

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

March 20, 2024

To: The Honorable David A. Tarnas, Chair,
The Honorable Gregg Takayama, Vice Chair, and
Members of the House Committee on Judiciary and Hawaiian Affairs

Date: Wednesday, March 20, 2024

Time: 2:00 p.m.

Place: Conference Room 325, State Capitol

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

Re: S.B. 2351 SD2 HD1 RELATING TO WORKFORCE DEVELOPMENT

I. OVERVIEW OF PROPOSED LEGISLATION

The **DLIR strongly opposes** this measure and strongly prefers HB2199 HD2. SB2351 HD1 contains significant inconsistencies with the federal Workforce Innovation and Opportunity Act (WIOA) and reflects a misunderstanding of the intent and purpose of the WIOA, including the governance structure, the use of federal funds, and WIOA ethics and procurement provisions.

Neither the Federal nor State law intends the State Workforce Development Board to function as a federal grant-distributing, pass-through entity. These laws are not designed to have the volunteer, private sector-led state board responsible for complex, federal oversight functions. This proposal would expose the State to increased liability in stewarding federal funds and require general funds to cure.

The WIOA is intended to increase access to and opportunities for the employment, education, training, and support services that individuals need, particularly those with barriers to employment. Thus, the WIOA provides priority services to veterans, low-income youth, low-income adults, and dislocated workers.

20 CFR Part 679 *Statewide and Local Governance of the Workforce Development System Under Title I of the Workforce Innovation and Opportunity Act* outlines the purpose of the State Workforce Development Board (§ 679.100) and the functions (§ 679.130), the latter of which is mirrored in 202-2, HRS. WIOA requires a private sector-led state board composed of owners and other high-level employees to guide the training opportunities, "that include high-quality, work-relevant training and development in in-demand industry sectors or occupations..." so those with

barriers to employment obtain skills needed by employers and attain gainful employment and living wages.

SB2351 HD1 proposes to:

- Transfer the Hawaii Workforce Development Board to DBEDT,
- Restore the program identification number and positions of the Hawaii Workforce Development Council transferred by the General Appropriations Act of 2021 to the Hawaii Workforce Development Board,
- Conform the law to the conflict-of-interest provisions and nomenclature found in the WIOA and corresponding federal regulations,
- Amend the state workforce development board law to be consistent with the terminology used in the WIOA and Code of Federal Regulations,
- Amend the duties of the state board to add functions inconsistent with 20 CFR § 679.130,
- Appropriate general funds for the hiring of an unspecified number of staff, and
- Repeal the necessity for the DLIR to report on the activities of the K-12 agriculture workforce development pipeline initiative (§ 371-12(d)).

II. CURRENT LAW

The General Appropriations Act of 2021, eliminated the program identification number of the Workforce Development Council and transferred its appropriation and positions to the Workforce Development Division.

20 CFR § 679.130 specifies that the State Workforce Development Board is to assist the Governor in development and implementation of a Unified State Plan for the WIOA and assist in achieving the State's strategic and operational vision and goals outlined in the plan, including service delivery to the Local Areas that expend WIOA formula funds and the development of effective local workforce development boards to oversee local levels of performance and fiscal integrity.

2 CFR Part 200 & 29 CFR Part 2900 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards) establish uniform administrative requirements, cost principles, and audit requirements for federal awards to non-federal entities (Part 2900 is U.S. DOL specific).

The WIOA and related regulations found in 2 CFR Part 200, 29 CFR Part 2900 and § 97.36, 20 CFR Part 683 (Administrative Provisions Under Title I of the WIOA), and Part 679 address conflicts of interest for non-federal entities and for recipients and subrecipients of federal awards under Title I of the WIOA.

20 CFR part 683 requires that state and local workforce development board and standing committee members cannot vote on or participate in any decision-making capacity on the provision of services or any matter that would provide direct financial benefit to that member or the member's family.

20 CFR §§ 679.140 & 679.390 require State and Local Boards to conduct business in an open manner under the Sunshine Provision of the WIOA.

