



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

Date: 03/16/2020
Time: 03:15 PM
Location: 229
Committee: Senate Education

Department: Education

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

Title of Bill: HB 1915, HD2 RELATING TO EDUCATION.

Purpose of Bill: Establishes within the department of education a workforce readiness program to provide opportunities for students to earn associate degrees, workforce development diplomas, pre-apprenticeship certificates, and other industry-recognized certificates. Requires the department to designate schools, including adult community schools, to participate in the program. Appropriates funds. Effective 7/1/2050. (HD2)

Department's Position:

The Department of Education (Department) supports HB 1915, HD2 to establish a workforce readiness program.

The Department is strongly committed to supporting, strengthening, and advancing a consolidated statewide effort by our high schools and the Hawaii Community Schools for Adults to prepare students for the career pipeline with the appropriate skills, attributes, certification, and/or college credit to contribute to the vitality of Hawaii's workforce.

The Hawaii Community Schools for Adults, as a recipient of the federal Workforce Innovation and Opportunity Act grant, has been working collaboratively with the Workforce Development Council, Department of Labor and Industrial Relations, and the Department of Human Service's Division of Vocational Rehabilitation, along with employers in the job market and the community colleges. The collective focus of this work has been to design an inter-agency workforce development program for youth and adults with an expressed interest to pursue trades and other employment opportunities.

Lastly, the Department is appreciative of the budgetary appropriation included in this measure and will review the resources necessary to launch a workforce readiness program beginning school year 2020-2021.

To provide for operational flexibility, we would ask that page 2, line 2-4 be amended to read:
There is established within the department a workforce readiness program. ~~to be administered
by the adult and community education program.~~

Thank you for this opportunity to provide testimony on HB 1915, HD2.

The Hawai'i State Department of Education is committed to delivering on our promises to students, providing an equitable, excellent, and innovative learning environment in every school to engage and elevate our communities. 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

JOSH GREEN
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI
DIRECTOR

ANNE EUSTAQUIO
DEPUTY DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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March 13, 2020

To: The Honorable Michelle N. Kidani, Chair,
The Honorable Donna Mercado Kim, Vice Chair, and
Members of the Senate Committee on Education

Date: Monday, March 16, 2020
Time: 3:15 p.m.
Place: Conference Room 229, State Capitol

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

Re: H.B. No. 1915 H.D.2 RELATING TO EDUCATION

I. OVERVIEW OF PROPOSED LEGISLATION

HB1915 HD2 proposes to amend Chapter 302A of the Hawaii Revised Statutes (HRS) by establishing within the Department of Education (DOE) a workforce readiness program to be administered by the adult community schools program; allowing the DOE to coordinate with the DLIR and Department of Human Services' Division of Vocational Rehabilitation; and enter into contracts with industry employers to implement the program as well as appropriate unspecified amount of funds for the program.

The DLIR supports the intent of this measure, provided it does not conflict with the priorities identified in the Governor's Supplemental Budget request.

II. COMMENTS ON THE HOUSE BILL

The measure will help prepare students to enter the workforce. The DLIR notes that some public high schools have been successful in encouraging their students to pursue higher education or receive occupational training through "academies." Through funding for mini grants provided by the Legislature, the DLIR will continue to work with the DOE to help establish and implement workforce readiness programs.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
McKINLEY COMMUNITY SCHOOL FOR ADULTS

634 PENSACOLA STREET, ROOM 216
HONOLULU, HAWAII 96814

Telephone: (808) 594-0540 FAX: (808) 594-0544

March 14, 2020

Testimony in Support of HB1915 HD2

Measure Title: Relating to Schools
Report Title: DOE; Workforce Readiness Program; Establishment; Appropriation (\$)
Description: Establishes within the DOE the workforce readiness program to provide opportunities for students to earn associate degrees, workforce development diplomas, pre-apprenticeship certificates, and other industry-recognized certificates. Requires the department to designate schools, including adult community schools, to participate in the program. Appropriates funds.

McKinley Community School for Adults supports HB1915 HD2 to establish a workforce readiness program that will provide additional employment opportunities for our students.

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 HB1915 HD2.

Sincerely,

A handwritten signature in black ink, appearing to read "Helen H. Sanpei".

Helen H. Sanpei, Principal

HB-1915-HD-2

Submitted on: 3/15/2020 8:40:32 AM

Testimony for EDU on 3/16/2020 3:15:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Mark T. Nakamura	Testifying for McKinley Community School for Adults	Support	No

Comments:

My name is Mark T. Nakamura and I am one of the Vice Principals for the McKinley Community School for Adults (MCSA). I am providing written testimony today to express my support for HB 1915 to establish a workforce readiness program that will provide additional employment opportunities for our students.

