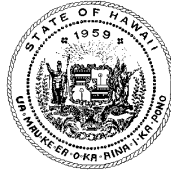


JOSH GREEN, M. D.  
GOVERNOR  
KE KIA'ĀINA



BRENN A H. HASHIMOTO  
CHIEF NEGOTIATOR

SYLVIA LUKE  
LT. GOVERNOR  
KA HOPE KIA'ĀINA

**STATE OF HAWAII**  
**OFFICE OF COLLECTIVE BARGAINING**  
**EXECUTIVE OFFICE OF THE GOVERNOR**  
235 S. BERETANIA STREET, SUITE 1201  
HONOLULU, HAWAII 96813-2437

Statement of  
**BRENN A H. HASHIMOTO**  
Chief Negotiator, Office of Collective Bargaining

Before the  
**SENATE COMMITTEE ON ENERGY, ECONOMIC DEVELOPMENT, & TOURISM**  
And the  
**SENATE COMMITTEE ON LABOR & TECHNOLOGY**

Tuesday, February 7, 2023  
1:00PM  
State Capitol, Conference Room 229

In consideration of  
**SB1567, RELATING TO CAREER AND TECHNICAL EDUCATION**

Chairs DeCoite and Moriwaki, Vice Chairs Wakai and Lee, and the members of the committees:

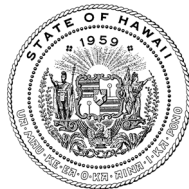
The Office of Collective Bargaining (OCB) appreciates the intent of SB 1567, which in part appropriates funds for the development and implementation of workforce development pathways and differential pay increases for certain career and technical education teachers. However, OCB offers the following comments on this measure specifically on the appropriation of funds that would provide differential pay increases:

- The OCB is concerned this measure is premature as cost items, including wages, are submitted to the Legislature after agreement is reached in accordance with §89-10, HRS.
- The OCB is concerned this measure may set a precedent for future legislative sessions. The other fourteen (14) bargaining units may expect similar benefits and seek funding from the legislature for cost items that are subject to negotiations through collective bargaining.
- Finally, Section 7 of the measure states that no funds would be released until a memorandum of understanding is executed between the superintendent of education and the exclusive representative of bargaining unit 5. The OCB recommends should this measure pass, the governor, and the Board of Education be included as the "Employer."

Thank you for the opportunity to provide testimony and comments on this measure.

*AN EQUAL OPPORTUNITY AGENCY*

JOSH GREEN, M.D.  
GOVERNOR



LUIS P. SALAVERIA  
DIRECTOR

SABRINA NASIR  
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII  
DEPARTMENT OF BUDGET AND FINANCE  
*Ka 'Oihana Mālama Mo'ohelu a Kālā*  
P.O. BOX 150  
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT

**WRITTEN ONLY**

TESTIMONY BY LUIS P. SALAVERIA  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE SENATE COMMITTEES ON LABOR AND TECHNOLOGY AND  
ENERGY, ECONOMIC DEVELOPMENT, AND TOURISM  
ON  
SENATE BILL NO. 1567

**February 7, 2023**  
**1:00 p.m.**  
**Room 229 and Videoconference**

RELATING TO CAREER AND TECHNICAL EDUCATION

The Department of Budget and Finance (B&F) offers comments on this bill.

Senate Bill No. 1567: 1) authorizes the State Board for Career and Technical Education (SBCTE) to cooperate with the Legislature to advise on provisions of all nonfederal funds received that are earmarked for career and technical education; 2) requires the SBCTE, in collaboration with the Department of Business, Economic Development and Tourism and Department of Labor and Industrial Relations, to develop and implement workforce development pathways; 3) amends the membership composition of the Career and Technical Education Coordinating Advisory Council; 4) requires annual reports from SBCTE to the Legislature on the progress of the workforce development pathways' implementation; and 5) provides separate general fund appropriations of unspecified amounts for the development and implementation of career and technical education workforce development pathways and for career and technical education teacher differentials for the Department of Education and Charter Schools for FY 24 and FY 25.

B&F points out that in accordance with Section 89-10, HRS, funding for any pay increase for teachers should be provided only after an agreement has been reached with the exclusive representative of Bargaining Unit 5.

Thank you for your consideration of our comments.