29 CFR Part 93 prohibits the use of federal funds for lobbying.

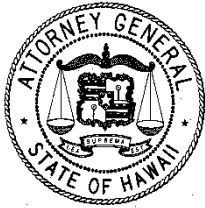
III. COMMENTS ON THE SENATE BILL

The DLIR strongly opposes SB2351 HD1 as:

- The DLIR has the program expertise to ensure compliance with the WIOA and pertinent Code of Federal Regulations provisions, especially regarding federal administrative and fiscal requirements. Transferring this function to another department would likely lead to superficial oversight and a lack of the depth of engagement required to properly oversee this workforce development program.
- The WIOA requires a private sector-led state board composed of owners and other high-level employees to serve in an advisory capacity to the Governor to guide training opportunities for workforce members with barriers to employment. The WIOA and Chapter 202, HRS, do not intend board members to have U.S. DOL compliance expertise and exercise it to administer WIOA funds.
- This proposal intends to have the voluntary, private sector led state board and/or executive director to take on these complex, federal oversight responsibilities carried out by experienced, knowledgeable civil service fiscal and administrative staff and transfer these responsibilities to a department without such subject matter expertise and experience. This subjects the State to increased liability for sanctions for the unlawful use of federal funds.
- The WIOA intends the state board to serve as honest brokers and advisors to the Governor to facilitate improvements in the WIOA-supported workforce activities of the State. The WIOA does not intend the state board to have an interest in the use of WIOA funding. The state board has directed WIOA funds in the past without complying with 29 CFR § 97.36 for activities in violation of 20 CFR § 682.220. Further, some of these allocations of federal money were conducted in violation of 20 CFR § 683.200(c)(5)(i) and (iii).
- Compliance with Standards of Conduct (Chapter 84, HRS) does not provide

sufficient compliance for the ethics provisions required by WIOA and its corresponding regulations as illustrated in the proposed conflict of interest language found in Section 2 of this measure.

- The purpose of the measure is to transfer the board's program ID, appropriations, and positions from the Workforce Development Division. The WIOA and corresponding Code of Federal Regulations do not require a program ID, appropriations or positions for the state board. 20 CFR § 679.160 states, "the State WDB may hire a director and other staff to assist in carrying out the functions described in WIOA sec. 101(d) and § 679.130...".
- Act 57 (SLH, 2016) provided a temporary exemption to the quorum requirement of Chapter 92 (Sunshine Law) as Act 57 expanded the membership of the board by 11 members. This exemption to the Sunshine law should be deleted (Pg. 7 lines 4 to 8) as it is inconsistent with the intent and purpose of the Sunshine Law.
- Considering the Sunshine Law quorum challenges of the board, the department suggests reducing the membership of the board as was suggested by the House position on HB2159 during the 2022 Session. Currently, the board is comprised of 41 members whereas the federal law only requires 29 members. To reduce the membership on the board the DLIR suggests deleting § 202-1 (3) the private sector chairpersons of the four county workforce development boards as those representatives are not required by the WIOA (which would also allow the local chairs and representatives of the mayors to meet without contravening the Sunshine Law) and reducing the number of representatives in § 202-1 (4) & (5).
- Pg. 8, lines 8-11 contains language that is inconsistent with 20 CFR § 679.130 and is already contained in the pre-existing paragraphs (2), (3), & (4) of § 202-2, therefore, the DLIR suggests deletion of this provision.
- The DLIR Director is the WIOA grant recipient and signatory to the conditions of the awards, which includes ensuring compliance with 2 CFR Part 200 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards), 29 CFR Part 2900 and § 97.36, and 20 CFR Part 683 (Administrative Provisions Under Title I of the WIOA) as described above in the II. Current Law section.



**TESTIMONY OF
THE DEPARTMENT OF THE ATTORNEY GENERAL
KA 'OIHANA O KA LOIO KUHINA
THIRTY-SECOND LEGISLATURE, 2024**

ON THE FOLLOWING MEASURE:

S.B. NO. 2351, S.D. 2, H.D. 1, RELATING TO WORKFORCE DEVELOPMENT.

BEFORE THE:

HOUSE COMMITTEE ON JUDICIARY AND HAWAIIAN AFFAIRS

DATE: Wednesday, March 20, 2024 **TIME:** 2:00 p.m.

LOCATION: State Capitol, Room 325 and Videoconference

TESTIFIER(S): Anne E. Lopez, Attorney General, or
Dale M. Fujimoto, Deputy Attorney General

Chair Tarnas and Members of the Committee:

The Department of the Attorney General provides the following comments on this bill.

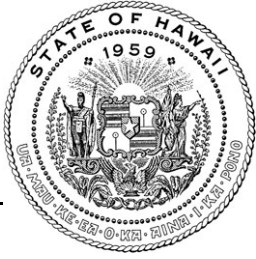
The bill makes several amendments to chapter 202, Hawaii Revised Statutes (HRS), including: (1) adding provisions regarding conflict of interest policies, page 3, line 1, to page 4, line 8; (2) renaming the "Hawaii Workforce Development Council" as the "Hawaii Workforce Development Board" (Board), beginning on page 4, line 11, and throughout the bill; (3) placing the Board within the Department of Business, Economic Development, and Tourism (DBEDT), page 4, lines 14-16; and (4) requiring the Director of DBEDT to review and approve the Board's disbursements and allocations of funds to ensure conformance with certain state and federal laws, page 14, lines 4-10. The bill, on page 15, lines 10-12, also deletes a Department of Labor and Industrial Relations' (DLIR) reporting requirement, and in section 7 on page 15, lines 13-18, restores and transfers to the Board the program identification number and positions that were transferred to the DLIR Workforce Development Division by Act 88, Session Laws of Hawaii 2021.

As set forth above, on page 4, lines 14-16, section 3 of the bill amends section 202-1, HRS, by placing the Board within DBEDT for administrative purposes. However, the bill does not address section 202-5, HRS, which places the "workforce development council" within DLIR for administrative purposes. To address this inconsistency, the

Department recommends deleting the provision placing the Board in DBEDT for administrative purposes on page 4, lines 14-16, and clarifying the department in which the Board will be placed in section 202-5, HRS.

An additional amendment could be made to the title of chapter 202, HRS, to change "COUNCIL" to "BOARD."

Thank you for the opportunity to provide these comments.



**DEPARTMENT OF BUSINESS,
ECONOMIC DEVELOPMENT & TOURISM**
KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI
A HO'OMĀKA'IKA'I

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR

JAMES KUNANE TOKIOKA
DIRECTOR

DANE K. WICKER
DEPUTY DIRECTOR

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Statement of
JAMES KUNANE TOKIOKA
Director
Department of Business, Economic Development, and Tourism
before the
House Committee on Judiciary & Hawaiian Affairs

Wednesday, March 20, 2024
2:00 PM
State Capitol, Conference Room 325

In consideration of
SB2351, SD2, HD1
RELATING TO WORKFORCE DEVELOPMENT

Chair Tarnas, Vice Chair Takayama and members of the Committee.

The Department of Business, Economic Development and Tourism (DBEDT) offers comments for SB2351, SD2, HD1 which renames the "Hawai'i Workforce Development Council" to the "Hawai'i Workforce Development Board" and clarifies that it is administratively attached to DBEDT.

Workforce development is one of the key pillars within DBEDT's strategic framework – providing residents with access to education and training opportunities in high-need and emerging sectors. The Hawai'i Workforce Development Board will support departmental and state initiatives by further identifying workforce needs and improving the coordination and alignment with Hawai'i businesses, community partners, and other government agencies. Aligning workforce, education, training, and employment programs will create a comprehensive workforce development system and support the overarching goal of creating an economically sustainable Hawai'i.

If it is the will of the Legislature to move the Hawai'i Workforce Development Board to DBEDT, the Department respectfully requests adequate resources and the ability to assess the current board's structure.

Thank you for the opportunity to comment on this measure.



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Thirty-Second Legislature, State of Hawai'i
Regular Session of 2024
House Committee on Judiciary and Hawaiian Affairs

Testimony by IATSE 665
March 20th, 2024

S.B. 2351 SD 2 HD 1 - RELATING TO WORKFORCE DEVELOPMENT

Aloha Chair Tarnas, Vice Chair Takayama, and members of the House Committee,

My name is Tuia'ana Scanlan, International Trustee and president of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i. **Local 665 supports SB 2351 SD2 HD1**, relating to workforce development.

The Workforce Innovation and Opportunities Act (WIOA) of 2014 is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. WIOA requires that States establish a workforce development board to be a planning and policy advisor to their Governors on workforce issues. Additionally, these advisory boards are intended to serve as an informational “clearinghouse” for all workforce development programs in the state and were originally intended to be the primary architects of overall state workforce strategy. It is only when these, among other, milestones are met that the state of Hawai'i can continue to receive federal workforce development funds. By engaging all stakeholders, a fully funded state unified plan on workforce development can holistically prepare Hawai'i's job seekers to be competitive in the global market and positively impact the state's economy.

This bill addresses several other vital issues that will maximize the effectiveness of this initiative. In order to be in congruence with federal laws and regulations, workforce development boards must establish written conflict of interest policies. Administratively attaching this advisory board to the state Department of Business, Economic Development, and Tourism makes the most sense as business development and workforce development are two sides of the same coin.

The goals of WIOA are both lofty and worthy. I've witnessed firsthand the dedication and professionalism of the Hawai'i Workforce Development Council in their journey towards achieving these goals. **IATSE 665 asks for your committee's support of SB 2351 SD2 HD1.** Thank you for the opportunity to testify.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Tuia'ana Scanlan'. The signature is fluid and cursive, with the first name being more prominent.

Tuia'ana Scanlan
President, IATSE 665
IATSE International Trustee
(he/him/his)

SB-2351-HD-1

Submitted on: 3/18/2024 3:32:40 PM

Testimony for JHA on 3/20/2024 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alan S. Hayashi	Individual	Support	In Person

Comments:

ALAN S. HAYASHI

207-4 KAWAIHAE STREET

HONOLULU, HAWAII 96825

Honorable Representative David A. Tarnas, Chair

Honorable Representative Gregg Takayama, Vice Chair

House Committee on Judiciary & Hawaiian Affairs

State Capitol / Room #325 / Honolulu, Hawaii

Subject: Testimony on SB2351 SD2, HD1 on March 20, 2024 @ 2:00 pm

Chair Tarnas, Vice Chair Takayama, and Members of the House Committee on Judiciary & Hawaiian Affairs:

My name is Alan Hayashi, past chair of the Workforce Development Council (WDC), and interested citizen regarding the future of the WDC. I am here to make comments on, and am in Support of the intent of SB2351 SD2, HD1 and the future structure of the WDC from the perspective of one who spent 8 years on the WDC, under the original and current revised structure.

I personally do not have any reservations with enacting portions of some proposed legislation regarding (Ethics/Conflict of interest policy, WDC Board Composition per WIOA, Governor's appointment of the Chairperson, etc.).

However, I do feel the current and some other proposed legislative structure of WDC, and the interpretation of some legislative provisions by DLIR staff are destructive to the WDC, and its ability and extensive capability, to perform its function and attract new high-powered members. In short, I recommend the 2024 Legislature return the WDC to its original "authority type" structure, and allow it to function to full capability.

1. WDC has much capability as envisioned by the Legislature that created the WDC to oversee the implementation of the Workforce Innovation Opportunity ACT (WIOA). WDC was established to have a diverse board composed of private, and public sector to represent Hawaii's Employers, Labor Unions, Government (City and State), and the Military's needs. This highly qualified Board can have much to offer the State of Hawaii, if it is allowed to perform its functions as originally conceived and structured. In the last 3 years the WDC has been emasculated by past "partial" legislation, and WDC Board members are disheartened. Many have left the organization for other Boards and Commissions where their talents are welcomed, and put to good use. Under current circumstances, I strongly recommend the WDC be administratively attached to the Department of Business Economic Development & Tourism (DBEDT), which has the mission and research facilities and capability, to cooperatively, develop good workforce policy driven by economic goals and objectives.

I recommend the restoration of the WDC budget line with original semi-autonomous organizational structure. Additionally, if the WDC is to oversee Workforce Development programs, it will need the ability to hire staff to perform this function, and must be enabled to do so by restoring budget line and hiring authority.

1. to the secondary issue of the descriptive name of the WDC....my personal preference is to recognize the WDC as a "Council" rather than a Board. The designation as a Board confuses many with the existence of four (4) other county Workforce Development Boards. I believe there is language in the Federal act (WIOA) that allows utilization of designation as either "Council", or "Board".
1. the Legislature is unwilling to return the WDC's autonomy and provide willing and collaborative administrative support, I am concerned that more WDC Board members will leave and eventually it will be even more ineffective. No new members will want to join the WDC if it is ineffective and incapable of fulfilling its promise. These "volunteer" WDC Board members with their varied economic sector talents can be a very powerful asset for the State in its planning for future economic growth and a sustainable future. I sincerely wish you all the best, and much Aloha.

Ken H Loui
816 Ekoa Place
Honolulu, HI 96821

18 March 2024

House Committee on Judiciary & Hawaiian Affairs

Subject: Testimony for S.B. No. 2351 SD2 HD1

My name is Ken Loui, the current Chair of the State of Hawaii Workforce Development Council (WDC). Testifying on my own behalf, I am supportive of S.B. No. 2351 SD2 HD1.

Section 3: HRS Chapter 202-1: Support

Placing the Workforce Development Council (now "Board") within the Department of Business, Economic Development and Tourism for administrative purposes will result in better alignment of the State's Economic Development and Workforce Development. A majority of other states have its state workforce board similarly placed in departments having jurisdiction over economic development and commerce, rather than labor.

Additionally, I would like to express my support for the reinstatement of the program identification number for the Workforce Development Council as the WDC does not have the funding as well as staffing it needs to support its work.

The WDC is comprised of forty-one members from the private and public sectors including representatives from our state's executive and legislative branches, mayors or their designees, local workforce development boards, leaders from educational system, labor organizations, nonprofit organizations and businesses. Prior to the elimination of the program identification number, the WDC had a staff of more than 10 administrative personnel but now has a staff comprising of the executive director and one administrative assistant which is insufficient to support its many duties and responsibilities.

I am concerned that the continued lack of staffing and funding for the WDC will negatively impact its ability to attract and retain members to serve on WDC, thus jeopardizing its mission and purpose.

Sincerely,
Ken H Loui

SB-2351-HD-1

Submitted on: 3/18/2024 10:44:09 PM

Testimony for JHA on 3/20/2024 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cary Miyashiro	Individual	Support	Written Testimony Only

Comments:

Chair Tarnas, Vice Chair Takayama, and committee members My name is Cary Miyashiro and I support of SB 2351. It allows the Workforce Development Council (WDC) to implement what it was intended to under the Workforce Innovation and Occupation Act (WIOA). Being placed under DBEDT will greatly help attain the vision and purpose of WIOA. The WDC will be able to seamlessly support economic development and workforce development in locations like Maui and within the Kauhales for the homeless as well as supporting those from the Compact of Free Association (COFA) nations. We need to be able to address those from our High Needs population.

Restablishing the Program Identification and positions will enable WDC to attain grants to supplement federal funds and develop a strong economic base. WDC can partner with various agencies to provide opportunities to those with barriers to employment and elevate their lives. Thank you for your consideration.

House Committee on Judiciary & Hawaiian Affairs

State Capitol / Room #325 / Honolulu, Hawaii

Subject: Testimony on SB2351 SD2, HD1 on March 20, 2024 @ 2:00 pm

Position: Support

Dear Chair Tarnas, Vice Chair Takayama, and Members of the House Committee on Judiciary & Hawaiian Affairs,

I am providing testimony as a private citizen, who is a past chair of the State Workforce Development Council, and is a currently serving member as designated by state statute. I am in favor of this bill to restructure the Workforce Development Council, to restore it to its purpose and alignment with the federal authorizing legislation of the Workforce Innovation and Opportunity Act (WIOA).

- WIOA sets out that a majority of the members of both State and Local Workforce Development Boards must be representatives of businesses and organizations who are the owner or chief executive officer for the business or organization, or is an executive with the business or organization with optimum policy-making or hiring authority, and also may be members of a [Local WDB](#) as described in [WIOA sec. 107\(b\)\(2\)\(A\)\(i\)](#);
- WIOA also outlines membership of the Board must include [representatives](#) of labor organizations nominated by [State](#) Labor Federations; and must include a [representative](#) who must be a member of a labor organization or training director from a joint labor-management [registered apprenticeship program](#),
- WIOA board membership requirements also include community-based organizations that provide employment training, economic development, and mandatory government agency partners.

