
A BILL FOR AN ACT

RELATING TO INNOVATION IN WORKFORCE DEVELOPMENT.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 **PART I**

2 SECTION 1. (a) The legislature finds that Hawaii's desire
3 for economic growth that benefits all residents depends on
4 building our State's human resources.

5 Realization of Hawaii's longstanding desire for economic
6 diversification and sustainability turns on applying the State's
7 high skilled resources to the creation and adoption of
8 innovation across the economy.

9 **Legislative Package for 2007 Legislative Session**

10 This Act is part of an initial package of initiatives
11 focusing on innovation introduced for the 2007 regular session.
12 This package is intended to achieve:

13 (1) A twenty-first century workforce with science,
14 technology, engineering, math, and problem-solving
15 skills sufficient to ensure innovation and
16 sustainability of Hawaii's economy;

17 (2) Higher education institutions as "drivers" for
18 innovation;



- 1 (3) Continued public investment in the State's innovation
2 infrastructure;
- 3 (4) Addressing the capital gap for Hawaii's emerging
4 technology and creative industry companies;
- 5 (5) Opportunities for incumbent workers to engage in
6 life-long learning and skill-building;
- 7 (6) Residents and businesses with international exposure,
8 orientation, and skills to interact with and compete
9 in a global economy;
- 10 (7) An innovation environment that encourages the creation
11 of new products and services that command global
12 market share; and
- 13 (8) Analytical capability to assess policy performance and
14 progress toward innovation economy objectives.
- 15 (b) In particular, this Act provides for four initiatives:
- 16 (1) The establishment of a lifelong learning program and
17 tax credit to support training to upgrade skills of
18 the incumbent workforce;
- 19 (2) The establishment of a rapid response training program
20 and revolving fund in the department of business,
21 economic development, and tourism in order to



1 facilitate rapid custom training for high priority
2 business investments;

3 (3) The establishment of a state level, "kama'aina come
4 home" program in the department of business, economic
5 development, and tourism to attract former residents
6 back into jobs in Hawaii's economy; and

7 (4) The merging of certain workforce and economic
8 development programs of the departments of labor and
9 industrial relations and business, economic
10 development, and tourism in order to more effectively
11 and efficiently build a high-skilled economy.

12 Hawaii completed a year of solid economic and workforce
13 growth in 2006. For most of 2006, Hawaii also enjoyed the
14 lowest unemployment rate in the nation. However, according to
15 the state workforce development council, the current shortage
16 may be a relatively modest precursor of a more serious long-term
17 shortage in the future. The workforce development council
18 expects that this will become most evident after the baby boom
19 generation becomes eligible for full social security retirement
20 around 2012. But already parts of the economy in which pensions
21 will support earlier retirement, such as government, are
22 beginning to see an upturn in retirements. The duration of this



1 coming shortage will be measured in decades not years. That is
2 because the tail end of the baby boom generation will not reach
3 the age of full social security retirement benefits (under
4 current rules) until about 2031.

5 The latest projections from the department of labor, and
6 industrial relations, research and statistics office anticipate
7 that reasonable expectations for growth in the economy, coupled
8 with the need to replace workers leaving the workforce, will
9 create a demand for about 24,000 additional workers in Hawaii
10 per year between 2004 and 2014. This is about twice the rate at
11 which our youth will be arriving at workforce age. Moreover,
12 2014 is only two years into the baby boom retirement era.
13 Retirements and separations will tend to accelerate through the
14 following two decades.

15 In addition to the approaching, long-term labor shortage,
16 studies point out two major weaknesses about Hawaii's workforce
17 performance compared with top performing states.

18 First, Hawaii high school graduates are not adequately
19 prepared for post-secondary training. A range of test score
20 results for Hawaii students from eighth grade through high
21 school are significantly lower than the top states. The rates
22 at which high school graduates are enrolling in and completing



1 post-secondary training also needs to improve according to data
2 collected by the National Center for Public Policy and Higher
3 Education.

4 Second, there is an inadequate focus on the need to
5 increase the skill levels of incumbent workers to meet the
6 rising skill need of an economy driven by more technology and
7 competition. The workforce development council forum in the
8 fall of 2006 concluded that employers need more information
9 about training options and assistance in meeting the need to
10 improve the skills of their workers.

