
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 the State offers a
2 unique opportunity for job growth and economic development
3 through its important geographic location. In fiscal year 2022,
4 Hawaii received almost \$9 million in federal defense spending.
5 Furthermore, the number of defense-related jobs increased by
6 approximately ten thousand jobs from fiscal year 2018 to fiscal
7 year 2022. Many of these jobs are in the areas of information
8 technology, cybersecurity, intelligence, data science, and
9 advanced manufacturing fields.

10 Accordingly, the purpose of this Act is to develop a local
11 workforce to meet this growing demand in defense-related
12 personnel and promote economic diversification by requiring the
13 department of labor and industrial relations to develop and
14 implement training programs, public-private partnerships,
15 funding opportunities, and recruitment strategies.

16 SECTION 2. The department of labor and industrial
17 relations shall develop and implement:



- 1 (1) Training programs that include:
- 2 (A) Specialized programs in collaboration with local
- 3 educational institutions and industry partners,
- 4 focusing on areas of high demand such as
- 5 information technology, cybersecurity,
- 6 intelligence, data science, and advanced
- 7 manufacturing; and
- 8 (B) Upskilling opportunities for existing workforce
- 9 members to transition into defense-related roles;
- 10 (2) Public-private partnerships with private sector
- 11 entities and defense contractors to:
- 12 (A) Create internship and apprenticeship programs,
- 13 offering hands-on experience and career pathways
- 14 in defense-related industries; and
- 15 (B) Facilitate employer-driven training initiatives
- 16 to ensure alignment with industry needs and
- 17 standards;
- 18 (3) Funding opportunities including:
- 19 (A) Grants to community colleges, universities, and
- 20 training centers for developing or enhancing



1 curriculums aligned with defense-related
2 workforce requirements; and

3 (B) Scholarships or tuition assistance for students
4 pursuing degrees or certifications in targeted
5 fields;

6 (4) Recruitment strategies that include:

7 (A) Conducting outreach campaigns to raise awareness
8 about opportunities in defense-related fields,
9 with a focus on engaging underrepresented
10 populations, including Native Hawaiians, women,
11 and rural communities; and

12 (B) Hosting job fairs, workshops, and informational
13 sessions to connect job seekers with training and
14 employment opportunities; and

15 (5) Program evaluation and monitoring by:

16 (A) Allocating resources for tracking and evaluating
17 the effectiveness of funded initiatives,
18 including metrics such as job placements,
19 participant satisfaction, and employer feedback;
20 and



1 (B) Using evaluation data to continuously improve
2 program offerings and ensure alignment with
3 workforce demands.

4 SECTION 3. The department of labor and industrial
5 relations shall submit a report of its progress, findings, and
6 recommendations, including any proposed legislation, to the
7 legislature no later than twenty days prior to the convening of
8 the regular session of 2027, and every other year thereafter.

9 SECTION 4. There is appropriated out of the general
10 revenues of the State of Hawaii the sum of \$ or so
11 much thereof as may be necessary for fiscal year 2025-2026 and
12 the same sum or so much thereof as may be necessary for fiscal
13 year 2026-2027 to develop and increase the defense-related
14 workforce in the State and promote economic diversification.

15 The sums appropriated shall be expended by the department
16 of labor and industrial relations for the purposes of this Act.

17 SECTION 5. This Act shall take effect on July 1, 2050.



Report Title:

DLIR; Workforce Development; Economic Diversification; Defense-Related Personnel; Reports; Appropriations

Description:

Requires the Department of Labor and Industrial Relations to develop and implement training programs, public-private partnerships, funding opportunities, and recruitment strategies to develop a local workforce to meet the growing demand in defense-related personnel and promote economic diversification. Requires reports to the Legislature. Appropriates funds. Effective 7/1/2050. (SD1)

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