

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA

April 13, 2023

To: The Honorable Scot Z. Matayoshi, Chair,  
The Honorable Andrew Takuya Garrett, Vice Chair, and  
Members of the House Committee on Labor & Government Operations

Date: Thursday, April 13, 2023

Time: 9:30 a.m.

Place: Conference Room 309, State Capitol and Videoconference

From: Jade T. Butay, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: S.C.R. 121 SD1 URGING THE DEPARTMENT OF LABOR AND INDUSTRIAL  
RELATIONS TO IDENTIFY STATE JOB CLASSIFICATIONS FOR WHICH A  
DEGREE OR CAREER AND TECHNICAL EDUCATION CERTIFICATE FROM A  
COMMUNITY COLLEGE MAY SUBSTITUTE FOR AN ASSOCIATE ARTS DEGREE**

The DLIR **supports** this measure. SCR121 SD1 urges the DLIR to identify state job classifications for which a degree or career and technical education certificate from a community college may substitute for an associate arts degree in partnership with Hawaii P-20, the Department of Education, and the University of Hawaii System.

The DLIR is willing to work with its State partners to identify state job classifications for which a degree or career and technical education certificate from a community college may substitute for an associate arts degree.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819  
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: [www.hsta.org](http://www.hsta.org)

Osa Tui, Jr.  
President  
Logan Okita  
Vice President  
Lisa Morrison  
Secretary-Treasurer  
Ann Mahi  
Executive Director

## TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS

RE: SCR 121 SD1 - URGING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO IDENTIFY STATE JOB CLASSIFICATIONS FOR WHICH A DEGREE OR CAREER AND TECHNICAL EDUCATION CERTIFICATE FROM A COMMUNITY COLLEGE MAY SUBSTITUTE FOR AN ASSOCIATE OF ARTS DEGREE

THURSDAY, APRIL 13, 2023

OSA TUI, JR., PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

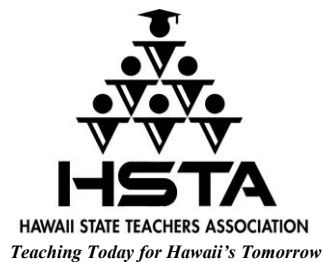
Chair Matayoshi and Members of the Committee:

The Hawai'i State Teachers Association **supports SCR 121, SD1**, urging the Department of Education and Labor and Industrial Relations to identify state job classifications for which a degree or career and technical education certificate from a community college may substitute for an Associate of Arts Degree.

According the Hawai'i 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 of CTE inclusion in federal education legislation. As a result of the federal emphasis on high stakes accountability over the past decade, secondary schools across the state have diverted CTE funding to core content areas, especially English Language Arts and mathematics.

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 endlessly extols "college and career readiness," job projections by the Hawai'i Department of Labor show that, overall, more than 72 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.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819  
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: [www.hsta.org](http://www.hsta.org)

Osa Tui, Jr.  
President

Logan Okita  
Vice President

Lisa Morrison  
Secretary-Treasurer

Ann Mahi  
Executive Director

The CTE offerings in our public schools in Hawai'i, including our public charter schools, must be expanded, then, 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, however, with 41 percent saying that they wished they had received more vocational guidance. Careers taught through the state's CTE program—from automotive technology to environmental management to digital media—are at the cutting edge of our local economy, often STEM-related, and require real-world skills that students and employers desire, and that the CCRI paradigm too often fails to advance. One way of increasing participation in CTE programming is to task the DOE with developing a K-12 career pipeline initiatives, which can advance workforce development by ensuring that the growth of highly-skilled employees is a strategic goal of the department.

Thus, this resolution asking Department of Labor and Industrial Relations to identify these state job classifications, by working with Hawai'i P—20, a partnership lead by the Executive Office on Early Learning, Department of Education, and University of Hawai'i System, will help the Department of Education align their Career and Technical Education programs to provide more opportunities for our students.

To prepare students for the 21st Century workforce, the Hawai'i State Teachers Association asks your committee to **support** this resolution.



Testimony Presented Before the  
House Committee on Labor and Government Operations  
Thursday, April 13, 2023, at 9:30 a.m.

By  
Stephen Schatz, Executive Director  
Hawai'i P-20 Partnerships for Education

SCR121 SD1 – URGING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
TO IDENTIFY STATE JOB CLASSIFICATIONS FOR WHICH A DEGREE OR CAREER AND  
TECHNICAL EDUCATION CERTIFICATE FROM A COMMUNITY COLLEGE MAY  
SUBSTITUTE FOR AN ASSOCIATE OF ART DEGREE

Chair Matayoshi, Vice Chair Garrett, and Members of the Committee:

Hawai'i P-20 Partnerships for Education supports the intent of SCR121 SD1, and stands ready to collaborate with the Department of Labor and Industrial Relations to determine which Career and Technical Education programs at the University of Hawai'i Community Colleges might serve as substitute qualifications for certain DLIR job listings.

Hawai'i P-20 is collaboratively working with partners to create educational pathways that meet current and future labor market needs. We are committed to continuing to work with DLIR to gain even more clarity about labor market needs throughout the state so that we can effectively design programs for students in K-12 and higher education.

Thank you for the opportunity to testify.