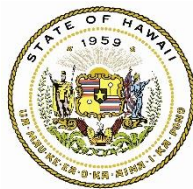


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MILITARY & VETERAN'S AFFAIRS COMMITTEE MEETING

Wednesday, July 18, 2018

9:30 A.M. – 11:00 A.M.

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

MINUTES

ATTENDEES:

Alan Hayashi, Interim Chair, Military & Veteran's Affairs Committee and
Vice Chair, Workforce Development Council, Committee Liaison
MG Gen. Edward V. Richardson, USAF (Ret.), Owner, Edward V. Richardson, LLC
Glenn Alcalde, Training Coordinator, Hawaii Carpenters Apprenticeship & Training
Mike Bormann, U.S. Army Hawaii Transition Services Manager, Schofield Barracks
Robert Helsham, Local Veterans Employment Representative
Bridget Komine, Assistant Director, USDOL Veterans Employment and Training Service
Scott Murakami, Workforce Development Director, Univ of Hawaii Community Colleges
Mary Ferreira, Director EEO/AA, University of Hawaii Community Colleges
Mike Quitania, Onward to Opportunity Program
Chuck Shima, Training Coordinator, JATC-Plumbing and Pipefitter Industry
Wayne Yoshioka, Hawaii Public Radio
Tamara Brethouwer, SFL-TAP, Career Skills Program, U.S. Army, Schofield Barracks
Dagmar Hilsher, SFL-TAP Liaison Officer, U.S. Army, Schofield Barracks
Roman Galiki, Military Admissions Representative, Universal Technical Institute, Inc.
Kimber Deans, Investigator/Analyst, EEO/AA, University of Hawaii
Tamami Mohandie, Institutional Analyst, EEO/AA, University of Hawaii

STAFF:

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

- I. Call to Order.....*Interim Committee Chair Alan Hayashi*
The Military & Veteran's Affairs Committee (MVAC) meeting was called to order at
9:30 a.m. by Interim Committee Chair Alan Hayashi.

II. Approval of Minutes for the May 16, 2018 MVAC Meeting

Interim Chair Hayashi requested a motion to approve the minutes. Robert Helsham moved to approve the minutes of the May 16, 2018 meeting. Scott Murakami seconded the motion. There was no discussion. The motion to approve the minutes was approved unanimously.

III. Recruitment of Veterans for Employment Opportunities with the University of Hawaii Community College System as presented by Mary Perreira, Director EEO/AA, University of Hawaii Community College System

Director Mary Perreira was invited to speak to the committee about job opportunities at the University of Hawaii Community College System. The overview focused on how the system can leverage its federal contractor status to boost affirmative action efforts to reach out, recruit, and hire military veterans. She shared that the University of Hawaii is a federal contractor and as such the university complies with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended. The law prohibits federal contractors and subcontractors from employment discrimination against protected veterans and requires these employers to take affirmative action to recruit, hire, promote, and retain veterans. She distributed the Resource Guide for Employment Opportunities at the UH System and briefly reviewed its contents. The major challenges with recruitment of veterans: understanding the military jargon used on resumes to describe military work experience and the lack of self-disclosure information by applicants that would reveal how many applicants are veterans. The University is transitioning to NEOGOV, a human resource application that will automate the hiring process and mitigate the self-disclosure issue.

IV. CDL Work Group Report by Bridget Komine, ADVET

Bridget Komine explained that servicemembers in a truck driver occupational specialty leave the service with skills and experience that is comparable to civilian truck drivers. But servicemembers lack a Commercial Driver's License (CDL). A CDL is required for heavy motor vehicle driver jobs and passing the skills test is a requirement for the license. Veterans, on their own, are unable to secure a vehicle for the skills test. The alternative is to rent a vehicle which is very expensive, have an employer sponsor a vehicle or enroll in the Leeward Community College Commercial Motor Vehicle course. The work group will complete their work and report out to the committee at the next meeting

V. Reporting out on follow-ups from committee meeting held May 16, 2018

A. Issue: Teacher positions for military spouses at the Department of Education (DOE). Members were reminded that the next committee meeting, September 19, 2018, the Assistant Superintendent, Office of Human Resources, Department of Education will be the guest speaker. The speaker will address the following committee concerns:

- Requirements to be hired as a DOE teacher for military spouses who received their teaching credentials in another state;
- Process for determining school assignments; and
- Any special initiatives by the DOE to hire veterans and military spouses for teaching positions.

B. Issue: Training Centers, Space to Train and Affordable Housing.

Tamara Brethouwer has started a dialogue with Lendlease representative, Jerry Schmitz about affordable housing for transitioning servicemembers and veterans. An appointment has been set up to look at vacant units and find out more details.

