

GM569

Measure Title: Submitting for consideration and confirmation to the Hawai'i Workforce Development Council, Governorial Nominee, YVETTE GIBSON, for a term to expire 06-30-2021.
Report Title: Hawai'i Workforce Development Council
Description:
Companion:
Package:
Current Referral: LBR
Introducer(s):

| <u>Sort by</u> <u>Date</u> | Status Text |
|-------------------------------|---|
| 2/20/2018 | S Received. |
| 2/20/2018 | S Referred to LBR. |
| 3/6/2018 | S The committee(s) on LBR has scheduled a public hearing on 03-13-18 2:45PM in conference room 229. |

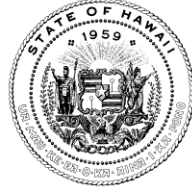
S = Senate | **H** = House | **D** = Data Systems | **\$** = Appropriation measure | **ConAm** = Constitutional Amendment

Some of the above items require Adobe Acrobat Reader. Please visit [Adobe's download page](#) for detailed instructions.

GM569

DAVID Y. IGE
GOVERNOR

DOUGLAS S. CHIN
LIEUTENANT GOVERNOR



LEONARD HOSHIJO
DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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March 9, 2017

To: The Honorable Jill N. Tokuda, Chair,
The Honorable J. Kalani English, Vice Chair, and
Members of the Senate Committee on Labor

Date: Tuesday, March 13, 2018
Time: 2:45 p.m.
Place: Conference Room 229, State Capitol

From: Leonard Hoshijo, Director
Department of Labor and Industrial Relations

GM 569 Yvette Gibson to Serve on the Hawaii Workforce Development Council

Chair Tokuda, Vice Chair , and Members of the Committee:

My name is Leonard Hoshijo and I am the Director of the Department of Labor and Industrial Relations (DLIR). I support the nomination of Ms. Gibson to the Workforce Development Council (WDC). Ms. Gibson has extensive recruitment and talent acquisition experience, which makes hers a valuable perspective to the WDC.

I urge you to confirm Ms. Gibson to serve on the Hawaii Workforce Development Council. where, if confirmed, she will apply her insight and skills to benefit Hawaii's employers and workforce.

Thank you for the opportunity to testify in support of Ms. Gibson.

DAVID Y. IGE
GOVERNOR

DOUGLAS S. CHIN
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/>

March 12, 2018

To: Senator Jill N. Tokuda, Chair and
Senator J. Kalani English, Vice Chair and
Members of the Committee on Labor

From: Allicyn Tasaka, Executive Director
Workforce Development Council

RE: GM 569 Advise and Consent, Nominee Yvette Gibson as a Member of the Workforce
Development Council for a term to expire June 30, 2021

Hearing: Tuesday, March 13, 2018, 2:45 p.m., Room 229

POSITION: Strong Support

Good afternoon Chair Tokuda, Vice Chair English and members of the Committee on Labor. I am Allicyn Tasaka, Executive Director of the Workforce Development Council (WDC) testifying in strong support of Yvette Gibson's confirmation to the WDC for a term to expire on June 30, 2021 (GM 569). Ms. Gibson would fill a slot reserved for a workforce private sector member on the Council.

The WDC is an attached agency to the Department of Labor and Industrial Relations and advises the Governor and Legislature on workforce development to support economic development and employment opportunities for employers and employees.

The WDC is responsible for the administrative oversight and implementation of a federally mandated initiative, the Workforce Innovation and Opportunity Act of 2014 or WIOA. WDC is tasked with strategic planning and developing the infrastructure for a seamless common intake and referral system at the American Job Centers (or One-Stop Centers) so job seekers and employers can maneuver through the workforce system efficiently and receive employment, education, training and support services throughout the State. It's a "no wrong door" approach to workforce development.

