

# Hawai'i County Workforce Investment Board (HCWIB)

## Report to the WDC

Date: June 6, 2013

County: Hawai'i

Compiled by: Hawaii County

### 1) Summary

The County WIA, with input from the HCWIB, worked with the State to develop and complete the four year Local Area Plan and the Annual Plan.

Although there is evidence that the national and state economies are slowly improving unemployment for Hawaii County continues to lead all other counties with the highest unemployment rate. Job openings are concentrated primarily in the entry levels of our economy and particularly in retail sales and hospitality.

High-paying jobs and opportunities still remain sparse.

The "Roadmaps to healthcare Career" a conference that is a product of the Recruitment and Retention Committee and the youth Pipeline Committee was held in Waikoloa on the Big Island on May 10, 2013. The conference is to gather all stakeholders on Hawaii Island that can strengthen the youth healthcare pipeline by identifying who is doing what as far as health recruitment for youths and then finding out where the missing gaps are, and developing how to fill those gaps.

Hawaii Branch WDD has focused much attention on our employer community supporting businesses with workshops. Through our partnership with HIWEDO, three OSHA related workshops were conducted in East and West Hawaii.

Going Home, our prison-to-community reentry initiative has expanded and actively working with stakeholders and ex-offenders on the West Side. Employer recognition events have been held to honor employers who have generously supported our island ex-offenders. Late last year, our inaugural HIWEDO-Going Home Fundraiser took place with over 150 in attendance!

Workforce Solutions, via our Disabilities Employment Initiative, continues to make strides in creating greater access at our local one-stop centers in Hawaii County.

### 2) Individual WIA Programs

#### **Workforce Development Division - Adult Program:**

Unemployment rate for Hawai'i County (April, 2013) is 6.6%, the State is at 4.9% and the Nation is at 7.5%. Compared to the same time last year, Hawaii County was 9.4%, the State was 6.4% and the Nation was at 8.3%.

Despite the lower unemployment rate from over a year ago, the employment opportunities in the County of Hawaii still remains somewhat scarce, Layoff levels are more stabilized but an abundance of long term skilled unemployed workers still flood the labor pool, leaving less- qualified Adult participants in WIA, struggling and competing for the limited job openings.

In March, 2013 WDD had to reduce staff by 6 full time employees. Out of the 6 full time employees, 3 of them were charging a portion of their time to WIA. Due to this reduction in staff, WDD will be reducing their long-term training activities. The WDD counselors will continue to promote services, facilities, Employer Resource Center, Tax Credits, VIP, ETF and On-the-Job Training opportunities using Rapid Response funds and an accelerated employer relations campaign.

With the cut back in staffing, program staff continues to refer to other BIWC E & T agencies as well as non-mandated partners like Goodwill Industries, Paxen Group, Salvation Army, etc. Further, we continue to look to HIWEDO, non-profit arm, for support.

As an active partner with the Going Home Initiative, a community-based reentry program for prisoners, WDD is a referral source for ex-offenders reentering the labor market. They are given priority services to WIA orientation and testing.

Workforce Solutions, another community consortium advocating the self-sufficiency of persons with disabilities, also is a referral source to our Adult Program. With the inception of our Business Leadership Network and its mission to recognize business leaders supporting persons with disabilities, this will greatly enhance employment opportunities for this population with our island employers.

The continuation of the Disability Employment Initiative which focuses on partner and staff education, the Ticket to Work program and employer involvement will also link to increasing adult numbers in WIA as part of its objective.

Due to Hawai'i County's high per capita poverty rates and double digit unemployment rate, Hawai'i Branch continues to dual enroll participants with one-stop partners like Alu Like, Division of Vocational Rehabilitation, Senior Employment & Training Program, and other non-mandated one-stop partners to optimize funding resources due to the poor economy.

As of April 30, 2013, Hawaii Branch Adult enrollments are at 234. The goal for the program year is 231. Current enrollments indicate 101.3% of the annual goal.

### **Workforce Development Division - Dislocated Worker Program:**

Similarly, this population has been adversely affected by the stubborn economic slowdown. Fortunately, many of these participants have greater skill sets and sounder work maturity skills. However, with many participants, new occupational skills and skill sets need to be learned. Readjustment services in this very tight economy become paramount to their re-employment. This population, however, remains more selective on long-term training opportunities offered by our Program.

There continues to be an increased desperation in our participants' job and career choices and desire for immediate employment vs. education enhancement. However, due to the economic realities, many have opted to enroll in courses at the Hawaii Community College and at the University of Hawaii at Hilo Campus. Many others seem to be lulled into complacency, not choosing to re-enter the labor force immediately, nor participate in training or educational enhancement. That said, we continue to be ahead of our enrollment goals for the year.

Business closures and multiple layoffs generating many unemployed applicants seeking re-employment and re-training services under our Dislocated Worker Program have stabilized but still have saturated the labor market with qualified enrollees with valuable transferrable skills for a very limited amount of job openings.

Computer training, Certified Nurse Assistant and Commercial Driver Education are the predominant training of choice, however, limited funds have reduced the training enrollment into these areas. Many of the dislocated workers are now accepting employment opportunities that are well below their original expected pay range.

