



STATE OF HAWAII
WORKFORCE DEVELOPMENT COUNCIL
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MILITARY & VETERAN'S AFFAIRS COMMITTEE MEETING
Wednesday, March 21, 2018
9:30 A.M. – 11:00 A.M.

Princess Ruth Keelikolani Building
830 Punchbowl Street, Director's 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
Mike Bormann, U.S. Army, Schofield Barracks
Sabrina Newman, U.S. Army, Schofield Barracks
Christine Jun, U.S. Army, Schofield Barracks
Pamela Ellison, Hawaii National Guard
Chuck Shima, Plumbers Union Local 675

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 9:29 a.m. by Committee Chair Richardson.

II. Approval of Minutes

A. February 21, 2018 Minutes

A motion to approve the February 21, 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 February 21, 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 invite Cynthia Covell, Department of Education (DOE) to discuss current teaching vacancies.
 5. Discussion and plan and next steps to change negative perception of transitioning military and their spouses gaining employment with the Department of Education.

Chair Richardson asked committee members to provide an update on the current situation for their branch of the military they represent. Pamela Ellison representing the Hawaii National Guard stated there is a big shift towards mission readiness as opposed to end strength in the National Guard. In the past, the National Guard kept as many personnel as possible even though they were not mentally or physically ready to deploy within 12 months. However, the mission readiness shift has focused the priority on only keeping personnel that are ready to deploy within the year period. With the increased military budget, increased military personnel training has been seen. Mike Bormann representing the U.S. Army expressed from the transition standpoint that he has seen around 1,000 soldiers less transitioning out of the U.S. Army from Schofield Barracks since the new administration took over. The new administration is focusing on rebuilding the military force, as a result, there are less soldiers separating from the U.S. Army. Ann Greenlee representing the U.S. Air Force stated the U.S. Air Force is doing the exact opposite of the National Guard and U.S. Army. U.S. Air Force personnel who have never deployed will be asked to separate this year. For U.S. Air Force personnel who have not deployed within the last four years, they will be asked to deploy within the next 18 months and if they cannot, they will be asked to separate.

Based on conversations with education officials Pamela has had at the Joint Venture Education Forum (JVEF), two entirely different situations could be seen. A military spouse had tried applying with the DOE but encountered lengthy bureaucratic issues coupled with having to start out at the base pay had led her to stop searching for employment with the DOE. However, another spouse stated their experience gaining employment with the DOE was a success because after having been interviewed by the principal, the principal was able to assist the hiring process which led to less bureaucracy. Chair Richardson expressed having a meeting with the DOE Superintendent to make her aware in the past, military spouses were experiencing these hiring issues. In addition, Chair Richardson stated with more publicizing within the military and reemphasizing

these notions at JVEF and other forums, the issue can be addressed further.

- B. Issue: The committee will research the criteria needed to attain a CDL license and see if military experience is qualifiable to be waived.
 - 1. Bridget Komine will inquire with the Department of Transportation to see if there is cross-credentialing with CDL licenses.

Ann Greenlee spoke with the Department of Transportation (DOT) about the cross-credentialing for CDL licenses and the DOT stated they have already certified 40 veterans after completion of the required forms. Additionally, Ann left a voicemail with the Director of Human Resources with Roberts Hawaii inquiring about the current job vacancies they have for CDL drivers and if they are unable to fill those jobs whether they are open to a SkillBridge program specifically for transitioning military personnel. The Human Resources Director from Roberts Hawaii responded via voicemail that they are interested to learn more about the SkillBridge program. Mike Bormann indicated that they are also currently working with Anheuser-Busch. Anheuser-Busch has agreed to add two delivery truck drivers from the program and will pay for the CDL certification at the end of their internship training.

Alan Hayashi mentioned the committee could look in to possible partnerships with water and milk trucking companies in the State. Ann suggested the committee set-up a CDL Work Group to explore and reach out to companies looking for CDL drivers. Ann agreed to Chair the CDL Work Group. Mike asked the committee that if the CDL Work Group's outreach is successful, will the Unions become involved in some way? The committee agreed to contact the Union involved to update them on the Work Group's mission.

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. Discussion on whether the Committee will work on developing a SkillBridge program for CDL drivers.
 - 1. Vice Chair Greenlee to check with the State registered apprenticeship programs for local transportation industry and opportunities.
- B. What can be done to develop a smoother transition program for outgoing veterans desiring to work in the cyber and electronics field?
 - 1. Committee expressed gathering more information and perhaps experts to speak to group addressing this area and develop a plan of action, if needed.

Currently, there are many job opportunities for individuals looking to venture into the IT and networking fields. However, at this time, opportunities in the cyber-related field is very minimal.

Chair Richardson asked Chuck Shima (representing plumbers and pipefitters union) about how the construction industry is doing in relation to job opportunities and whether

the committee should look in to this industry. Chuck responded that the construction industry is currently leveling off and maybe in a few years will be increasing again. Chuck expressed that his Union has an apprenticeship program called “Veterans in Piping,” which has produced productive graduates that they were able to hire. The program’s issue is how to keep recently trained graduates to stay in the State instead of either moving back to mainland or entering another field because they change their mind.

Chair Richardson shared the Alice Report produced by Aloha United Way with the committee that showed the cost of living in Hawaii to be twice as much as other States.

Chuck asked the committee what are the popular jobs transitioning military personnel look in to after transitioning from the military? Ann responded that the military does not track that information upon their transition. However, Ann expressed that in the U.S. Army, infantrymen have the highest employment rate, while logisticians have the lowest employment rate transitioning out of the military.

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 – Updated Schedule

- A. Meetings will be held every other month on the third Wednesday of the month at 9:30 a.m. – 11:00 a.m. Meetings will be held in the Director’s Conference Room 321.
- B. May 16, July 18, September 19, November 21

Chair Richardson asked the committee for their opinion on changing the meeting schedule to bi-monthly or quarterly. The committee agreed to change the meeting schedule to bi-monthly. In addition, Chair Richardson suggested the committee start to implement working groups to address the committee’s issues between meetings.

VII. Adjournment

Committee Chair Richardson adjourned the meeting at 10:31 a.m.