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February 13, 2019

To: The Honorable Donovan M. Dela Cruz, Chair;
The Honorable Gilbert S.C. Keith-Agaran, Vice Chair; and
Members of the Senate Committee on Ways and Means

Date: Thursday, February 14, 2019
Time: 10:00 a.m.
Place: Conference Room 211, State Capitol

From: Scott T. Murakami, Director
Department of Labor and Industrial Relations (DLIR)

Re: S.B. No. 371 S.D.1 Relating to Schools

SB371 SD1 proposes to establish a workforce readiness program within the Department of Education (DOE) that would provide opportunities for students to earn pre-apprenticeship certificates and other industry-recognized certificates that assess and document student readiness for a wide range of jobs, in addition to an associate's degree. DLIR supports the intent of this measure provided it does not conflict with the priorities identified in the Governor's Biennium Budget request.

The passing of this measure and the funds appropriated to the DOE will help address the State's workforce needs in various industry shortage areas. DLIR understands that a large number of Hawaii's secondary students do not continue their structured education after graduation and "academies" initiated at some public high schools have been successful in providing students with the opportunity to explore and pursue education and training in various occupations.

Through funding for mini grants provided by the Legislature, DLIR will continue to work with the DOE and the Community Colleges to help establish and implement workforce readiness programs.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/14/2019

Time: 10:00 AM

Location: 211

Committee: Senate Ways and Means

Department: Education

Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education

Title of Bill: SB 0371, SD1 RELATING TO SCHOOLS.

Purpose of Bill: Establishes a Workforce Readiness Program within the Department of Education to allow students to graduate from an extended high school enrollment with an industry-recognized associate's degree to complement the student's high school diploma. Appropriates moneys to develop and implement the program. (SD1)

Department's Position:

The Department of Education (Department) supports the intent of SB 371 SD1 to establish a workforce readiness program and respectfully provides comments. Engaging stakeholders across education, business, industry, and higher education is vital to creating a qualified field of students for in-demand occupations.

Currently, internships and apprenticeships are initiated at the school level as part of a high school's academy, early college and career technical education (CTE) pathways. National leaders are facilitating a process with 14 Hawaii public high school teams on a robust academy design aligned to the National Career Academy Coalition (NCAC). This cohort is exploring industry-recognized certificates in partnership with the University of Hawaii Community Colleges and Hawaii Pacific Health. The vision is to ensure a coordinated seamless response by Hawaii's lower and higher public education systems to our local, regional and global economic and labor demands.

The Hawaii Community School for Adults, as a core partner of Hawaii's Workforce Investment and Opportunities Act, has been working collaboratively with the Workforce Development Council, Department of Labor and Industrial Relations (DLIR), and the Department of Human Service's (DHS) Division of Vocational Rehabilitation (DVR), along with employers in the job market and the community colleges. The collective focus of this work has been on the design of an inter-agency workforce development program for students with an expressed interest to pursue trades and other employment

opportunities.

Therefore, the Department suggests the following amendment to :

Page 2, Section 2, line 12:

· (b) The department shall designate schools, including community school for adults, to participate in the program.

The Department is strongly committed to supporting, strengthening, and advancing a consolidated statewide effort by schools and complex areas to prepare secondary students for a career pipeline with the appropriate skills, attributes, certification, and/or college credit to contribute to the vitality of Hawaii's workforce. Given the coordinated effort taking place, the Department respectfully submits that adopting rules may not be needed.

Lastly, the Department is appreciative of the budgetary appropriation included in this measure and is reviewing the resources necessary to launch a workforce readiness program beginning school year 2019-2020.

Thank you for this opportunity to provide testimony on SB 371 SD1.

The Hawaii State Department of Education seeks to advance the goals of the Strategic Plan which is focused on student success, staff success, and successful systems of support. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at www.hawaiipublicschools.org.

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February 14, 2019

To: Senator Donovan M. Dela Cruz, Chair and
Senator Gilbert S.C. Keith-Agaran, Vice Chair and
Members of the Senate Committee on Ways and Means

From: Allicyn Tasaka, Executive Director
Workforce Development Council

RE: SB 371 SD1 Relating to Schools

Hearing: February 14, 2019, 10:00 a.m., Conference Room 211

POSITION: Comments

Good morning Chair Dela Cruz, Vice Chair Keith-Agaran and members of the Senate Committee on Ways and Means. I am Allicyn Tasaka, Executive Director of the Workforce Development Council (WDC) testifying on SB 371 SD1 to offer comments.

The amended measure specifies that the workforce readiness program provide opportunities for students to earn pre-apprenticeship certificates and other industry-recognized certificates that assess and document student readiness for various jobs, including an associate's degree.

