

## Kaua`i WIB Report to the WDC

Date:	Feb. 1, 2013
Island:	Kaua`i County
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### 1) SUMMARY

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

The Kaua`i County is a county located in the State of Hawaii. The County consists of the islands of Kaua`i, Ni`ihau, Ka`ula and Lehua. As of the 2010 U.S. Census, the population was 67,091. The county seat is Lihu`e.

#### **Unemployment Statistics**

Kaua`i's unemployment rate this past quarter ranged from a **6.0%** December low in 2012, as compared to last December's **7.8%** high in 2011. Kauai County has the second highest unemployment rate (not seasonally adjusted) at **6.4%** as compared to Hawaii County at **7.4%** the highest in the state of Hawaii.

#### **Job Openings vs. Potential Candidates**

Currently there are **883** job openings advertised online in Kauai County (01/01/2013). The number of potential candidates looking for work on the island of Kauai was **6,821**.

#### **Common Education Level of Potential Candidates**

The most common education level of potential candidates in the system for Kauai County:

- High School Diploma or equivalent with **38.51%**.

The second most common education level of potential candidates in the system for Kauai:

- 1 to 3 years at college or vocational school with **21.79%**.

#### **Average Employment Wage Statistics**

The average weekly wage for Kaua`i County was **\$731** in 2011. This would be equivalent to **\$18.28** per hour or **\$38,012** per year, assuming a 40-hour week worked year round.

#### **Industry Employment Distribution**

The total number of employees located in Kaua`i County recorded in 2011 was **28,392**. The largest major industry sector was Accommodation and Food Services with **26.2%** of the employment, followed by Public Administration with **15.5%** of the employment, and Retail Trade with **13.3%**.

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

The Kaua`i Workforce Investment Board is progressing under the leadership of Chair Steven Lupkes of BASF Corporation. The Board's EXEC Committee is in the process of review and revision planning of the local WIB plan that is due in June 2013. A sub-Committee of the KWIB – WDD Consortium is in the process of being revived with Eric Nordmeier as Chair and Dora

Lane of Alu Like Inc. as the Vice-Chair. Both leaders are committed to planning new and upcoming job fairs and other employment activities in the community.

The Youth Council is still having some problems with scheduling however, a recent activity with Youth service provider, Paxen –Huli Ke Alo proved to be a very fruitful event with 6 promising students graduating from their program. Ceremony ended with lunch provided by family and friends. The event gave Youth Council members, students, program teachers/manager and family members a chance to socialize and discuss future plans and upcoming internships.

**SESP Program ended on 12/31/2012**

As part of a three year \$6 million dollar ARRA U.S. Government grant awarded to the State of Hawaii, the Kauai County received \$273, 278.00 in late January 2010. The focus of the (SESP) State Energy Sector Partnership Grant was to address Hawaii’s energy industry needs and to equip our workforce to support the goals of the Hawaii Clean Energy Initiative and the County of Kauai’s Energy Sustainability Plan.

As part of the initiative a portion of those funds were contracted to the State of Hawaii’s Department of Labor & Industrial Relations, Workforce Development Division WorkWise Kauai One-Stop Center to help administer the initial recruitment and support services needed. Included in the initiative as local Training & Education service providers was the University of Hawaii - Kauai Community College’s Office of Continuing Education and Training.

In the beginning, as “energy” courses were created and implemented it proved difficult to recruit due to the college’s limited advertisements and as a result – low or no enrollments at the local college. In late Fall 2011 when it became apparent that “green jobs” were not as available in the U.S. as has been anticipated, the United States Department of Labor (USDOL) increased the target population to include incumbent workers as part of the grant. This helped to broaden the scope of recruitment in the Kauai Island community.

**The Final Outcome of the SESP various activities are listed below:**

a.	Total number of participants served.	70+7 =77		100 %
b.	Total number of participants beginning education/training activities.		77	100%
c.	Total number of participants completed training activities.		73	95%
d.	Total number of participants that complete training/education activities that receive a degree or certificate.		73	95%
e.	Total number of participants the complete training/education activities that are placed into unsubsidized employment.		7	9%
f.	Total number of participants placed in unsubsidized employments that retain an employed status at the first and second quarters following initial placement.		4	6%
	Females	7		9.0%
	Veterans	3		3.8%
	Adult	22		28.5%
	Dislocated Workers	30		38.9%
	Incumbent Workers	24		31.1%

Kauai County exceeded the number of participants trained under the SESP grant and is committed to continue to provide relevant training in areas that the LWIB Board envisions job opportunities as well as in areas that support the fulfillment of the Hawai'i Clean Energy Initiative and the Kauai Energy Sustainability Plan.

### **Problems and Issues in Implementation**

Kauai Community College's Office of Continuing Education & Training Division was tasked with SESP implementation on the Kauai Community College Campus but overlooked academic credited courses available that should have been part of the course offerings listed.

Kauai Community College's Office of Continuing Education & Training Division also did not follow procurement policies and as a result had difficulties in paying the CEM contractor.

In time it was observed that courses that were part of the program at the local college continued to be poorly promoted and then cancelled on short notice. Effective and timely dissemination of program information hindered SESP participation.

On Friday, October 26, the County was notified by Workforce Development Division – Work*Wise* Kauai that all of their Kauai funds were expended and they actually have an estimated deficit of \$11,000 as of October 15, 2012. In review of the County's Expenditure Report the Kauai County will then determine what funds can be de-obligated. It was requested that applicable procedures and forms be forwarded immediately to the SESP Program Administrator at that time.

In December 2012, the grant contract was modified and Kauai County de-obligated funds to take care of the deficit that was incurred (See Figure B: 1-2).

Despite setbacks, the success rate for LEED certifications has been extremely high. Funds are being made available to send the remaining LEED student participants to Oahu to take their certification exams.

An important segment of the Grant's challenge was to provide and advertise an array of courses that would lead to steady work opportunities for potential program participants upon completion of training. The challenge continues to be creating steady work opportunities.

Information on leveraged resources used in this grant is being collected and explored by SESP staff and is due on March 1, 2013.

## **2) INDIVIDUAL PROGRAMS**

### **Work*Wise* – Kaua`i**

The local Workforce Development Division - Workforce Investment Act Kauai Branch Staff continues its efforts in the recruitment and enrollment of eligible Adult and Dislocated Workers on the island of Kauai. They provide a variety of core intensive training and education information and services.

Whether it's online through the HNH system or as a walk-in, UI claimant, or referrals from other programs on the island, the staff is able to apply intensive initial screening and is able to identify potential and eligible participants for the following:

- Wagner-Peyser
- Worker Profiler
- REA (Re-employment Eligibility Assessment)
- REA EUC (REA-Emergency Unemployment Compensation)
- VIP (Volunteer Internship Program)
- SESP( State Energy Sector Program[ended 12/31/12])
- SCSEP (Senior Community Service Employment Program)
- ETF (Employment & Training Fund)
- NEG ( National Emergency Disaster)
- OJT (On the Job Training)
- WOTC (Work Opportunity Tax Credit for Employers)
- VETERANS: needing Assistance

Our local manager and staff continue to work on various strategies to provide excellent services in the community, improving recruitment, enrollment, and case management and performance outcomes in the various WDD areas.

On-going in-house training continues in:

1. How to Write an Effective Resume'
2. Steps to take for an Effective Job Interview
3. How to use/maneuver the HireNetHawaii

Other common components those clientele requests are Education and Training in: Basic Computer Skills and Applications, Social Media Usage in Business, CNA programs/Nursing and the latest, were SESP training-PV and LEED.

### **REA – Re-Employment Eligibility Assessment**

The Kauai WDD staff continues to serve the Kauai island community's U.I. claimants that average about 35+ a week. The series of three meeting times comprise part of the training and education program that incorporates job readiness information, effective resume' writing and job interview skills awareness.

### **EUC – Emergency Unemployment Compensation**

Since the beginning of this program in 2012, the Kauai WDD Staff has served an average of approximately 25 – 35 participants weekly in the first few months of this program. Most recently it seems to be tapering off with about 15-20 participants weekly. Unemployment Insurance claimants on extended benefits continue to receive intensive job readiness services, labor market information and job referrals if applicable. This program is critical for the serious job seekers on the island.

### **ETF – Employment & Training Fund**

This program year the Kauai Branch was allocated \$16,000 for the Employment and Training Fund program. To date only \$256.00 remains until PY12 year end. A request has been submitted to increase funding in this area; however, the Kauai Branch will need to wait until the new year begins on July 1, 2013.

## **Veterans Services**

Local DVOP representative continues her efforts in providing a variety of services to in-coming veterans. Assistance with resumes, career counseling, job searches and assistance with job applications are commonly done on a daily basis. Outreach services are conducted weekly at various locations around the island.

Other available programs and services for Veterans may include but are not limited to: the Gold Card Initiative, VOW to Hire Heroes Act, Uniformed Services Employment and Re-employment Rights Act (USERRA), Homeless Veterans Re-integration Program (HVRP), Use of the GI BILL, Incarcerated Veteran's Transition Program (IVTP) and the Veterans Retraining Assistance Program (VRAP). Manager is also in the process of working on a couple of initiatives for veterans such as the "Hire Heroes" Job Fair and the "Vets to Farmer" program with the KEO – Kauai Economic Opportunity Incorporated.

## **Job Fair 2012, Successful Event!**

Collaboration with the WDD – Work*Wise* Kauai Branch Office and Kauai County proved to be another success on October 3, 2012, held at the Kauai War Memorial Convention Center. The job fair ran from about 9:30a.m. - 1 p.m. and hosted 70+ participating employers with a few coming from Oahu and Maui islands. Media release went out at least two weeks in advance and approximately 700 job seekers streamed in steadily all day until the end.

More Job Fairs and other community activities are being planned by the Consortium Committee this year. Another local Job Fair with Kauai Community College scheduled for April 2013 is also in the planning stages.

## **Kauai School for Adult Education Changes**

The Kauai School for Adult Education was having problems with funding this past year. Since November 2012, McKinley High School from Central Oahu began overseeing the Kauai School for Adults Campus that was located next to Kauai High School in Lihue.

Now known as the McKinley Community School-Kauai Campus, the site coordinators continue to implement its Competency-Based Community School Diploma Program (CBCSDP) that is comprised of courses in: Community resources, Government & Law, Health, and Occupational Knowledge and General Educational Development (GED) testing. Other classes available to date are: ESL/EL/Civics classes and special interest Hawaiian Language classes taking place at Kilauea Elementary School. It is unknown at this point if they will be adding any other courses or programs.

### 3) KAUA'I COUNTY ACTUAL VS. GOALS FOR PY 12 and PY 11

The following table compares Kaua'i's PY 12 performance to the State as well as the prior year.

Adult Program	PY12 Performance Targets	PY12 4Qtrs to 12/31/12	PY 12 4 Qtrs. to 09/30/12		PY 11 Performance Targets	PY 11 KAUAI 4 qtrs. to 6/30/12
Current Number Served						47 7.8% of State
Entered Employment Rate	69.5%	50%	55.6%		50 %	<b>66.7</b>
Employment Retention Rate	86%	<b>90.9%</b>	<b>87.5%</b>		82.1%	<b>83.3</b>
Employment and Credential Rate	66%	40%	50%		55%	<b>57.1</b>
<b>Dislocated Worker Program</b>						
Current Number Served						79 11.4% of State
Entered Employment Rate	75%	53.8%	48%		65%	<b>57.1</b>
Employment Retention Rate	90%	75%	61.5%		86%	<b>45.5</b>
Average Earnings	\$14,750.	<b>\$17,067.2</b>	<b>\$16,850.1</b>		\$14,750	<b>\$18,538</b>
Employment and Credential Rate	63.5%	44.4%	14.3%		60%	<b>14.3</b>
<b>Older Youth (19-21)</b>	<b>PY 12 Performance Targets</b>	<b>PY 12 4 Qtrs. to 13/31/12</b>	<b>PY 12 4 Qtrs. to 09/30/12</b>		<b>PY 11 Performance Targets</b>	<b>PY 11 KAUAI 4 qtrs. to 6/30/12</b>
Current Number Served (No exiters during period)						4 4% of State
Entered Employment Rate	73%	43.5%	46.2%		40%	N A
Employment Retention Rate	82%	0	0		60%	NA
Average Earnings Change	\$3,100.	0	0		\$1,750	NA
Credential Rate	60%	34.8%	38.5%		38%	NA
<b>Younger Youth (14-18)</b>						
Current Number Served						59 14.2% of State
Skill Attainment Rate	88%	<b>100%</b>	92.2%		71%	<b>70.6</b>
Diploma Attainment Rate	66%	64%	52.2%		46%	<b>35.0</b>

Retention Rate	49.5%	30.8%	46.2%		44%	<b>50.0</b>
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**Bold** – met or exceeded goal

**Green** highlight –90% or more of goal

**Yellow** highlight – 80% or more of goal

**Red** – under 80%; needing to be approved

**Note:** Kaua'i serves a greater % of participants in comparison to the State's totals, than the % of funds received.

**Master Summary Report by Office**

- Region/LWIA: Kauai
- Office: WorkWise Kaua'i Your One-Stop Job Center
- Date range: 10/1/2012 - 12/31/2012

Summary	Total
<b>Individuals that Registered</b>	
WorkWise Kaua'i Your One-Stop Job Center	328
<b>Total number of Individuals that Registered</b>	<b>328</b>
<b>Individuals that Logged In</b>	
WorkWise Kaua'i Your One-Stop Job Center	1,157
<b>Total number of Individuals that Logged In</b>	<b>1,157</b>
<b>Distinct Individuals Receiving Services</b>	
WorkWise Kaua'i Your One-Stop Job Center	1,984
<b>Total number of Distinct Individuals Receiving Services</b>	<b>1,984</b>
<b>Services Provided to Individuals</b>	
WorkWise Kaua'i Your One-Stop Job Center	45,708
<b>Total number of Services Provided to Individuals</b>	<b>45,708</b>
<b>Internal Job Orders Created</b>	
WorkWise Kaua'i Your One-Stop Job Center	189
<b>Total number of Internal Job Orders Created</b>	<b>189</b>
<b>Internal Job Referrals</b>	
WorkWise Kaua'i Your One-Stop Job Center	1,720
<b>Total number of Internal Job Referrals</b>	<b>1,720</b>
<b>Services Provided Employers</b>	
WorkWise Kaua'i Your One-Stop Job Center	134
<b>Total number of Services Provided Employers</b>	<b>134</b>

Summary	Total
Total Rows: 7	

#### 4.) Paxen – Huli Ke Alo, WIA Youth Service Provider

Paxen’s “Out of School” class began in Lihue at the Office of Economic Development Conference room on January 14, 2013. The class later shifted to the Kalaheo Neighborhood Center because all the participants who followed through were having difficulty catch the County Bus from the Westside of the island.

Participants were 4 Older Youth and 2 Younger Youth who graduated Work Readiness Class on February 4, 2013. A special ceremony was held with parents and friends in attendance. Also present to witness the event were four Youth Council Members and WIA Administrator.

Special thanks to Mel Mararagan from the Grand Hyatt for helping these young women by doing mock interviews with them. The Older participating Youth have graduated from high school and will be co-enrolling in the WIA Adult Program to begin training and internships. The Younger Youth will be registering at Kauai Community School for Adults. Our February focus will be on the Lihue In-School Classes.

- 37 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.

### EDUCATION

The following table shows the educational placement for all open participants.  
IS = In School program and OS = Out of School program.

IS Attending High School	IS Total Grads	IS Enrolled in College	OS Total Grads	OS Enrolled in College	OS Returned to High school	OS studying GED	OS in WR Class	OS CB Student s/other	OS Not Enrolled in Ed.	OS Unknown Ed. Status
15	6	5	14	3	0	6	6	1	5	4

**Out-of-School:** Thirty-one total Out-of-School Participants. Nine of twelve GED X students received diplomas. A total of fourteen Out-of-School participants have graduated.

**In-School:** Twenty total In-School Participants. Six In-School have graduated high

school, five of the six are attending college. Fifteen are still in high school.

### EMPLOYMENT

We currently have 21 employed and 7 participants that are attending college.

### PARENTING TEENS

*\* Please note that more than one criteria may apply to a person.*

PARENTING TEENS	TOTAL PARENTS	IN WR CLASS	CB CLASS	STUDYING GED	GRADUATED	WORKING
MOTHERS	7	0	0	1	4	4
EXPECTANT MOTHERS	1	0	0	1	0	0
FATHERS	5	0	0	1	3	6
EXPECTANT FATHERS	0	0	0	0	0	0
TOTALS	13	0	0	3	7	10