regulate and/or control existing conditions, HB 2092 presents a great opportunity to create a lifelong legislative legacy. This bill will allow the Hawaii DOE, Community Schools for Adults and DLIR to create, establish, and sustain a much needed Workforce Readiness Program. This badly needed program will provide necessary training for individuals to earn a Workforce Readiness Diploma and enter the workforce, eliminating their need for public subsistence. It will be a wonderful investment that will pay for itself over time, as more unemployed individuals receiving public subsistence enter the workforce. As such, I completely support and highly recommend the funding of HB 2092. Mahalo!

HB-2092-HD-1

Submitted on: 2/12/2020 10:13:24 AM

Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Candace Sasaki	Individual	Support	No

Comments:

This is such a great option for students/individuals. Totally support this bill.

HB-2092-HD-1

Submitted on: 2/12/2020 11:56:32 AM

Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Deborah Miyao	Individual	Support	No

Comments:

Aloha Chair Johanson and Members of the Labor and Public Employment Committee,

I support HB2092. One of the Workforce Innovation and Opportunity Act (WIOA) requirements for the State of Hawaii Department of Education's Adult and Community Education program is the establishment of Integrated Education and Training (IET) programs which includes workforce readiness. The proposed Workforce Development Diploma is considered as an IET program which meets this WIOA requirement. It will offer educational services to help low-income and lower-skilled youth and adults achieve economic success.

Thank you for your consideration and the opportunity to submit a written testimony for this bill.

HB-2092-HD-1

Submitted on: 2/12/2020 12:37:14 PM

Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Michele Fukumoto	Individual	Support	No

Comments:

I am in support of HB 1915. Establishing a workforce readiness program through partnerships and collaborative efforts with the department of education (high schools and community schools), public agencies and the private sector would provide students with greater opportunities to gain basic academic and employability skills needed to meet the minimum qualifications for employment. The Workforce Development Diploma credential would afford students without a high school diploma or its equivalent to gain the necessary skills for employment. Gainful employment would allow these individuals to provide for themselves and their families, giving them a sense of purpose, confidence, independence, and the ability to be productive members and positive contributors to the community that we live in. Thank you for your consideration in support of HB 2092.

HB-2092-HD-1

Submitted on: 2/12/2020 1:27:46 PM

Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Robert L Ginlack	DOE	Support	No

Comments:

We need legislation that will cover the spectrum, adults that dropped out of high school and still want to pursue a career; adults that wants to learn additional skills and get the needed credentials to be promoted in the workforce plus having opportunities which allows adult to explore, change and move up the career ladder. The Workforce Readiness Preparation Program provides these opportunities.

We always read and talk about the shortage of workers throughout the industries, but there are plenty of adults who if provided the proper guidance and a chance to improve and learn additional skills would contribute to erradicating the shortage.THANKS FOR ALLOWING ME THE OPPORTUNITY TO GIVE MY OPINION AND THOUGHTS.

Late Testimonies

LATE

HB-2092-HD-1

Submitted on: 2/12/2020 3:36:17 PM

Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Warren Wong	ChangeAgents	Support	No

Comments:

We need improvements in adult education

HB-2092-HD-1

Submitted on: 2/13/2020 8:30:29 AM

Testimony for LAB on 2/13/2020 9:00:00 AM

LATE

Submitted By	Organization	Testifier Position	Present at Hearing
Kellsie Tokita	Individual	Support	No

Comments:

LATE

HB-2092-HD-1

Submitted on: 2/13/2020 9:53:11 AM
Testimony for LAB on 2/13/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Jarret Yip	Individual	Support	No

Comments:

Honorable Committee Chair and Members,

My name is Jarret Yip and I am humbly submitting testimony in Support of HB 2092. This measure is greatly needed as it will provide valuable certification for individuals validating their training in workforce readiness. I'm confident the Department of Education Community Schools for Adults are well equipped to provide this education and training, resulting in a more skilled and more productive workforce benefitting businesses and our community as a whole.

Mahalo for your time in reviewing my testimony.