

DAVID Y. IGE  
GOVERNOR

JOSH GREEN  
LIEUTENANT GOVERNOR



LESLIE WILKINS  
CHAIRPERSON

ALLICYN C.H. TASAKA  
EXECUTIVE DIRECTOR

STATE OF HAWAII  
WORKFORCE DEVELOPMENT COUNCIL  
830 Punchbowl Street, Suite 417, Honolulu, Hawaii 96813  
Phone: (808) 586-8630 Web: <http://labor.hawaii.gov/wdc/>

**MILITARY & VETERAN AFFAIRS COMMITTEE MEETING**  
**Wednesday, January 16, 2019**  
**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  
Major General Edward V. Richardson, USAF, Ret., Owner, Edward V. Richardson, LLC  
Mike Bormann, U.S. Army Hawaii Transition Services Manager  
Tamara Brethouwer, SFL-TAP, Transition Services Specialist, USARPAC, Ft. Shafter  
Dagmar Hilsher, Transition Services Specialist, SFL-TAP, Schofield Barracks  
Terence Holmes, Troops to Teachers Project Coordinator  
Mildred Lonergan, Transition Service Specialist, SFL-TAP, Schofield Barracks  
Mike Quitania, Hawaii Program Manager, Onward to Opportunity, JBPHH

**STAFF:**

Duke Olds, Workforce Development Council  
Michelle Miyashiro, Workforce Development Council

**I. Call to Order.....*Interim Committee Chair Alan Hayashi***

The Military & Veteran Affairs Committee (MVAC) meeting was called to order at 9:34 a.m. by Interim Committee Chair Alan Hayashi.

**II. Approval of Minutes for the November 21, 2018 MVAC Meeting**

Interim Committee Chair Hayashi requested a motion to approve the minutes. There were no comments or corrections. Major General Edward Richardson moved to approve the

minutes of the November 21, 2018 meeting. Interim Committee Chair seconded the motion. The motion to approve the minutes was approved unanimously.

**III. Troops to Teachers Program as presented by Terence Holmes, Program Coordinator, Hawaii State Department of Education**

- Hawaii is one of 31 states to have a Troops to Teachers (TTT) program. Their goal is to assist transitioning service members with meeting the requirements necessary to become a teacher and to assist with finding employment as a teacher. The TTT program would like to keep members in Hawaii to fill the teaching shortages, but they also help members transition back to the mainland. The program started in 1993 and as of fiscal year 2016, they have placed over 22,000 teachers in classrooms. There is no cost to participate in the program and it is open to current and honorably discharged members of the Armed Forces.
- Requirements for teachers can vary from state to state. Requirements generally include a bachelor's degree, completion of a teacher prep program, student teaching, background check, and state testing. Major General Richardson asked if licensing is an issue in TTT. Terence Holmes responded that they have had service members who experienced issues trying to get reinstated or getting their license renewed from another state. Major Richardson would like to know what those issues are so the committee can look into making the transition a seamless process. Duke Olds asked how long the teacher prep program can take and Mr. Holmes answered that it varies based on the individual, e.g. previous experience and which program they enroll in.
- Participants can receive a stipend of up to \$5,000 to assist with education leading to a teacher certification and up to a \$10,000 bonus to teach in an eligible or high need school for up to \$10,000 maximum in financial assistance and incentives. However, a participant may not receive a stipend if the participant is eligible for benefits under Chapter 33 of Title 38 (Post-9/11 Educational Assistance). TTT has taken this issue up to the national headquarters as this clause has discouraged many from participating. Major General Richardson suggested the State provide the \$5,000 stipend so that service members don't have to give up the Post-9/11 Educational Assistance. As there is a shortage of 1,000 teachers in Hawaii, Major General Richardson believes \$5,000 per teacher is not a large price to pay to fill the void and would like to present this to the Workforce Development Council (WDC) board to take to the legislature. Interim Committee Chair Hayashi suggested Holmes write up what TTT's position is on the issue to see what the committee can do on the State level. If the State is unable to provide a \$5,000 stipend, the committee could ask for a tax break or a tuition waiver.
- The Hawaii State Department of Education is the only single statewide public-school system. Comprised of 256 schools, eight are located on military bases and 45 schools have significant populations of military dependent students. There are teacher shortages in Waianae and Nanakuli on Oahu; Hana, Molokai and Lanai on Maui County; and Kau, Keaau, and Pahoa on Hawaii Island. Special Education, PK-12 and secondary English, Math and Science subjects have the greatest need for teachers.

- Major General Richardson asked if there is anything being done to build more teachers' cottages, especially on the neighbor islands and in the areas with the greatest need. Mr. Holmes has not heard of any developments there.
- Dagmar Hilsher asked how much the certification process could cost a person who has a bachelor's degree. On average, it could cost \$15,000, and take 2 – 4 years, for the certification, testing and training, leaving a \$5,000 gap even if you qualify for the bonuses and stipend. Ms. Hilsher also asked if the service member could still receive the stipend if they chose to pass the Post-9/11 Educational Assistance on to their children. Holmes replied that the service member is still eligible for the stipend if they are not utilizing the Post-9/11 Educational Assistance.
- Mr. Olds suggested having a representative from the Hawaii Teachers Standards Board (HTSB) present to the committee. HTSB handles the certification portion of becoming a teacher. Holmes has worked with Executive Director Lynn Hammonds a few times in the past.

#### **IV. New Business**

##### A. Committee Input for Goals and Objectives for 2019

- Mr. Olds emailed the committee members a Survey Monkey link to take a seven-question survey regarding the goals and objectives for the committee. Everyone was asked to look back at items discussed in 2018 to see what needs to be followed up on and what has been completed.
  - Some ideas brought up at this meeting: housing for transitioning members, how to keep transitioning members in Hawaii, participation in job fairs, discrimination against service members, and internships.

##### B. Suggestions for Use of Available Funds to Implement Initiatives

- The Workforce Development Council (WDC) has State funds available to further their mission. Each of the seven committees has access to these funds. The committee needs to develop a project with estimated costs, present it to the WDC Executive Committee and have it approved by the full Council.
  - Some ideas brought up at this meeting: use the funds to publicize supporting the military, publicize the Medallion program, or participate in the Chamber of Commerce Hiring our Heroes event to help spouses of service members find employment at the State level. Mr. Olds suggested the committee members brainstorm and send their suggestions by email before the next committee meeting. Major General Richardson suggests creating a subcommittee to further develop ideas.

##### C. Future Presentations

- American Job Center
- Hawaii Teacher Standards Board
- Hawaii's Labor Market

- Hawaii Chamber of Commerce

**V. Announcements**

A. Future Presentation for March 2019

- U.S. Department of Labor's Office of Federal Contractor Compliance, Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)

B. Scheduled Meetings for 2019

- The next meeting is scheduled for March 20, 2019
- Meetings will be held every other month on the third Wednesday of the month at 9:30 a.m. – 11:00 a.m. Meetings are in the Director's conference room 321.
- March 20, May 15, July 17, September 18, November 20

**VI. Adjournment**

Interim Chair Hayashi adjourned the meeting at 11:07 a.m.