

# Hawaii County Workforce Investment Board (HCWIB) Report to the WDC

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Island: Hawaii

Prepared by: Kathleen Nielsen

## 1) Summary

Over the past 12 months, significant strides have been made in establishing direct linkages with existing and expanding infrastructural support entities including: Hawaii County Workforce Investment Board, Mayor's Task Force on Employment Solutions, Hawaii Island Workforce and Economic Development Ohana, Mayor's Health Crisis Task Force, Pahoia Weed & Seed, Puna Roundtable, Joint Education Chamber Chairs Committee, DOE Community Alliance, Hawaii Tourism Authority's Strategic Plan, Business-Education Partnership, and Big Island Workplace Connection. This is primarily attributed to the maturation of key local initiatives requiring major community stakeholders to collaborate to insure sustainability of these initiatives. These initiatives include: Going Home, Huiana, Workforce Solutions, Business Resource Centers and Employer Services. The closing of Aloha Airlines, cessation of ATA service, drop in cruise ship traffic, general decrease in tourism and closing of several small businesses continues to have a significant impact on Hawaii County. In response to industry requests, WDD, in conjunction with the HCWIB put on a July 22, 2008 workshop for employers "Surviving the Tough Times". DLIR has applied for and received additional emergency funding for extension of benefits for unemployment.

## 2) Individual WIA Programs

**Workforce Development Division - Adult Program:** The Adult program as of the end of June 08 has exceeded *Enrollment* goals by 37.8%. The annual planned goal for enrollment was 119; at the end of June 164 participants were enrolled. The *Core* goal of 81 was surpassed by 81 or 200% attained – *Intensive* goal of 89 was surpassed by 28 or 131% attained & the *Training* goal of 24 was surpassed by 21 or 187% attained. Most training selections have been centered on CDL and CNA. With the economy suffering, more and more individuals are seeking employment and training opportunities

The Adult program to date has exceeded enrollment, Core, Intensive & Training components. The slowing economy has brought many of eligible participants to the doors of our operations. With dwindling budgets, more focus has been directed toward core and intensive activities.

Notable partnerships that supported the sustained quality and quantity of services included: 1) direct linkage with Going Home (prison-to-community reentry program) and its Co-Case Management Subcommittee; referrals from Workforce Solutions (consortium aiding persons with disabilities); referrals from Judiciary to support adjudicated adults; and referrals from Huiana DOE officials and youth agencies (for youth 18 years and older).

**Workforce Development Division - Dislocated Worker Program:** The DW program as of the end of June 08 has exceeded *Enrollment* goals by 57%. The annual planned goal for enrollment was 85, at the end of June, 134 participants were enrolled. The *Core* goal of 66 was surpassed by 73 or 210% attained – *Intensive* goal of 64 was surpassed by 51 or 179% attained & the *Training* goal of 19 was surpassed by 22 or 215% attained. The number of company closures and mass layoffs has risen compared to the earlier two quarters of the program year. WIA DW experienced an upswing in the enrollment rate due to this economic slump and multiple business closures especially Aloha Airlines who, before any National Discretionary Grants were awarded, were enrolled into the DW program

The Dislocated Worker Program exceeded enrollment, Core, Intensive and Training Services for PY '07. As the economy stalled, numerous dislocated workers were enrolled in this program. Aloha Airlines, ATA, and various smaller employers either closed or greatly reduced staffing for their Hawaii County operations.

**Goodwill Industries – Out of School Youth Program:** We are currently serving 87 older and younger Active and Exit youth. Youth accomplished 100% of their Basic Skills goals, 100% of their Work Readiness and 93% of their Occupational goals this month. The 21 youth in the CB class Consumer Economics all completed their test for that unit successfully! The average score was 80%. We currently have 27 youth in the Occupational Knowledge Unit.

We are continuing the SMART Moves Program with both the Hilo and Kona Youth. This program is a creative, fun, learning experience that provides the youth with accurate information, resistance training, and other critical skills for avoiding alcohol, tobacco, and other drugs and premature sexual involvement. It also provides the youth with training in communication and coping skills to ease the stresses of adolescence. Training is also provided in decision-making and life-planning skills to support and promote healthier choices.