11 Coupled with the emerging worker shortage, the weaknesses
12 in preparing and upgrading our workforce have serious
13 implications for Hawaii's ability to support a more knowledge-
14 and innovation-intensive economy or raise its standard of living
15 through a significant increase in higher paying jobs.

16 **PART II**

17 SECTION 2. This part establishes a lifelong learning
18 accounts program in Hawaii, in order to encourage employer and
19 employee investment in upgrading the skills of the incumbent
20 workforce.

21 Lifelong learning accounts are employer-matched educational
22 savings accounts used to finance workers' education and



1 training. The concept is for an individual worker to be able to
2 contribute to a lifelong learning account and have that
3 contribution matched by the employer, similar to a 401(k), but
4 for education and training. Lifelong learning accounts
5 encourage a partnership between workers and employers to
6 effectively leverage resources to increase access to education
7 and training. They are grounded in the idea that individual
8 responsibility, choice, and empowerment are key building blocks
9 for self-reliance.

10 Funding is provided to establish and administer a lifelong
11 learning accounts program.

12 SECTION 3. Chapter 235, Hawaii Revised Statutes, is
13 amended by adding a new section to be appropriately designated
14 and to read as follows:

15 "§235- Lifelong learning account tax credit. (a) Each
16 individual taxpayer, who files an individual income tax return
17 for a taxable year and who is not claimed or is not otherwise
18 eligible to be claimed as a dependent by another taxpayer for
19 Hawaii state individual income tax purposes, may claim a
20 lifelong learning account credit for payments made by the
21 taxpayer into a lifelong learning account during the taxable
22 year against the taxpayer's net individual income tax liability



1 for the taxable year for which the individual's income tax
2 return is being filed. An individual who has no income or no
3 income taxable under this chapter and who is not claimed or is
4 not otherwise eligible to be claimed as a dependent by a
5 taxpayer for Hawaii state individual income tax purposes may
6 also claim this credit. The tax credit shall be as follows:

7 (1) The tax credit shall not exceed \$1,000 in aggregate
8 for a husband and wife filing a joint return; provided
9 that a husband and wife filing separate tax returns
10 for a taxable year, for which a joint return could
11 have been filed by them, shall claim only the tax
12 credit to which they would have been entitled under
13 this section had a joint return been filed; and

14 (2) The tax credit shall not exceed \$500 in aggregate for
15 all other taxpayers filing a return.

16 (b) The tax credit applies to payments made by the
17 taxpayer during the taxable year into a qualified lifelong
18 learning account that covers the taxpayer.

19 (c) As used in this section:

20 "Lifelong learning account" means an individual asset
21 account held by a trustee, custodian, or fiduciary approved by



1 the department of labor and industrial relations on behalf of an
2 employee in the State.

3 "Net income tax liability" means net income tax liability
4 reduced by all other credits allowed under this chapter.

5 (d) If the tax credits claimed by a taxpayer exceed the
6 amount of income tax payment due from the taxpayer, the excess
7 of credits over payments due shall be refunded to the taxpayer;
8 provided that tax credits properly claimed by an individual who
9 has no income tax liability shall be paid to the resident
10 individual; and provided further that no refunds or payment on
11 account of the tax credit allowed by this section shall be made
12 for amounts less than \$1.

13 (e) All claims, including any amended claims, for tax
14 credits under this section shall be filed on or before the end
15 of the twelfth month following the close of the taxable year for
16 which the credit may be claimed. Failure to comply with the
17 foregoing provision shall constitute a waiver of the right to
18 claim the credit.

19 (f) If a taxpayer claims any other tax credit or deduction
20 under title 14, including a deduction under section 162 (with
21 respect to trade or business expenses) or 213 (with respect to
22 medical, dental, etc., expenses) of the Internal Revenue Code,



1 or tax credit, for premiums paid on a long-term care insurance
2 policy, no credit shall be claimed under this section for the
3 same premium payments.

4 (g) The director of taxation shall prepare any forms that
5 may be necessary to claim a tax credit under this section. The
6 director may also require the taxpayer to furnish information to
7 ascertain the validity of the claims for a tax credit made under
8 this section and may adopt rules necessary to effectuate the
9 purposes of this section pursuant to chapter 91."

10 SECTION 4. Chapter 235, Hawaii Revised Statutes, is
11 amended by adding a new section to be appropriately designated
12 and to read as follows:

13 "§235- Employer's tax credit for lifelong learning
14 account matching funds paid for employees. (a) Subject to the
15 limitations of this section, an employer subject to taxation
16 under this chapter may claim a non-refundable tax credit for
17 payments made by the employer during the taxable year to make
18 matching payments to lifelong learning accounts for its
19 employees. The maximum tax credit shall not exceed \$500 during
20 the taxable year for each employee on whose behalf qualified
21 lifelong learning account matching payments are made.



1 (b) The credit allowed under this section shall be claimed
2 against the net income tax liability for the taxable year. If
3 the tax credit under this section exceeds the taxpayer's income
4 tax liability, the excess of the credit may be carried forward
5 until exhausted.

6 (c) All claims, including any amended claims, for tax
7 credits under this section shall be filed on or before the end
8 of the twelfth month following the close of the taxable year for
9 which the credit may be claimed. Failure to comply with this
10 provision shall constitute a waiver of the right to claim the
11 credit.

12 (d) The director of taxation shall prepare any forms that
13 may be necessary to claim a credit under this section. The
14 director may also require the taxpayer to furnish information to
15 ascertain the validity of the claims for deductions made under
16 this section and may adopt rules necessary to effectuate the
17 purposes of this section pursuant to chapter 91.

18 (e) As used in this section:

19 "Lifelong learning account" means an individual asset
20 account held by a trustee, custodian, or fiduciary approved by
21 the department of labor and industrial relations on behalf an
22 employee in the State."



1 SECTION 5. Chapter 394, Hawaii Revised Statutes, is
2 amended by adding a new section to be appropriately designated
3 and to read as follows:

4 "§394- Lifelong learning accounts program. (a) There
5 is established the lifelong learning accounts program.

6 (b) For the purposes of this section, "lifelong learning
7 account" means an individual asset account held by a trustee,
8 custodian, or fiduciary approved by the department of labor and
9 industrial relations on behalf of an employee in the State. The
10 moneys in the individual asset account shall be used only to pay
11 education expenses incurred by or on behalf of the account
12 owner.

13 (c) The department shall use moneys appropriated for the
14 lifelong learning accounts program to:

- 15 (1) Encourage both lower-income and lower-skilled
16 healthcare, hospitality, and technology industry
17 workers to participate in a lifelong learning account;
18 (2) Encourage the establishment of lifelong learning
19 accounts in diverse geographic and economic areas,
20 among differing sizes of firms, and include
21 healthcare, hospitality, and technology industry



1 workers in urban, suburban, and rural areas of the
2 State;

3 (3) Make technical assistance available to companies, and
4 make educational and career advising available to
5 individual participants;

6 (4) Document the process and outcomes in the establishment
7 of lifelong learning accounts, and prepare a report
8 thereon, to be submitted to the legislature twenty
9 days prior to the convening of each regular session;
10 and

11 (5) Partially offset the contribution of low-income
12 employees.

13 (d) The director of labor and industrial relations may
14 adopt rules under chapter 91, that the director deems necessary
15 for or conducive to its proper application and enforcement of
16 this chapter.

17 (e) The department may enter into contracts with other
18 government agencies, nonprofit organizations, or for-profit
19 firms in addressing the purpose and required activities of the
20 lifelong learning accounts program."

21 **PART III**



1 SECTION 6. This part establishes a rapid response,
2 technical training development program and revolving fund within
3 the department of business, economic development, and tourism.
4 The goal of the program shall be to work with employers,
5 business and industry organizations, economic development
6 agencies, workforce development agencies, and training providers
7 to develop training programs for firms needing trained workers
8 in critical technical skill sets that cannot be adequately
9 addressed by existing training programs.

10 The rapid pace of changing technology in business and
11 industry is requiring companies and workers to seek frequent
12 skills upgrade training in order to remain competitive. This is
13 a particularly critical need for technical sectors of the
14 economy such as military contracting, high technology firms,
15 biotechnology, firms in life science, and digital media firms.
16 In addition, companies that are interested in expanding in, or
17 relocating to Hawaii, often face the challenge of finding a
18 trained technical workforce in a matter of months.

19 The community college system has taken steps to develop an
20 internal capacity to respond to rapid response training needs.
21 Because a broader effort is needed to identify and work with the
22 potential users of rapid response training, it is the intent of



1 this part to supplement, rather than replace funds for rapid
2 response training that may be in the biennium budget of the
3 University of Hawaii.

4 SECTION 7. Chapter 201, Hawaii Revised Statutes, is
5 amended by adding a new part to be appropriately designated and
6 to read as follows:

7 **"PART . RAPID RESPONSE TRAINING**

8 **§201- Rapid response training program.** (a) There is
9 established the rapid response training program in the
10 department of business, economic development, and tourism. The
11 purpose of the program shall be to facilitate the development of
12 a rapid response training capacity in Hawaii that will be
13 capable of developing and delivering, for businesses and
14 industries, short-term customized training programs, which
15 cannot be provided in a timely fashion by existing training
16 programs.

17 (b) The program shall achieve its purpose by:

18 (1) Working with the workforce development community,
19 county economic development boards, business and
20 industry associations, and other appropriate entities
21 to identify and market rapid response custom training
22 to the business community;



1 (2) Contracting with firms requesting customized training
2 to provide for the development and delivery of
3 training; and

4 (3) Contracting with appropriate training providers for
5 the development of customized training programs and,
6 upon commencement of training delivery, collecting
7 fees from contracted firms for the training of their
8 current or prospective employees.

9 (c) The department shall contract for the development of
10 custom training programs with educational and training resources
11 in the public and private sectors throughout the State, as may
12 be appropriate to accomplish the purpose of the program.

13 (d) The rapid response training program shall place a
14 priority on developing training programs that provide high
15 skilled workers for jobs paying more than the median wage in new
16 or expanding businesses, and for which the rapid development and
17 delivery of training is important to the decision of the firm or
18 industry to make the proposed business investment. The program
19 shall also place priority on business expansions that propose to
20 train or retrain workers unemployed or facing unemployment due
21 to mass-layoff events.



1 (e) The program shall develop measures of program
2 performance to assess the impact of the training provided under
3 the rapid response program on the supply of high skilled workers
4 in the economy and the impact on the development of sustained,
5 new business activity.

6 **§201- Rapid response training revolving fund. (a)**

7 There is established in the state treasury the rapid response
8 training revolving fund into which shall be deposited:

- 9 (1) Appropriations by the legislature;
- 10 (2) Training fees paid by firms or other agencies and
11 organizations related to training services;
- 12 (3) Donations and contributions made by private
13 individuals or organizations for deposit into the
14 fund; and
- 15 (4) Grants or transfers of funds provided by governmental
16 agencies or any other source.

17 (b) Moneys in the rapid response training revolving fund
18 shall be used by the department:

- 19 (1) To contract with appropriate training providers for
20 the development of rapid response custom training
21 programs; and



1 economic development, and tourism, the kama'aina come home
2 program. The purpose of the program is to initiate new efforts,
3 and support existing efforts by the county economic development
4 boards and other agencies, organizations, and businesses, to
5 attract former Hawaii residents with high-demand work skills
6 back into jobs in Hawaii's economy.

7 (b) The program shall pursue, but not be limited to, the
8 following activities to achieve the purpose of the program:

9 (1) Develop a joint effort between the department, the
10 county economic development boards, and major
11 employers to develop a series of periodic events in
12 selected mainland United States cities to inform, and
13 recruit back to the State, skilled kama'aina based on
14 actual employment opportunities;

15 (2) Develop, or support the development of, a voluntary,
16 ongoing data base of high school seniors in Hawaii,
17 and establish methods to continuously track the
18 residency of these graduates for the purpose of
19 informing them about career opportunities in Hawaii;
20 and

21 (3) Work with the department of labor and industrial
22 relations to enhance that department's HIRENET job



1 search web site to include specific information on
2 Hawaii job opportunities and related information for
3 out-of-state kama'aina.

4 (c) The department may enter into contracts with other
5 government agencies, the county economic development boards,
6 nonprofit organizations, or for-profit firms in addressing the
7 purpose and required activities of the program.

8 (d) The program shall establish measures of effectiveness
9 regarding the effectiveness of the high school senior and
10 out-of-state databases developed, the success of the out-of-
11 state events at filling jobs in Hawaii, and the effectiveness of
12 the HIRENET component to match out-of-state kama'aina with jobs
13 under the program."

14 **PART V**

15 SECTION 10. This part improves the effectiveness of
16 economic development and workforce development in the State by
17 relocating certain key workforce development programs within the
18 department of labor and industrial relations to the department
19 of business, economic development, and tourism.

20 The need to merge economic development and workforce
21 development efforts stems from the changing role of workforce
22 development. In the past, federal and state workforce programs



1 were targeted towards specific client groups that found entry
2 into the labor market difficult. This included such populations
3 as school dropouts, the disabled, welfare recipients, and other
4 hard to hire groups. These groups are still important in
5 workforce development. However, the main thrust of workforce
6 development is undergoing a significant transformation from
7 serving primarily client groups to the broader goal of supplying
8 business's need for skilled, productive workers, especially in
9 industries emerging as new economic drivers in the twenty-first
10 century. This changing role has redirected workforce
11 development from a social service orientation to an economic
12 development orientation involving considerable collaboration
13 with the business community. Moreover, as the baby boom
14 generation enters retirement age the emerging critical issue for
15 economic development is ensuring skilled labor replacement and
16 growth to maintain a competitive growing economy. In effect,
17 workforce and economic development are now two sides of the same
18 coin. Each system maintains teams that deal with business,
19 develop growth strategies, and generate research and policy
20 recommendations. However, they are currently not doing these
21 within the scope of a single coordinated plan for economic and
22 workforce development. Nor are the activities of these systems



1 coordinated to draw on the expertise and additional resources of
2 one another.

3 A recent, September 2005, study by the National Governors
4 Association ("Aligning State Workforce Development and Economic
5 Development Initiatives"), finds that organization consolidation
6 can produce many benefits and lasting change that justify the
7 effort, such as unified authority and its potential for ensuring
8 more coordinated planning, implementation, and evaluation.
9 Other benefits include: consistency and alignment through one
10 broadly defined, clear mission; greater resources under one roof
11 that can be more flexible and creatively applied, greater
12 accountability by all staff ultimately answering to one
13 organizational leader, and the potential for restructuring to
14 institutionalize desired changes in attitudes, behavior, and
15 outcomes that often motivate the effort and influence its
16 success.

17 The December 19, 2005, final report of the Governor's
18 Economic Momentum Commission also recommends the merger of the
19 workforce development programs of the department of labor and
20 industrial relations with the economic development programs of
21 the department of business, economic development, and tourism,



1 with the latter department providing strategic oversight and
2 coordination.

3 SECTION 11. Section 202-5, Hawaii Revised Statutes, is
4 amended to read as follows:

5 "**§202-5 Organizational relationships.** The workforce
6 development council is placed within the department of [~~labor~~
7 ~~and industrial relations~~] business, economic development, and
8 tourism for administrative purposes and shall act in an advisory
9 capacity to the governor."

10 SECTION 12. On July 1, 2008, the workforce development
11 division and the office of research and statistics in the
12 department of labor and industrial relations, including rights,
13 powers, functions, duties and positions, shall be transferred to
14 the department of business, economic development, and tourism.

15 SECTION 13. All officers and employees whose functions are
16 transferred by this Act shall be transferred with their
17 functions and shall continue to perform their regular duties
18 upon their transfer, subject to the state personnel laws and
19 this Act.

20 No officer or employee of the State having tenure shall
21 suffer any loss of salary, seniority, prior service credit,
22 vacation, sick leave, or other employee benefit or privilege as



1 a consequence of this Act, and such officer or employee may be
2 transferred or appointed to a civil service position without the
3 necessity of examination; provided that the officer or employee
4 possesses the minimum qualifications for the position to which
5 transferred or appointed; and provided that subsequent changes
6 in status may be made pursuant to applicable civil service and
7 compensation laws.

8 An officer or employee of the State who does not have
9 tenure and who may be transferred or appointed to a civil
10 service position as a consequence of this Act shall become a
11 civil service employee without the loss of salary, seniority,
12 prior service credit, vacation, sick leave, or other employee
13 benefits or privileges and without the necessity of examination;
14 provided that the officer or employee possesses the minimum
15 qualifications for the position to which transferred or
16 appointed.

17 If an office or position held by an officer or employee
18 having tenure is abolished, the officer or employee shall not
19 thereby be separated from public employment, but shall remain in
20 the employment of the State with the same pay and classification
21 and shall be transferred to some other office or position for
22 which the officer or employee is eligible under the personnel



1 laws of the State as determined by the head of the department or
2 the governor.

