

## Kaua`i WIB Report to the WDC

Date:	January 11, 2012 REVISED)
Island:	Kaua`i County
Prepared by:	Jan Miyamoto, WIA Administrator

### 1) SUMMARY

#### **CURRENT STATE OF KAUA`I'S WORKFORCE**

Kaua`i's unemployment rate, which fluctuated between April's low of **7.7%** and June's high of **9.2%**, remained in the mid 8% for the rest of 2011, rising from October's **8.5%** to **8.8%** in November. While the civilian labor force declined by 600 between November 2010 and November 2011, there was job growth in Ambulatory Health Care Services, Accommodations, and the Federal Government.

Although the 85 year old Big Save family-owned grocery store chain was sold to Times Supermarkets earlier this year, surviving stores retained their Big Save name, presumably due to name recognition. And while elimination of some locations resulted in about 35 employees losing their jobs, the company has since been actively recruiting for store positions at all of their locations. The remaining 119 staff from the Menehune Food Mart and Kaua`i Kookie subsidiary businesses who were to be laid off on December 30 were instead retained by their new owners, which is very positive news.

Many local construction workers are back to work due to the construction start-up of the County's 50-unit Phase II affordable housing complex in Kōloa. Other good news for the construction industry was KIUC's recent award of a 12 MW solar farm contract to REC Solar on Hawaiian Home Lands in Anahola. The announcement stated that an employment outreach plan is being developed to hire 75 – 100 local workers for construction that will begin after a 9 month environmental assessment is completed.

Other recent business transactions are positive indicators of investor confidence in Kaua`i's recovering economy. Two notable long-time businesses were recently sold: *Kaua`i Athletic Club* to two members who have extensive experience operating successful fitness centers on the mainland, and *Kaua`i Lumber* to HPM Building Supply of the Big Island. And the opening of a new "first of its kind in Hawai`i" retail business in Po`ipū Shopping Village is encouraging. *Cariloha* sells products made exclusively from bamboo, and chose to open in Poipu after conducting extensive research of many resort locations across the State.

#### **KWIB ACTIVITIES/EVENTS/PROGRAMS**

##### **SESP**

**Certified Energy Manager (CEM) Training by The Association of Energy Engineers (AEE)**  
The County of Kauai and Kauai Island Utility Cooperative (KIUC) collaborated in cooperation with Kauai Community College to bring the American Energy Engineers (AEE) Certified Energy Manager (CEM) weeklong training and certification exam to the campus in November.

The objective was to equip local energy managers with critical skills needed to effectively support the goals of the Kaua‘i Energy Sustainability Plan (KESP) and the State Clean Energy Initiative (HCEI).

Twelve participants were from Kauai and three from Oahu; they included 5 government workers (3 County of Kauai, 1 City and County of Honolulu, 1 Federal), 5 other incumbent workers, and 5 unemployed engineers identified on HireNet Hawai‘i.

The week long training culminated with the 4-hour CEM certification exam with 6 of the 14 successfully passing, resulting in 5 receiving the CEM designation and 1 receiving the EMIT designation which will be upgraded to CEM once she meets the required years of experience.

### CEM SUMMARY

County	Classification	Total Tested	Total Passed	Passing Rate
Kauai	County	3	3	100%
	Federal	1	0	0%
	Incumbents	3	0	0%
	Unemployed	4*	1	20%
Honolulu	City	1	1	100%
	Incumbent	2	1	50%
<b>TOTAL</b>		<b>14</b>	<b>6</b>	<b>43%</b>

\*One participant will take the exam in Honolulu at a later scheduled date.

### Photovoltaics

The advanced PV II course and a PV Sales course will be offered at the KCC campus in the summer. These are open to those who previously took the PV I course which is the prerequisite.

### On-line SESP approved Coursework

Due to the usual challenge of not having enough participants at one time to run a traditional classroom course, WorkWise staff are being encouraged to register interested and qualified participants for the wide selection of on-line courses that make independent study viable.

### JOB FAIR

WorkWise and the County of Kaua‘i and KWIB collaborated to host Kaua‘i’s 10th island-wide job fair on Thursday, October 13 that was held for the first time at the County’s Civic Center. Thirty-six (36) businesses represented a cross section of industries that included government, healthcare, the major resorts, rental car agencies, financial services, retail (soft goods, hard goods, and grocery), food service and agriculture.

Five companies sent representatives from O‘ahu who all were very pleased with the caliber of job seekers and said they will participate in future on-island events. A free shuttle service from the County’s Convention Hall to the Civic Center and back was provided during the event. Many of the 500 plus job seekers came well-prepared in suitable work attire and a supply of resumes.