Kona: Things are going awesome in the Kona area. We have been well received by the Probation officers, Konawaena and Kealakehe High Schools. The youth have gotten CASAS tested and are all eligible for the Competency Based High School Diploma Program (CBHSDP) thru Kona Community School for Adults. Later in the month of August these youth will be starting their first unit in CBHSDP. They are very excited and are looking forward to it.

Collaborations: The Ola program has developed a very positive and fulfilling collaboration and relationship with a number of businesses and agencies in the community. These collaborations include Harper's Car Rental, Verna's Drive In, Child Protective Services, Kokua Counseling, BISAC, Turning Point for Families, Child and Family Services, HCEOC – Dropout Prevention Program, Hilo Community School for Adults, Hawaii Behavioral Health, Catholic Charities, East Hawaii High School Principals, Vice-Principals, Guidance Counselors and Teaching Staff, Konawaena High School, Kealakehe High School, Workforce Development Division, Boys and Girls Club, HCEOC Head Start, Judges, Public Defenders, Prosecutors and Probation Officers in both East and West Hawaii, Neighborhood Place of Puna, and Waters of Life Public Charter School.

Activities:

Competency Based Classes: Mondays, Tuesdays, and Wednesdays 4pm-6pm

Basic Skills and Computer Classes (Research, Nova Net, etc): Mon-Wed 4pm-6pm

Financial Literacy Classes: Thursdays 9am-10am

Job Search: Thursdays 12:00-2:00pm

Special Privilege Day: Last Thursday of every month

**Paxen – In School Youth Program:** We continue to serve our 86 participants island wide. We have completed all Work Readiness Training Classes for PY 07. Participants bid a fond farewell to two Case Managers – East, Sheryl Kama and West, Kristy Johnson- on July 15, 2008. Services will continue for 86 carryover participants and the new 24 participants, of whom will be enrolled during the PY 08. Mr. Robbie Robinson who has worked as a Site Manager for the About Face Program for over two years now will be assisting in the program. He is very capable and will be assisting me in enhancing our services to our participants.

We are excited to have 6 youth who are gearing up for their CB classes to begin soon, but not as excited as they are. We are grateful to have teamed up with Kona and Hilo Community School of Adults to teaching a class right in their community – Miloli'i. We continue to prepare 30 participants for exit, which will definitely take place during the month of August. We will continue to provide these participants with assistance in higher education, job placement, financial literacy skills, decision making skills, critical thinking, etc.

We are also excited to be implementing NovaNet as part of our services for basic skill building and credit recovery.

We continue to definitely take strides in our services, which we are proud of.

**Collaborations:** The Paxen Group continues to strengthen their ties in the Big Island Communities. We have most recently partnered up with the Huiana program to extend the work experience for these participants with an additional 60 hours – unpaid but highly mentored. Participants will gain not only ½ a credit for our Work Readiness Training, but also ½ a credit for the Work Experience now, what an accomplishment for our credit deficient participants. We continue to work with Department of Human Services, First to Work Program, Child Welfare Services, BISAC, Acadia Health Care, Mental Health Services, Child and Family Services, HCEOC, Hilo and Kona Community School for Adults, Boys and Girls Club, Judges, Public Defenders and Probation Officers, Therapists, Staff from Hilo High School, Waiakea High School, Kea’au High School, Hawaii Academy of Arts and Sciences, Pahoa High School, Kamehameha Schools, Ka’u High School, Konawaena High School, and Kealakehe High School.

