



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 02/26/2025

**Time:** 10:03 AM

**Location:** CR 211 & Videoconference

**Committee:** Senate Ways and Means

**Department:** Education

**Person Testifying:** Keith T. Hayashi, Superintendent of Education

**Bill Title:** SB 1585, SD1 RELATING TO WORKFORCE DEVELOPMENT.

**Purpose of Bill:** Establishes and implements evidence-based performance metrics for the P-20 Partnerships for Education to allow better evidence-based assessments of the P-20 Partnerships for Education advisory council's workforce and pathway development programs. Requires reports to the Legislature. Authorizes the expenditure of Perkins V federal funds. Effective 7/31/2050. (SD1)

**Department's Position:**

The Hawaii State Department of Education (Department) respectfully offers comments on SB 1585, SD1, which is intended to develop improved evidence-based assessments of the P-20 Partnerships for Education (P-20) advisory council's workforce and pathway development programs. The Department would like to express strong concerns around any actions that might reduce the amount of funding that is provided for the Department's Career and Technical Education (CTE) Pathways.

The Department receives approximately \$2.98 million a year of Perkins federal funds. This fund is distributed by formula to high schools to support CTE programs. Amounts range from approximately \$140,000 for school with the largest program, and approximately \$7,500 for the school with the smallest program. Reductions to the Perkins funds to the school would have student impacts on their learning needs.

The Department has implemented 13 CTE Pathways, which include 43 related programs of study that are designed to prepare students for various high-skill, high-wage and high-demand occupations in Hawaii. Department schools have the ability to determine which CTE programs they offer based upon important factors including staffing, funding availability, student interest, facilities, and local job forecasts. P-20 does not have the authority to mandate pathways or programs for schools. The Department currently works closely with P-20 and industry partners to ensure that CTE programs meet the needs of students, and remain aligned with local and state workforce demands. The Department tracks student attainment of high-value Industry Recognized Credentials, as identified in the Promising Credentials in Hawai'i report. These credentials, verifying an individual's qualifications, are issued by authorized third parties and tracked through a dedicated module in the

student data system.

The Department is also working collaboratively with P-20, the UH Community College System, the Workforce Development Council, and private sector partners to update Hawaii's CTE State Plan. This updated plan will include measures for accountability to help ensure that CTE programs are aligned with regional and state workforce needs. The Department defers to P-20 regarding any challenges of meeting the reporting requirements of this bill.

The Department will continue to work closely with P-20 and industry partners to align CTE programming to meet the ever changing workforce needs.

Thank you for the opportunity to provide testimony on SB 1585, SD1



**JOSH GREEN, M. D.**  
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**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
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Statement of  
**BRENNA H. HASHIMOTO**  
Director, Department of Human Resources Development

Before the  
**SENATE COMMITTEE ON WAYS AND MEANS**  
Wednesday, February 26, 2025  
10:03AM  
State Capitol, Conference Room 211

In consideration of  
**SB1585 SD1, RELATING TO WORKFORCE DEVELOPMENT**

Chair Dela Cruz, Vice Chair Moriwaki, and the members of the committee.

The Department of Human Resources Development (HRD) is in **support** of SB1585 SD1, Relating to Workforce Development.

SB1585 SD1 establishes and implements evidence-based performance metrics for the P-20 Partnerships for Education to allow better evidence-based assessments of the P-20 Partnerships for Education advisory council's workforce and pathway development programs. Requires reports to the Legislature. Authorizes the expenditure of Perkins V federal funds.

HRD is tasked with working with Hawai'i P-20 and other state agencies to develop metrics and standards which will guide Hawai'i P-20's assessments of its workforce and pathway development programs for Hawai'i's students. HRD is committed to supporting this effort to make strides in lowering the state's vacancy rate and developing pathways into state jobs.

Thank you for the opportunity to provide testimony and comments on this measure.