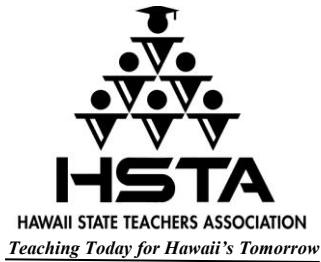
The WDC is responsible for the administrative oversight and implementation of a federally mandated initiative, the Workforce Innovation and Opportunity Act of 2014 or WIOA. The agency is tasked with strategic planning and developing the infrastructure for a seamless common intake and referral system at the American Job Centers (or One-Stop Centers) so job seekers and employers can maneuver through the workforce system efficiently and receive employment, education, training and support services throughout the State. The WDC is administratively attached to the DLIR.

The federal law under WIOA governs the public workforce programs that helps match workers with jobs and provide training, also puts a stronger focus on engaging employers as partners. This means helping businesses find skilled workers and retain them with competitive wages. Further business engagement partnering is identifying specific industry employers to commit to hiring, training and developing internships and pre-apprenticeship training, as well as on-the-job

training. Some of this is already being done at the American Job Centers in each county, however it is a service that could be improved. Training for front-line staff who will be approaching and working with employers is needed for them to confidentially and credibly engage businesses that would lead to a contract commitment.

The WDC with support from the DLIR is very open to working with DOE to coordinate the workforce readiness program. The agency's core partners under WIOA include adult education and the Department of Human Services' Division of Vocational Rehabilitation.

Thank you for the opportunity to comment on SB 371 SD1.



Corey Rosenlee
President
Osa Tui Jr.
Vice President
Logan Okita
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEE ON
WAYS AND MEANS

RE: SB 371, SD1 - RELATING TO SCHOOLS

THURSDAY, FEBRUARY 13, 2019

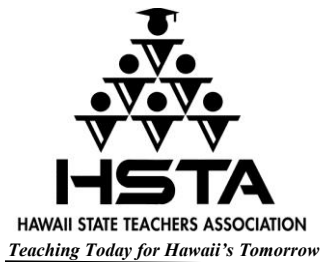
COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Dela Cruz, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 371**, will establishes a Workforce Readiness Program within the Department of Education to allow students to graduate from an extended high school enrollment with a high school diploma and an industry-recognized associate's degree. Appropriates moneys to develop and implement the program.

This bill will also establish within the department a workforce readiness program. The department shall designate schools to participate in the program. The Workforce readiness program schools shall, include grades nine through twelve; provide opportunities for students to earn pre-apprenticeship certificates and other industry-recognized certificates that assess and document student readiness for a wide range of jobs in addition to an associate's degree; and integrate high school courses and certificate or license programs that are based on current and projected industry standards and focused on science, technology, engineering, and mathematics with mentoring, job shadowing, internships, pre-apprenticeship training, and other workplace education experiences. The department will also be required to coordinate with the department of labor and industrial relations, as needed, and enter into contracts with industry employers located near workforce readiness program schools, as appropriate, to develop and implement the workforce readiness program.

According the Hawaii State Department of Education, "Career and Technical Education is an educational structure that allows students the opportunity to explore and learn through the practical application of academic and technical skills and knowledge. The support and involvement of business and industry in CTE is critical to the preparation of tomorrow's skilled workforce."



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Yet, there is concern among CTE stakeholders (teachers, industry experts, and employers) about the lack cutbacks to CTE programming. As a result of a federal and state emphasis on high stakes accountability over the past decade, secondary schools across have diverted CTE funding to core content areas, especially English Language Arts and mathematics, and cutting CTE programs.

A majority of all current job openings, both locally and nationally, are for positions that do not require a college degree. While education reform rhetoric extols “college and career readiness,” job projections by the Hawai’i Department of Labor show that, overall, more than 70 percent of the state’s projected openings through 2022 require a high school diploma or less. For comparison, about 15 percent of future openings require a bachelor’s degree and only 4 percent require a master’s, doctoral, or professional degree.

Workforce development offerings must be expanded to allow young people to design their own futures. According to a national study, only 25 percent of polled job seekers reported receiving career pathing in high school, with 41 percent saying that they wished they had received more vocational guidance. Careers taught through the department’s vocational programming—from financial management to civil engineering to teaching—are at the core of our local economy, requiring real-world skills that benefit both students and employers alike.

Vocational training, now called CTE, should be a viable alternative to college, which is increasingly cost prohibitive for high school graduates and their families (though, notably, students who obtain CTE certifications attend college a higher rate than students who do not). This bill will allow forty-four percent of Hawai’i high school graduates who do not seek post-secondary education at four year institutions to have more opportunities to receive industry-based skills and certifications required to join the 21st Century job market.

The establishment of a Workforce Readiness Program will help ensure that when a student graduates from high school they are prepared to be a productive member of society and able to be gainfully employed. This will have a pronounced beneficial impact on society for generations to come.

The Hawaii State Teachers Association asks your committee to **support** SB 371.