The primary mission of the MCSA is to support students in their pursuit and eventual attainment of a GED or HISET high school equivalency diploma. However, there are individuals in Hawaii who are from disadvantaged families, who are not native speakers of English, who are unemployed and individuals who are homeless who may not have had the means to earn a high school diploma or equivalency, but need to complete a workforce preparation program that would give them the requisite skills needed to enter the workforce. Consequently, the establishment of a workforce readiness program is imperative to give people the opportunity to receive the education necessary to develop workforce readiness skills so that they can not only be a contributing member of society as a member of the workforce, but to also instill within these individuals a means to be motivated to improve their lives through education. Individuals who successfully complete a workforce readiness program can then serve as an inspiration to others for a better life, or even as a means to stretch and break out of their comfort zone to push themselves further.

Education is the means of opportunity as education can lead to someone learning a trade, gaining entry level work skills, or higher level job opportunities and the workforce readiness program can be means to accomplish those goals. Hawaii is a unique land with a diversity of people from different ethnic groups and socio-economic backgrounds who are all doing their best to make a living, provide for themselves, and for their families. However, sometimes despite their best intentions, individuals may not have the educational background and work skills to make a living and a workforce readiness program would give such individuals hope that there is still that opportunity if they so choose to take it, through the learning of workforce readiness skills.

I believe that education is a means to a better quality of life. Education exercises one's mind and instills an appreciation of learning. Although education is not the magic bullet to solve all of our challenges within our society, the establishment of a workforce

readiness program is the planting of a seed of opportunity that can grow and bring emotional, personal, financial, and work related success and stability to individuals in Hawaii for this current generation while serving as a bridge of sustainability and inspiration for future generations. Education is a means to bridge the gap between those who have and those who do not have as much and an establishing of a workforce readiness program can be the means through which negative cycles are broken by giving individuals the opportunity to improve themselves.

Support from stakeholders not only in education, but in the areas of business and in the community is essential to supporting this program which can help to reduce dependence on social services. The MCSA is committed to servicing our students and giving them a foundation of skills to properly service our community through employment which can also give them a means to a better quality of life. Thank you for this opportunity to share my testimony with you today in support of HB 1915.



Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the Senate Committee on Education
Monday, March 16, 2020 at 3:15 P.M.
Conference Room 229, State Capitol**

RE: HB 1915 HD2, RELATING TO EDUCATION.

Chair Kidani, Vice Chair Kim, and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **supports** HB 1915 HD2, which establishes within the Department of Education a Workforce Readiness Program to provide opportunities for students to earn associate degrees, workforce development diplomas, pre-apprenticeship certificates, and other industry-recognized certificates. The bill also requires the department to designate schools, including adult community schools, to participate in the program.

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.

In alignment with the Department of Education (DOE) and State Office of Career and Technical Education's efforts to bridge the gap between school and employment, the Chamber has partnered with the University of Hawaii ("UH"), Workforce Development Council ("WDC"), Hawaii P-20 Council and the Harold K.L. Castle Foundation (Castle) to strengthen college and career pathways. The Chamber is currently serving as an intermediary for Pearl City High School and Waipahu High School to increase access to Work-Based Learning (WBL) opportunities, which include attainment of associate degrees, workforce development diplomas, pre-apprenticeship certificates, and other industry-recognized certificates

The Lumina Foundation, a leader in increasing post-secondary opportunities, conducted an "Education Consumer Survey" focused on certifications. Results published in a Forbes Magazine article showed that adults with a short-term certificate or industry-based certification were more likely to be employed (85%) than adults without such credentials (78%). Results also showed that adults holding certificates reported their median annual income to be \$45,000, compared to \$30,000 for adults without any certificates. Among the non-degreed adults with a certificate or certification, two-thirds were inclined to recommend the educational path they had followed to others, compared to less than half of the non-degreed adults without such credentials. Among certificate/certification holders, 60% believed their educational experiences made them more marketable to potential employers, compared to 44% of those who had not earned certificates or certifications.



Chamber *of* Commerce HAWAII

The Voice of Business

Overall, this legislation is an important step to providing career paths for good paying jobs for employees, while simultaneously helping to fill employment and skills gaps that financially burden business and the economy.

Thank you for the opportunity to testify.