The Governor, as the appointing authority, has appointed our business, union, and community leaders to the WDC, but unfortunately their talents, insights, and time have been grossly underutilized, which is circumventing the foundational intent of WIOA and causing key leaders to step down. Much of this is a result of the 2021 legislative action that removed WDC as a line item in the state budget and transferred its positions, authority, and funding to under a division of DLIR (WDD). Thus decision-making, contracting decisions, performance evaluations, and staffing are being made by government employees and not the private sector leadership. **WDC 's program number must be reinstated in the budget and assume the responsibilities the federal legislation mandates and the state law outlines.**

Hawaii needs an integrated education to workforce pipeline, with all entities working in concert, which is informed and driven by those who create jobs, who develop and represent the skilled trades and talent pool, thus strengthening the economy. The Workforce Development Council is a body to provide a platform for that integrated approach.

To accomplish this, I believe it is better suited to move the State Workforce Development Council to be administratively attached to the Department of Businesses Economic Development and Tourism (DBEDT). This is supported by the fact that WIOA also cites that educational and training investments should be aligned with employment opportunities in "in-demand" industry sectors or occupations, as defined in

WIOA sec. 3(23), which looks to the County and State Comprehensive Economic Development Strategies (CEDS) to inform in-demand sectors.

Thank you for this opportunity to provide testimony,

A handwritten signature in cursive script that reads "Wilkins".

Leslie Wilkins

Lesliewilkins1@gmail.com

I will work collaboratively with this Committee and others on any amendments to this bill to assure smooth transition, compliance with federal mandates, necessary separation of duties/funding, and state statues.

Thank you for this opportunity,

Leslie Wilkins, lesliewilkins1@gmail.com

SB-2351-HD-1

Submitted on: 3/19/2024 9:50:21 AM

Testimony for JHA on 3/20/2024 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Glen Kagamida	Individual	Support	Written Testimony Only

Comments:

GOOD IDEA.

MAHALO!

TO: Chair Tarnas, Vice Chair Takayama, and Members of the House Committee on Judiciary & Hawaiian Affairs

FROM: Marilyn A. Matsunaga, MBA
Former Executive Director, Oahu Workforce Development Board

Date: Wednesday, March 20, 2024 at 2:00 pm
Place: Hawaii State Capitol, Room 325 and Videoconference

RE: **SB2351, SD2, HD1 RELATING TO WORKFORCE DEVELOPMENT**

Good afternoon, Chair Tarnas, Vice Chair Takayama, and Members of the House Committee on Judiciary & Hawaiian Affairs.

My name is Marilyn Matsunaga and I am testifying in **SUPPORT** of SB2351, SD2, HD1 Relating to Workforce Development.

For eight years, from 2008 to 2016, I served as the executive director of the Oahu Workforce Development Board for the City and County of Honolulu. During those years, the federal Workforce Innovation and Opportunity Act (WIOA) was signed into law. As the nation's workforce development system moved from the old Workforce Investment Act (WIA) to the new WIOA, I was invited by the CEO of the National Association of Workforce Boards in Washington, DC to participate in a small group meeting with the Congressional staff who drafted the new WIOA to learn about how best to implement it.

Hawaii is not alone in having to make changes to how its boards are organized to avoid conflict-of-interest violations.

It is brilliant of the House Committee on Labor & Government Operations (LGO) to move the Workforce Development Board to the State Department of Business, Economic Development, and Tourism (DBEDT). This puts Hawaii in step with the intent of the federal WIOA law which established this Board. WIOA is focused on having a state level board that is business driven and business led. DBEDT, with its business focus, is the perfect fit for the Board.

By moving the board out of DLIR, the House LGO Committee put an end to a topsy-turvy situation which had the Board attached to its vendor, DLIR. This means the Board was monitoring their vendor's DLIR's program performance while at the same time DLIR was the authority acting on Board staff requests such as those for vacation leave or to attend a training conference or for their office budget.

The State's Workforce Development Board is a vital conduit for business to connect with both the education and labor-training sectors to address current and future workforce needs.

Thank you for your thoughtful consideration of my testimony.