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 02/07/2023  
**Time:** 01:00 PM  
**Location:** CR 229 & Videoconference  
**Committee:** Senate Labor and  
Technology  
Senate Energy, Economic Development,  
and Tourism

**Department:** Education

**Person Testifying:** Keith T. Hayashi, Superintendent of Education

**Title of Bill:** SB 1567 RELATING TO CAREER AND TECHNICAL  
EDUCATION.

**Purpose of Bill:** Authorizes the State Board for Career and Technical Education to cooperate with the Legislature to advise on provisions of all nonfederal funds received that are earmarked for career and technical education. Requires the State Board for Career and Technical Education, in collaboration with the Department of Business, Economic Development, and Tourism and Department of Labor and Industrial Relations, to develop and implement workforce development pathways. Amends the membership composition of the Career and Technical Education Coordinating Advisory Council. Requires annual reports to the Legislature. Appropriates funds for the development and implementation of workforce development pathways and differential pay increases for certain career and technical education teachers.

**Department's Position:**

The Hawaii State Department of Education (Department) respectfully offers comments on SB 1567, which requires the development and execution of an annual statewide career and technical education (CTE) strategic and implementation plan, facilitates the alignment of workforce development pathways from public education to the workforce, and supports the recruitment and retention of CTE teachers.

The Department appreciates the Legislature's support in ensuring the appropriate use of state funds allocated for CTE and promoting the alignment of workforce development from public K-12 education to postsecondary education and business and industry. The Department currently uses state funds appropriated for CTE to support and advance CTE programs across Department high schools. These funds support direct services for students. These funds should continue to be directed by the Department to address its strategic plan goals and school needs. The Department will continue to partner with the University of Hawaii, workforce and economic development agencies, and the State Office of CTE to align schools' CTE programs to meet current and projected workforce needs.

The Department also appreciates the Legislature's intent to support in the recruitment and retention of CTE teachers with professional industry knowledge and experience. The Hawaii Teachers Standards Board currently issues a standard limited license in CTE or a CTE permit to individuals with verified industry credentials and experience. CTE courses taught by qualified instructors with professional industry experience provides students with authentic educational opportunities through which they develop the skills and knowledge necessary to meet industry standards. This will enable our students to advance into the workforce upon graduation.

The Department recommends clarifying the bill language so that all CTE teachers who meet the requirements for a standard limited license issued by the Hawaii Teacher Standards Board would benefit from this measure and requests the following amendment to Sections 7 and 8:

Page 12, lines 4-6:

~~“technical education teachers employed in special education, hard to staff geographic locations, and the Hawaiian language medium program; provided that the teachers meet the”~~

Page page 13, lines 1-3:

~~“technical education teachers employed in special education, hard to staff geographic locations, and the Hawaiian language medium program; provided that the teachers meet the”~~

The Department defers to the University of Hawaii and Hawaii P-20 with regards to the responsibilities set forth in this measure for the State Board for CTE and Hawaii P-20.

Thank you for the opportunity to provide testimony on this measure.

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 LIMAHAHA

February 7, 2023

To: The Honorable Lynn DeCoite, Chair  
The Honorable Glenn Wakai, Vice Chair and  
Member of the Senate Committee on Energy, Economic Development,  
and Tourism

The Honorable Sharon Y. Moriwaki, Chair,  
The Honorable Chris Lee, Vice Chair, and  
Members of the Senate Committee on Labor and Technology

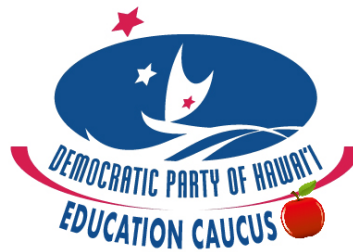
Date: Tuesday, February 7, 2023  
Time: 1:00 p.m.  
Place: Conference Room 229, State Capitol

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

**Re: S.B. 1567 RELATING TO CAREER AND TECHNICAL EDUCATION**

**I. OVERVIEW OF PROPOSED LEGISLATION**

SB1567 proposes to amend Chapter 304, Hawaii Revised Statutes (HRS) to in part require the State Board for Career and Technical Education to develop and implement workforce development pathways in collaboration with the Department of Business, Economic Development and Tourism (DBEDT) and Department of Labor and Industrial Relations (DLIR). The measure also amends the membership composition of the Career and Technical Education Coordinating Advisory Council to include the Director of the Department of Labor and Industrial Relations or the Director's designee. DLIR **supports** the addition of the DLIR Director or the Director's designee to the Career and Technical Education Coordinating Advisory Council.



