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

March 25, 2025

To: The Honorable Jackson D. Sayama, Chair,  
The Honorable Mike Lee, Vice Chair, and  
Members of the House Committee on Labor

Date: Tuesday, March 25, 2025  
Time: 9:30 a.m.  
Place: Conference Room 309, State Capitol

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

**Re: HCR 115 REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL  
RELATIONS TO STUDY THE ESTABLISHMENT OF A HAWAII WORKFORCE  
EXCELLENCE AWARD PROGRAM**

The **DLIR supports** HCR115 and requests additional flexibility in conducting research and providing recommendations to the Legislature on developing a Hawaii-based program similar to the Meilleur Ouvrier de France (MOF). The DLIR believes that formally honoring and preserving high standards of craftsmanship, skill, and professionalism in various manual trades is an intriguing and valuable initiative. The MOF, established in 1924, recognized the best workers of the era with the title "Best Craftsman of France" and has since expanded to include awards in over 200 trades.

In the U.S., there is often a societal emphasis on college degrees and white-collar careers, which can sometimes overshadow the value of skilled trades. A Hawaii-based program like the MOF could elevate the importance and prestige of trades, promoting career paths that do not require a four-year college degree. This program would highlight the wide range of opportunities within the skilled labor market, helping to attract young people to apprenticeships and technical training programs.

One of the greatest benefits of a program like the MOF would be its ability to provide role models for younger generations. By showcasing workers who have achieved exceptional levels of mastery, the program could inspire youth to follow in their footsteps. These role models would help shift public perception of vocational and skilled trades, presenting them as prestigious and valuable career paths and encouraging young people to pursue these fields.