

JAN 22 2016

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# A BILL FOR AN ACT

RELATING TO WORKFORCE DEVELOPMENT.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1       SECTION 1. The legislature finds that governmental siloes  
2 between the department of education; University of Hawaii  
3 system; department of business, economic development, and  
4 tourism; and department of labor and industrial relations  
5 contribute to the shortage in skilled workers and increased  
6 outsourced employment in the State. A 2012 study by the Boston  
7 Consulting Group identified Hawaii as one of seven states with  
8 significant or severe shortages of skilled workers. Many high  
9 school and community college programs in Hawaii continue to  
10 provide the path to a four year degree; however this does not  
11 produce a skilled workforce or meet local demand. Education,  
12 economic development, and labor need to be precisely aligned to  
13 produce workforce-ready graduates that have the skill sets to  
14 successfully seek available opportunities.

15       The purpose of this Act is to establish a pathways for  
16 academic career and employment (PACE) program within the  
17 department of education to provide funding to community colleges



1 for the development of projects in coordination with the  
2 department of business, economic development, and tourism, the  
3 department of labor and industrial relations, advisory boards,  
4 and community partners to implement a simplified, streamlined,  
5 and comprehensive process, along with customized support  
6 services, that enables eligible participants to acquire  
7 effective academic and employment training to secure gainful,  
8 quality, in-state employment.

9 SECTION 2. The Hawaii Revised Statutes is amended by  
10 adding a new chapter to be appropriately designated and to read  
11 as follows:

12 "CHAPTER

13 PATHWAYS FOR ACADEMIC CAREER AND EMPLOYMENT ACT

14 § -1 Definitions. For purposes of this chapter:

15 "Department" means the department of education.

16 "PACE Hawaii" means the pathways for academic career and  
17 employment program established by this chapter.

18 "Target population" includes:

- 19 (1) Persons deemed low skilled for the purposes of  
20 attaining gainful, quality, in-state employment;



(2) Persons earning incomes at or below two hundred fifty per cent of the federal poverty level as defined by the most recently revised poverty income guidelines published by the United States Department of Health and Human Services;

(3) Unemployed persons;

(4) Underemployed persons; and

(5) Dislocated workers, including workers eligible for services and benefits under the federal Trade Act of 2002, P.L. 107-210, as determined by the department of business, economic development, and tourism and the Internal Revenue Service.

§ -2 **Title; establishment; special fund.** (a) This chapter shall be known and may be cited as the "Pathways for Academic Career and Employment Act".

(b) There is established within the department the pathways for academic career and employment program, to be known as PACE Hawaii. The department shall adopt rules pursuant to chapter 91 necessary to carry out the purposes of this chapter.

(c) The purpose of PACE Hawaii is to provide funding to community colleges for the development of projects in



1 coordination with the department of business, economic  
2 development, and tourism, the department of labor and industrial  
3 relations, PACE Hawaii advisory boards established pursuant to  
4 section -4, and community partners to implement a simplified,  
5 streamlined, and comprehensive process, along with customized  
6 support services, that enables eligible participants to acquire  
7 effective academic and employment training to secure gainful,  
8 quality, in-state employment.

9 (d) There is established a pathways for academic career  
10 and employment special fund within the state treasury to be  
11 administered by the department and into which shall be deposited  
12 all appropriations made by the legislature to the fund. Moneys  
13 in the special fund shall be used by the department for PACE  
14 Hawaii. The aggregate total of grants awarded from the special  
15 fund during a fiscal year shall not be more than \$5,000,000.  
16 The department may use moneys in the special fund to employ  
17 pathway navigators to assist students applying for or enrolled  
18 in eligible PACE Hawaii projects. The department may use moneys  
19 in the special fund to provide staff and support for the  
20 development and implementation of regional industry sector  
21 partnerships within the county served by the community college.



1 Regional industry sector partnerships may include but are not  
2 limited to the following activities:

3 (1) Bring together representatives from industry sectors,  
4 government, education, local workforce boards,  
5 community-based organizations, labor, economic  
6 development organizations, and other stakeholders  
7 within the regional labor market to determine how PACE  
8 Hawaii projects should address workforce skills gaps,  
9 occupational shortages, and wage gaps;

10 (2) Integrate PACE Hawaii projects and other existing  
11 supply-side strategies with workforce needs within the  
12 county served by the community college;

13 (3) Develop PACE Hawaii projects that focus on the  
14 workforce skills, from entry level to advanced,  
15 required by industry sectors within the county served  
16 by the community college; and

17 (4) Structure pathways so that instruction and learning of  
18 workforce skills are aligned with industry-recognized  
19 standards where such standards exist.