STATE OF HAWAII
Executive Office on Early Learning
2759 South King Street
HONOLULU, HAWAII 96826

February 13, 2019

TO: Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
Senate Committee on Ways and Means

FROM: Lauren Moriguchi, Director
Executive Office on Early Learning

SUBJECT: **Measure:** S.B. No. 371, S.D. 1 – RELATING TO SCHOOLS.
Hearing Date: February 14, 2019
Time: 10:00 a.m.
Location: Room 211

Bill Description: Establishes a Workforce Readiness Program within the Department of Education to allow students to graduate from an extended high school enrollment with an industry-recognized associate's degree to complement the student's high school diploma. Appropriates moneys to develop and implement the program.

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Support the Intent

Good morning. I am Lauren Moriguchi, Director of the Executive Office on Early Learning (EOEL). EOEL supports the intent of S.B. 371, S.D. 1.

EOEL is statutorily responsible for the development of the State's early childhood system that shall ensure a spectrum of high-quality development and learning opportunities for children throughout the state, from prenatal care until the time they enter kindergarten, with priority given to underserved or at-risk children.

We thank the Senate Committee on Education for including in the measure other industries and fields in Hawaii that are greatly lacking a pool of qualified workforce candidates, which include early childhood education, and thank the Committee on Ways and Means for its consideration of the same.

If this measure is enacted, we sincerely hope early childhood education is included in the program. As we work to increase access to qualified early learning opportunities for our keiki, we must consider the severely limited workforce of qualified early childhood educators (i.e., those with coursework and background in early childhood, and supported with ongoing professional development, who research shows are most effective).

- Even as the EOEL Public Prekindergarten Program stands now with 26 classrooms across the state, we have difficulty recruiting and turnover is high (when teachers have not completed coursework in early childhood education and their assumptions about pre-K

teaching are inconsistent with the knowledge and competencies required of teachers in settings for preschool-aged children).

- Because the Program targets our underserved and at-risk children, it is especially important to have teachers who are able to support preschoolers and families living in difficult circumstances. If not, what may result are increased instances of stress-induced behavior problems and inappropriate referrals to special education. Nationally, suspensions and expulsions occur at a rate 3 times higher in public pre-K than in K-12. When vulnerable children encounter teachers who are unprepared to support their developmental needs, these children who can benefit the most from early learning are rejected at an even earlier age and their families are left without options.

Given the severely limited workforce of qualified early childhood educators in the state, we believe a workforce readiness program such as that proposed in this bill would be mutually beneficial for both the community and our students who are interested in entering the field of early childhood education. Students would work toward a Child Development Associate certificate.

Thank you for the opportunity to testify on this bill.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
McKINLEY COMMUNITY SCHOOL FOR ADULTS

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February 12, 2019

Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
Senate Committee on Ways and Means

Testimony in Support of SB 371, S.D.1 Relating to Schools

Purpose of the Bill: Establishes a Workforce Readiness Program within the Department of Education to allow students to graduate from an extended high school enrollment with a high school diploma and an industry-recognized associate's degree. Appropriates moneys to develop and implement the program.

McKinley Community School for Adults supports SB 371, S.D. 1 to establish a workforce readiness program that will provide additional opportunities for our students and as a Department of Education school, wishes to include the Hawaii Community School for Adults as a core partner in the delivery of serves for this Workforce Readiness Program as outlines SB 371, S.D.1.

While our primary mission is to graduate our students with a GED or HISET high school equivalency diploma, there are special populations of students without a high school diploma such as: individuals with disabilities; individuals from economically disadvantaged families, including low-income; individuals preparing for non-traditional fields; single parents, including pregnant women; out of work individuals; English learners; homeless individuals; youth who are in, or have aged out of the foster care system; chronically unemployed or underemployed; or individuals who were recently released from our correctional facilities who are able to enter the workforce without a high school diploma but need to complete a workforce preparation program to meet the minimum requirements for job entry.

In its recent 2017 Hawaii Labor Market Dynamics, the Department of Labor and Industrial Relations (DLIR) has identified 11 projected entry level job openings that do not require a high school diploma to include transitional jobs such as sales persons, waiters, and waitresses, cashiers, food preparation, maids and housekeepers, cooks, groundskeepers, laborers, and movers. Employers are in dire need of a basic education and job training programs that we the community schools can provide to meet the minimum qualifications for employment entry into these less skilled jobs.

Stakeholder engagement across education, the business industry and communities is essential to the success of the program that can lead to a job for this special population and reduce a dependence on social services. The Hawaii Community School for Adults is strongly committed to preparing our students for Hawaii's workforce and we are prepared to implement our workforce development program. Thank you for this opportunity to provide testimony in support of SB 371.

Sincerely,

Helen H. Sanpei, Principal

LATE

SB-371-SD-1

Submitted on: 2/14/2019 7:23:51 AM

Testimony for WAM on 2/14/2019 10:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Melodie Aduja	Testifying for O`ahu County Committee on Legislative Priorities of the Democratic Party of Hawai`i	Support	No

Comments: