



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

Date: 02/10/2020
Time: 02:45 PM
Location: 229
Committee: Senate Education

Department: Education

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

Title of Bill: SB 3013 RELATING TO EDUCATION.

Purpose of Bill: Establishes industry certificate awards and appropriates funds to the DOE to incentivize public high schools to encourage students to obtain industry-recognized certifications. Requires the DOE to submit an annual report containing specified information about the progress of the incentivization.

Department's Position:

The Department of Education (Department) supports SB 3013 provided the passage of this bill does not replace or adversely impact priorities as indicated in the Department's budget.

The Department recognizes SB 3013 provides multiple opportunities to award public high schools monetary awards for the number of students who earn industry-recognized certifications based on high-value employment, connection to post-secondary, or fulfills regional demands as deemed by the Hawaii Statewide Comprehensive Economic Development Strategy report.

As public high schools establish or expand their Career and Technical Education programs of study in their school design, the Department is committed to strengthening and advancing a concerted effort among various partners to prepare students for the college and career pipeline with the appropriate skills, attributes, certification, and/or college credit to contribute to the vitality of Hawaii's workforce.

Thank you for the opportunity to provide testimony on SB 3013.

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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February 10, 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, February 10, 2020
Time: 2:45 p.m.
Place: Conference Room 229, State Capitol

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

Re: S.B. No. 3013 RELATING TO EDUCATION

I. OVERVIEW OF PROPOSED LEGISLATION

SB3013 proposes to amend Section 302A, Hawaii Revised Statutes (HRS), by adding a new section to establish industry certification awards and appropriates funds to the Department of Education (DOE) to incentivize public high schools to encourage students to obtain industry-recognized certifications as well as requiring that DLIR provide an annual list of occupations that meet the high value employment criteria.

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 SENATE BILL

With the increasing number of Hawaii's students opting to not pursue a college education and move directly to the workforce after graduation, many public schools have been developing industry specific curriculums to meet the high demand for workers in shortage areas. DLIR will continue to work with the DOE and has the resources to compile an annual list of occupations that meet the high value employment criteria set forth in the measure.



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

February 9, 2020

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

FROM: Lauren Moriguchi, Director
Executive Office on Early Learning

SUBJECT: **Measure:** S.B. No. 3013 – RELATING TO EDUCATION
Hearing Date: February 10, 2020
Time: 2:45 p.m.
Location: Room 229

Bill Description: Establishes industry certificate awards and appropriates funds to the DOE to incentivize public high schools to encourage students to obtain industry-recognized certifications. Requires the DOE to submit an annual report containing specified information about the progress of the incentivization.

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Comments

Good afternoon. I am Lauren Moriguchi, Director of the Executive Office on Early Learning (EOEL). EOEL appreciates the opportunity to offer comments on S.B. 3013.

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.

If this measure is enacted, we respectfully request that early childhood education be included in the development of industry certification awards. Early childhood education is one of the industries and fields in Hawaii that are sorely lacking a pool of qualified workforce candidates.

It is precisely during the earliest years before brain development is largely complete (before kindergarten), and particularly for those who come from disadvantaged backgrounds – the priority population for the EOEL Public Pre-K Program – that our children need the best educators. It is critical to promote equity.

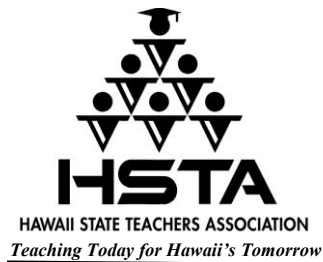
As we work to increase access to qualified early learning opportunities for our keiki, we must focus on addressing the severely limited workforce of qualified early childhood

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 Pre-K Program stands now with just over 40 classrooms across the state, we have difficulty recruiting and turnover is high. This can be attributed in part to the fact that over half of the teaching staff in the EOEL Public Pre-K Program have not completed coursework in early childhood education and assumptions about pre-K teaching that are inconsistent with the knowledge and competencies required of teaching staff in settings for preschool-aged children.

Unqualified teaching staff do not have the requisite understanding to support preschoolers and families living in difficult circumstances. When vulnerable children encounter teachers who are unprepared to support their developmental needs, what may result are increased instances of stress-induced behavior problems, inappropriate referrals to special education, and suspensions or expulsions ... all of which may incur high costs to the State.