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

**JOSH GREEN, M.D.**  
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**SYLVIA LUKE**  
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**JAMES KUNANE TOKIOKA**  
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Statement of  
**JAMES KUNANE TOKIOKA**  
**Director**  
Department of Business, Economic Development, and Tourism  
before the  
**SENATE COMMITTEE ON WAYS AND MEANS**

Wednesday, February 26, 2025, 10:03 AM  
State Capitol, Conference Room #211

In consideration of  
**SB 1585 SD1**  
**RELATING TO DEPARTMENTAL WORKFORCE DEVELOPMENT**

Chair Dela Cruz, Vice Chair Moriwaki, and members of the Ways and Means Committee. The Department of Business, Economic Development and Tourism (DBEDT) appreciates the opportunity to provide comments on SB1585 SD1, which seeks to establish performance metrics for workforce and pathway development programs within the Hawai'i P-20 Partnerships for Education. DBEDT supports the intent of this measure to enhance workforce accountability but offers the following comments and recommendations to ensure alignment with existing efforts, economic strategy, and data capabilities.

**The Need for Workforce Performance Metrics & Data-Driven Decision Making**

Hawai'i's economic diversification and workforce resilience depend on accurate tracking of employment outcomes, particularly in emerging and nontraditional sectors such as technology, creative industries, renewable energy, and small business entrepreneurship.

The DBEDT Economic Landscape Presentation (January 2025) highlights key workforce challenges that underscore the importance of performance-based accountability:

- Hawai'i faces persistent workforce shortages in high-growth industries such as technology, healthcare, and clean energy.
- Limited workforce data on self-employed individuals, gig workers, and independent contractors makes it difficult to assess the effectiveness of workforce development programs.
- Better integration between education, training, and labor market data is necessary to align workforce pathways with economic opportunities.

SB1585 SD1 provides a framework to address these gaps, but implementation must be informed by robust data systems and clear evaluation criteria.

### **DBEDT's Role – Advisory & Data-Supporting, Not Program Oversight**

DBEDT supports workforce accountability efforts but recommends clarifying that its role remains advisory rather than administrative.

- DBEDT is not a workforce program administrator but plays a critical role in labor market analysis, economic forecasting, and sector-specific workforce strategy.
- Through our Research and Economic Analysis Division (READ), DBEDT supports data-driven workforce planning by:
  - Tracking labor market trends and job growth projections in key industries.
  - Identifying gaps between workforce supply and industry demand.
  - Providing economic data to inform workforce investment decisions.

To ensure alignment with existing workforce structures, DBEDT recommends that SB1585 SD1 clarify that performance metric implementation remains under P-20, DOE, or UHCC, with DBEDT serving in an advisory capacity for economic data and industry needs.

### **Compliance Consideration – Perkins V Funds & Fund Transfers**

SB1585 SD1 specifies that funding will come from Perkins V federal funds, which carry strict federal compliance requirements regarding how funds may be used and transferred between agencies.

- Concern: SB1585 SD1 allows workforce funding to be transferred between agencies based on performance outcomes but does not explicitly acknowledge that reallocations must comply with federal Perkins V requirements.
- Recommendation: DBEDT recommends that SB1585 SD1 clarify that any workforce fund transfers must comply with Perkins V federal guidelines, ensuring continued access to federal funding while maintaining performance-based accountability.

### **Alignment with SB1491 SD1 – Data Modernization & Workforce Tracking**

DBEDT notes a strong intersection between SB1585 SD1 and SB1491 SD1, which expands the Statewide Longitudinal Data System (SLDS) by adding DBEDT and the Department of Taxation (DOTAX) as participating agencies.

SB1491's data system improvements are foundational to SB1585's success, particularly in addressing:

- Tracking nontraditional workforce outcomes (self-employed, gig workers, entrepreneurs, independent contractors)—a gap identified in prior testimony from P-20, DOE, and UHCC.
- Ensuring performance metrics under SB1585 are based on comprehensive workforce data rather than limited employer-reported UI records.
- Improving cross-agency data integration to ensure P-20's workforce tracking aligns with DBEDT's labor market analysis and economic diversification strategy.