Workshops on Dressing for Success, Interviewing Tips, and Resume Writing were available at the event as well. And four agencies were on hand providing information about their services.

## **AGRICULTURE SKILLS PANEL**

The KWIB Chair, Kauai County Office of Economic Development Director, and the WIA Administrator participated in the WDC agriculture skills panel held on Oahu in December and will be assisting in the planning for a similar event to be held on Kauai in the Spring.

## **KAUAI GREEN WORKFORCE DEVELOPMENT SUMMIT**

The Special Assistant to the State Director of Labor partnered with the Kaua'i WIA Administrator to plan this workforce development summit being held on January 25 on the Kauai Community College campus featuring about 20 presenters, as well as a tour of the aquaponics, community garden, facility management and photovoltaics facilities. Food catered for the event will include locally sourced products. The goal is to have 70 registered participants.

## **CRADLE TO CAREER INITIATIVE**

The WIA Administrator and some members of the KWIB will join with 25 community members who have begun work on the collective impact/cradle to career initiative for Kauai. STRIVE is one of the approaches the group considered for this collaborative effort, prior to it even being presented to WDC members at the Strategic Planning Meeting in October.

## **COMMUNITY INDICATORS REPORT**

This biennial report is a tool that can be used by decision-makers to determine community priorities. The WIA Administrator provided ongoing review and feedback for the EMPLOYMENT and EDUCATION sections of the Kauai Community Indicators Report that was published recently and is available at: <http://www.kauainetwork.org/>

## **2) INDIVIDUAL PROGRAMS**

### **WorkWise – Kaua'i – ADULT AND DISLOCATED WORKER PROGRAMS** **WorkWise Kauai/WDD Activities**

Job Seeker documented walk-in visits per day steadily declined between August to November for the first time in five years and to levels not seen since June 2008. The reason for this decline is not clear but the One Stop's resource room activity will continue to be monitored to determine if this is an actual trend or just an anomaly.

The WIA programs continue to enroll and serve new and existing participants. As of November 30, there were **39** participants in **formula DW**, and **26** participants in **formula Adult**. The **SCSEP** program had **13** active Special/Formula participants. WIA files were sent to Oahu for Data Validation by Nov. 16, 2011.

Oct 13	Co-sponsored island-wide Job Fair at the County Līhu'e Civic Center.
Nov 17	Co-Sponsored Catholic Charities Job Fair at Kauai War Memorial Convention Hall. Staff provided resume writing workshop.
Nov 29	DLIR R & S (Research & Statistics) team visit. Three staff working on the Green LMI Grant met with WDD Counselors to discuss project and to inform them on the ease in locating green job vacancies and other information related to green jobs on HIWI and HireNet Hawai'i.
Dec 09	Two WorkWise staff presented information about new and updated programs to 16 SHRM members at their final meeting for 2011.

## **Projects/Programs**

### **Rapid Response**

The rapid response event scheduled for December 27 for 119 employees of Big Save's MFM, Inc. (Menehune Food Marts) and employees from its Kauai Kookie and Food Service Division who were scheduled to be laid off on Dec. 30, 2011 was cancelled when the new business owners decided to retain all staff.

### **Reemployment and Eligibility Assessment (REA)/ Worker Profiling (WP)**

This program is designed to reduce the number of weeks that UI claimants collect benefits. YTD Total (through week 18-12/2/11) client notifications: 441, and total attended: 117; weekly shows were 22.

### **Volunteer Internship Program (VIP)**

As of November 30, there were 5 clients placed as volunteers at: Boys and Girls Club of Hawaii/Kapaa (Program Coordinator), Child and Family Service at Hale Ho'omalulu (Clerical), The Salvation Army/Lihue (Office Clerk), Kauai Sound & Cinema (Video Production), and Kauai Coffee Company (Accounts Payable Clerk).

### **On-The-Job Training Program**

Three employers from the VIP program are interested in OJT after the VIP Program and are working on HCE compliance. OJT participants should be able to start by the end of the month.

### **Employment and Training Fund (ETF)**

Funding was increased by about 50% and extended through June 30, 2012 for this incumbent worker training program that assists employers with upgrading skills of their existing workforce. Staff continue to promote the program to ensure that funds are well-utilized before they expire.

