

Dwight Takamine



**ILWU LOCAL 142**

2017 to present

Legislative Director

**Administrative Experience**

Director, Student Success and Community Relations  
University of Hawaii at West Oahu

2016 to 2017

**Executive Experience**

Director, State Department of Labor and Industrial Relations

2010 to 2014

**Legislative Experience**

First elected to State House of Representatives  
1984

Chairperson, House Labor and Public Employment Committee

1986 to 1992

Chairperson, House Water and Land Committee  
1992 to 1998

Chairperson, House Finance Committee

1998 to 2006

Elected to State Senate

2008

Chairperson, Senate Labor Committee

2008 to 2010

**Professional Background**

Admitted to the practice of law in Hawaii



Attorney with Bouslog and Symonds

1978 to 1979

Attorney with King, Nakamura, Nakamura, and Takahashi	1979 to 1981
Attorney with Herb Takahashi	1981 to 1983
Dwight Y. Takamine, AAL, ALC	1983 to 2009

(Hilo law office closed at end of 2009, license placed on "inactive" status as a result of appointment to Abercrombie Administration.)

### **Educational Background**

Honokaa High School, (Class Valedictorian)	██████████
University of Hawaii, Manoa Campus, (B.A. in psychology)	██████████
William Richardson School of Law, (J.D. degree)	██████████

### **Workforce Development - As Director of the Department of Labor**

While serving as the Director of the Department of Labor and Industrial Relations one of the primary programs that I oversaw was Workforce Development. The mission of Workforce Development was to establish the best educated and best skilled workforce in Hawaii to attract investment into our state, and in the process, to attract quality, high paying jobs. One of the primary goals was to provide training for, and to place local students into those quality jobs.

In January, 2010, the unemployment rate in Hawaii was about 6.7%. By January of 2015, the unemployment rate had been reduced to 4.1%. In addition, the size of the workforce grew to the largest it had ever been since Hawaii became a state (1959), and was at a record 670,000 in the beginning of 2015.

During this time, the Department of Labor was focused on developing several aspects of the statewide workforce. One of the areas was the "green" sector jobs. These green jobs involved the production of goods or the provision of services that in particular benefited our environment or helped to conserve our natural resources.

The provision of solar energy (renewable) and installation of solar panels was one example. Hawaii became one of the states with the highest per capita use of solar panels in the country and the Department worked with a number of apprenticeship programs in the construction industry and the

Community Colleges to create the training opportunities. See Exploring Training Needs Assessment - Hawaii's Solar Industry, December 2011, Department of Labor and Industrial Relations, Research and Statistics Office. See also, Hawaii's Green Workforce - A Baseline Assessment, December 2010, Department of Labor and Industrial Relations, Research and Statistics Office; Hawaii's Green Workforce - Beyond the Baseline, May 2011, Department of Labor and Industrial Relations, Research and Statistics Office; Hawaii's Green Workforce - Industry Profiles and Business Directory, May 2011, Department of Labor and Industrial Relations, Research and Statistics Office; and Hawaii's Green Workforce - Green Occupational Profiles, May 2011, Department of Labor and Industrial Relations, Research and Statistics Office.

Another area of focus was the collaboration with the State Department of Agriculture and the development of workforce training opportunities within the Agriculture Industry. This effort began in December, 2011, and included 5 meetings held throughout the state, that involved over 600 stakeholders. These meetings resulted in many recommendations, including recommendations directly related to workforce development for the industry. See Hawaii Agriculture Skill Panel Report, (Addendum to the Comprehensive State Plan for Workforce Development 2009 - 2014), May 2013, Department of Labor and Industrial Relations, Workforce Development Council.

As a result of this collective input, the State Legislature created the Agricultural Workforce Advisory Board during the 2014 Legislative Session. The Advisory Board has been meeting for a year and has submitted further recommendations and strategies for training opportunities in directly dealing with challenges that face the Agriculture Industry. One of the recommendations has been to work with the Department of Education and to strengthen programs in the high schools such as the Future Farmers of America, which help to expose and get the students interested in doing Agriculture. These kinds of experiences then can encourage those students to attend college and ultimately to pursue careers in agriculture.

Another area of focus was the Health Industry. See Hawaii's Healthcare Industry Skill Panels (Initial Report and Addendum to the Comprehensive State Workforce Development Plan), February 2011, Department of Labor and Industrial Relations, Workforce Development Council. See also, Hawaii's Healthcare Workforce 20/20 Plan and Report, (Addendum to the Comprehensive State Plan for Workforce Development 2009 - 2014), December 2011, Department of Labor and Industrial Relations, Workforce Development Council. The 2015 Legislature is considering legislation that would establish a Healthcare Workforce Advisory Board modeled after the Agriculture Workforce Advisory Board.

In addition, the Research and Statistics Office of the Department of Labor does much analysis and collects data on the Hawaii workforce. It has been involved (in collaboration with the University of Hawaii and the Department of Education) in the P-20 longitudinal study to track public school students to determine their degree of success and the kinds of jobs they end up with. The Research Office is also conducting its own longitudinal study on Hawaii students and the employment opportunities they encounter with an emphasis on profiling the kinds of jobs that are available in Hawaii.

### **Workforce Development - as a Legislator**

While serving in the State Legislature, and Chairing the House Committee on Labor and Public Employment (1986 to 1992) and the Senate Committee on Labor (2008 to 2010), I gained insights on the workforce development programs implemented by the Department of Labor. This information proved to be very valuable particularly in 1994, when 2 of the 3 sugar plantations operating on the Big Island shut down permanently. These plantations, the Hilo Coast Processing Company (run by C. Brewer) and Hamakua Sugar (owned and operated by Francis Morgan) were both located in the House district I represented. This was a tremendous "body blow" to the Communities along the Hamakua Coastline, and created much uncertainty for the future of 1,000 sugar workers and their families.

One outcome was a \$600,000 grant from the federal government to fund training opportunities, particularly for the Hamakua Sugar employees as the Company filed for bankruptcy. This created opportunities to train sugar workers for a variety of different jobs ranging from certified nurse assistants to farming bananas and papayas, and from becoming meat cutters at Paauilo Slaughterhouse to growing sod to be sold to the hotels, in addition to becoming hotel workers. This experience underscored the importance of being able to match employer needs, to those who have gained the skill sets to meet those same needs. This is the fundamental dynamic at the heart of workforce development.