DBEDT recommends that SB1585 SD1 explicitly reference SLDS data improvements under SB1491 to ensure that workforce performance metrics leverage the most complete data available.

## **Intersection with Other Workforce & Data-Related Bills**

DBEDT highlights the following related bills that require coordination with SB1585 SD1 to avoid duplication and enhance data-driven workforce planning:

- SB742 – Data Sharing and Governance Working Group (ETS): Would establish a working group to improve inter-agency data protocols; directly supports SLDS implementation and workforce data integration under SB1491 and SB1585.
- HB209 – Hawaii State Fellows Program: Establishes a public sector workforce fellowship program; SB1585 metrics should track the long-term career outcomes of participants to assess effectiveness.

DBEDT supports the intent of SB1585 SD1 to improve workforce accountability through performance metrics. However, we strongly recommend:

- Clarifying DBEDT's role as a strategic data partner, not an oversight agency.
- Ensuring workforce performance tracking aligns with SB1491's SLDS data improvements.
- Recognizing Perkins V compliance in workforce fund transfers.
- Coordinating with related bills (SB742, HB209) to enhance data-driven workforce planning.

We appreciate the opportunity to provide these comments and look forward to working collaboratively to build a modern, data-informed workforce system that supports Hawaii's long-term economic growth.

Mahalo for the opportunity to testify.



Testimony Presented Before the Senate Committee on Ways and Means Wednesday, February 26, 2025, at 10:03 a.m.

By Della Teraoka, Interim Vice President for Community Colleges University of Hawai'i System

SB 1585 SD1 – RELATING TO WORKFORCE DEVELOPMENT

Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

The University of Hawai'i Community Colleges (UHCC) appreciates the opportunity to submit comments regarding SB1585 SD1, which seeks to establish evidence-based performance metrics to enable more accurate assessments for workforce and pathway development programs.

The UHCC works closely with Hawai'i P-20 Partnerships for Education (Hawai'i P-20) and the Hawai'i Department of Education (HIDOE) to ensure strong, seamless workforce and educational pathways are developed to prepare our keiki for high-demand jobs needed in Hawai'i's future. Recently the UHCC participated in a collaborative effort with HIDOE, Hawai'i P-20, the Workforce Development Council, and representatives from the private sector to update the Hawai'i Career and Technical Education State Plan which includes accountability measures for providing access to high-quality, CTE programs for secondary and postsecondary students to equip them with the academic skills and technical skills needed for employment in jobs needed across the state.

Additionally, the UHCC has expanded their Annual Report of Program Data, also known as ARPD, (https://uhcc.hawaii.edu/varpd/) to include information about the alignment of programs to specific jobs in Hawai'i (see Figure 1) and the earnings of program leavers and graduates within 1, 2, and 3 years of exiting the program (Figure 2: Workforce Tab).

Figure1: Program Level Workforce Alignment.

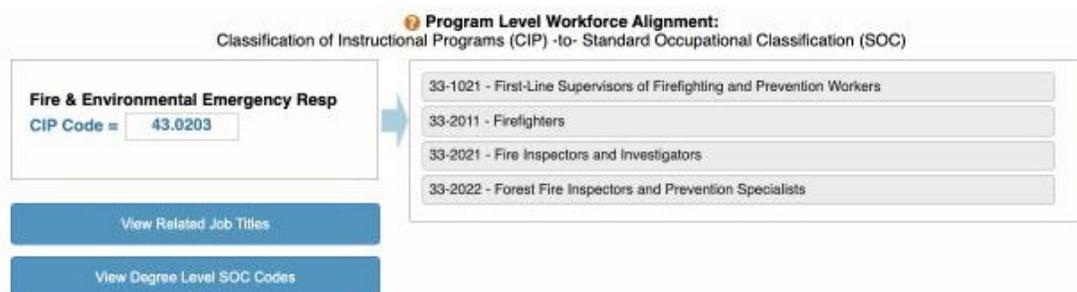


Figure 2: Workforce Tab.