Ms. Gibson is Manager of Talent Acquisition at Hawaii Pacific Health. She has 16 years of experience in the area of human resources and workforce. She manages 13 Talent Acquisition

Coordinators and Specialists that recruit skilled workers for four medical centers and more than 70 outpatient clinics. Her efforts through mentorship and coaching of Hawaii Pacific Health's leadership on selecting and retaining talent has decreased turnover to less than 6.7% which translates to \$1.2 million in cost savings.

Ms. Gibson partnered with Leeward Community College to draft a training curriculum specifically tailored for health care-based customer service positions. Additionally, she was instrumental in creating the first non-traditional health care apprenticeship program focused on Information Technology positions in Hawaii.

The WDC has identified health care as an in-demand industry allowing Ms. Gibson to provide an employer's perspective and human resources experience to help guide the Council develop career pathways and retain health care professionals to live and work in Hawaii.

Ms. Gibson has been attending board meetings and serves as a member of the Sector Strategies & Career Pathways committee. This committee helped structure the statewide career pathways model that is being integrated into the education system and at the American Job Centers.

I respectfully urge you to confirm Ms. Gibson as a member of the Workforce Development Council where she would be able to share her knowledge and skills of the health care industry to benefit Hawaii's workforce.

Thank you for the opportunity to provide testimony in strong support of Ms. Gibson's nomination.



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March 8, 2018

To: The Honorable Jill N. Tokuda, Chair,
The Honorable J. Kalani English, Vice Chair, and
Members of the Senate Committee on Labor

Date: Tuesday, March 13, 2018

Time: 2:45 p.m.

Place: Conference Room 229, State Capitol

From: Elaine Young, Administrator, Workforce Development Division
Department of Labor and Industrial Relations

GM 569 Yvette Gibson to Serve as a Member of the Workforce Development Council

Chair Tokuda, Vice Chair English, and Members of the Committee:

My name is Elaine Young and I am the Administrator for the Workforce Development Division of the Department of Labor and Industrial Relations (DLIR). I support the confirmation of Ms. Yvette Gibson to the Workforce Development Council (WDC).

The WDC is an administratively attached agency in the Department of Labor and Industrial Relations that is responsible for advising the Governor and the Legislature on workforce development to support economic development and employment opportunities in Hawai'i.

Ms. Gibson is currently the Manager of Talent Acquisition at Hawai'i Pacific Health, one of the largest health organizations in the State of Hawai'i. Hawai'i Pacific Health has been an eager participant in the tackling of healthcare workforce issues and has been at the forefront in identifying and addressing workforce issues in the healthcare field. Ms. Gibson has been a part of those efforts, including the pioneering efforts of Hawai'i Pacific Health in developing new apprenticeship programs in Information Technology and healthcare occupations. With her in-depth and diverse experiences and expertise, Ms. Gibson will be an excellent successor to the contributions of her predecessor, Mr. Carl Hinson of Hawai'i Pacific Health, in planning and guiding workforce directions and strategies, and particularly in the healthcare field where critical shortages exist. I therefore urge your confirmation of her appointment.

Thank you for the opportunity to testify in support of Ms. Yvette Gibson as a member of the Workforce Development Council.

Tuesday, March 13th, 2018 at 2:45pm
Conference Room 229

Senate Committee On Labor

To: Senator Jill N. Tokuda, Chair
Senator J. Kalani English, Vice Chair

From: Michael Robinson
Vice President & Government Relations

Re: GM 569 – Testimony in Support of Gubernatorial Nominee Yvette Gibson

My name is Michael Robinson, and I am the Vice President of Government Relations and Community Affairs at Hawai'i Pacific Health (HPH). Hawai'i Pacific Health is a not-for-profit health care system with over 70 locations statewide including medical centers, clinics, physicians and other caregivers serving Hawai'i and the Pacific Region with high quality, compassionate care through its four medical centers – Kapi'olani, Pali Momi, Straub and Wilcox on Kauai.

I am writing in strong support of GM 569 regarding the nomination of Yvette Gibson to the Hawai'i Workforce Development Council.