Given the severely limited workforce of qualified early childhood educators in the state, we believe that incentives 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; for example, this would allow them to work as an educational assistant in the EOEL Public Pre-K Program.

Thank you for your consideration.



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Corey Rosenlee
President

Osa Tui Jr.
Vice President

Logan Okita
Secretary-Treasurer

Wilbert Holck
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEES ON EDUCATION

RE: SB 3013 - RELATING TO EDUCATION

MONDAY, FEBRUARY 20, 2020

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani and Members of the Committees:

The Hawaii State Teachers Association **supports SB 3013**, relating to education. This bill establishes industry certificate awards and appropriates funds to the DOE to incentivize public high schools to encourage students to obtain industry-recognized certifications. It also requires the DOE to submit an annual report containing specified information about the progress of the incentives. The department shall coordinate with the University of Hawaii system and other relevant cross-sector partners, such as partners in the P-20 Initiative and P-20 for Education programs, to develop high value employment criteria for making industry certification awards to public high schools.

According to 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.”

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, where industry recognized certificates should not only be encouraged, but also supported.

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



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require a bachelor's degree and only 4 percent require a master's, doctoral, or professional degree.

Expanding opportunities for young people to acquire these industry standard certificates while still in high school allows 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 these opportunities 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** this bill.

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

FROM: Robert G. Peters, Chair
Early Learning Board

SUBJECT: **Measure:** S.B. No. 3013 – RELATING TO EDUCATION
Hearing Date: February 10, 2020
Time: 2:45 p.m.
Location: Room 229

Bill Description: Establishes industry certificate awards and appropriates funds to the DOE to incentivize public high schools to encourage students to obtain industry-recognized certifications. Requires the DOE to submit an annual report containing specified information about the progress of the incentivization.

Early Learning Board's Position: Comments

I am Robert G. Peters, Chair of the Early Learning Board (ELB). Thank you for this opportunity to offer comments on behalf of the ELB related to S.B. No. 3013.

Through Act 202, Session Laws of Hawaii 2017, ELB transitioned from an advisory to a governing board for the Executive Office on Early Learning (EOEL) and is charged with formulating statewide policy relating to early learning. We are composed of members from across the early childhood field, in both the public and private sectors.

ELB's mission is to support children's academic and lifelong well-being by directing and supporting the EOEL for an effective, coordinated, high-quality early learning system from prenatal to kindergarten entry. 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.

If this measure is enacted, the ELB respectfully requests that early childhood education be included in the development of industry certificate awards. Early childhood education is one of the industries and fields in Hawaii that is sorely lacking a pool of qualified workforce candidates.

As we work to increase access to qualified early learning opportunities for our keiki, we must focus on addressing 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 Pre-K Program stands now with just over 40 classrooms across the state, it has difficulty recruiting and turnover is high. This can be attributed in part to the fact that over half of the teaching staff in the EOEL Public Pre-K Program have not completed coursework in early childhood education.

Given the severely limited workforce of qualified early childhood educators in the state, the ELB believes that incentives as proposed in this bill would benefit both the community and our students who are interested in entering the field of early childhood education. Students could work toward a Child

Development Associate certificate; this would allow them to be an educational assistant in the EOEL Public Pre-K Program, for example.

Thank you for your consideration.



david.miyashiro@hawaiikidscan.org
hawaiikidscan.org

David Miyashiro
Executive Director

February 10, 2020

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

State Capitol
415 South Beretania Street
Honolulu, HI 96813

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

HawaiiKidsCAN strongly supports SB 3013.

Significantly increasing access to relevant and applied learning experiences is necessary if we want our kids to shape and lead the world of the future.

Founded in 2017, HawaiiKidsCAN is a nonprofit organization committed to ensuring that Hawaii has an excellent and equitable education system that reflects the true voices of our communities and, in turn, has a transformational impact on our children and our state. Our early work has included a focus on increasing access to science, technology, engineering, and math (STEM) and computer science learning experiences. These opportunities expose students to skills connected with high-wage, high-growth industries, giving them more options upon graduation.