20 § -3 Eligibility; outcomes; program. (a) Projects  
21 eligible for funding for PACE Hawaii shall be projects that:



- 1       (1) Further the ability of members of target populations
- 2           to secure gainful, quality employment;
- 3       (2) Further partnerships that link the community colleges
- 4           to industry and nonprofit organizations;
- 5       (3) Enable the target populations to:
- 6           (A) Acquire and demonstrate competency in basic
- 7               skills;
- 8           (B) Acquire and demonstrate competency in a specified
- 9               technical field;
- 10          (C) Complete a specified level of postsecondary
- 11               education;
- 12          (D) Earn a national career readiness certificate;
- 13          (E) Obtain employer-validated credentials; and
- 14          (F) Secure gainful employment in high-quality, local
- 15               jobs; and
- 16       (4) Satisfy economic and employment goals including but
- 17           not limited to:
- 18           (A) Economic and workforce development requirements
- 19               in each county served by the community colleges
- 20               as defined by PACE Hawaii advisory boards
- 21               established pursuant to section       -4; and



(B) Needs of industry partners located in in-demand

areas including but not limited to:

(i) Information technology;

(ii) Health care;

(iii) Advanced manufacturing;

(iv) Transportation and logistics; and

(v) Any other industry designated as in-demand

by a PACE Hawaii advisory board established

pursuant to section -4.

(b) Program components of a PACE Hawaii project

implemented at a community college shall:

(1) Include measurable and effective recruitment,

assessment, and referral activities designed for the

target populations;

(2) Integrate basics skills and work-readiness training

with occupational skills training;

(3) Combine customized supportive and case management

services with training services to help participants

overcome barriers to employment; and

(4) Provide training services at times, locations, and

through multiple, flexible modalities that are easily



1           understood and readily accessible to the target  
2           populations. These modalities shall support timeless  
3           entry, individualized learning, and flexible  
4           scheduling, and may include online remediation,  
5           learning lab and cohort learning communities,  
6           tutoring, and modularization.

7           (c) Each community college receiving funding for PACE  
8   Hawaii shall develop a pipeline program in order to better serve  
9   the academic, training, and employment needs of the target  
10   populations. A pipeline program shall include the following  
11   goals:

- 12           (1) Strengthen partnerships with community-based  
13           organizations and industry representatives;
- 14           (2) Improve and simplify the identification, recruitment,  
15           and assessment of qualified participants;
- 16           (3) Conduct and manage an outreach, recruitment, and  
17           intake process, along with accompanying support  
18           services, reflecting sensitivity to the time and  
19           financial constraints and remediation needs of the  
20           target populations;





(4) Conduct orientations for qualified participants to describe regional labor market opportunities, employer partners, and program requirements and expectations;

(5) Describe the concepts of the project implemented with funds from PACE Hawaii and the embedded educational and support resources available through the project;

(6) Outline the basic skills participants will learn and describe the credentials participants will earn;

(7) Describe success milestones and ways in which temporal and instructional barriers have been minimized or eliminated; and

(8) Review how individualized and customized service strategies for participants will be developed and provided.

(d) Each community college receiving funding for PACE Hawaii shall develop a career pathways and bridge curriculum development program in order to better serve the academic, training, and employment needs of the target populations. A career pathways and bridge curriculum development program shall include the following goals:



(1) Articulation of courses and modules, the mapping of programs within career pathways, and establishment of bridges between credit and noncredit programs;

(2) Integration and contextualization of basic skills education and skills training to provide for seamless progressions between adult basic education and general education development programs and continuing education and credit certificate, diploma, and degree programs; and

(3) Development of career pathways that support the attainment of industry-recognized credentials, diplomas, and degrees through stackable, modularized program delivery.

(e) Pathway navigators shall provide services and support to aid students in selecting PACE Hawaii projects that will result in gainful, quality, in-state employment and ensure students are successful once enrolled in PACE Hawaii projects. Services the pathway navigators may provide include but are not limited to the following:

(1) Interview and select students for enrollment in PACE Hawaii projects;



- (2) Assess students' skills, interests, and previous academic and work experience for purposes of placement in PACE Hawaii projects;
- (3) Work with students to develop academic and career plans and adjust such plans as needed;
- (4) Assist students in applying for and receiving resources for financial aid and other forms of tuition assistance;
- (5) Assist students with the admissions process, remedial education, academic credit transfer, meeting assessment requirements, course registration, and other procedures necessary for successful completion of PACE Hawaii projects;
- (6) Assist in identifying and resolving obstacles to students' successful completion of PACE Hawaii projects;
- (7) Connect students with useful college resources or outside support services such as access to child care, transportation, and tutorial assistance, as needed;
- (8) Maintain ongoing contact with students enrolled in PACE Hawaii projects and ensure students are making



1           satisfactory progress toward the successful completion  
2           of projects;

3           (9) Provide support to students transitioning from  
4           remedial education, short-term training, and classroom  
5           experience to employment;

6           (10) Coordinate activities with community-based  
7           organizations that serve as key recruiters for PACE  
8           Hawaii projects and assist students throughout the  
9           recruitment process; and

10          (11) Coordinate adult basic education services.

11          (f) The department shall report its findings and  
12       recommendations on PACE Hawaii, including any proposed  
13       legislation, to the legislature no later than twenty days prior  
14       to the convening of each regular session.

15          §   -4   **PACE Hawaii advisory boards.**   (a) There is  
16       established within the department for administrative purposes  
17       only, a PACE Hawaii advisory board in each county. Each  
18       advisory board shall consist of seven members, as follows:

19           (1) A representative from the department of education;

20           (2) A representative from the department of business,  
21       economic development, and tourism;



(3) A representative from the department of labor and industrial relations;

(4) A representative of the community college in that county; and

(5) Three representatives from relevant community-based organizations or industries,

to be appointed by the governor, pursuant to section 26-34; provided that the members appointed under paragraph (4) and (5) shall be appointed from a list of names submitted by county elected officials and community college directors.

(b) The duties and responsibilities of each advisory board shall be to:

(1) Identify workforce development needs in that county;

(2) Advise the department in the awarding of funding for PACE Hawaii projects by the department in that county;

(3) Assist in monitoring the performance of the PACE Hawaii projects;

(4) Make annual reports and recommendations to the department concerning workforce development; and

(5) Report its findings and recommendations on the workforce development needs and the impact of PACE



1 Hawaii in its county, including any proposed  
2 legislation, to the legislature no later than twenty  
3 days prior to the convening of each regular session.

4 (c) Each advisory board shall elect annually from among  
5 its members a chairperson who shall preside at its regular  
6 meetings. Board meetings shall be held at such times and places  
7 as shall be determined by the chairperson. Meetings may be  
8 called as needed, either by the chairperson or a majority of the  
9 members. Written notice of the time and place of each meeting  
10 shall be given to each member of the advisory board. A majority  
11 of the members shall constitute a quorum for meetings.

12 (d) The members of the advisory board shall serve without  
13 compensation, but shall be reimbursed for expenses, including  
14 travel expenses, necessary for the performance of their duties."

15 SECTION 3. There is appropriated out of the general  
16 revenues of the State of Hawaii the sum of \$ or so  
17 much thereof as may be necessary for fiscal year 2016-2017 to be  
18 deposited into the pathways for academic career and employment  
19 special fund established pursuant to section -2, Hawaii  
20 Revised Statutes.

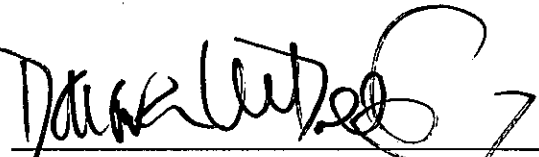


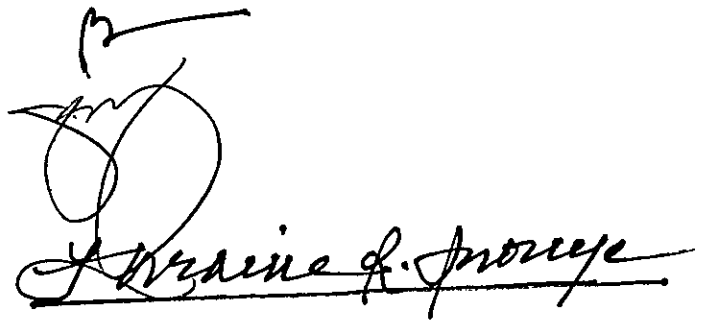
1       SECTION 4. There is appropriated out of the pathways for  
2 academic career and employment special fund the sum of  
3 \$               or so much thereof as may be necessary for fiscal  
4 year 2016-2017 for the establishment of PACE Hawaii.

5       The sum appropriated shall be expended by the department of  
6 education for the purposes of this Act.

7       SECTION 5. This Act shall take effect upon its approval;  
8 provided that sections 3 and 4 shall take effect on July 1,  
9 2016.

10  
INTRODUCED BY:

  
Michelle Tidwell  
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# S.B. NO. 2528

**Report Title:**

Department of Education; Pathways for Academic Career and Employment Program; PACE Hawaii; Special Fund; Appropriation

**Description:**

Establishes PACE Hawaii and the pathways for academic career and employment special fund within DOE to provide funding to community colleges for the development of projects in coordination with DBEDT, DLIR, and others that enables eligible participants to acquire effective academic and employment training to secure gainful, quality, in-state employment. Makes an appropriation.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

