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MILITARY & VETERAN'S AFFAIRS COMMITTEE MEETING
Wednesday, February 21, 2018
9:30 A.M. – 11:00 A.M.
Princess Ruth Keelikolani Building
830 Punchbowl Street, Conference Room 321
Honolulu, Hawaii 96813

MINUTES

ATTENDEES:

MG Gen. Edward V. Richardson, USAF (Ret.), Chair, Military & Veteran's Affairs Committee
Ann Greenlee, Vice Chair, Military & Veteran's Affairs Committee & Director, USDOL
Veterans Employment and Training Service
Alan Hayashi, Vice Chair, Workforce Development Council, Committee Liaison
Bridget Komine, Assistant Director, USDOL Veterans Employment and Training Service
Mike Bormann, U.S. Army, Schofield Barracks
Caron Ferguson, U.S. Army, Schofield Barracks

STAFF:

Allicyn Tasaka, Executive Director, Workforce Development Council
Jayson Muraki, Workforce Development Council
Doreen Miyaki, Workforce Development Council

I. Call to Order.....Committee Chair, Edward Richardson

The meeting was called to order at 9:33 a.m. by Committee Chair Richardson.

II. Approval of Minutes

A. January 17, 2018 Minutes

A motion to approve the January 17, 2018 minutes was made by Vice Chair Ann Greenlee. Mike Bormann seconded the motion. The motion to approve the minutes was approved unanimously.

III. Reporting out on follow-ups from committee meeting held January 17, 2018:

A. Issue: Veterans and their spouses gaining employment at the Department of Education (DOE). Committee needs to confirm (1) number of teaching vacancies the

DOE currently has; and (2) how many transitioning military personnel and spouses are interested in going into the teaching field.

1. Scott Murakami to invite a representative from the University of Hawaii Community College Human Resources office to discuss employment positions and share information with the committee.
2. Mike Bormann and Sabrina Newman to continue assessing the demand for transitioning military personnel and spouses interested in entering in the local education teaching workforce at the U.S. Army Schofield Base.
3. Pamela Ellison to inquire with the Department of Education (DOE) on teaching requirements and salaries of teachers entering into the DOE system from mainland with teaching experience and credentials.
4. Bridget Komine to ask the DOE to provide current number of vacancies for teaching positions.

Bridget Komine spoke with Cynthia Covell, Department of Education (DOE), about the current teaching vacancies. Cynthia directed Bridget to DOE's School Year 2017-2018 Strategic Plan on the DOE's website. Based off the strategic plan, currently 92% of the State Approved Teacher Education Program (SATEP) positions are filled, leaving 8% or little over 1,000 positions statewide unfilled. Bridget invited Cynthia to attend a future committee meeting, however at this time she has not committed.

Chair Richardson mentioned that the DOE has streamlined their application process, making it easier for interested individuals to apply and gain employment with the DOE. Once gaining employment, new teachers may be assigned to hard to fill locations in the State and have to start from the bottom of the pay scale. However, Chair Richardson found out that the accreditation board reviews the resumes for newly hired teachers and can change an individual's pay scale based off their previous credentials. In addition, teachers are able to apply for a more favorable location after a year of teaching. Chair Richardson also has spoken to individuals about seeing if teachers that live on military bases can be assigned to schools on military bases.

Caron Ferguson, who works with military spouses felt Chair Richardson's findings regarding transitioning military personnel and spouses gaining employment with the DOE was accurate. Caron stated that she has found regarding military personnel and spouses that they either already have lined up work with the DOE or go into substitute teaching, building up a relationship with the school, then applying for a teaching position at the school once a vacancy becomes available. Caron mentioned the issue about gaining employment within the teaching field is not as difficult compared to newly graduated nurses gaining employment in the State.

Based on the information the committee has gathered, what are the next steps? Chair Richardson stated that public schools in Hawaii have a bad reputation on the mainland for being poor and troublesome. In the past, Chair Richardson indicated that talented military personnel turned down assignments to Hawaii as a result of this issue. Chair

Richardson expressed how can the committee change the perception of this issue throughout the military community? Mike Bormann suggested through career fairs and transition summits information can be passed along to military personnel. Vice Chair Greenlee stated that Bridget has already arranged for Cynthia to speak at the quarterly transition managers council which has all military bases represented. In addition, Bridget expressed that Cynthia is in the process of reinvigorating the Troops to Teachers program.

B. Issue: What is the current demand and funding for Emergency Medical Technicians (EMT) in Hawaii and determine if issue is procedural or due to lack of funding for positions.

1. Scott Murakami set up meeting with Dean of Health Academic Standards at Kapiolani Community College to get feedback on this issue.
2. Bridget Komine to research number of federal EMT job openings in USA.gov.
3. Bridget Komine to contact the Federal Fire Department to assess current demand for EMTs in Hawaii.

Doreen Miyaki indicated that the current issue of shortage for Emergency Medical Technicians (EMT) as well as ambulances are in the counties of Hawaii and Honolulu. The counties of Maui and Kauai have a privately-run system and have no issues with staffing due to the increased pay for EMTs. Similar to the Honolulu Police Department, EMT positions are filled through recruitment classes. Doreen reiterated from the previous meeting that receiving the community colleges support is important in order to have the administrative laws changed to create a pathway for credentialed military personnel to receive a EMT job without having to go back to school. In addition, Bridget and Jayson checked the federal and state job boards for current EMT job openings and both found that job openings are very limited. The committee agreed to keep an eye on the issue, however, at this time not much more can be done.