Today, our students face an uncertain, deeply complex economic future, both globally and locally. The cost of living continues to rise in Hawaii while affordable housing options become more scarce. More than ever, students need to leave our K-12 system with the career readiness skills they need to survive and thrive and hopefully contribute to our state. Hawaii schools understand this reality, which is why there has been a growth in career academies and pathways programs in recent years.

SB 3013 is an important step forward to ensure schools receive support so that they are offering learning experiences and classes that lead to the biggest impacts, and that the opportunities available to students are tied directly to industries with the greatest economic and growth potential for students. Building on work in states like Tennessee and Colorado, this legislation incentivizes the use of high value employment criteria for making industry certification awards to public high schools. This means that schools will get financial support when they build out career pathways programs for local occupations with high need of



additional competent and skilled employees, high growth potential, and high wages. Since similar work has already begun in Hawaii, this legislation should build upon rather than duplicate these efforts.

National research has shown that the question should be not *whether* schools offer career pathway programs, but *what types* of programs are offered. For example, research shows that workers with certificates in engineering technologies have median earnings between \$75,001 and \$150,000, easily outpacing those with certificates in cosmetology, who earn between \$10,001 and \$20,000, and culinary arts, at \$20,001 and \$30,000.¹ As such, schools and policymakers need quality economic data to more strategically drive career readiness experiences for students. SB 3013 helps to increase transparency about post-college outcomes for career pathways programs, including employment and earnings, and strengthen accountability for these career-oriented programs.

By ensuring schools focus on high value career readiness programs, we can ensure the next generation thrives in that challenging environment; grow our local economy; and address the state's persistent "brain drain" phenomenon, which sees many of our talented students leave for the mainland and stay there due to perceived lack of opportunity.

Mahalo for the opportunity to testify,

David Miyashiro
Founding Executive Director
HawaiiKidsCAN

¹ Georgetown University Center on Education and the Workforce. (2020). The Overlooked Value of Certificates and Associate's Degrees: What Students Need to Know Before They Go to College. Retrieved from <https://cew.georgetown.edu/cew-reports/subba/>



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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

FROM: HAWAII FOOD INDUSTRY ASSOCIATION
Lauren Zirbel, Executive Director

DATE: February 10, 2020
TIME: 2:45pm
PLACE: Conference Room 229

RE: SB3013 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.

One of the biggest challenges of doing business in Hawaii right now is lack of skilled, trained workers. This program will help bring to light the benefits of industry recognized certifications. These types of certifications can provide valuable industry specific in demand skills and lead to employment opportunities. Unfortunately, certifications as a form of education are not sought out by many young people in Hawaii. Incentivizing high schools is a good way to ensure that Hawaii youths are aware of these certifications and have the opportunity to pursue them. We believe this program will help increase workforce readiness will have benefits for Hawaii students and Hawaii business.

We thank you for the opportunity to testify.

Monday, February 10, 2020 at 2:45 PM
Conference Room 229

Senate Committee on Education

To: Senator Michelle Kidani, Chair
Senator Donna Mercado Kim, Vice Chair

From: Carl Hinson
Director, Workforce Development

LATE

**Re: Testimony in Support of SB 3013
Relating to Education**

My name is Carl Hinson, Director of Workforce Development at Hawai'i Pacific Health (HPH). Hawai'i Pacific Health is a not-for-profit health care system comprised of its four medical centers – Kapi'olani, Pali Momi, Straub and Wilcox and over 70 locations statewide with a mission of creating a healthier Hawai'i.

I write in support of SB 3013 which establishes industry certificates awards and appropriates funds to the DOE to incentivize public high schools to encourage students to obtain industry-recognized certificates.

Hawaii has critical shortages of qualified local workers in fields including health, education, air travel, and technology. In light of the needs of the state's economy, our public high schools should strategically prepare students for the workforce by encouraging industry certification in "high value" occupations. With 3.7 million students expected to graduate during the 2019-2020 school year, steps should be taken to increase career readiness in order to ensure that those graduates can successfully enter the workforce. Thus, incentivizing public high school students to obtain industry certification in high value occupations provides a benefit to both the student as well as the state's employers.

As one of the largest employers in the state, HPH recognizes the value of the program proposed in SB 3013 in producing future employees who have been provided with the skills needed to make a meaningful contribution to the workforce.