## **SENATE BILL 1567, RELATING TO CAREER AND TECHNICAL EDUCATION**

FEBRUARY 7, 2023 · SENATE LABOR AND TECHNOLOGY AND ENERGY, ECONOMIC DEVELOPMENT, AND TOURISM COMMITTEES · CHAIRS SEN. SHARON Y. MORIWAKI AND SEN. LYNN DECOITE

**POSITION:** Support.

**RATIONALE:** The Democratic Party of Hawai'i Education Caucus supports SB 1567, relating to career and technical education, which authorizes the State Board for Career and Technical Education to cooperate with the Legislature to advise on provisions of all nonfederal funds received that are earmarked for career and technical education; requires the State Board for Career and Technical Education, in collaboration with the Department of Business, Economic Development, and Tourism and Department of Labor and Industrial Relations, to develop and implement workforce development pathways; amends the membership composition of the Career and Technical Education Coordinating Advisory Council; requires annual reports to the Legislature; and appropriates funds for the development of workforce development pathways and differential pay increases for certain career and technical education teachers.

According to 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 tested subjects.

Most 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,” recent job projections by the Hawai‘i Department of Labor showed that, overall, more than 72 percent of the state’s projected openings through last year (2022) required a high school diploma or less. For comparison, about 15 percent of recent openings required a bachelor’s degree and only 4 percent required a master’s, doctoral, or professional degree.

Therefore, Hawai‘i’s CTE 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, 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, requiring real-world skills that students and employers desire, and that the CCRI paradigm too often fails to advance.

**Vocational training should be a viable alternative to college, which is increasingly cost prohibitive for working families.** One way of increasing participation in CTE programming is to establish differential pay increases for the CTE teaching field, which is one of the highest vacancy fields in the local teaching profession.

**Providing incentives for hard-to-fill positions works.** The Hawai‘i Department of Education, in consultation with the Hawaii State Teachers Association, implemented differential pay increases during the 2019-2020 school year to reduce teacher shortages in special education, hard-to-staff, and Hawaiian immersion teaching positions. Instituting differential pay increases led to significant progress in reducing longstanding teacher shortages in high-demand areas.



Departmental data shows that the percentage of special education teacher vacancies dropped by 45 percent during the 2020-2021 school year, with 43 percent more teachers choosing to move into a special education teaching line than the year before. The number of teachers choosing to work in hard-to-fill positions in rural or remote areas increased by 52 percent over the same period, while the number of Hawaiian immersion teachers increased by 7 percent. We can expect a differential pay increase program for CTE teachers to have a similar impact.

Approximately 44 percent of Hawai'i high school graduates do not seek post-secondary education of any kind. They deserve the opportunity to learn the industry-based skills that are required to join the 21<sup>st</sup> Century job market and become prosperous members of the modern workforce.

**Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · [kriscoffield@gmail.com](mailto:kriscoffield@gmail.com)**



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

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

TESTIMONY BEFORE THE SENATE COMMITTEES ON ENERGY,  
ECONOMIC DEVELOPMENT, AND TOURISM & LABOR AND TECHNOLOGY  
RE: SB 1567 - RELATING TO CAREER AND TECHNICAL EDUCATION

TUESDAY, FEBRUARY 7, 2023

OSA TUI, JR., PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair DeCoite, Chair Moriwaki, and Members of the Committees:

The Hawaii State Teachers Association **supports with reservations SB 1567**, relating to career and technical education. This bill authorizes the State Board for Career and Technical Education to cooperate with the Legislature to advise on provisions of all non-federal funds received that are earmarked for career and technical education. It requires the State Board for Career and Technical Education, in collaboration with the Department of Business, Economic Development, and Tourism and the Department of Labor and Industrial Relations, to develop and implement workforce development pathways. The bill also amends the membership composition of the Career and Technical Education Coordinating Advisory Council and requires annual reports to the Legislature. Finally, the bill appropriates funds for the development and implementation of workforce development pathways and differential pay increases for certain career and technical education teachers.

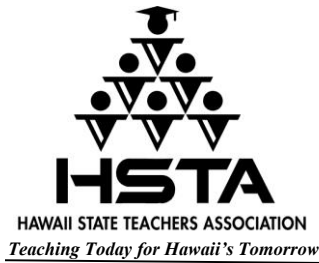
We need to support our Career and technical education (CTE) pipeline of educators and students who require CTE credits to complete their studies.

What's more, many students decide not to attend college, choosing instead to learn a trade that doesn't require a degree to enter into a career and make a good living. This bill will help support them in their endeavor. CTE programs allow students the opportunity to explore and learn through practical application of academic and technical skills.

Many of the job openings today are for positions that do not require a college degree. By improving the CTE pipeline, we can expand educational and career options for our students while supporting our local economy.

Once the courses supported by this bill are established, the Board of Education would have better options for alternative pathways toward graduation for students who are in CTE programs, as it would be within the Board of Education's authority to do.