In March, 2013 WDD had to reduce staff by 6 full time employees. Out of the 6 full time employees, 3 of them were charging a portion of their time to WIA. Due to this reduction in staff, WDD will be reducing their long-term training activities. In order to generate and reestablish relationships with local employers, counselors will continue to promote services, facilities, Employer Resource Center, Tax Credits, VIP, ETF and On-the-Job Training opportunities using Rapid Response funds and an accelerated employer relations campaign.

As of April 30, 2013, Hawaii Branch Dislocated Worker enrollments are at 208. The goal for the program year is 236. Current enrollments indicate 88.14% of the annual goal.

### **Goodwill Industries – Out of School Youth Program:**

**Number Served:** Ola has served ninety-three (93) youths in the current program year. Of these, sixty (60) are ages 14-18 and thirty-three (33) are ages 19-21.

**Success:** Youth in West Hawaii were visited by Dr. Jodi Leslie of the University of Hawaii at Manoa. Dr. Leslie spoke with the youths on April 1, 2013 about healthy vs. non-healthy foods, calculated calories, how to read nutrition labels, the 5 food groups, reviewed myplate.gov, noted the difference between good fat and bad fat, and how long a body processes fruits, vegetables, grains and beans. Youths were able to use the information gained from the lecture to complete CB work assignments.

Throughout the month of April, adult mentors met with participants in West Hawaii to discuss various topics in regards to the current CB Unit being taught – Health. The list of mentors is as follows: 4/4/13: Vice Detective Chad T. completed a drug awareness presentation. Youths gathered information regarding the different types of drugs that are currently on the market, the effects of drugs on the body and what new drugs look like. 4/4/13: Brenda L. of Hawaii Tobacco Coalition educated youths on the effects on smoking and chewing tobacco. Youths learned about the different chemicals used in cigarettes and chewing tobacco. 4/10/13: Razia

Z. of Planned Parenthood mentored youths on healthy relationships, what is a good vs. bad relationship, the 4 R's (Respect, Refuse, Reason and Redirect), communication in a relationship and birth control methods available. 4/15/13: Tami g. of Alcoholics Anonymous met with youths and spoke about the effects of alcohol. Tami talked about her struggles with abusing alcohol and how she has overcome her struggles by using coping mechanisms. 4/16/13: Owen Y. from the American Red Cross and AED institute completed a presentation regarding CBR, basic first aid and how to help someone who is choking. Youths received a CPR book, a CPR card, and McDonald's certificate for completing the course. Owen also spoke about the differences between cardiac arrest and heart attack.

A two day financial literacy class was held on April 3-4 for youths in East Hawaii. Youths participated in classes that included reading and discussion topics from "The Super Duper Simple book on Money", written by Alan Akina. Youths engaged in activities and conversations about the negative effects of using a payday and deposit advance loan service. A study and data fact sheet from the Consumer Financial Protection Bureau was given to youths during the financial literacy classes.

Seven youths in East Hawaii took their CB Unit – Consumer Economics test and passed with an 80% or better. Youths began their next CB Unit – Occupational Knowledge on April 8<sup>th</sup>. The Occupational Knowledge Unit consists of: Assessing My Job Readiness (begins to explore and consider employment and career options). Career Exploration (self-assessments). The Job Hunt (developing various job search strategies and efficiently completing the application process). The Job Interview (developing interpersonal skills through effective oral communication) and Now That You are Hired (rights and responsibilities that come with employment).

On April 12, one youth in East Hawaii took her Mastery test at Waipahu Community School for Adults – Hilo campus and scored an 82%. She will complete her Phase II – volunteer hours in May, 2013. Her diploma will be issued once her hours of volunteerism have been verified by school officials. Waipahu Community School for Adults – Hilo campus held its quarterly CASAS Placement test on Monday, April 22. Two youths were found eligible for Competency Based Community School Diploma Program classes. Youths are to start the new CB unit – Community Resources on May 6, 2013.

Mock interviews were held on April 25 in Hilo. Prior to participating in the mock interview, youths learned about the importance of a job interview and how it is a critical piece of the job application process. Youths also learned that it is their last chance to sell themselves and to convince the employer that they are the best choice for the job. Each youth experienced a mock interview session and was able to reflect upon and evaluate their performance.

On April 27, youths in West Hawaii took their Competency Based Community School Diploma Program test for the Health unit and passed with and 84% or better. Youths are expected to start the new CB unit Community Resources on May 7.

Youths who are not ready for CB classes continue to receive basic skills instructions and participate in leadership development activities. The youths continue to receive individualized tutoring and are encouraged to perform self-study on PLATO and SPARK 3000 learning systems.

Both Hilo and Kona youths continue to participate in the Community Work Experience Program (CWEP). Worksites continue to be developed for youth participants. One youth in Hilo is currently placed with an employer in Honokaa. One youth in Kona has been placed at a Kohala business. Eight youths in Hilo and Kona have obtained unsubsidized employment with various businesses.

