



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

**Date:** 03/18/2025

**Time:** 02:00 PM

**Location:** 309 VIA VIDEOCONFERENCE

**Committee:** House Education  
House Higher Education

**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 the 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.

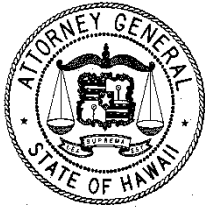
The Department has implemented 13 CTE Pathways, which include 43 related programs of study that are designed to prepare students for various high-skill, high-wage and high-demand occupations in Hawaii. Department schools have the ability to determine which CTE programs they offer based upon important 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 so 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 this measure.



**TESTIMONY OF  
THE DEPARTMENT OF THE ATTORNEY GENERAL  
KA 'OIHANA O KA LOIO KUHINA  
THIRTY-THIRD LEGISLATURE, 2025**

**LATE**

**ON THE FOLLOWING MEASURE:**

S.B. NO. 1585, S.D. 1, RELATING TO WORKFORCE DEVELOPMENT.

**BEFORE THE:**

HOUSE COMMITTEES ON EDUCATION AND ON HIGHER EDUCATION

**DATE:** Tuesday, March 18, 2025

**TIME:** 2:00 p.m.

**LOCATION:** State Capitol, Room 309

**TESTIFIER(S):** Anne E. Lopez, Attorney General, or  
Candace J. Park, Deputy Attorney General

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Chairs Woodson and Garrett and Members of the Committees:

The Department of the Attorney General provides the following comments.

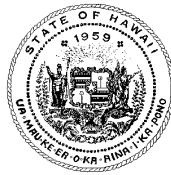
This bill adds a new part to chapter 304A, Hawaii Revised Statutes, designated "Hawaii P-20 Partnerships for Education," to establish and implement evidence-based assessments of the Hawaii P-20 Partnerships for Education's workforce and pathway development programs, which the Legislature deems to be a matter of statewide concern. The bill appropriates or authorizes for expenditure funds received by the Hawaii P-20 Partnerships for Education through the federal Strengthening Career and Technical Education for the 21st Century Act (Perkins V), and it authorizes the Hawaii P-20 Partnerships for Education to transfer funds to other state departments or agencies, for the purposes of the bill. Perkins V federal funds that are not transferred for this purpose shall lapse to the general fund at the end of the fiscal year. Page 4, lines 16-18.

Unexpended Perkins V federal funds may not lapse to the general fund but must be returned to the federal government. We recommend deleting lines 16-18 on page 4.

Thank you for the opportunity to provide these comments.

JOSH GREEN, M. D.  
GOVERNOR  
KE KIA'ĀINA

SYLVIA LUKE  
LT. GOVERNOR  
KA HOPE KIA'ĀINA



BRENN H. HASHIMOTO  
DIRECTOR  
KA LUNA HO'OKELE

BRIAN K. FURUTO  
DEPUTY DIRECTOR  
KA HOPE LUNA HO'OKELE

**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
**KA 'OIHANA HO'OMŌHALA LIMAHANA**  
235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

Statement of  
**BRENN H. HASHIMOTO**  
Director, Department of Human Resources Development

Before the  
**HOUSE COMMITTEE ON EDUCATION**  
**HOUSE COMMITTEE ON HIGHER EDUCATION**

Tuesday, March 18, 2025  
2:00 PM  
State Capitol, Conference Room 309

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

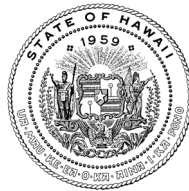
Chair Woodson, Chair Garrett, and members of the Committee on Education and Committee on Higher Education:

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.



JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR

LUIS P. SALAVERIA  
DIRECTOR

SABRINA NASIR  
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII  
DEPARTMENT OF BUDGET AND FINANCE  
*Ka 'Oihana Mālama Mo'ohelu a Kālā*  
P.O. BOX 150  
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT

**WRITTEN ONLY**  
TESTIMONY BY LUIS P. SALAVERIA  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE HOUSE COMMITTEES ON EDUCATION AND HIGHER EDUCATION  
ON  
SENATE BILL NO. 1585, S.D. 1

**March 18, 2025  
2:00 p.m.  
Room 309 and Videoconference**

RELATING TO WORKFORCE DEVELOPMENT

The Department of Budget and Finance (B&F) offers comments on this bill.

