



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

March 12, 2019

TO: Representative Aaron Ling Johanson, Chair
Representative Stacelynn K.M. Eli, Vice Chair
House Committee on Labor & Public Employment

Representative Justin H. Woodson, Chair
Representative Mark J. Hashem, Vice Chair, Lower Education
Representative Amy A. Perruso, Vice Chair, Higher Education
House Committee on Lower & Higher Education

FROM: Lauren Moriguchi, Director
Executive Office on Early Learning

SUBJECT: Measure: S.B. No. 371, S.D. 2 – RELATING TO SCHOOLS.
Hearing Date: March 15, 2019
Time: 2:00 p.m.
Location: Room 309

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, including (2.0) FTE Educational Specialist II staff positions and (7.0) FTE District Office Teachers. Effective 7/1/2050.

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

Good afternoon. I am Lauren Moriguchi, Director of the Executive Office on Early Learning (EOEL). EOEL supports the intent of S.B. 371, S.D. 2.

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 appreciate the inclusion in the bill of other industries and fields in Hawaii that are greatly lacking a pool of qualified workforce candidates, which include early childhood education.

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 your consideration, and for the opportunity to testify on this bill.



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

Date: 03/15/2019
Time: 02:00 PM
Location: 309
Committee: House Labor & Public
Employment
House Lower & Higher Education

Department: Education

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

Title of Bill: SB 0371, SD2 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, including (2.0) FTE Educational Specialist II staff positions and (7.0) FTE District Office Teachers. Effective 7/1/2050. (SD2)

Department's Position:

The Department of Education (Department) supports the intent of SB 371 SD2 to establish a workforce readiness program and respectfully provides comments.

Engaging stakeholders across education, business, industry, and higher education are 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.

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 as well as the appropriation of personnel necessary to launch a workforce readiness program beginning the school year 2019-2020.

Thank you for this opportunity to provide testimony on SB 371 SD2.

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.

DAVID Y. IGE
GOVERNOR

JOSHUA GREEN
LIEUTENANT GOVERNOR



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March 13, 2019

To: The Honorable Aaron Ling Johanson, Chair;
The Honorable Stacelynn K.M. Eli, Vice Chair; and
Members of the House Committee on Labor and Public Employment

The Honorable Justin H. Woodson, Chair;
The Honorable Mark J. Hashem, Vice Chair;
The Honorable Amy A. Perruso, Vice Chair; and
Members of the House Committee on Lower and Higher Education

Date: Friday, March 15, 2019
Time: 2:00 p.m.
Place: Conference Room 309, State Capitol

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

Re: S.B. No. 371 SD2 Relating to Schools

SB371SD2 proposes to establish a workforce readiness program within the Department of Education (DOE) to allow students to graduate from an extended high school enrollment with a high school degree and an industry-recognized associate degree. The measure also appropriates funds and staffing to develop and implement the program. DLIR supports the intent of this measure provided it does not conflict with the priorities found in the Governor's Biennium Budget request.

The enactment of this proposal would 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 to help establish and implement workforce readiness programs.



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
House Committee on Labor & Public Employment
and
House Committee on Lower & Higher Education
March 15, 2019 at 2:00 p.m.
By
John Morton
Vice President for Community Colleges
University of Hawai'i System

SB 371 SD2 – RELATING TO SCHOOLS

Chairs Johanson and Woodson, Vice Chairs Eli, Hashem, and Perruso, and members of the committees:

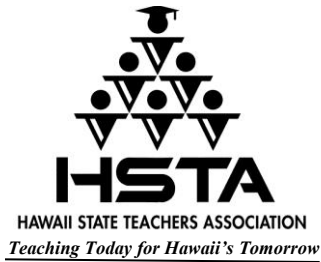
Thank you for the opportunity to submit testimony on SB 371 SD2. This bill proposes to establish “a workforce readiness program within the department of education to allow students to graduate from an extended high school enrollment with a high school diploma and an industry-recognized associate's degree.” This bill asks for a formal and intentional connection between DOE pathways, UH programs and industry partners, and this bill further asks that this workforce readiness program resides within the department of education.

As a result of preparing for a recent DOE grant opportunity around career readiness, there exists a working committee involving the head of the State CTE department, UH and DOE leaders that is still going forward. In addition, the UHCC System Office has developed a sector/labor mapping site that is used as a means to engage the leadership of all major economic sectors in the state of Hawai'i, in a formal, cyclic, and intentional fashion. The University of Hawai'i's new website organizes all the jobs in the state of Hawai'i into sector grouping. Each job in the state has its own landing page and detailed there are the following: current demand, projected demand, salary ranges, degree levels required by industry, skill sets required (soft and hard), and a listing of companies that are hiring. In addition, the web site shows how DOE pathways lead to programs in the University of Hawai'i and then into industry.

The leadership of the banking sector and the chief information officers from all major sectors have already met with UH and the DOE and as a result have established formal relations and specific projects and programs have evolved from this engagement. These sector convenings also include the DOE and as a result there is ongoing work to connect the program pathways in the DOE with UH Associate programs and also direct connection with industry partners. In sum, much of current activity in the DOE and in UHCC system is dedicated to connecting the curriculum directly with workforce opportunities.

The University of Hawai'i Community College supports the intent of this bill and would add that most of what is asked for is already taking place. We defer to the DOE on the legal and technical considerations on this matter.

Thank you for considering this testimony in your deliberations.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
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Corey Rosenlee
President

Osa Tui Jr.
Vice President

Logan Okita
Secretary-Treasurer

Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
LABOR AND PUBLIC EMPLOYMENT AND THE COMMITTEE ON LOWER &
HIGHER EDUCATION

RE: SB 371, SD2 - RELATING TO SCHOOLS

FRIDAY, MARCH 15, 2019

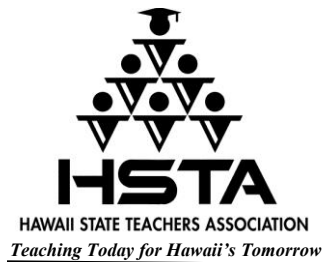
COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Johanson, Chair, Woodson, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 371, SD2** 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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Executive Director

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, SD2.

HAWAII YOUTH SERVICES NETWORK

677 Ala Moana Boulevard, Suite 904 Honolulu, Hawaii 96813

Phone: (808) 489-9549

Web site: <http://www.hysn.org> E-mail: info@hysn.org

Rick Collins, President

Judith F. Clark, Executive Director

Bay Clinic

Big Brothers Big Sisters of Hawaii

Bobby Benson Center

Child and Family Service

Coalition for a Drug Free Hawaii

Collins Consulting, LLC

Domestic Violence Action Center

EPIC, Inc.

Family Programs Hawaii

Family Support Hawaii

Friends of the Children of West Hawaii

Hale Kipa, Inc.

Hale 'Opio Kauai, Inc.

Hawaii Children's Action Network

Hawaii Health & Harm Reduction Center

Hawaii Student Television

Ho'ola Na Pua

Kahi Mohala

Kokua Kalihi Valley

Maui Youth and Family Services

Na Pu'uwai Molokai Native Hawaiian Health Care Systems

P.A.R.E.N.T.S., Inc.

Parents and Children Together (PACT)

PHOCUSED

PFLAG – Kona Big Island

Planned Parenthood of the Great Northwest and Hawaiian Islands

Residential Youth Services & Empowerment (RYSE)

Salvation Army Family

Intervention Services

Sex Abuse Treatment Center

Susannah Wesley Community Center

The Catalyst Group

March 12, 2019

Representative Aaron Ling Johanson, Chair
And members of the Committee on Labor and Public Employment

Representative Justin Woodson, Chair
And members of the Committee on Lower and Higher Education

TESTIMONY IN SUPPORT OF SB 371 RELATING TO SCHOOLS

Hawaii Youth Services Network (HYSN), a statewide coalition of youth-serving organizations, supports SB 371 Relating to Schools.

For 25 years, the Keiki Caucus has sponsored a Children and Youth Summit at the State Capitol where our youth discuss what our legislature needs to do to make Hawaii a better place to live, learn and work. Youth brainstorm and discuss a wide range of issues and agree upon top priorities.

