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

Monday, July 10, 2017

2:00 P.M. – 4:00 P.M.

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

**MINUTES**

**Member Attendees:**

Ret. Gen. Edward V. Richardson, Committee Chair, Military & Veteran's Affairs Committee  
Alan Hayashi, Vice-Chair, Workforce Development Council & Committee Liaison  
Bridget Komine, Assistant Director, USDOL, Veterans Employment and Training Service  
Chanda Johnston, Transition/Employment Program Manager, Joint Base Pearl Harbor-Hickam  
Mike Bormann, Transition Service Manager, United States Army

**Guest**

Scott Murakami, Director of Workforce Development, University of Hawaii  
Dennis Dumale, Pacific Air Forces Headquarters  
Veronica Hoskinson, Pacific Air Force Headquarters

**Staff**

Allicyn Tasaka, Executive Director, Workforce Development Council  
Jayson Muraki, Workforce Information & Data Coordinator, Workforce Development Council

**I. Call to Order.....Committee Chair, Edward V. Richardson**

The meeting was called to order at 2:02 p.m. by Committee Chair Richardson.

**II. Introductions**

Committee Chair Richardson provided an overview of the Workforce Development Council's mission to gather information and develop creative strategies to building and sustaining a skilled workforce. One of the roles of the Military & Veteran's Affairs committee is to assist outgoing military personnel gain employment in the local

workforce, utilizing their advanced technical skills gained through the military experience.

Being the inaugural Military & Veteran's Affairs committee meeting, committee members as well as Workforce Development Council staff and guests, each introduced themselves and their desired focus with the committee.

### **III. Briefings by Military Organizations stationed in Hawaii on Transition Programs for outgoing personnel**

#### **A. Joint Base Pearl Harbor-Hickam (Air Force/Navy).....*Chanda Johnston, Transition/Employment Program Manager***

Chandra Johnston provided an overview of the transitioning process for outgoing Air Force and Navy personnel. In Hawaii, 3,000 personnel separate from the Air Force and Navy annually with only 10% of them finding jobs in the State with mostly federal contractors.

Under the VOW Act, there are three mandated requirements that outgoing military personnel have to complete:

- *Pre-Separation Counseling*: Involves providing outgoing personnel with information and resources to assist with their transition
- *Transitions GPS Course*: Includes a 5-day workshop that educates outgoing personnel about VA benefits, financial planning, transition planning, etc.
- *Capstone*: Verification of Career Readiness Standards based on the personnel's plan

The Joint Base Pearl Harbor-Hickam (JBPHH) Transition Program targets military personnel that will be separating from the military one year in advance to start the transition program, whereas retiring military personnel are targeted two years in advance. During this transitioning process, personnel are still compensated by the military. Chandra explained the Boots to Business program that partners with U.S. Customs, F.B.I. and other agencies to teach individuals the skills needed to succeed in business ownership.

In addition to the required mandates that outgoing military personnel have to complete, the JBPHH also provide military personnel and their spouses with resume writing workshops, job fairs, company recruitment events, individual transition counseling and career and technical training workshops.

Concerns and issues were raised concerning employment opportunities for separating military personnel and their spouses venturing into healthcare and skills-trade industry sectors in Hawaii. Some concerns were raised about the issue of military spouses with nursing backgrounds not feeling welcomed by the local healthcare industry and it was hard for them to gain employment. In addition, concerns about military spouses dealing re-certification issues in the nursing field was also raised as well.

B. U.S. Army – Schofield Base.....*Mike Bormann, Transition Service Manager*

Mike Bormann provided an overview of the transitioning process for outgoing U.S. Army personnel. Mike pointed out that 4,200 military personnel from Hawaii separate from the U.S. Army annually with only 5% of them finding jobs in the State. Of those 5% who become employed, 40% of the personnel left their contracted jobs before the contracts expired. Commanders are responsible for the transition program in the Army and take it seriously.

Mike explained the Career Skills program offered by the U.S. Army. Military personnel, who are retiring or have six months before their separation, are able to venture outside their post to secure an internship, apprenticeship or certification with a company, while still receiving financial compensation from the military. Upon separation from the military, these individuals are afforded employment opportunities and/or interviews with the company. Time constraints are between 12 to 18 months.

Mike announced that the United States Army will be having their annual Transition Summit on October 10-12, 2017 at Schofield Base. The Transition Summit is a 3-day event featuring guest speakers and workshops, and culminates with a large job fair for retiring and transitioning military personnel. The U.S. Army is requiring all military personnel that are within a year from separation to attend the event.

C. U.S. Marines (MARFORPAC).....*Jeffrey Esposito, Transition Service Manager*

Jeffrey Esposito was not present at the meeting.

IV. **Discussion with military representatives and committee members relating to challenges, issues and concerns of employment services for outgoing military personnel**

There was discussion on the Hire Our Heroes program. The Hire Our Heroes program assists outgoing military personnel with all aspects of the job process.

Discussion that the University of Hawaii has an on-line system that identifies jobs that are available in Hawaii. Of interest are jobs that require high skills. Some mentioned that they felt that the UH did not want outgoing military personnel as students.

It was identified that it would be beneficial to see if the University of Hawaii would be able to produce a list of the top 10 industries in the State and the skills required to enter those job fields.



Since the cost of living in Hawaii is high, discussion concerning the value proposition transitioning military personnel have to weigh was brought up. Transitioning personnel have to compare their perspective job outlook with the cost of living to see if it is feasible to reside in the State.

There was further discussion on the feeling that there was prejudice in hiring procedures in that companies and organizations did not want to hire transitioning military personnel. Soldiers and employers must overcome the stigma of hiring outgoing military personnel. There is a need to publicize the positive. Soldiers are being told that it is not a bad thing to cry out. PTSD is not only a military issue. Not every soldier is "damaged."

There was discussion that perhaps the Chamber of Commerce of Hawaii get involved to assist the veteran's programs. A program that welcomed our Veterans to Hawaii is needed.

A recommendation was made that Hawaii recruiters go to the bases to recruit. Some of this is being currently being done but not on a large scale yet.

A review of procedures requiring certification and re-certification of jobs is needed. Military personnel coming out of the military have the knowledge and experience to acquire good jobs but because of technicalities, lack the needed certification of their skills. In addition, spouses that have been working on the mainland in jobs such as nursing and teaching are not able to work until they get re-certified. This creates hardships for the family. Perhaps we need to find a way to speed up the certification process.

**V. Schedule Next Meeting**

Committee Chair Richardson has postponed the scheduling of the next committee meeting until he has spoken to committee members on their availability.

**VI. Adjournment .....Chair Edward Richardson**

Committee Chair Edward Richardson adjourned the meeting at 3:23 p.m.