

JAN 23 2025

A BILL FOR AN ACT

RELATING TO WORKFORCE DEVELOPMENT.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that the State offers a
2 unique opportunity for job growth and economic development
3 through its important geographic location. In fiscal year 2022,
4 Hawaii received almost \$9 million in defense spending.
5 Furthermore, the number of defense-related jobs increased by
6 approximately 10,000 jobs from fiscal year 2018 to fiscal year
7 2022. Many of these jobs are in the areas of information
8 technology, cybersecurity, intelligence, data science, and
9 advanced manufacturing fields.

10 Accordingly, the purpose of this Act is to develop a local
11 workforce to meet this growing demand in defense-related
12 personnel and promote economic diversification by requiring the
13 department of labor and industrial relations to develop and
14 implement training programs, public-private partnerships,
15 funding opportunities, and recruitment strategies.

16 SECTION 2. The department of labor and industrial
17 relations shall develop and implement:



(1) Training programs that include:

(A) Specialized programs in collaboration with local educational institutions and industry partners, focusing on areas of high demand such as information technology, cybersecurity, intelligence, data science, and advanced manufacturing; and

(B) Upskilling opportunities for existing workforce members to transition into defense-related roles;

(2) Public-private partnerships with private sector entities and defense contractors to:

(A) Create internship and apprenticeship programs, offering hands-on experience and career pathways in defense-related industries; and

(B) Facilitate employer-driven training initiatives to ensure alignment with industry needs and standards;

(3) Funding opportunities including:

(A) Grants to community colleges, universities, and training centers for developing or enhancing



1 curriculum aligned with defense-related
2 workforce requirements; and

3 (B) Scholarships or tuition assistance for students
4 pursuing degrees or certifications in targeted
5 fields;

6 (4) Recruitment strategies that include:

7 (A) Conducting outreach campaigns to raise awareness
8 about opportunities in defense-related fields,
9 with a focus on engaging underrepresented
10 populations, including Native Hawaiians, women,
11 and rural communities; and

12 (B) Hosting job fairs, workshops, and informational
13 sessions to connect job seekers with training and
14 employment opportunities;

15 (5) Program evaluation and monitoring by:

16 (A) Allocating resources for tracking and evaluating
17 the effectiveness of funded initiatives,
18 including metrics such as job placements,
19 participant satisfaction, and employer feedback;
20 and



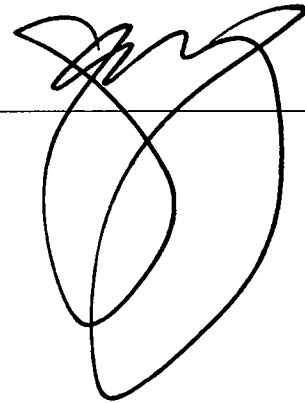
1 (B) Using evaluation data to continuously improve
2 program offerings and ensure alignment with
3 workforce demands.

4 SECTION 3. There is appropriated out of the general
5 revenues of the State of Hawaii the sum of \$1,000,000 or so much
6 thereof as may be necessary for fiscal year 2025-2026 and the
7 same sum or so much thereof as may be necessary for fiscal year
8 2026-2027 to develop and increase the defense-related workforce
9 in the State and promote economic diversification.

10 The sums appropriated shall be expended by the department
11 of labor and industrial relations for the purposes of this Act.

12 SECTION 4. This Act shall take effect on July 1, 2025.

13 INTRODUCED BY: _____

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S.B. NO. 1503

Report Title:

DLIR; Workforce Development; Economic Diversification;
Defense-related Personnel; Appropriations

Description:

Requires the Department of Labor and Industrial Relations to develop and implement training programs, public-private partnerships, funding opportunities, and recruitment strategies to develop a local workforce to meet the growing demand in defense-related personnel and promote economic diversification. Appropriates funds.

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