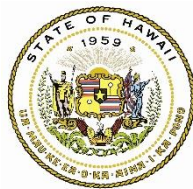


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MILITARY & VETERAN'S AFFAIRS COMMITTEE MEETING

Wednesday, January 17, 2018

9:30 A.M. – 11:00 A.M.

Princess Ruth Keelikolani Building
830 Punchbowl Street, Conference Room 321
Honolulu, Hawaii 96813

MINUTES

ATTENDEES:

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
Scott Murakami, Director, Workforce Development, University of Hawaii Community Colleges
& Board Member, Workforce Development Council
Pamela Ellison, U.S. National Guard
Mike Bormann, U.S. Army, Schofield Base
Jeremie Bienes, U.S. Coast Guard

STAFF:

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

I. Call to Order.....Committee Vice Chair, Ann Greenlee

The meeting was called to order at 9:32 a.m. by Committee Vice Chair Greenlee.

II. Approval of Minutes

A. November 15, 2017 Minutes

Scott Murakami requested a revision to the minutes under item III in the third paragraph. It was stated "On the other hand, operations jobs median hour rate is \$38.11 an hour, which is 87.99% **lower than** the national average," however it should be revised to "On the other hand, operations jobs median hour rate is \$38.11 an hour, which is 87.99% of the national average."

A motion to approve the November 15, 2017 minutes as amended was made by Vice Chair Greenlee. Pamela Ellison seconded the motion. The motion to approve the minutes was approved unanimously.

III. Reporting out on follow-ups from committee meetings held November 15, 2017:

- A. Issue: Veterans and their spouses gaining employment at the Department of Education
1. Ann Greenlee asked if the committee could request from the various military branches the number of veterans and spouses that want to enter the local education workforce.
 2. Sabrina Newman to provide numbers for the U.S. Army Schofield Base.
 3. Pamela Ellison will bring up this issue at the Joint Venture Education Forum

Vice Chair Greenlee clarified that the committee wanted to gain more information to see how many transitioning military personnel and their spouses wanted to enter the teaching profession in Hawaii to get a perspective of the issue. In addition, the committee wanted to investigate whether mainland teaching experience and credentials could transfer over and be recognized by the Department of Education (DOE) regarding compensation.

Sabrina Newman was not present at the meeting but Mike Bormann stated that Sabrina is still working to gather the data by conducting informal polling during new in-coming briefs and also invited the Army Community Services Family Coordinator to the meeting however was unable to attend.

Pamela Ellison attended the Joint Venture Education Forum where she spoke to the School Liaison Officers about this issue. A School Liaison Officer she spoke with stated that they were previously a teacher within the Hawaii public education system, however, the issue with compensation led the officer to transition into this position. A school principal that attended the meeting acknowledged that they are very open to hiring transitioning military personnel and their spouses. A DOE employee stated that they are going to follow-up to see if they could assist in providing data about this issue to the committee.

Bridget Komine spoke with Cynthia Covell from the DOE about this issue but due to scheduling conflicts she was unable to attend the meeting as well. However, Bridget stated that Cynthia is very interested in this issue and is looking to reinvigorate the Troops to Teachers program to address this cross-credentialing issue that is providing a roadblock for transitioning military personnel and their spouses concerning compensation.

Since this issue is focused around the DOE K-12 teaching positions, Scott Murakami asked the committee if there would be interest in university and community colleges employment positions? The committee agreed that this could be another opportunity and Scott stated that he will ask the community college Human Resources office if they could attend a future meeting to discuss this issue with the committee.

Before any decisions can be made, the committee needs to confirm two things: (1) the number of teaching vacancies the DOE currently has and given the current job

environment in Hawaii, and (2) how many transitioning military personnel and spouses are interested in going into the teaching field. For follow-up, Bridget will be asking the DOE if they can provide the specific number of vacancies they currently have for teaching positions. Pamela will be following up with the DOE on the teaching requirements and salaries for teachers entering into the DOE system from the mainland with teaching experience and credentials. Mike and Sabrina will be assessing the demand for transitioning military personnel and spouses interested in entering in the local education teaching workforce. Scott will follow-up to see if the university and community college system may offer another employment opportunities for these individuals. In addition, based on the follow-up, the committee will determine if there is a purpose to follow-up with the DOE and union concerning compensation for out-of-state teachers with experience and credentials.