Senate Bill No. 1585, S.D. 1, adds a new part and section to Chapter 304A, HRS, to require the Hawai'i P-20 Partnerships for Education (P-20) to: 1) establish and implement evidence-based assessments of its workforce and pathway development programs; 2) create and maintain records of standardized performance metrics; 3) work with various State agencies to develop the metrics and standards used to measure the performance-based outcomes; and 4) submit reports to the Legislature to summarize the assessments. The bill appropriates or authorizes the expenditure of an unspecified amount of funds out of the Perkins V federal funds received by the State of Hawai'i for FY 26 and FY 27 for P-20 to implement the assessments, authorizes P-20 to transfer those funds to other State departments or agencies, and requires that amounts not transferred to another program lapse to the general fund at the end of the fiscal year.

B&F has strong concerns that the lapsing requirement established by subsection (e) of the new section for Chapter 304A, HRS, could result in unintended

consequences for the State since it broadly requires all funds appropriated to P-20 that have not been transferred by the end of the fiscal year to be lapsed to the general fund. Federal funds received by the State need to be utilized in compliance with all applicable federal laws, policies, and grant requirements; otherwise, the State could face penalties and charges in addition to having to reimburse the federal government for the amount misused or for the entire grant award amount.

Furthermore, the funds appropriated or authorized to P-20 in this bill are Perkins V federal funds; these funds are intended to be used to develop, coordinate, implement, or improve career and technical education programs to meet the needs identified in the comprehensive needs assessment, not boost the State's general fund balance. The lapsing of these funds to the general fund would violate the requirements of the grant award and unnecessarily cost the State money and work hours to resolve the issue.

Thank you for your consideration of our comments.



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

**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 EDUCATION**  
and the  
**HOUSE COMMITTEE ON HIGHER EDUCATION**

Tuesday, March 18, 2025, 2:00 PM  
State Capitol, Conference Room #309

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

Chair Woodson, Vice Chair La Chica, and members of the House Committee on Education; Chair Garrett, Vice Chair Amato, and members of the House Committee on Higher Education 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.

**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.

### **Alignment with SB1491 SD1 (SLDS Expansion & Workforce Data)**

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 SD1 to ensure that workforce performance metrics leverage the most complete data available.

### **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.

### **Privacy Protections & Data Governance**

DBEDT supports the bill's requirement that all workforce data be managed within privacy-compliant structures, ensuring compliance with state and federal laws.

We also appreciate that SB1585 SD1 formalizes an evaluation process for workforce programs, and we look forward to actively participating in discussions on workforce data integration.

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.

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

Mahalo for the opportunity to testify.



# UNIVERSITY OF HAWAII SYSTEM

## ‘ŌNAEHANA KULANUI O HAWAII

### Legislative Testimony

### Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

Testimony Presented Before the  
House Committee on Education  
House Committee on Higher Education  
Tuesday, March 18, 2025, at 2:00 p.m.

By

Della Teraoka, Interim Vice President for Community Colleges

#### SB 1585 SD1 – RELATING TO WORKFORCE DEVELOPMENT

Chairs Woodson and Garrett, Vice Chairs La Chica and Amato, and Members of the Committees:

The University of Hawai'i Community Colleges (UHCC) appreciates the opportunity to submit comments regarding SB 1585 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.