### **Big Island Workplace Connection (BIWC) One-Stop Activities:**

Recent Activities:

- May, June, July: continued participation in Pahoa Weed & Seed Executive Committee
- May, June, July: actively supporting Hawaii County LWIB committee meetings
- May, June, July: actively supporting Mayor’s Task Force on Employment Solutions meetings
- May, June, July: actively supporting Hawaii County Workforce & Economic Development Ohana (HIWEDO) meetings
- May 7: BIWC entered team in 18<sup>th</sup> Annual Business-Education Golf Tournament
- May 16: Collaborating with DOE Complex Area re: potential Community Mentoring project.
- May 20: provided WIA, Reed Act testimonies at HIWEDO Benefit Luncheon
- May 22: provided program information to Governor’s East Hawaii Advisory Committee
- May 29: coordinated 2<sup>nd</sup> Annual Workforce Professionals Day at 1990 Kinoole Street.
- June, July: provided Rapid Response services to Aloha Airlines employees
- June 18: participated in Aloha for Aloha Airlines employees at ILWU Hall (provided requested information by former employees)
- June 19: convened W. HI Workforce Solutions meeting to aid persons with disabilities in N. and W. HI.
- July 15-17: attended Workforce Innovations Conference in New Orleans
- July 22: coordinated “Surviving the Tough Times” Employer Workshop (40 in attendance; topics: going green, assessment tools, panel of local experts)
- July: provided RR services to Kona Community Hospital and North Hawaii Hospital laid off employees.
- July 25: participated in Huiana’s Culminating Ceremony for interns completing semester internships.
- August 8: participated in Kulani Job Fair for incarcerated and ex-offenders.
- August 13: Actively participating in Mayor’s Health Crisis Task Force

### **3) Other Items/Programs**

**Certified Nurse Aide (CNA):** The certified Nurses Aide program (in conjunction with DOH and HCC) enrolled a total of 31 participants. (2<sup>nd</sup> and 3<sup>rd</sup> sessions held) The total of both sites should yield 24 student participants. Three modules completed. Next HawCC modules scheduled in Fall of ’08.

**Disabilities Program Navigator (DPN):** DPN staff voluntarily resigned to take a position at the District Office. However, much of the initial capacity building efforts are now supported by our Workforce Solutions Consortium. The Department of Labor is developing plans for statewide program delivery beyond June 2008.

**Mayor's Task Force:** This Task Force continues to meet monthly to address workforce issues that intersect with transportation and housing issues. Waikoloa Housing construction is underway with the first phase scheduled for completion in 2009/2010. Kokua Zones (free bus rides for all residents) continue throughout the Big Island with buses filled to capacity. Operation Mainstream continues on focus on: ex-offenders, youth, persons with disabilities, Hawaii expatriates. Much of the initiatives and activities of the task force is covered in BIWC Activities section of this report.

**Reed Act:** see attached report

**Hawaii Island Workforce and Economic Development Ohana, Inc (HIWEDO):** HIWEDO continues to provide capacity building activities under Reed Act: three people were sent to the Workforce Innovations Conference in July, and workshops have been scheduled for Hawaii County in late September. The board initiated a review of mission and bylaws in April, and plans to undertake a strategic planning process later this year. HIWEDO held a fundraiser in May and continues to apply for grants to support specific projects for the Huiana and Going Home programs. Transition planning is underway for these two programs which will be coordinated by HIWEDO beginning this Fall. Negotiating a contract with Kamaaina Careers to attract Hawaii expatriates back to Hawaii for niche jobs going unfilled—in particular, in the Health industry. HIWEDO will hold 3 days of capacity building workshops for BWIC September 22-24<sup>th</sup> with Greg Newton.

#### 4) Quantitative Report

<b>Actual vs. Goals (4th Quarter PY 2007)</b>	<b>GOAL FOR YEAR</b>	<b>4th Qtr ACTUAL</b>	<b>4 QTR. CUMULATIVE</b>	<b>% of GOAL</b>
<b>Youth Program</b>				
Older Youth Entered Employment Rate	72%	100	100%	138%
Older Youth Retention Rate	80%	0	62.5%	78%
Older Youth Earnings Increase	\$3,700	0	\$3,571.40	97%
Older Youth Credential/Diploma Rate	68%	0	50%	74%
Younger Youth Skill Attainment Rate	70%	44.4	70%	100%
Younger Youth Diploma or Equivalent Rate	42%	0	42.9%	102%
Younger Youth Retention Rate	50%	0	41.2%	82%
<b>Adult Program</b>				
Entered Employment Rate	78%	63.6	73.4%	94%
Retention Rate	84%	70.8	81.8%	97%
Average Earnings	\$10,500	\$11,543.10	\$10,797.90	103%
Employment and Credential Rate	61%	57.1	60%	98%
<b>Dislocated Worker Program</b>				
Entered Employment Rate	78%	88.9	86.1%	110%
Retention Rate	85%	90	88.3%	104%
Average Earnings	\$13,500	\$12,263.90	\$12,546.40	93%
Employment and Credential	65.5%	100	83.3%	127%