## **ABOUT FACE - WIA YOUTH PROGRAM**

30 Participants are currently in active case management for the About Face Program.

19 Participants are now in the one year follow-up portion of the program.

On November 4, Paxen Huli Ke Alo LLC completed their WIA About Face Out of School Class at its temporary quarters in a private space at Kukui Grove Shopping Center and graduated 8 participants. Four of these students then began their GED Xcelerator Class on November 7. The other participants have or will enroll in Kaua'i Community School for Adults for Competency Based Classes.

The GED Xcelerator is an exclusive Paxen product that has been very effective in other parts of the country in preparing participants to take and pass the GED exam. It was added to the WIA Youth Program services in our most recent contract.

Paxen staff are also providing remediation through a computer program called Skills Tutor and one-on-one tutoring.

## Education

### Out of School Youth

- 9 Competency-based Mastery program
- 6 Studying for GED
- 3 Returned to High School
- 4 Graduated
- 2 Graduated and now attending college
- 2 Not in school
- 11 Unable to locate – educational status unknown at this time

### In-school Youth

- 3 still enrolled in school
- 2 Graduated high school
- 1 Finishing high school through on-line program

## Employment

- 19 Youth gainfully employed

## Parenting Teens

- (14)
- 8 Mothers
- 6 Fathers/Expectant Fathers  
(May be in multiple categories below)
  - 3 In work readiness classes
  - 6 Competency-based Mastery program
  - 3 Studying for GED
  - 2 Graduated
  - 7 Working

The program was displaced from the Kapa‘a Armory where it had been since its start in 2003. It has found suitable office/classroom space in a central Līhu‘e location close to the bus line, and is finalizing the lease. In the interim, staff are continuing to provide case management by meeting with participants at various locations around the island, including the libraries.

### **3) OTHER ITEMS**

#### **Kaua‘i Community School for Adults**

Programs have been significantly scaled back due to the budget constraints identified previously.

### **4) KAUA‘I COUNTY ACTUAL VS. GOALS FOR 1st QTR of PY 11**

Credential attainment continues to be a challenge, particularly for the Dislocated Worker program despite having added 24 flexible on-line course options. Many hesitate to commit to training if there is potential for an employment opportunity to become available in the same time period. And with the One Stop now having a Branch Manager after a 4 month absence, this will help provide oversight that will better ensure staff are supported to achieve the established goals.

Older Youth performance measures will reflect NA until the reporting period overlaps the timeframe when the mandatory 15% Older Youth requirement became effective. Results should start to be reflected for Entered Employment and Credentials in the PY 12 Q2 report and then for Retention and Average Earnings Change in the PY 12 Q4 report.

WIA Quarterly Report (ETA Form 9090) (Q1 11/12/10; Q2 2/14/11, Q3 5/23/11, Q4 8/15/11; PY 11 Q1 11/115/11)

Adult Program	PY 10 & 11 Performance Targets	PY 10	Q1 4 qtrs to 9/30/10	Q2 4 qtrs to 12/31/10	Q3 4 qtrs to 3/31/11	Q4 4 qtrs to 6/30/11	PY 11	Q1 4 qtrs to 9/30/11
Entered Employment Rate	50 %		50.0	80.0	100.0	100.0		100.0
Employment Retention Rate	82.1%		87.5	88.9	75.0	71.4		71.4
Average Earnings	\$10,800		\$10,815	\$11,479	\$12,596	\$13,173		\$13,533
Employment and Credential Rate	55%		0.0	0.0	0.0	100.0		100.0
<b>Dislocated Worker Program</b>								
Entered Employment Rate	65%		40.0	50.0	60.0	58.3		58.3
Employment Retention Rate	86%		100.0	100.0	100.0	75.0		83.3
Average Earnings	\$14,750		\$19,267	\$22,727	\$16,735	\$19,649		\$18,219
Employment and Credential Rate	60%		0.0	0.0	0.0	0.0		0.0
<b>Older Youth (19-21)</b>								
Entered Employment Rate	40%		NA	NA	0.0	0.0		0.0
Employment Retention Rate	60%		100.0	100.0	NA	NA		NA
Average Earnings Change	\$1,750		NA	NA	NA	NA		NA
Credential Rate	38%		NA	NA	0.0	0.0		0.0
<b>Younger Youth (14-18)</b>								
Skill Attainment Rate	71%		92.2	96.2	84.4	62.5		50.0
Diploma Attainment Rate	46%		42.1	42.9	31.6	33.3		36.4
Retention Rate	44%		65.0	72.2	66.7	65.4		55.0
<b>Customer Satisfaction</b>								
Participant	72%							
Employer	82%							

5) OTHER –