B. Issue: What is the current demand and funding for Emergency Medical Technician (EMT) in Hawaii?

1. Ann Greenlee suggested looking into HireNet to see if there is a demand for EMTs through available job postings.
2. Jayson Muraki will check the HireNet system for EMT postings.
3. Doreen Miyaki will continue research on the EMT program at Kapiolani Community College.
4. Doreen Miyaki will continue follow-up on the EMT licensing process with the Department of Commerce and Consumer Affairs.

Doreen Miyaki mentioned that the Department of Commerce and Consumer Affairs (DCCA) is responsible for the laws and standards for the EMT system. Senate Bill 506 introduced in the 2014 Hawaii State Legislature that was responsible for addressing military personnel credentials received through their military service through the National Registry was never passed in that legislative session. Doreen stated that there are no other current legislative bills that will address this issue. Doreen has spoken with officials from the Federal Fire Department and the City & County of Honolulu, which have suggested in getting the community colleges on board, since they implement the training and can assist to change the laws and standards for the EMT system that DCCA oversees. Scott mentioned setting up a meeting with Patricia O'Hagan, Dean of Health Academic Standards at Kapiolani Community College, to get her feedback regarding this issue. In addition, Jayson Muraki checked HireNet to research the number of job postings for EMTs in the State and only found three job postings. Bridget will follow-up to research the number of federal EMT job openings by visiting USA.gov and will be contacting the Federal Fire Department to accurately establish whether there is a current demand for EMTs in the State. From there, the committee can review to see if the issue is procedural or due to a lack of funding for positions.

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. Ann Greenlee said the SkillBridge program works with military personnel to receive their CDL license during transition and it is funded by the military.

2. Sabrina Newman said Troops Into Transportation program offers in-depth CDL training programs with partner trucking companies for veterans.

Bridget asked the committee if anyone had contacted the Department of Transportation (DOT) recently about the CDL issue. Alan Hayashi mentioned that Chair Richardson was gathering information about this issue and has stated that the current rules and regulations in place at the DOT were not up to date to resolve the issue.

Mike mentioned that there are questions on whether the Troops Into Transportation program is a legitimate career skills program because to qualify for an Army program, there are a number of conditions needed to be met. One of the conditions is that the program offers a guarantee job interview and at this time, Troops Into Transportation cannot meet that condition.

Vice Chair Greenlee indicated to the committee to hold off on this issue until Chair Richardson is present at the next meeting.

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.
- B. What can be done to develop a smoother transition program for outgoing veterans desiring to work in the cyber security field?

Alan mentioned several years ago, the NSA and the U.S. National Guard had a number of job openings that needed to be filled in the cyber security field. With a number of transitioning military personnel possessing the necessary skill, experience and clearance, the committee felt it was necessary to explore this field as a future job pathway for transitioning military personnel. Vice Chair Greenlee felt the committee should explore the current job environment in this field to assess the situation and learn more. Vice Chair Greenlee will check on cyber security job openings in Hawaii and she asked Bridget to look on USA.gov to see if the demand for cyber security jobs at the Federal level. The committee will first determine if there is a demand for cyber security jobs in the State, and if so, the committee will move forward to find ways to connect these transitioning military personnel with their specialized skill sets to employers wanting to fill their vacant positions.

Vice Chair Greenlee asked committee members to make a list of SkillBridge programs their military branch offers and to develop a list of the different current apprenticeship programs the State offers. By doing this, the committee can send this information to the different transition military counselors so they can make transitioning military personnel more aware about the different opportunities that are available in the State.

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

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

VII. Adjournment

Committee Vice Chair Greenlee adjourned the meeting at 10:37 a.m.