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Beau Oshiro, C&S Wholesale Grocers, *Advisor*
Toby Taniguchi, KTA Superstores, *Advisor*

TO:
Committee on Education
Senator Michelle N. Kidani, Chair
Senator Donna Mercado Kim, Vice Chair

LATE

FROM: HAWAII FOOD INDUSTRY ASSOCIATION
Lauren Zirbel, Executive Director

DATE: March 16, 2020
TIME: 3:15pm
PLACE: Conference Room 229

RE: HB1915 HD2 Relating to Education

Position: Support

The Hawaii Food Industry Association is comprised of two hundred member companies representing retailers, suppliers, producers, and distributors of food and beverage related products in the State of Hawaii.

HFIA supports efforts to align educational curriculum to workforce readiness. One of the biggest challenges of doing business in Hawaii right now is lack of skilled, trained workers. Many of our member companies would be interested in collaborating to create this program. We believe that increasing workforce readiness will have benefits for Hawaii employees, Hawaii business, and Hawaii consumers.

We thank you for the opportunity to testify.

HB-1915-HD-2

Submitted on: 3/14/2020 3:57:16 PM

Testimony for EDU on 3/16/2020 3:15:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Lance Jyo	Testifying for McKinley Community School for Adults	Support	No

Comments:

I am writing in support of HB 1915 HD2. As a Mandatory Partner under WIOA, Adult Education is tasked to provide educational support to all individuals pursuing post secondary programs and seeking/supporting employment. Students enrolling in High School Equivalency Prep programs (GED/HISET) come to us as early as 16 years old. The majority have not been successfully in the traditional school setting, and turn to Adult Education as an alternative. Work readiness programs provide students with the skills necessary to secure and retain employment. Thus building a stronger workforce. One that contributes to easing the burder on society and government for support.

HB-1915-HD-2

Submitted on: 3/14/2020 4:49:37 PM

Testimony for EDU on 3/16/2020 3:15:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Ryan Sanpei	Testifying for McKinley Community School for Adults	Support	No

Comments:

HB-1915-HD-2

Submitted on: 3/14/2020 6:43:13 PM

Testimony for EDU on 3/16/2020 3:15:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Raden Nagamine	Testifying for Community School for Adults	Support	No

Comments:

This program will give an opportunity for students to learn reading, math and work readiness skills to enter the workforce or further their education. This program will also catch the students that fell through the crack and would want a viable chance to get back into society. Every student helped here has the potential to save the taxpayers large amounts of money in the long run.

HB-1915-HD-2

Submitted on: 3/14/2020 3:14:30 PM

Testimony for EDU on 3/16/2020 3:15:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Andy Ngo	Individual	Support	No

Comments:

I support this Bill that will help lots of people in need of a job.

HB-1915-HD-2

Submitted on: 3/14/2020 3:17:27 PM

Testimony for EDU on 3/16/2020 3:15:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Aaron Takeba	Individual	Support	No

Comments:

My friends and I from Waianae support this Bill because some of them lost their job just last week and née this program to help us.

HB-1915-HD-2

Submitted on: 3/15/2020 10:31:21 AM

Testimony for EDU on 3/16/2020 3:15:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Michele Fukumoto	Individual	Support	No

Comments:

I am in support of HB 1915. Establishing a workforce readiness program through partnerships and collaborative efforts with the department of education (high schools and community schools), public agencies and the private sector would provide students with greater opportunities to gain basic academic and employability skills needed to meet the minimum qualifications for employment. The Workforce Development Diploma credential would afford students without a high school diploma or its equivalent to gain the necessary skills for employment. Gainful employment would allow these individuals to provide for themselves and their families, giving them a sense of purpose, confidence, independence, and the ability to be productive members and positive contributors to the community that we live in.

Thank you for your consideration in support of HB 1915.

HB-1915-HD-2

Submitted on: 3/15/2020 12:09:29 PM

Testimony for EDU on 3/16/2020 3:15:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
cullen hayashida	Individual	Support	No

Comments:

Sire/Madam,

I am writing in full support of HB1915 with particular attention to the importance of workforce development efforts by the community schools for adults. Beyond the challenges that we face today with the present epidemic, Hawaii will face a continuous problem in providing our businesses with sufficient labor. Our overall population has flattened, and many of our young are motivated to move out of state for employment. In the meantime, many of our pre-retirees and active older adults are blessed with a 20 to 30-year longevity bonus but are often challenged with ways to remain active, engaged, and employed. Active older adults have skills, talent, and experience that can and should be tapped.

In many cases, however, there is a need for re-skilling for 21st Century jobs. At the same time, employers need to appreciate that this is Hawaii's fastest naturally growing human resource. It is noteworthy that Japan has realized that this labor pool requires special attention and policies. And to that extent, Japan created a Silver Human Resource Center or a national network of senior employment and placement agencies. While HB1915 does not go that far, its intent on addressing the potential role of the community schools for adults is a commendable one.

I strongly support this bill.