The Hawaii State Teachers Association asks your committee to **support** this bill. However, we do have some reservations, but we will see how this bill is refined as it progresses.



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

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TESTIMONY BEFORE THE SENATE COMMITTEES ON ENERGY,  
ECONOMIC DEVELOPMENT, AND TOURISM & LABOR AND TECHNOLOGY  
RE: SB 1567 - RELATING TO CAREER AND TECHNICAL EDUCATION

TUESDAY, FEBRUARY 7, 2023

OSA TUI, JR., PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

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The Hawaii State Teachers Association asks your committee to **support** this bill. However, we do have some reservations, but we will see how this bill is refined as it progresses.



Testimony Presented Before the  
Senate Committees on  
Energy, Economic Development, and Tourism  
and  
Labor and Technology  
Tuesday, February 7, 2023, at 1:00 p.m.  
By  
Stephen Schatz, Executive Director  
Hawai'i P-20 Partnerships for Education

## SBI567 – RELATING TO CAREER AND TECHNICAL EDUCATION

Chairs DeCoite and Moriwaki, Vice Chairs Wakai and Lee, and Members of the Committees:

Thank you for the opportunity to offer comments on SBI567 relating to Career and Technical Education (CTE).

We appreciate the Legislature's interest in CTE. Hawai'i P-20 Partnerships for Education (Hawai'i P-20) is committed to helping build pathways through the education pipeline and into the workforce to provide students with momentum towards their future college and career goals.

Giving the State Board for Career and Technical Education (SBCTE) additional authority for non-federal CTE funds would be a significant change to the current structure. Currently, non-federal CTE funds appropriated to the University of Hawai'i (UH) Community College System and the Hawai'i Department of Education are under the authority of the UH Board of Regents and the Board of Education, respectively. Neither the SBCTE nor Hawai'i P-20 have authority over the non-federal CTE funds, and therefore, this measure would require additional discussion as it relates to authority and responsibility across the impacted agencies.

Thank you for the opportunity to submit comments on this measure.



P.O. Box 253, Kunia, Hawai'i 96759  
Phone: (808) 848-2074; Fax: (808) 848-1921  
e-mail info@hfbf.org; www.hfbf.org

**LATE**

February 7, 2023

HEARING BEFORE THE  
SENATE COMMITTEE ON ENERGY, ECONOMIC DEVELOPMENT, AND TOURISM  
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

**TESTIMONY ON SB 1567**  
RELATING TO STATE ENTERPRISE ZONES

Conference Room 229 & Videoconference  
1:00 PM

Aloha Chairs DeCoite and Moriwaki, Vice-Chairs Wakai and Lee, and Members of the Committees:

I am Brian Miyamoto, Executive Director of the Hawai'i Farm Bureau (HFB). Organized since 1948, the HFB is comprised of 1,800 farm family members statewide and serves as Hawai'i's voice of agriculture to protect, advocate and advance the social, economic, and educational interests of our diverse agricultural community.

**The Hawai'i Farm Bureau supports SB 1567**, which authorizes the State Board for Career and Technical Education to cooperate with the Legislature to advise on provisions of all nonfederal funds received that are earmarked for career and technical education and requires the State Board for Career and Technical Education, in collaboration with the Department of Business, Economic Development, and Tourism and Department of Labor and Industrial Relations, to develop and implement workforce development pathways.

Hawai'i's commercial farmers' average age is over 60 years. To maintain and expand production levels, it's clear that we need a new generation of farmers and ranchers equipped to assume the task of growing crops and livestock. This is critical to achieving Hawai'i's goal of increased self-sufficiency and sustainability.

DLIR and HDOA undertook a series of facilitated meetings with farmers, ranchers, educators, and a diverse group of stakeholders across the state between 2007 and 2011. Its report was published. This report: Hawai'i Agriculture Skill Panel Report, made a number of recommendations, of which several common themes emerged. #1 of those themes is "Increasing youth education and training".

In 2013, the Hawai'i State Legislature saw fit to establish the Agriculture Workforce Advisory Board. This Board convenes, in part, to execute the recommendations of Hawai'i Agriculture Skill Panel Report. This board established a program by which educators and school administrators can be exposed and incentivized to adopt existing

broad-based agricultural curriculums. This is an important step toward the future of agriculture in Hawai'i. The activities enabled by passage of this legislation will continue to implement strategies yielding favorable outcomes for the state's economy, particularly the agricultural sector.

We ask for your support to continue funding the operations of an Agriculture Workforce Development Pipeline. Thank you for this opportunity to provide comments on this measure.