I have had the pleasure of working with Yvette Gibson for several years in her role as Manager of Talent Acquisition at Hawai'i Pacific Health. In her role, she provides direction and accountability oversight for recruiting and onboarding for more than 700 new hires annually for a workforce of more than 6,900, in compliance with all state and federal regulatory standards. Additionally, she mentors and coaches Hawai'i Pacific Health leadership on selecting and retaining talent to decrease turnover.

In her role in the private health care sector, Yvette Gibson has supported the State Apprenticeship Council with drafting and executing two programs. The Hawai'i Workforce Development Council will be fortunate to have Yvette's sharp expertise and depth of experience in serving to move forward the mission of the organization.

I strongly support Yvette Gibson to serve on the Hawai'i Workforce Development Council.

GM-569

Submitted on: 3/9/2018 7:55:49 AM

Testimony for LBR on 3/13/2018 2:45:00 PM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Mary Boland | Individual | Support | No |

Comments:

Testimony Presented Before the Senate

Committee on Labor

March 13, 2018

by

Mary G. Boland, DrPH, RN, FAAN

Dean and Professor

School of Nursing and Dental Hygiene

University of Hawaii at Manoa

GM 569 Consideration and Confirmation of Yvette Gibson for the Hawaii Workforce Development Council

Dear Chair Tokuda, Vice Chair English, and Members of the Committee:

I am pleased to give my support to the appointment of Mrs. Yvette Gibson as a member of the Hawaii Workforce Development Council for a term through June 2021. As Dean of the UH Mānoa School of Nursing and Dental Hygiene, I have had the privilege to work with Mrs. Gibson in her capacity as Manager, Talent Acquisition at Hawaii Pacific Health.

Mrs. Gibson is very knowledgeable in the area of workforce, particularly healthcare workforce. She is an experienced human resources professional and manager with 16 years of experience. In her current position, she has successfully mentored and coached Hawaii Pacific Health leadership on selecting and retaining talent which has decreased turnover to less than 6.7%, a \$1.2 million cost savings. Additionally, Mrs. Gibson partnered with Leeward Community College to draft training curriculum for health care-based customer service positions and was instrumental in creating the first non-traditional health care apprenticeship program focused on Information Technology positions in State of Hawaii, in partnership with the DLIR and Apprenticeship Council.

Mrs. Gibson is highly qualified and an experienced professional who would be a valuable asset to the Hawaii Workforce Development Council. Her 16 years of work experience spans the workforce sector and with her current leadership and focus on the workforce employed in health care, she is committed to building partnerships to support the mission of creating a healthier Hawaii.

I strongly recommend Mrs. Gibson's appointment as a member of the Hawaii Workforce Development Council.

The Senate
The Twenty-Ninth Legislature
Regular Session of 2018

Committee On Labor
Senator Jill N. Tokuda, Chair
Senator J Kalani English, Vice Chair

I have known and worked with Yvette Gibson since 2008 when she was at Target assisting with their recruitment needs. I found her to be very professional, dedicated individual, with good work ethics, flexible and a team player. We continue our partnership when she left the retail industry and moved to the healthcare Industry.

She started working for one of the largest health care systems in the state. We worked closely together in formulating the curriculum for the Patient Services Representative training program at Leeward Community College, which is a totaling new program that is industry driven and not government driven. She willingly explored new approaches and ideas, is a good representative of the healthcare industry who helped in creating innovative training programs in meeting the demands of said industry.

Hawaii Pacific Health was also one of the first partners for the American Apprenticeship Initiative and I had the pleasure to work once again with Yvette. She will be an asset to the Workforce Development Council bringing fresh ideas and diverse strategies within her areas of expertise to build a quality workforce for our state.

Sandra Dyel, CWDP
Business Developer
City and County of Honolulu Department of Community Services
American Job Center Hawaii/WorkHawaii
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