Thank you for the opportunity to testify.



Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the Senate Committee on Education
Monday, February 10, 2020 at 2:45 P.M.
Conference Room 229, State Capitol**

RE: SB 3013, RELATING TO EDUCATION.

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

The Chamber of Commerce Hawaii ("The Chamber") **supports** SB 3013 which establishes industry certificate awards and appropriates funds to the Department of Education to incentivize public high schools to encourage students to obtain industry-recognized certifications. This bill would also require the department to submit an annual report containing specified information about the progress of the incentivization.

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 businesses and the economy.

Thank you for the opportunity to testify in support of SB 3013.

SB-3013

Submitted on: 2/7/2020 3:31:01 PM

Testimony for EDU on 2/10/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Mio Chee	Individual	Support	No

Comments:

SB-3013

Submitted on: 2/7/2020 6:19:51 PM

Testimony for EDU on 2/10/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Aisha Heredia	Individual	Support	No

Comments:

Aloha Chair Kidani and Vice Chair Mercado Kim,

I am in strong support SB3013 because this bill will create greater financial support for schools to have career certification pathways for students. This bill will ultimately lead to increasing opportunities for high school students to understand and access the high quality jobs in their communities. When I taught lessons on alternative energy, I recognized that although students know that there is a need for alternative energy, they did not know the types of skills that workers in the alternative energy field would need to learn, and how to go about learning these skills.

I taught science, ecology and technology lessons at the intermediate school level, and notice that students were beginning to understand where their job opportunities at that early of an age. Knowing where their careers can go, created motivation and greater drive to learn. I brought industry professionals into my classroom to connect with students, to discuss what skill sets are involved in their careers, and how they can make a difference in their community. My students sometimes didn't know that they could become power plant managers, or water treatment engineers until they met these professionals.

I would like to see schools receiving financial support to build out career pathways programs, with opportunities like I mentioned above, where students can learn how to get into their future careers. These pathways should align with high-skilled, local occupations that have high potential for growth, and high wages. I understand that there are already CTE programs in the state, but they are not consistent across all schools, and they are possibly outdated to the advances in technology and career opportunities that we have today. I would like to see current CTE programs updated and looking for the future tech-based economies ahead.

Students should have opportunities to learn entry-level job skills while in high school, and graduate high school with real-world employable skills. I am in strong support of SB3013 because it will help incentivize schools to develop these types of career skills training for students.

Mahalo,
Aisha Heredia
Former STEM Teacher

SB-3013

Submitted on: 2/9/2020 1:57:49 AM

Testimony for EDU on 2/10/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jennifer Azuma Chrupalyk	Individual	Support	No

Comments:

The DOE should be supporting students to go where they are the most successful in school. That is evident in the testing outcome.

SB-3013

Submitted on: 2/9/2020 1:23:29 PM

Testimony for EDU on 2/10/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Yvonne Sun	Testifying for Non-profit	Support	Yes

Comments:

SB-3013

Submitted on: 2/9/2020 2:42:14 PM

Testimony for EDU on 2/10/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
KianaRose K Dulan	Individual	Support	No

Comments:

Aloha,

My name is Kiana Dulan and I support SB3013. I am lucky enough to be able to get a job right after graduating high school concerning conservation, but that's only possible because I was proactive enough to seek out opportunities beforehand and gain the proper experience. I get paid minimum wage as an intern, and it's possible for my salary to go up if I get hired on after my term, but the likelihood of that is slim concerning that I work for a non-profit. This past weekend, I attended a fishpond conference that allows aquaculture organizations around Hawaii and even the mainland to connect. They strive for sustainability, fish to be locally-ethically sourced, and connection to people, the land, and our ancestors. Concerning the State's economy, I believe that local aquaculture does encompass sectors such as health and education, both of which can tie into community wellness. I didn't know that I would be interested in something like this in high school. I know that if industry certification awards were introduced to me while in school, I would have been able to dip my toes into multiple things, and therefore, would have been more driven to achieve what the local economy and people need. These certificate awards should be very visible to the students because I know that many won't see the need for these awards. Some students don't see a desire to do anything because of internal/external conflicts in their life, and I also believe that if they were to gain many skills/awards, they would be able to see their worth and purpose.