The ARPD is used to evaluate program effectiveness at the college and system level, and the data is integrated for planning and budgeting purposes at each of the community colleges.

The allocation of Perkins V federal funds is a critical component for supporting community college program enhancements and innovations to meet the changing needs of the industry. For example, Perkins V federal funds have been used to acquire electric vehicle equipment for the Automotive Technology programs, so students can learn this new technology in preparation for working in the field. Perkins funding has also been used to support collaboration between the community colleges on innovative programs such as algae cultivation, the expansion of the veterinary tech program to the neighbor islands, neighbor island hospitality and tourism, online delivery of health care training, and medical assisting.

Thank you for the opportunity to submit comments regarding SB 1585 SD1.



Testimony Presented Before the  
Senate Committee on Ways and Means  
Wednesday, February 26, 2025, at 10:03 a.m.

By  
Stephen Schatz, Executive Director  
Hawai'i P-20 Partnerships for Education

## SB 1585 SD 1 – RELATING TO WORKFORCE DEVELOPMENT

Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

Hawai'i P-20 Partnerships for Education (Hawai'i P-20) appreciates the opportunity to submit comments regarding SB 1585 SD 1, which seeks to establish evidence-based performance metrics to allow better evidence-based assessments for workforce and pathway development programs.

We understand and appreciate the intent to enhance accountability and transparency, and we share the committee's commitment to aligning educational programs with workforce needs. To this end, we are in the process of updating Hawai'i's Career and Technical Education (CTE) State Plan, which is an integration of state and federal priorities into an implementation plan for the Strengthening Career and Technical Education for the 21<sup>st</sup> Century Act (Perkins V). The state plan is a requirement under the federal Perkins V Act. The update of the state plan is a collaborative effort among the Hawai'i State Department of Education (HIDOE), the UH Community College System (UHCC), the Workforce Development Council, and the private sector. We are also currently engaging with the Department of Business Economic Development and Tourism (DBEDT) and the Department of Labor and Industrial Relations (DLIR) on the plan.

The state plan outlines the priorities, strategies, requirements and accountability measures for providing access to high-quality CTE programs for secondary and postsecondary students to equip them with the academic knowledge and technical skills needed for employment in relevant jobs. The plan is intended to be broader than just a federal compliance plan, but instead one which reflects the strategic visions of HIDOE and the University of Hawai'i. The plan will require HIDOE and UHCC – the eligible recipients of federal CTE funding – to conduct a data-based, local needs assessment intended to inform funding decisions and improve alignment of CTE programs with regional needs and workforce requirements. High schools and community colleges will also submit local applications in which they detail strategies, goals, and metrics that are required to be aligned with the plan, be focused on achieving our

collective goals, and demonstrate that their CTE programs are aligned with regional and state workforce needs.

Hawai'i P-20 does not have the authority to create or mandate pathways within HIDOE or UH, so the plan will not prescribe the workforce or pathway programs to be offered; however, both UH and HIDOE have established processes for the creation of CTE programs and/or pathways in which alignment to Hawai'i labor market data is required. Hawai'i P-20's role is to facilitate the alignment of pathways between the two agencies and connect them to jobs so that students are able to explore their interests, identify career options, and understand the education requirements for specific careers. While Hawai'i P-20 may pilot certain pathways, such as the current neighbor-island Stay at Home, Grow Your Own Teacher Pathway or the Kealakehe High School Automotive Mechanic Technology program, these are regional programs specified in extramural grant proposals and funded by non-CTE grant funds to help spur action and meet grant objectives.

While some data indicated in the bill are currently being reported, current data sharing between UH and DLIR only allow for linking and tracking UH graduates in the workforce (through unemployment insurance (UI) data), but not for those that are federally employed, self-employed, or leave the State. Furthermore, students who do not attend college are unable to be linked to UI data; this is due to HIDOE not collecting social security numbers, which is the method through which UH graduates are tracked and linked. In addition, the UI data does not collect occupation data and only collects general employer categories (i.e., healthcare). So, while a graduate may be employed by a healthcare employer, it is impossible to determine if they are in a direct healthcare profession tied to their education pathway, or another profession within healthcare, such as in information technology or business. Reporting required by the bill would be incomplete and unreliable because of these data limitations.