C. Issue: The committee will research the criteria needed to attain a CDL license and see if military experience is qualifiable to be waived.

1. Chair Edward Richardson has been in contact with the Department of Transportation and can provide update to determine next steps.

Chair Richardson expressed that Linda Chu Takayama, previous Director of the Department of Labor and Industrial Relations, wrote a letter to the Department of Transportation (DOT) regarding this issue. The DOT's response was that the issue has been addressed and there is a system in place already.

Mike Bormann indicated that the U.S. Army has recently set-up a program for interested military personnel to receive their CDL license. Military personnel will need to travel to the mainland to receive the training necessary to obtain their license. Since the program is new, there have been no graduates as of yet. Bridget indicated that she will inquire with the DOT to see if there is cross-credentialing with CDL licenses.

IV. **Discussion with members regarding issues, opportunities and ideas that surfaced during the previous meetings that can be looked into and actions developed for**

presentation to the Workforce Development Council. Subjects include but are not limited to:

- A. What action is needed to ensure that veterans are aware and taking advantage of the military's apprenticeship program.
1. Committee members to develop a list of SkillBridge programs in each military branch and send the information to different transition military counselors for awareness and education on opportunities available in Hawaii.

Mike stated that the U.S. Army has currently three active SkillBridge programs: CVS Pharmacy (store managers), Concrete Preservation Institute (construction, preservation and business careers) and JN Automotive. In addition, Mike expressed they are working on deals for programs with Amazon and Anheuser-Busch (logistics, warehouse and maybe expanding into truck driving careers). Vice Chair Greenlee indicated that the U.S. Army may want to work with local employers looking to employ individuals with CDL licenses since their new CDL program will be graduating individuals soon. Companies like Roberts Hawaii may want to take advantage of these newly licensed individuals to fill their job vacancies. Jayson checked HireNet to assess the number of job openings for CDL licensed truck drivers and found close to 200 job openings. Vice Chair Greenlee mentioned the committee can work on developing a SkillBridge program for CDL drivers. Mike mentioned in the past that they were talking with Leeward Community College about this issue for training since they have the resources available, however nothing could be agreed upon. Vice Chair Greenlee mentioned that she will check with the State registered apprenticeship programs to see if they have made contact with the local transportation industry about these opportunities.

- B. What can be done to develop a smoother transition program for outgoing veterans desiring to work in the cyber security field?
1. Vice Chair Greenlee to check on cyber security job opening in Hawaii.
 2. Bridget Komine to check demand for cyber security jobs at the Federal level on USA.gov.
 3. The committee to determine if there is a demand for cyber security jobs in Hawaii and if so, the committee will move forward.

Vice Chair Greenlee and Bridget mentioned that they both checked for cyber security jobs on the Federal level and found that there was general enrollment for applications, however, there were no specific cyber security job listings. Vice Chair Greenlee spoke with a military network administrator contact about this issue to better understand more about this industry. Vice Chair Greenlee explained to the committee that companies hire network administrators to ensure their company's network run smoothly and this involves servers, internet, wifi, etc. A small portion in this department in a large company involves defensive operations. These individuals are tasked to ensure hacking, phishing scams and viruses do not negatively harm the company's network. On the other hand, Vice Chair Greenlee explained that cyber involves offensive operations, which involves developing viruses or hacking into a specific system. At this time, cyber is limited to military organizations and there is no financial incentive for companies to hire individuals for cyber since they do not deal with these types of issues. Vice Chair Greenlee mentioned that military personnel are trained with skills for network administration, however do not possess the necessary skills for cyber. Bridget asked the

committee on where are all the cyber jobs located in the State? Which companies are looking to hire for cyber jobs? If the committee is not focusing on cyber jobs, how many job openings are there in the State for network administrators? Jayson checked HireNet Hawaii and found seven job listings for network administrators and around 50 job listings for network engineers. Mike indicated the committee should invite an individual with this type of background to better explain the job environment in the State to the committee.

Chair Richardson asked the committee if there are any other areas of employment the committee should focus on. Mike indicated that MOS codes for quartermaster and logistics have the highest unemployment rate. Regarding aviation and airline mechanics, Vice Chair Greenlee explained that Hawaiian Airlines has developed their own apprenticeship program to grow their own talents. In addition, with Island Air going out of business, Hawaiian Airlines has hired many of those workers.

V. Project for discussion regarding the charting of veterans and related agencies by Dennis Dumale, U.S. Pacific Air Forces.

Dennis Dumale was not present at the meeting, so the discussion on this topic was deferred to the next committee meeting.

VI. Next Scheduled Meetings for 2018

- A. Meetings will be held monthly on the third Wednesday of the month at 9:30 a.m. – 11:30 a.m. Meetings will be held in the Director's Conference Room 321.
- B. March 21, April 18, May 16, June 20, July 18, August 15, September 19, October 17, November 21, December 19

There will be a job fair on Schofield Barracks on May 18, 2018.

VII. Adjournment

Committee Vice Chair Greenlee adjourned the meeting at 10:49 a.m.