

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS
ADMINISTRATOR

**STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA
WORKFORCE DEVELOPMENT DIVISION**

830 PUNCHBOWL STREET, ROOM 329
HONOLULU, HAWAII 96813

<http://labor.hawaii.gov/wdd/>

Phone: (808) 586-8877 / Fax: (808) 586-8822

Email: dlijr.workforce.develop@hawaii.gov

**MILITARY AND VETERAN AFFAIRS
COMMITTEE MEETING**

Thursday, January 25, 2024

1:00 P.M. – 2:30 P.M.

Online via Zoom and in-person

MINUTES

ATTENDEES:

Trang Malone, Work Initiatives Manager, CVS Health, Chair Military and Veterans Affairs Committee
Cheryl Cross, Owner, C.A. Cross and Associates, LLC, Vice Chair Military and Veterans Affairs
Committee

Kat Andrews, Community Employment Coordinator, Department of Veteran Affairs, Homeless Division
Ann Greenlee, Department of Labor, Veterans Employment and Training Services

GUESTS:

Mike Bormann, Transition Services Manager, Army Transition Assistance Program, Directorate of
Human Resources, US Army Garrison Hawaii

Arcangel Natal, Transition Specialist for Joint Base Pearl Harbor – Hickam

Brittany Hiner, Transition Services, US Army

Brad Fairley, Transition Services Specialist, US Army

Marie Calvo, The Marine and Family Support Center, Marine Corps Base Hawaii

Jayme Alexander, Integrated Prevention Specialist, Integrated Resilience Office, Joint Base Pearl
Harbor, Hickam

STAFF:

Bennette Misalucha, DLIR, Executive Director, Workforce Development Council

Carol Kanayama, DLIR, Workforce Development Division, Oahu
Jacqueline Lodge, DLIR, Workforce Development Council

I. Call to Order

The Military and Veterans Affairs Committee meeting was called to order at 1:00 p.m. by Committee Chair Trang Malone.

II. Approval of Minutes

A. October 19, 2023 Meeting Minutes

Chair Malone requested a motion to approve the minutes for the October 19, 2023 meeting. Vice Chair Cheryl Cross moved to approve the minutes of the October 19, 2023 meeting. Kat Andrews seconded the motion. There were no objections or abstentions. The motion to approve the minutes was approved unanimously.

III. Executive Director's Report

Bennette Misalucha shared a presentation. The presentation can be viewed at this link: <https://labor.hawaii.gov/wdc/files/2024/02/PRESENTATION-SLIDES-FOR-UNIFIED-PLAN-COMMUNITY-ENGAGEMENT-VER3.pdf>

Vice Chair Cross asked about the cancelled public meetings related to the first draft of the Unified State Plan. Bennette Misalucha replied that she is pivoting from in-person presentations to online presentations due to limited resources. Based on past public meetings, she found that more people attend when its online instead of in-person.

IV. Presentation – Transitioning Service Members in the Army – Highlights of 2023 and Insights for 2024

Mike Borman announced that there was a career summit this past October 2023. They partnered with Hiring Our Heroes. 800 people attended, 250 jobs were offered on site, over 350 follow-up interviews were scheduled. They have another summit scheduled for October 2024 and they expect it to be bigger and better than 2023.

Mike Bormann added that 350 soldiers completed an internship program in October 2023. They have both on and off island internships. He confirmed that they are always looking for partners on island.

Vice Chair Cross asked who they partner with for internships. Mike Bormann confirmed that they partner with Hiring Our Heroes, CVS Pharmacy, and Cisco.

Bennette Misalucha asked how as a council or as a committee can help to support their efforts, and if there are ways to collaborate. Mike Bormann confirmed that in-person participation is important. They encouraged members of the council to reach out to businesses who might be

interested in participating in their upcoming summits or job fairs.

Chair Malone asked if there are specific industries or businesses that soldiers are interested in but are not available. Mike Bormann confirmed there is an interest in government jobs, both federal and state.

Vice Chair Cross asked how to reach soldiers earlier so they can make use of the Transition Assistance Program (TAP). Mike Bormann confirmed that they are trying to reach out to them earlier and that it is a priority. They are trying to involve senior leadership to encourage soldiers to come in earlier.

Vice Chair Cross asked if the commanders are aware of the negative impact of soldiers leaving the state. Mike Bormann confirmed that the commanders can communicate that the state really needs soldiers to stay and show them what jobs are available in Hawaii.

Carol Kanayama asked if their internship program is the same as Skill Bridge program. Mike Bormann confirmed that the Skill Bridge program is run by the US Department of Defense. The Army's program is called Career Skills Program.

Carol Kanayama asked about the electrician apprenticeship program proposed by Mike Pacheco from International Brotherhood of Electrical Workers (IBEW) Local 1186 last year. Mike Bormann confirmed that internships with unions are challenging. Carol Kanayama will connect Mike Pacheco from IBEW Local 1186 to Mike Bormann directly.

Chair Malone asked what the success rate is for soldiers who get jobs after they complete their internships. Mike Bormann confirmed that it's very hard to collect the data, other than asking servicemen to complete a survey after they leave.

V. Presentation -Transitioning Service Members in the Navy – Highlights of 2023 and Insights for 2024

Arcangel Natal confirmed they also had a successful 2023. They partnered with Hiring Our Heroes and the Chamber of Commerce to host a career fair. Another one is planned in 2024. He also confirmed that they hosted their own hiring event at the center with around 300 attendees.

Arcangel Natal noted that they have many requests for employment courses, and most are booked in advance.

Upcoming events include a hiring event in April 2024, a skill bridge event in March 2024, and another event with Hiring Our Heroes and the Chamber of Commerce Hawaii in October 2024. Chair Malone asked Arcangel Natal to send calendar of events for 2024.

Arcangel Natal announced that they are working on a spouse symposium and are interested in partnering with the Department of Labor and Industrial Relations. Chair Malone confirmed she would like to participate in this event and/or upcoming events. She will follow up directly with Arcangel Natal.

Arcangel Natal confirmed that they also have their own internal internship program and are almost booked for 2024.

Vice Chair Cross asked what they are doing in advance to communicate what jobs are available in Hawaii, and how we can support them. Arcangel Natal confirmed they utilize their career counselors to spread the word, post openings on their job boards, and are trying to use social media. They would like to get more involved and connect with American Job Centers. Carol Kanayama confirmed that the American Job Center prioritizes veterans and their spouses.

Vice Chair Cross asked if it would be beneficial to inform commanders about what jobs are available. Arcangel Natal confirmed it would be beneficial and that the commanders would likely forward the information to the career counselors.

Carol Kanayama asked if Arcangel Natal is the contact for TAP and Skill Bridge. He confirmed he is the contact for TAP and can provide Skill Bridge information. He noted that the website has a lot of information. The best way to contact him and his team is via email: mfcshawaii@navy.mil

V. Announcements

Vice Chair Cross announced that they formed a sub-committee. The committee members are Chair Malone, Vice Chair Cross, Carol Kanayama, Ann Greenlee, and Harrison Kuranishi. The sub-committee is working on adding language and data regarding veterans, their families, and spouses to the Unified State Plan.

Carol Kanayama announced that the sub-committee is also working on training staff from the American Job Center on how to serve military spouses. They are trying to organize a job fair or outreach event soon.

Chair Malone announced that there is a hiring event for graduating high school seniors on April 16, 2024.

Kat Andrews reminded the committee about her upcoming webinars, which are the fourth Tuesday of each month. February topic = background checks, March topic = female service members and military spouses, April topic = fundamentals of financial literacy.

Arcangel Natal asked what happens when spouses become “non-spouses” due to divorce. Brad Fairley confirmed that they are no longer considered a dependent after a divorce. Kat Andrews confirmed it the same for veteran’s spouses as well. Carol Kanayama confirmed that

divorced spouses can still utilize the services provided by American Job Center.

As requested by Vice Chair Cross, Carol Kanayama clarified below -

- Disabled Veterans Outreach Program (DVOP) can only serve veterans with significant barriers to employment.
- American Job Center services are available to the public, noting that veterans get priority.
- Workforce Innovation Opportunity Act (WIOA) can help dislocated workers and provide support services such as childcare, transportation, temporary housing.

Arcangel Natal asked about accessing the state job board. Carol Kanayama confirmed that anyone can access it, even those that are out-of-state.

VI. Next meeting

The next meeting is scheduled for Thursday, April 18, 2024 at 1:00pm – 2:30pm.

VII. Adjournment

Chair Malone adjourned the meeting at 2:22 p.m.