3 All appropriations, records, equipment, machines, files,
4 supplies, contracts, books, papers, documents, maps, and other
5 personal property heretofore made, used, acquired, or held by
6 the agencies, divisions, or offices transferred or placed for
7 administrative purposes under this Act shall be transferred with
8 the functions to which they relate.

9 All rules, policies, procedures, guidelines, and other
10 material adopted or developed by the agencies, divisions, or
11 offices transferred or placed for administrative purposes under
12 this Act, shall remain in full force and effect until amended or
13 repealed by the department of business, economic development,
14 and tourism pursuant to chapter 91, Hawaii Revised Statutes.

15 All deeds, leases, contracts, loans, agreements, permits,
16 or other documents executed or entered into by or on behalf of
17 the agencies, divisions, or offices transferred or placed for
18 administrative purposes under this Act, shall remain in full
19 force and effect.

20 SECTION 14. The department of business, economic
21 development, and tourism and the department of labor and
22 industrial relations, with the cooperation and assistance of the



1 workforce development council shall prepare an implementation
2 plan for the reorganization of the State's economic development
3 and workforce development programs transferred or placed for
4 administrative purposes under this Act and shall submit a report
5 to the legislature not later than twenty days prior to the
6 convening of the 2008 regular session. The report shall include
7 but not be limited to the implementation plan, recommendations
8 for any additional statutory amendments that may be necessary to
9 fully effectuate the implementation plan and the purposes of
10 this Act, and proposed legislation containing the recommended
11 statutory amendments.

12 SECTION 15. If any part of this Act is found to be in
13 conflict with federal requirements that are a prescribed
14 condition for the allocation of federal funds to the State, the
15 conflicting part of this Act is inoperative solely to the extent
16 of the conflict and with respect to the agencies directly
17 affected, and this finding does not affect the operation of the
18 remainder of this Act in its application to the agencies
19 concerned. The rules under this Act shall meet federal
20 requirements that are a necessary condition to the receipt of
21 federal funds by the State.



1 SECTION 16. There is appropriated out of the general
2 revenues of the State of Hawaii the sum of \$, or so
3 much thereof as may be necessary for fiscal year 2007-2008, and
4 the same sum, or so much thereof as may be necessary for fiscal
5 year 2008-2009, to carry out the purposes of the lifelong
6 learning accounts program.

7 The sums appropriated shall be expended by the department
8 of labor and industrial relations.

9 SECTION 17. There is appropriated out of the general
10 revenues of the State of Hawaii the sum of \$, for
11 fiscal year 2007-2008, and the same sum, for fiscal year
12 2008-2009, to be paid into the rapid response training revolving
13 fund.

14 The sums appropriated shall be expended by the department
15 of business, economic development, and tourism for the purposes
16 of the fund. The sums appropriated under this section shall be
17 in addition to, and not replace, funds requested in the
18 University of Hawaii biennium budget for rapid response training
19 program development.

20 SECTION 18. There is appropriated out of the general
21 revenues of the State of Hawaii the sum of \$, or so
22 much thereof as may be necessary for fiscal year 2007-2008, and



1 the sum of \$, or so much thereof as may be necessary
2 for fiscal year 2008-2009, to carry out the purposes of the
3 kama'aina come home program.

4 Of the sums appropriated, \$, for fiscal year
5 2007-2008 and \$, for fiscal year 2008-2009 shall be
6 expended by the department of business, economic development,
7 and tourism for the purposes of the program. Of the sums
8 appropriated, \$, for fiscal year 2007-2008 and
9 \$, for fiscal year 2008-2009 shall be expended by the
10 department of labor and industrial relations for the purposes of
11 the program.

12 SECTION 19. Statutory material to be repealed is bracketed
13 and stricken. New statutory material is underscored.

14 SECTION 20. This Act shall take effect on July 1, 2045;
15 provided that sections 3 and 4 shall apply to taxable years
16 beginning after December 31, .



Report Title:

Learning Program; Tax Credit

Description:

Establishes a lifelong learning program and tax credit in the department of labor and industrial relations to support upgraded training for the incumbent workforce; establishes a rapid response training program and revolving fund in the department of business, economic development, and tourism to facilitate rapid custom training for high priority business investments; establishes a program to attract former residents back to Hawaii; merges certain workforce and economic development programs; appropriates funds for implementation. (SD1)