# Hawaii County Workforce Investment Board (HCWIB)

## Reed Act Program Accomplishments 2006 – 2008

### Resource and Program Information:

Source: Reed Act Funds (Unemployment Insurance Trust Fund) distributed by Act 190/Act 123

Total State Allocation: \$10,000,000.00

Amt allocated to HCWIB: **\$ 1,900,554.00**

Amt expended as of 7/31/08: **\$ 1,233,381.10**

Program start date: February 1, 2007

Completion date: September 30, 2008

### Accomplishments by category:

#### **Employer Outreach and Services**

- Development of a Business Service Center within the local One-Stop Center is currently in progress at both Hilo and Kona sites
- Established links with employer advisory groups to include Chambers, Associations and HCWIB
- Business Service Reps coordinating industry studies to assess and prioritize business needs
- Business Service Reps continue to serve as liaisons for workforce and industries
- Facilitated /conducted **7 workshops for employers** providing information re: services for the ex-incarcerated, persons with disabilities and other program services available through the One-Stop
- Coordinated **3 job fairs serving over 400 job seekers and 40 employers**
- Hilo Community School for Adults commencing Adult Basic Ed Classes in the Resource Center
- Surveyed Business leaders on workshop needs in order to prioritize future initiatives

#### **Labor Force Pool Expansion**

- Established first-ever island wide high school student “Huiana” internship program
- **145 high school students** participated in internship program (Huiana)
- **59 employers** participated in internship program (Huiana)
- **10 High Schools** currently participating
- Established “Going Home”, a comprehensive prison-to-community reentry initiative for Hawaii County
- Held **5 employer forums** to promote ex-offenders and persons with disabilities
- Serving over **77 ex-offenders** and working with over **15 community agencies**
- Conducted **10 job readiness and life skills workshops** for furloughees
- Formed a Co-Case Management Team made up of **7 agencies to support ex-offender population**
- Created “Workforce Solutions” consortium made up of **12 agencies collectively promote persons with disabilities**

- Conducted **3 disability forums, consumer fairs, training workshops** for disabilities population

### **Capacity Building**

- Provided intensive training for Board members and One-Stop staff
- Collaborating with Kauai County to co-sponsor a national speaker/trainer to address methods to strengthen the workforce system and to improve service delivery for all programs
- Enabled Board members and One-Stop staff to attend **4 national conferences**
- Coordinated meetings to bridge partnering among workforce development, economic development and educational entities
- Sept 22-24, 2008 Capacity Building Workshop with Greg Newton

### **Building Infrastructure (Technology and Equipment)**

- Upgraded video conferencing equipment
- Provided wireless laptops to enhance service delivery in rural areas
- Currently providing transportation services for high school students to get to internship job sites

### **Administration**

- Solicited bids and selected a vendor to install signage at the Big Island Workplace Connection

### **Sustainability**

Plans are currently being developed to transition the coordination and fiscal responsibilities of the Business Service Center, Huiana Internship Initiative, Going Home Program and Operation Mainstream. Hawaii Island Workforce & Economic Development Ohana may become the coordinating entity for some of the programs, a vital step in self sufficiency for these programs.

## 5) Other

**HCWIB Quarterly Meeting:** The HCWIB held its quarterly meeting at the ARC of Hilo on Wednesday, August 13, 2008. Richard Ha, President of Hamakua Springs was our lunch speaker. The next quarterly meeting is scheduled for Wednesday, November 12, 2008.