Mike Bormann and Brethouwer updated the group on the value of the Army approved Career Skills Program. The program permits transitioning servicemembers to start learning a new job skill at local businesses within 180 days of leaving military service. Soldiers are excused from their military duties and work full-time at these businesses. Local employers who are participating as program partners are Anheuser Busch, Concrete Preservation Institute, and JN Automotive. Home Depot through their partnership with the Home Builders Institute is interested in establishing a training center on Oahu to train transitioning servicemembers in carpentry, electrical, and pipefitting. Space requirements for the center is at least 3,000 square feet.

General Edward Richardson spoke to Edmund Aczon, Executive Director of the Hawaii Carpenters Apprenticeship and Training Program who expressed a willingness to allow space at the Hawaii Carpenters Training facility in Kapolei for a Career Skills Program model to operate and would like to continue the dialogue to explore the feasibility.

Glenn Alcalde remarked that the facility is booked on Saturdays but usually available on weekdays prior to 4:30 pm. He remarked that Aczon would likely be open to the Career Skills Program model operating at the facility.

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

Dennis Dumale was unable to attend and will be asked to present at a future meeting.

VII. Transition Summit by Mike Bormann.

A reminder and update on the Transition Summit was provided. It will be held October 15–19 at various military bases on Oahu. The locations and highlights are:

October 15: Joint Base Pearl Harbor-Hickam, Military Spouse Symposium

October 16: Schofield Barracks: panel discussion with industry leaders, network reception

October 17: Schofield Barracks: lecture series with industry leaders, Career Fair

October 18: Joint Base Pearl Harbor-Hickam, general activities continue

October 19: Marine Corps Base Hawaii, general activities continue

The Service Member Transition Summit is a U.S. Chamber of Commerce Foundation initiative that connects employers of every size and industry with veterans, transitioning servicemembers, and military spouses on military installations.

VIII. Hire Vets Medallion Program Update by Bridget Komine.

As an update to the May 16, 2018 meeting minutes, item VI. B. Executive Order to hire military spouses and HIRE Vets Medallion Program, 300 employers nationwide signed up to participate in the U.S. Department of Labor program. For the next year, employers can sign up when registration opens on January 2019. Committee members can refer to the May 16, 2018 meeting minutes for more details on the program and the Executive Order that enhances noncompetitive federal civil service appointments for military spouses.

IX. Performance Tracking on Veteran's Employment by Interim Chair Hayashi.

Interim Chair Hayashi suggested to members that there be a way to measure the committee's effectiveness in the work they do and asked members for their thoughts. He remarked whether current systems such as HireNet Hawaii or DOL VETS can link the data on veterans' job placement indirectly to the committee's work or influence.

Komine shared that DOL VETS tracks employment outcomes for Hawaii veterans enrolled in the Disabled Veterans Outreach and the Local Veterans Employment Representative Programs.

As this is a new topic area and requires more analysis the group will continue its discussion with further dialogue at subsequent meetings.

X. Announcements

Alcalde remarked he will check into training facilities for the committee.

Perreira thanked the committee for the invitation. She was grateful for the feedback shared by the members and will use it to advance outreach efforts to servicemembers and veterans.

Mike Quitania, requested to provide an overview on the Onward to Opportunity (O2O) Program at the next meeting.

Roman Galiki suggested for discussion at a future meeting on whether the state can sponsor a one-stop job and resource fair to veterans. The concept is to have federal and state governments; and non-profit entities like the Wounded Warrior Program agree to participate. Such an event goes at the heart of what the committee is trying to achieve. On a separate matter he continues to engage the public and private sectors to find "space to train" opportunities on Oahu for manufacturers, i.e. BMW Corporation, to establish a footprint and operate an automotive training program.

Brethouwer provided brief remarks about the Career Skills Program. She offered her business card to members to help extend her reach to servicemembers and military spouses interested in the program.

Bormann reiterated his concern to the University and State government about messaging "fairness" in the hiring process. From an outsider's perspective it is very difficult to get any State job. Anecdotal feedback from military families suggest that nepotism exists in the state

hiring process and one must be related to someone to “get taken care of first.” Maybe this happens and maybe it doesn’t. But the perception is prevalent among veterans, transitioning servicemembers and military spouses.

XI. Scheduled Meeting for 2018

A. Meetings will be held every other month on the third Wednesday of the month at 9:30 am – 11:00 am. Meetings are held in the Director’s Conference Room 321.

B. September 19, November 21

XII. Adjournment

Interim Chair Hayashi adjourned the meeting at 11:00 a.m.