

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA

April 12, 2023

To: The Honorable Sharon Y. Moriwaki, Chair,  
The Honorable Chris Lee, Vice Chair, and  
Members of the Senate Committee on Labor and Technology

Date: Wednesday, April 12, 2023

Time: 3:00 p.m.

Place: Conference Room 224, State Capitol and Videoconference

From: Jade T. Butay, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: G.M. 648; Submitting for consideration and confirmation to the Hawai'i Workforce Development Council, Gubernatorial Nominee, ROBERT LIETZKE, for a term to expire 06-30-2027.**

The Department of Labor and Industrial Relations **strongly supports** the confirmation of Mr. Robert Lietzke to the Hawaii Workforce Development Council.

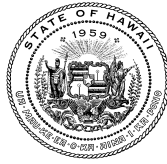
Mr. Lietzke is a military veteran with more than thirty-two years of dedicated service to our country. In the United States Air Force and Air Force Reserves, Mr. Lietzke served as a Communications Officer, Cyber Operations Officer, and Admissions Liaison Officer. Mr. Lietzke has a wealth of experience serving as a consultant with expertise in the areas of cybersecurity; infrastructure assurance; joint and combined exercises; immersive technologies; and data analytics. As a Vice President at Booz Allen Hamilton, Mr. Lietzke oversees the Global Defense Sector and provides strategic planning and guidance to a variety of clients in the areas of cyber operations, modeling, simulation, and infrastructure protection.

The DLIR believes that Mr. Lietzke's impressive military service, and experience in cybersecurity and training modernization will enable him to provide valuable insight and service as a member of the Hawaii Workforce Development Council.

Thank you for the opportunity to testify in strong support of G.M.648.

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS  
ADMINISTRATOR

STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA  
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April 10, 2023

Committee on Labor and Tourism  
Hawaii State Senate  
Hawaii State Capitol  
415 South Beretania Street  
Honolulu, Hawaii 96813

Dear Chair Moriwaki, Vice Chair Lee, and committee members,

SUBJECT: GM648

Aloha. As Chair of the State of Hawaii Workforce Development Council (WDC), I am pleased to offer my support for GM 648 and confirmation of Robert Lietzke as a new member to the council.

Mr. Lietzke currently serves as Vice President at Booz Allen Hamilton and has over 32 years of experience in various aspects of systems administration and network security. His expertise will be valuable as the council looks to develop innovative programs aimed at increasing the number of skilled workers in IT-related occupations.

Thank you for your kind attention to this matter and I hope for your favorable consideration to allow Mr. Lietzke the ability to serve as a member of the WDC.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan Hayashi".

Alan Hayashi

Chair, Workforce Development Council

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April 10, 2023

The honorable Senator, Sharon Y. Moriwaki  
Chair, Senate Committee on Labor and Technology

The honorable Senator, Chris Lee  
Vice Chair: Senate Committee on Labor and Technology

Senators Moriwaki and Lee

It is with much enthusiasm that I reinforce the Governor's nomination, and your potential confirmation of Robert "Bob" Lietzke to the State of Hawaii Workforce Development Council.

I have known Bob since I was first hired at Booz Allen Hamilton in March 2006, here in the Hawaii office, as a Human Resource Business Partner, Senior Consultant. When I first started at the firm, I thought to myself, "How is this locally born boy from Hawaii going to ever make it within this huge global strategy and technology firm, and be able to do everything and anything HR in support of the business and its people?" Well, here I am 17+ years later, and I think not only have I come so far and a long way, but more importantly I've nurtured and cultivated many strong relationships along my path, and Bob as a leader in our firm, has been very instrumental to my own as well as many other's success.

Here at Booz Allen, we often refer to our B3 promise, which stands for **Be You, Be Booz Allen, Be Empowered**, and I'd like to use our B3 promise as an internal metaphor in helping to prescribe Bob's nomination on the State of Hawaii Workforce Development Council.

**Be You** - *Be curious and contribute | Self improve and continually learn | Be an industry leader | Serve with values-based character | Advocate for the future* - I have followed and supported Bob along his leadership career from being a front-line manager as a Senior Associate, to a director-level as a Principal, to his current role as a Senior Leader of our Indo-Pacific Integrated Management Team as a Vice President. Throughout all of his levels of leadership, Bob has consistently handled complex people decisions and exemplified values-based character, while also instilling a leadership style of respect and care. He is a great thinker and problem solver and applies an entrepreneurial spirit to his solution set, all of which will serve him well on the council.

**Be Booz Allen** - *Purpose-driven and values-based | Consultative team environment | Consistent leadership philosophy | Competitive competition and total rewards | Strong brand and 100-year legacy* - Bob is a role model for the 6 principles of Booz Allen's leadership philosophy, exemplified by his commitment to

Robert Lietzke  
April 10, 2023

clients and their missions, with a focus on talent management. He has been very instrumental in partnering with other leaders within the firm to expand our technical footprint and market penetration, as well as positioning Booz Allen within our local, on-island, colleges/universities, small businesses and organizations, as a devoted teaming partner and an employer of choice for future talent. Currently, Bob also serves as "Officer in Charge" for several multi-million dollar contract vehicles and has served in program management roles for more than two decades.

**Be Empowered** - *Build relevant skills | Create opportunity & choice | Show appreciation for your contribution* - Empowerment is a very strong leadership trait for Bob, and he sets a very fine example of demonstrating this as part of his every day. Bob is an alumni and proud graduate of the Omidyar Fellows Program and also serves on the Omidyar Forum of Fellows, an executive development program designed to cultivate a community of leaders, more effective organizations, and cross-sector connections necessary to collectively affect community change and transform Hawaii's future. He also serves on the Hawaii Defense Alliance Steering Committee and is a member of the Hawaii Chamber of Commerce Military Affairs Council, just to name a few.

In retrospect, as my career has grown here at Booz Allen Hamilton, where I've been promoted three levels up to Lead Associate, as a Talent Management Integrator, my role has recently been expanded to not only support our business in the Indo-Pacific, but as a Talent Management Integrator-Account Lead, within our Global Defense market, also overseeing some of our business units and people based in Europe and the continental U.S. Bob is an inspirational leader, mentor and advocate who has been instrumental in my career growth, inspiring me to *Be Me, Be Booz Allen, and Be Empowered*, and helping this locally grown Hawaii boy, be all he can be that is Booz Allen! If he's had that positive impact on me and my career growth, I can only imagine what effect he would have on others with a seat on the State of Hawaii Workforce Development Council! I humbly endorse his nomination seat!

If you require any further information, please do not hesitate to contact me at (808) 545-6534 or via email at [akeo\\_jonpaul@bah.com](mailto:akeo_jonpaul@bah.com).

Sincerely,

A handwritten signature in black ink, appearing to read "Jon Paul Akeo". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

BOOZ ALLEN HAMILTON INC.  
Jon Paul Akeo, MHRM  
Talent Management Integrator

## From the office of Cheryl A. Cross

President, CA Cross & Associates, LLC; Workforce Development Management Consulting  
Member; State of Hawaii Workforce Development Council (2022-2026)  
Member; WFD Council Executive Board and Chair of the Employer Engagement Committee (July 2023)  
President, Organization of Women Leaders Oahu (2023)

3/30/23

GM648 Nomination of Robert Lietzke to the Workforce Development Council for the State of Hawaii

The honorable Senator, Sharon Y. Moriwaki  
Chair; Senate Committee on Labor and Technology

The honorable Senator, Chris Lee  
Vice Chair; Senate Committee on Labor and Technology

Senators Moriwaki and Lee,

It is my pleasure to reinforce the Governor's nomination, and your potential confirmation of Robert "Bob" Lietzke to the State of Hawaii Workforce Development Council.

I have volunteered for the WFD Council as an Employer Engagement committee member since 2017 and in 2022, was nominated by Governor Ige and confirmed by the Hawaii State Senate to serve four years on the Workforce Development Council. I have had the privilege to work alongside Bob Lietzke on many initiatives that impact Hawaii's workforce through his employer (and my former employer) Booz Allen Hamilton. During my time as an employee (June 2017-Feb 2022), I supported Bob Lietzke and his management team as a Sr. Talent Acquisition Specialist resulting in more than 500 hires over the course of 5 years. Most recently, I was asked to return as an outside program specialist to support key workforce development programs including, DOD Skillbridge and community engagement (Aug 2022 -April 2023).

Having lived in Hawaii for 30 years and having managed business units in the region for 20 plus years, Bob Lietzke will add great value to the "how might we?" conversations swirling around current Workforce Development issues facing our State. Impact issues such as equitable pay, program development, recruiting and retention are just a few initiatives I will discuss in this letter.

Bob Lietzke is a true growth strategist with the ability to hold both the short term and long-term goals in his sites. I've witnessed his work on equitable pay challenges as it applies to wage fairness, compensation equity and addressing issues that had direct impact to staff in Hawaii. Bob brings a solid understanding of where corporations sit in terms of their impact through workforce development to economic development and is a true thought-leader on ways Hawaii may lean into the technology "Jobs of the Future". Bob manages several hundred staff, many who have worked with him for 10+ years in highly critical and sensitive jobs, offering mission-critical support for the US Military for the IndoPacific AOR (area of responsibility). These technical specialized mission defense roles focus on strategy, planning, logistics, training, data analytics, artificial intelligence and machine learning, engineering and cyber.

**"Hawaii first"** has always been Bob Lietzke's motto. I have witnessed his leadership in creating and developing key outreach and recruiting campaigns to attract and hire college students, enabling them to move back to Hawaii from the US Mainland. He has also enhanced programs that capture underserved groups, to include Veterans and Military Spouses, by participating in DOD Skillbridge programs through the US Chamber of Commerce; Hiring our Heroes Corporate Fellowship Programs. Bob's work with non-profits and local business leaders through Smallify and the Hawaii Community Foundation proposed company/island wide internship programs that would further enhance and skill the local college graduate workforce.

**“Community first”** is also a battle cry for Bob and his group, and I have seen numerous partnerships with Hawaii based 8-A veteran-owned, women-owned, Native Hawaiian and disadvantaged small businesses who support the growing fabric of our community, and Ain ‘a. As a Vice President for a Fortune 500 global corporation with a presence in Hawaii, Bob has overseen the Pro Bono work of several staff (both on and off island) to support digital integrity and digital roadmap initiatives created by the events of COVID-19. Beneficiaries include but are not limited to established Hawaii organizations and non-profits; Bishop Museum, the YWCA, the Golden West Chapter of ALS and Ho’ola Na Pua.

Having led an elite group of professionals to assist the US Military/Department of Defense for 20 plus years as an ‘officer in charge’ and program manager, Bob Lietzke is a true advocate on ways the State of Hawaii can reinforce the partnership with our Military neighbors through ongoing workforce development initiatives. He is not only a military veteran, but a former military reservist and former military spouse. His understanding of under and unserved communities, to include the native Hawaiian, veteran and military spouse populations will be a great value to the thought-tank of our current Council who serve as an advisory ‘hui’ for our Governor(s).

Overall, Bob Lietzke’s global and corporate knowledge, leadership and experience are true assets to the State as we build our council. Please consider my endorsement for his nomination, and potentially, his confirmation to serve a full 4-year term supporting the State of Hawaii Workforce Development Council.

Yours in service,

*Cheryl Cross*

Cheryl A. Cross  
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