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**MILITARY & VETERAN'S AFFAIRS COMMITTEE MEETING**

**Wednesday, October 18, 2017**

**9:30 A.M. – 11:30 A.M.**

Princess Ruth Keelikolani Building  
830 Punchbowl Street, Conference Room 310  
Honolulu, Hawaii 96813

**MINUTES**

**ATTENDEES:**

MG Edward V. Richardson, USAF (Ret.), Chair, Military & Veteran's Affairs Committee  
Ann Greenlee, Director, USDOL Veterans Employment and Training Service  
Bridget Komine, Assistant Director, USDOL Veterans Employment and Training Service  
Chanda Johnston, Transition/Employment Program Manager, Joint Base Pearl Harbor-Hickam  
MG Peter Pawling, USAF (Ret.), U.S. VETS  
Elaine Young, Workforce Development Division  
Dennis Dumale, Pacific Air Force Headquarters  
Jeremie Bienes, U.S. Coast Guard  
John Vannatta, Department of Education, Adult Education  
Reynold Hioki, Department of Defense  
Jeffrey Hong, Consultant

**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 V. Richardson**

The meeting was called to order at 9:34 a.m. by Committee Chair Richardson.

**II. Introductions**

- A. John Vannatta, Principal, Waipahu Community Schools for Adults, Department of Education
- B. Jeffrey Hong, Management Consultant

Chair Richardson introduced John Vannatta, Jeffrey Hong and Reynold Hioki to the committee. Focusing on education and how veterans and their spouses can enter the teaching field will be discussed with John. Discussion relating to cyber security in both the private industry as well as the State will be focused with Jeffrey and Reynold.

Chair Richardson stated that Nora Tamanaha from Queen's Hospital indicated that Queen's Hospital is willing to work with the committee to develop a system to assist transitioning military personnel and their spouses entering the nursing field.

### **III. Approval of Minutes**

#### **A. August 16, 2017 Minutes**

A motion to approve the August 16, 2017 minutes was made by Ann Greenlee. MG Peter Pawling seconded the motion. The motion to approve the minutes was approved unanimously.

#### **B. September 20, 2017 Minutes**

A motion to approve the September 20, 2017 minutes was made by Chanda Johnston. Dennis Dumale seconded the motion. The motion to approve the minutes was approved unanimously.

### **IV. Discussion with members on issues and opportunities that surfaced during previous meetings and ideas on how to resolve these issues.**

- A. Veterans and/or spouses who desire to enter the State Department of Education workforce. Presentation on the State of Hawaii teacher certification process by John Vannatta, Principal, Waipahu Community School for Adults, Department of Education.**
- B. Veterans and/or spouses who desire to enter the nursing profession in Hawaii.**
- C. Veterans and/or spouses who desire to enter the emergency medical profession in Hawaii.**
- D. State Department of Transportation License Waiver Form for military experience.**

Chair Richardson outlined the strategic plan for the committee by identifying issues between the military and civilian workforce and where the State can intervene to improve the issue.

John Vannatta, Principal of Waipahu Community School for Adults, explained the Department of Education (DOE) hiring process for teachers. For out-of-state individuals seeking employment as a teacher with the DOE, there are new standards in place making the process to qualify for employment easier. If an individual possesses an active teaching license in one of the 49 states and has taught in three of the last five years, under Hawaii State law, the individual is qualified to apply for a teaching license. Next, the individual must submit an application to the Hawaii Teachers Standards Board for review. At this time, background checks and fees are also applied. Currently, John

mentioned that there is a demand for public school teachers in the State. In addition, John distributed the DOE's Frequently Asked Questions on how to apply to become a teacher through the DOE system. John stated through his work experience, he has hired many transitioning military personnel and spouses through his DOE tenure. John mentioned the reciprocity agreement does not include time served in the teaching field. For out-of-state individuals, the DOE will not credit years of teaching experience in another State, thus the individual will join the DOE as a new hire. The DOE salary structure is based on years of service credit. DOE requires teachers to have an educational background in the field they teach in. However, if a teacher does not have a degree in the field, the DOE allows the individual three years to become certified in the field through the PRAXIS exam. There are also classification codes called W's and 5's where you can be hired as "program incomplete" in a hard to fill area. If they haven't completed the PRAXIS exam but you have a major that they need, it would be a provisional license. John stated the DOE is always looking to hire teachers in hard to fill locations like Kau, Molokai, Hana, and the Leeward coast of Oahu. Additionally, math, science and special education teachers are always in-demand by the DOE.

Chair Richardson asked: What process would a veteran retiring from the military with a college degree wanting to become a teacher have to go through? John responded: If they are a brand-new hire, have a college degree in education and they've never used it they would be treated as a new hire and have to pass the PRAXIS exam first in order to qualify. Or in those hard to fill areas they could possibly come in as a W or 5.

Relating to the teacher wage gap, Chanda asked John on how significant is the wage gap between a tenured teacher on the mainland transitioning to becoming a new hire in the DOE. John replied that it depends on location but it could be relatively large. Chair Richardson asked John if the DOE provides quick promotional opportunities for experienced out-of-state teachers to move up the wage scale. John replied that both are related to the established collective bargaining agreement. Dennis Dumale, Pacific Air Force Headquarters, inquired that in looking at the FAQs if it was possible to add a link on to the DOE webpage that could be clicked on if a person was a veteran or military spouse and a count mechanism could be added? John replied that he would have to check with IT on that since that is not his field. Chair Richardson asked the committee for a motion to research if the current promotional process within the DOE can be modified to recognize out-of-state teaching experience and if it can be used to accelerate experienced out-of-state teachers up the wage scale. Dennis provided a concern that only including veterans when researching this issue rather than including the entire out-of-state teacher population may present some challenges. Chair Richardson clarified that any out-of-state individual with numerous years of teaching experience will be included.