Consistently, they have advocated for programs in schools that teach “real life skills” and prepare them to enter the workforce. Priorities in the past four years have included:

“More hands on programs in schools” – 2015

“Teach real life education skills” – 2016

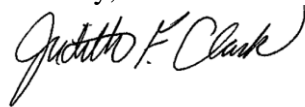
“Creating curricula for life skills” – 2017

“Inform students how to prepare for college and real world skills” - 2018

The proposed workforce readiness program will provide opportunities for students to acquire skills and certifications that will make them employment-ready upon graduation.

Thank you for this opportunity to testify.

Sincerely,



Judith F. Clark, MPH
Executive Director



Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the House Committees on Labor and Lower and Higher Education
Friday, March 15, 2019 at 2:00 P.M.
Conference Room 309, State Capitol**

RE: SB 371 SD2, RELATING TO EDUCATION

Chairs Johanson and Woodson, Vice Chairs Eli, Hashem and Perruso, and Members of the Committees:

The Chamber of Commerce Hawaii ("The Chamber") **supports** SB 371 SD2, which 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 degree to complement the student's high school diploma. The bill also appropriates funding to develop and implement the program, including staff positions.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 2,000+ businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

The Chamber applauds the Legislature's recognition that closing the skills gap is critically important to ensuring our students the opportunities to succeed in the workforce. For the last few years, the Chamber has partnered with the University of Hawaii, the Workforce Development Council, and the Hawaii P-20 Council to help identify high-growth, high-demand occupations to ultimately align curriculum in Hawaii's public schools and post-secondary learning institutions with the specific needs of certain industries. Some of this work has been done through sector partnerships, or industry engagements, to understand skill gaps that may exist and how to prepare the future workforce.

Additionally, the Chamber, with grant support from the Harold K.L. Castle Foundation, has been serving as an intermediary between the business community and Waipahu and Pearl City High Schools to create work-based learning opportunities and sustainable industry partnerships.

Overall, this legislation is an important step toward developing meaningful career pathways for Hawaii's students. Thank you for the opportunity to testify.

SB-371-SD-2

Submitted on: 3/14/2019 1:27:59 PM

Testimony for LAB on 3/15/2019 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Lauralee Baoy	Individual	Support	No

Comments:

I support SB 371 in that it will help youth to have additional avenues of success towards job readiness and career goals.

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



LATE

LESLIE WILKINS
CHAIRPERSON

ALLICYN C.H. TASAKA
EXECUTIVE DIRECTOR

STATE OF HAWAII
WORKFORCE DEVELOPMENT COUNCIL
830 Punchbowl Street, Suite 417, Honolulu, Hawaii 96813
Phone: (808) 586-8630 Web: <http://labor.hawaii.gov/wdc/>

March 15, 2019

To: Rep. Aaron Ling Johanson, Chair and
Rep. Stacelynn K.M. Eli, Vice Chair and
Members of the House Committee on Labor & Public Employment

Rep. Justin H. Woodson, Chair and
Rep. Mark J. Hashem and Rep. Amy A. Perruso, Vice Chairs and
Members of the House Committee on Lower & Higher Education

From: Allicyn Tasaka, Executive Director
Workforce Development Council

RE: SB 371 SD2 Relating to Schools

Hearing: March 15, 2019, 2:00 p.m., Conference Room 309

POSITION: Comments

Good Afternoon Chair Johanson, Vice Chair Eli and members of the House Committee on Labor and Public Employment, Chair Woodson, Vice Chairs Hashem and Perruso and members of the House Committee on Lower and Higher Education. I am Allicyn Tasaka, Executive Director of the Workforce Development Council (WDC) testifying on SB 371 SD 2 to offer comments.

The amendments in SD 2 are clarifying that participant schools include community schools for adults; specifying an appropriation for the program's implementation and staffing; and changing the effective date to July 1, 2050.

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, developing the infrastructure, and administering federal funds allocated to each county for a seamless common intake and referral system at the American Job Centers (formerly 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 confidently and credibly engage businesses that would lead to a contract commitment.

The WDC with support from the DLIR is open to collaborating with DOE to assist with the workforce readiness program. The agency's core partners under WIOA include the Workforce Development Division for Wagner-Peyser, adult education and the Department of Human Services' Division of Vocational Rehabilitation.

Thank you for the opportunity to comment on SB 371 SD2.

LATE

SB-371-SD-2

Submitted on: 3/14/2019 8:07:25 PM

Testimony for LAB on 3/15/2019 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
James Gauer	Individual	Support	No

Comments: