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**MILITARY & VETERAN'S AFFAIRS COMMITTEE MEETING**  
**Wednesday, September 19, 2018**  
**9:30 A.M. – 11:00 A.M.**  
Princess Ruth Keelikolani Building  
830 Punchbowl Street, Conference Room 314  
Honolulu, Hawaii 96813

**MINUTES**

**ATTENDEES:**

Alan Hayashi, Interim Chair, Military & Veteran's Affairs Committee and  
Vice Chair, Workforce Development Council  
Ann Greenlee, Vice Chair, Military & Veteran's Affairs Committee and Hawaii Director of  
Veterans' and Employment Training Service, U.S. Department of Labor  
MG Gen. Edward V. Richardson, USAF (Ret.), Owner, Edward V. Richardson, LLC  
Mike Bormann, U.S. Army Hawaii Transition Services Manager, Schofield Barracks  
Tamara Brethouwer, SFL-TAP, Career Skills Program, USARPAC, Ft. Shafter  
Michael Condello, State of Hawaii Office of Veterans' Services  
Cynthia Covell, Assistant Superintendent, Talent Management, Department of Education  
Jeffrey Esposito, Transition Manager, Marine Forces Pacific, Marine Corps Base Hawaii  
Roman Galiki, Military Admissions Representative, Universal Technical Institute, Inc.  
Jim Gardner, Branch Manager, Personnel & Professional Development, MCB Hawaii  
Robert Helsham, Local Veterans Employment Representative, Hawaii Department of Labor  
Dagmar Hilsher, Transition Service Specialist, SFL-TAP, Schofield Barracks  
Mildred Lonergan, Transition Service Specialist, SFL-TAP, Schofield Barracks  
Mike Quitania, Hawaii Program Manager, Onward to Opportunity, JBPHH  
Chuck Shima, Training Coordinator, Plumbers Local Union 675

**STAFF:**

Duke Olds, 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 July 19, 2018 MVAC Meeting**

Interim Chair Hayashi requested a motion to approve the minutes. Roman Galiki moved to approve the minutes of the July 19, 2018 meeting. Robert Helsham seconded the motion. There was no discussion. The motion to approve the minutes was approved unanimously.

**III. Presentation on Teaching Opportunities with the Department of Education by Cynthia Covell, Assistant Superintendent, Office of Human Resources, Department of Education**

- Assistant Superintendent of Human Resources, Cynthia Covell was invited to speak about teaching opportunities with the Department of Education (DOE) with a focus on recruiting veterans and spouses of service members.
- There are 256 schools employing 13,000 teachers, librarians and counselors of which 11,500 are classroom teachers. In each of the past five years the school year began with 1,000 teacher positions unfilled. The largest shortage of teachers is in the special education and high school English, math, and science subject areas.
- The teacher application process is a three-step process: submit an online application at the DOE website, complete an online pre-interview tool, and complete a state level interview. During the heavy summer recruiting period military spouses are prioritized over other applicants for the interviews. The decision by DOE to give spouses priority in this interview phase is an internal policy that was developed based on feedback from veteran and military advocacy groups.
- Referral to school-level vacancies is managed by a centralized computer referral system. A list of applicant names is maintained by District Offices and applicants are referred out for school-level interviews. Priority for interviews is given to teachers with a Hawaii Teachers Standards Board (HSTB) license. Also, the subject area that the applicant is qualified to teach and the applicant's preferences, for example, grade-level and location are also considered. HSTB is a separate agency and is not part of the DOE. To ensure compliance with the Hawaii State Teacher's Association union contract, tenured teachers have first preference over newcomers as to the choice of vacant school assignments.
- Ms. Covell acknowledged that some spouses may have preferences to be assigned to schools that are conveniently located near their residence. She is unsure how prevalent this situation is, however, if it's a handful of individuals she has the authority to make assignment decisions
- Teachers with a National Board Certificate and who are placed in certain schools will receive an additional \$8,000 to their annual salary: \$5,000 for the certification and \$3,000 for teaching in a geographic shortage area.
- DOE recently received a five-year, \$600,000 federal grant to implement a Troop to Teachers (T2T) Program. A Program Specialist will soon be hired to conduct outreach to facilitate the career pathway for transitioning service members, veterans, and active duty spouses interested in a DOE teaching career. After the onboarding process is

completed she will have the new employee connect with the committee to share more about the program.

- The DOE recruits from many sources and it has participated in military job fairs at Joint Base Pearl Harbor-Hickam and Schofield Barracks.
- Committee member brought up a concern about having sufficient affordable housing for teachers who are recruited to teach in Hawaii. Ms. Covell responded that teacher compensation and teacher housing are top legislative priority concerns of the DOE. An attempt in the 2018 legislative session to pass a bill to fund a statewide stipend to help teachers with the cost of living did not pass as it was too expensive. DOE owns a limited supply of houses on the sparsely populated islands of Lanai and Molokai

#### **IV. Presentation on Onward to Opportunity Program by Mike Quitania, Program Manager**

- Mike Quitania was invited to speak about the Onward to Opportunity (O2O) Program, a no-cost career transition program for transitioning service members, their spouses, National Guard and Reservists, and veterans with an honorable discharge.
- The career transition program is funded by private-sector donors, managed by Syracuse University in New York and targets transitioning service members and spouses. The Program is new to Hawaii with the first class having started and completed in 2017.
- Training and course content is based on in-demand occupations and industries. In Hawaii, courses are offered in two career tracks: information technology and business management. At no cost to the student, industry recognized certifications can be earned in the Information Technology and Business Management career pathways. Examples of such certification includes: CompTIA Linux+, Information Systems Security Certified Professional (CISSP), Six Sigma Specialist (Green Belt), Certified Associate in Program Management (CAPM) and Senior Professional in Human Resources (SPHR). Tuition costs to take such courses and certification exams can cost up to \$7,000 for a single course. O2O covers the full cost for the service member and spouse.
- Classes are held in the Fleet Family Service Center near Moanalua Shopping Center. Course enrollment application can be downloaded or completed online at the Onward to Opportunity Program website at <https://onward2opportunity-vctf.org/>.

#### **V. Reporting out on follow-ups from sub-committees**

##### **A. CDL Work Group.**

- Workforce Development Council (WDC) staff representative, Duke Olds explained the two options to obtain a Hawaii Commercial Driver's License (CDL) at a reduced cost for active duty service members, transitioning service members, veterans, and National Guard and Reservists on the island of Oahu.
- There are two options that military personnel and veterans can consider. One option allows the service member and his or her unit commander to complete the **Application**

**for Military Skills Test Waiver.** The purpose of the form is to identify the specific type of military vehicle the service member was licensed to drive and an endorsement by the commanding officer of the service member's safe driving record. The approximate total cost of obtaining a license with this option is \$50 which covers the fees for the Hawaii CDL application and knowledge test. The waiver form is available at the Federal Motor Carrier Safety Administration (FMCSA) website:

<https://www.fmcsa.dot.gov/registration/commercial-drivers-license/application-military-skills-test-waiver>.

- The second option is to enroll in the Leeward Community College CDL course. The cost to take the course is \$2,950 and it may be paid for in full by the Department of Veterans Affairs education assistance programs such as the Post 9-11 GI Bill or the Vocational Rehabilitation and Employment Chapter 31 Program. Also, eligible veterans and transitioning service members can qualify for CDL tuition support by the Workforce Innovation and Opportunity Act (WIOA) training program. Veterans and military spouses receive priority of service when considered for the WIOA funded training programs.
- The student is allowed the use of the training vehicle to take the skills test at the CDL test site on Oahu. Course tuition does not cover the fees for the CDL application and general knowledge test which totals \$50.
- Service members on Oahu can apply for the CDL at the City and County of Honolulu driver's licensing office at Kapalama Hale, 925 Dillingham Blvd, Honolulu, Monday – Friday, 8 a.m. to 4 p.m.
  - An information paper about this process was distributed to committee members and any further questions can be directed to Mr. Olds.

#### B. Training Centers/Space to Train

- Issue: as an alternative to traditional trade schools and community colleges providing skills training in the construction trades, the committee is exploring cost-free training space on Oahu to help Home Depot and the Homebuilders Institute (HBI) to establish a sustainable skills training program in the construction trades for Hawaii's veterans and transitioning service members. Home Depot will provide the material and equipment and instructors but needs sufficient space to train, up to 5,000 square meters.
- General Edward Richardson has discussed this initiative with Edmund Aczon, Executive Director of the Hawaii Carpenters Apprenticeship and Training Program. Mr. Aczon expressed a willingness to continue the dialogue to explore the feasibility of the Hawaii Carpenters Training facility in Kapolei as a potential facility for the HBI training program for veterans.

#### C. Lendlease Affordable Housing

- Issue: are commercially developed military housing complexes available to veterans and transitioning service members? How much is the rent and is it

affordable? Is the rent sufficiently reasonable to keep transitioning service members working and living in Hawaii?

- More meetings are to be scheduled with Lendlease Company to find out the answers to these questions.

#### **VI. Transition Summit Update by Mike Bormann**

- A reminder and update on the Transition Summit was provided by Mr. Bormann. The Summit is a career transition initiative targeted to military spouses, transitioning service members and veterans. The primary sponsor is the U.S. Chamber of Commerce Foundation.
- It is a five-day event occurring at the major military installations on Oahu. The locations and highlights are as follows:

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

October 16: Schofield Barracks: panel interaction with industry leaders

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, workshops and Career Fair

- Over 100 mainland and local employers are registered to participate in the Career Fairs. Employers, industry representatives and guest speakers participating in the Fairs and panel discussions include the following: Federal, State and Local governments; Department of Education; Microsoft; Los Angeles Police Department; Hawaiian Airlines; Navy Federal Credit Union; University of Hawaii; Transportation Security Administration; Customs and Border Protection; and speakers include Major General Hamilton, Colonel Moon, and medal of honor recipient, Dakota Myers.
- The 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.

#### **VII. Announcements**

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. The next three scheduled meetings  
November 21, January 16, March 20

#### **VIII. Adjournment**

Interim Chair Hayashi adjourned the meeting at 10:50 a.m.