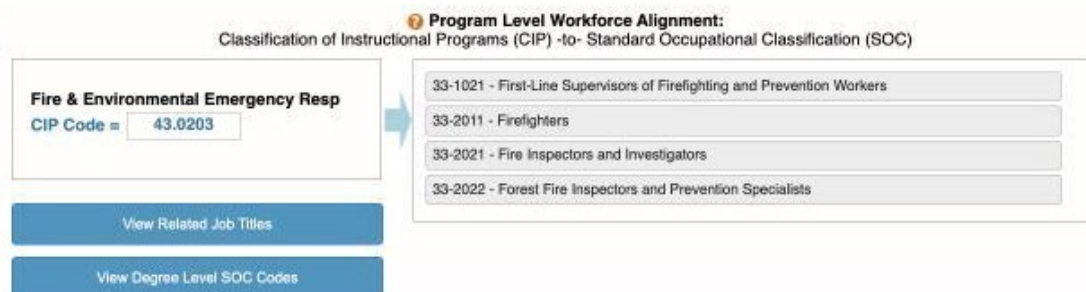


Figure 2: Workforce Tab.



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.

Because 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, we respectfully comment that there are already processes in place to ensure that evidence-based performance metrics are applied to the programs funded by Perkins V grants, and close cooperation with the State departments identified in SB 1585 SD1 will continue.

Additionally, after consultation with the Office of General Counsel, the University has strong concerns with the provisions of the bill providing for transfer of Perkins V funds to other state departments or agencies, and the lapsing of funds that are not transferred to the general fund, as these conflict with federal grant requirements [[Closeout Section §200.344 \(e\)](#)] and could jeopardize continued eligibility to receive this federal funding. Especially during this period of uncertainty regarding administration of federal funds, we would respectfully request consideration of the potential jeopardy to this funding for the State.

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



Testimony Presented Before the  
House Committees on Education and Higher Education  
Tuesday, March 18, 2025, at 2:00 p.m.

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

#### SB 1585 SD 1 – RELATING TO WORKFORCE DEVELOPMENT

Chairs Woodson and Garret, Vice Chairs La Chica and Amato, and Members of the Committees:

Hawai'i P-20 Partnerships for Education (Hawai'i P-20) appreciates the opportunity to submit comments regarding SB 1585 SD 1.

Career and Technical Education (CTE) federal funds are allocated to the Board of Regents (BOR), the designated State Board for Career and Technical Education in Hawai'i, on a formula basis as mandated by the Perkins V legislation. The funds must be administered and spent in accordance with federal statute. The majority of funds (85%) is allocated to the secondary and postsecondary recipients – the Hawai'i Department of Education (HIDOE) and the University of Hawai'i Community Colleges (UHCC), respectively. The remaining funds are designated for other purposes, such as for preparing individuals for nontraditional fields, for recruiting of special populations, and for serving individuals in state corrections facilities.

The proposed bill attempts to utilize CTE federal funds to implement a performance-based funding model for state departments and agencies, with section (d) indicating that "funds may be transferred to other state departments or agencies in accordance with the performance-metrics and outcomes relating to student achievement, degree attainment, and the number or percentage of jobs in career paths that lead to living wage positions." We do not believe this aligns with the Perkins V legislation and may jeopardize future CTE federal funds. Furthermore, Hawai'i P-20 does not receive any other state-appropriated funds for workforce or pathway programs and would be unable to transfer funds to state agencies unless the Legislature provides a non-federal appropriation.

Hawaii P-20 is also concerned with section (e) of the bill that requires "any amount under subsection (d) that is not transferred to another program shall lapse to the general fund at the end of the fiscal year." This is contrary to §200.344 (e) of the Code of Federal Regulations that states "the recipient (i.e., BOR) or subrecipient (i.e., UHCC and HIDOE) must promptly refund any unobligated funds that the Federal agency or pass-through entity paid and that are not authorized to be retained."

We understand and appreciate the intent to enhance accountability and transparency. To this end, we are in the process of updating Hawai'i's CTE State Plan, which is an integration of state and federal priorities and is a requirement of Perkins V. 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. 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 does not have the authority to create or mandate pathways within HIDOE or UH. Hawai'i P-20's role is to facilitate the alignment of pathways between HIDOE and UHCC 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 Kealahou 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.

Related to the data reporting requirements of the bill, 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.

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.