CTE federal funds are allocated on a formula basis as mandated by the Perkins V legislation and must be administered in accordance with federal statute. Under the new plan, Hawai'i P-20 will utilize, for the first time, the CTE reserve allowance (up to 15% of the local allocation, or 12.75% of the total grant) as an alternate means of distributing CTE federal funds to the eligible recipients (HIDOE and UHCC). The reserve will allow Hawai'i P-20 to award grants to HIDOE and UHCC to "promote the development, implementation, and adoption of programs of study or career pathways aligned with State-identified high-skill, high-wage, or in-demand occupations or industries."

Hawai'i P-20 will continue to engage with our partners, including HIDOE, UHCC, UH System, DBEDT, DLIR, the Department of Human Resources and Development, and industry representatives to ensure pathways are aligned to the workforce needs of Hawai'i.

Thank you for the opportunity to submit comments on SB 1585 SD 1.

**Testimony to the Senate Committee on Ways and Means  
Senator Donovan M. Dela Cruz, Chair  
Senator Sharon Y. Moriwaki, Vice Chair**

**Wednesday, February 26, 2025, at 10:03AM  
Conference Room 211 & Videoconference**

**RE: SB1585 SD1 Relating to Workforce Development**

Aloha e Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

My name is Sherry Menor, President and CEO of the Chamber of Commerce Hawaii ("The Chamber"). The Chamber supports Senate Bill 1585 Senate Draft 1 (SB1585 SD1), which establishes and implements evidence-based performance metrics for the P-20 Partnerships for Education to allow better evidence-based assessments of the P-20 Partnerships for Education advisory council's workforce and pathway development programs. Requires reports to the Legislature. Authorizes the expenditure of Perkins V federal funds.

SB1585 SD1 aligns with our 2030 Blueprint for Hawaii: An Economic Action Plan, specifically under the policy pillar for Small Business. This bill promotes policies that drive economic growth, enhance workforce opportunities, and improve the quality of life for Hawaii's residents.

Education and vocational training are key to preparing students for careers and supporting Hawaii's economy. The Hawaii P-20 Partnerships for Education collaborates with state agencies and the University of Hawaii system to create pathways from early education to the workforce. These efforts help address critical job vacancies, particularly in state government. Strengthening partnerships with departments of labor, human resources, and business development ensures alignment with workforce needs and economic goals.

This bill establishes a performance metrics program to evaluate P-20's workforce initiatives by tracking student participation, job placement, and program success. State agencies will help develop standardized metrics, ensuring accountability and alignment with industry demands. Funding may be distributed based on measurable outcomes, with unused funds returning to the general fund. An annual legislative report will track progress. The Chamber supports this bill as it enhances workforce development, strengthens career pathways, and ensures efficient use of state resources to address labor shortages and economic growth.

The Chamber of Commerce Hawaii is the state's leading business advocacy organization, dedicated to improving Hawaii's economy and securing Hawaii's future for growth and opportunity. Our mission is to foster a vibrant economic climate. As such, we support initiatives and policies that align with the 2030 Blueprint for Hawaii that create opportunities to strengthen overall competitiveness, improve the quantity and skills of available workforce, diversify the economy, and build greater local wealth.

We respectfully ask to pass Senate Bill 1585 Senate Draft 1. Thank you for the opportunity to testify.

**SB-1585-SD-1**

Submitted on: 2/21/2025 11:23:49 AM

Testimony for WAM on 2/26/2025 10:03:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Ruth Love	Individual	Oppose	Written Testimony Only

Comments:

Education Department is failing Hawaii's students. No more money until the students all graduate with the ability to read English, write, do basic math, can budget and balance a checkbook.

Graduation rates are abysmal. Fix that.

Thank you

Mrs Ruth Love