A motion to research if the current promotional process within the DOE can be modified to recognize out-of-state teaching experience and if it can be used to accelerate experienced out-of-state teachers up the wage scale was made by Chanda Johnston. The motion was seconded by Dennis Dumale. The motion was approved unanimously.

MG Peter Pawling asked John about the hiring process and requirements for substitute teachers. John responded that the community college system is responsible for the testing and certification of substitute teachers, which includes a one-day course and exam. Upon

successful completion of the exam, the individual is granted a provisional license which lasts for five years. Ann Greenlee, Director, USDOL

Veterans Employment and Training Service, stated that the hurdles are 2 groups, the DOE and the Teachers union, and asked John for his expertise on this. John stated that there are actually 3 hurdles, the Hawaii Teachers Standards Board, DOE, and the Hawaii State Teachers Association (HSTA). The union will be the biggest hurdle and there will be push back. John Vanatta agreed that it would be difficult to deal with this issue but we should try. Chair Richardson stated that the amount of income lost by military personnel or their spouses is significant and may influence their decision to remain in Hawaii. Chanda Johnston mentioned earlier that the difference is that military spouses are directed to move to Hawaii by the Department of Defense and that now, many have advanced degrees. John Vannatta mentioned that we are short of teachers

Chair Richardson inquired with Queen's Hospital about their hiring process for registered nurses. Nora Tamanaha, Queen's Hospital, e-mailed Chair Richardson an outline of Queen's Hospital recruitment process for nurses, as well as the requirements and the length of time for the hiring process. Chair Richardson asked the committee to review the handout.

Chair Richardson clarified with Allicyn Tasaka that relating to EMT's, there was a recent law passed that would allow veterans to be hired off their credentials, however, the procedures are not yet developed by the Department of Health (DOH). Chair Richardson asked Allicyn to follow-up with DOH for a status check and see if they need any assistance from the committee.

In addition, Chanda inquired about the cost of attaining a nursing license in the State and will look into it. Chanda stated interested out-of-state military personnel wanting to get into the nursing industry are having a hard time, due to the number of candidates that graduate from Kapiolani Community College which is a feeder into the hospital system and the hospitals only focus on those graduates. Bridget Komine responded that out-of-state nursing candidates with no professional working experience does have a difficult time being hired in the State. Elaine Young, Workforce Development Division, mentioned that this statement is true for every individual that graduates with a nursing degree with no working experience. Most graduates travel to the mainland to obtain the experience necessary for employment in the State. Only internships available through the community colleges offer individuals with the access into the hospitals. Chair Richardson asked for a motion from the committee to look into this issue.

A motion to research the challenges, barriers and process for out-of-state and in-state military personnel wanting to get into the nursing industry, and out-of-state and in-state nursing candidates with no professional working experience to find employment in Hawaii, was made by Ann Greenlee. The motion was seconded by Chanda Johnston. The motion to approve was approved unanimously.

V. **Review of the recent Cyber Hawaii conference and items of interest for Committee and for Veterans and military personnel. Discussion with Major General Darryl Wong (Ret.) and Jeffrey Hong.**

Chair Richardson asked Reynold Hioki to explain the current cyber security situation in the State. Reynold noted that October is National Cyber Security Month and explained more about Cyber Hawaii and their goal to improve cyber security preparedness and education. Reynold listed the three areas of focus for Cyber Hawaii being workforce development and education, cyber threat mitigation and intelligence, and business development. In addition, Cyber Hawaii, a non-profit organization, is focusing on protecting the small-to-mid size businesses because these businesses are the most vulnerable to these threats. Larger businesses and companies already have the structure in place to best handle these issues. Chair Richardson asked the committee on how we can keep transitioning military cyber security personnel here in the State? Ann suggested the committee work with Cyber Hawaii to identify available cyber security jobs in the State. Available job openings can be posted on HireNet Hawaii for American Job Center representatives to refer interested individuals to. For more information about cyber security safety, Reynold provided a link [dod.hawaii.gov/cyber](http://dod.hawaii.gov/cyber) for interested individuals.

Chanda announced the Onward to Opportunity program in partnership with the Veterans Career Transition Program that provides free comprehensive career training and certification for transitioning military personnel. During the training and certification process, transitioning military personnel are connected with local employers in the area. Website for cyber safety [ohs.hawaii.gov/cyber](http://ohs.hawaii.gov/cyber)

Chair Richardson informed the committee that U.S. VETS expressed interest in being involved in the Transition Assistance Program (TAP) workshops for transitioning military personnel. Chanda stated that she is in contact with U.S. VETS about bringing them into other transition workshops and is awaiting a response from their organization. Ann inquired to know more about the U.S. VETS organization. Peter gave a brief background about the U.S. VETS organization. Chanda stated that it is between individual bases and she is open to allowing U.S. Vets into her program. Peter will follow up with her.

**VI. Discussion on how to handle employer interest on the hiring of Veterans and the proper routing of requests.**

No Discussion

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

Dennis Dumale gave background of a project he is currently working on for the committee. As a new resident in the State, Dennis explained the difficulty of locating the available services for veterans and transitioning military personnel. Dennis will be identifying the numerous different websites and services in the State and mapping it all out for the committee to see and understand. More information will be provided to the committee at the next meeting.

**VIII. 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. November 15, December 20

**IX. Adjournment**

Committee Chair Richardson adjourned the meeting at 11:10 a.m.