**Staffing:** Recruitment efforts are on-going to fill the full-time Youth Specialist position.

**Outreach Efforts:** All staff advocates and promotes the Ola youth programs. Staff will continue to conduct quarterly follow-up visits to various agencies.

## **Part II Program Services/ Activities:**

### **2011-2012 Collaborations:**

The Ola program's ongoing collaborate relationships include Waipahu Community School for Adults –Hilo/ Kona Campuses, Boys and Girls Club of Hilo – Kaiiao Community Garden, County of Hawaii Prosecuting Attorney's Office, Dodo Mortuary, County of Hawaii – Highways Division, Hakalau Maile Farm, Hilo Public Library, Hawaii Tribune-Herald, Department of Health – Environmental Health, Alfalfa Hay and Cubes, Hawaii Institute of Health Care and Training Services, Pu`uhonua O Honaunau – City of Refuge, Bayside Chevron, Arc of Kona, Department of Health – Communicable Diseases Division, Hawaii Island Beacon Community, Waiehu Land LLC, University of Hawaii at Hilo, Lihikai Cultural Learning Center, Big Island Wellness Solutions, Keahukaha-Panaewa Farmers Market, Cross Fit Big Island, Iolani Stables, St. James Thrift Store, Hawaii Community Federal Credit Union, 101 Financial, West Hawaii Small Business Development Center, One Island Sustainable Living Garden, Alan Akina – Super Duper Simple Book on Money – Financial Fitness Reporter for KHON 2 News, New Hope Church and The Spa and Kona Beach Hotel, The Four Seasons Resort and Spa, Hilo Siam Thai Restaurant and Pacific Waste Inc.

### **Paxen – In School Youth Program:**

Currently, we are serving an enrolled total of Fifty-One (51) “ACTIVE” participants. We have exited six participants so far during Program Year 2012-2013. All six have successfully attained a high school diploma and five are successfully enrolled in a post-secondary setting or are employed. The one participant who is not a successful exit enrollment measure is a disabled youth who is collecting SSDI and refuses to continue on with employment, post-secondary setting or training. We have an “Annual Planned Total” of Seventy-Eight (78) participants for Program Year 2012-2013, and will continue recruiting, finding eligible and enrolling another Twenty-One (21) PY 12-13 participants to reach our Annual Planned Number. Currently, we are serving Fifty-Eight (58) Younger Youth In-School participants and ONE Older Youth In-School participants. Our current “Active” numbers for the West side of the Island are Twenty-Nine (29) and Twenty-Eight (28) for the East side of the Island.

During the month of April, we continued focusing on employment training and preparing our youths for their summer opportunities. This is being focused on those participants who will not be traveling, going on vacations, or babysitting younger siblings. We also worked on securing work experience sites for our participants who were enrolled during the month of September, but were not able to gain work experience during Spring Break for one reason or another. Also during this month, we were introduced to “The Slight Edge: There is a teen counterpart of this book which has been introduced to some of the seniors. It’s about goal setting, positive thinking, etc. We are continuing with seeking out a majority of “Older Youth” participants to enroll for our May Work Readiness Training.

We continue to provide follow up to the four participants who have been exited during PY2010-2011. Two of those participants are currently employed and the other two are attending college. We continue to work with the local community colleges and University to establish a rapport between them and the participants who are of eligible age. We’ve assisted participants in applying for and sustaining higher education and financial aid tuition assistance, resume building, financial literacy, employment seeking, referrals to outside agencies, etc.

**Outreach Efforts:** We continue to work with Public Library System, Department of Human Services, First to Work Program, Child Welfare Services, BISAC, Leo’s Club, Key Club, Court System, Mental Health Services, Child and Family Services, Workforce Development Offices, Hui ‘Ana, HCEOC, University of Hawaii system, Hilo and Kona Community School for Adults, Judges, Public Defenders and Probation Officers, Therapists, Staff from Hilo 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, and local businesses ( Shaka, Hana Hou Restaurant, Boys and Girls Club, HOVE Loggers, etc).

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

The monthly scheduled BIWC meetings were held on February 27, 2013, March 27, 2013 and April 24, 2013.

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

**EUC:** Continue to serve Unemployment Insurance Claimants on extended benefits with job readiness and labor market information workshops in Hilo, Kona and Waimea. With UI extensions scheduled to end on Dec. 31, 2012 this program critical to assisting job seekers with finding work.

**REA-** Re-Employment & Eligibility Program continues with approximately 67 U.I. Claimants per week. A series of follow-up sessions are conducted by WDD staff with these targeted individuals with the intent to reduce the overall duration of U.I. benefits. This, as well as most programs, takes advantage of ongoing, relevant workshops at our one-stop locations.

**NEGOJT:** Able to execute 13 NEG OJT contracts and expected to expend 100% of funding. Our VIP Program is being promoted as a pre-hiring option for our employers.

### **VIP – Utilizing VIP as a precursor to OJT negotiations and in tandem with ETF.**

Continuing to promote VIP as a precursor to ETF

Volunteer Internship Program – recently, this initiative has been extended and being incorporated with our Employment & Training Fund Program. This innovated program will work in tandem with our business service delivery strategy and specifically with our ETF Program. UI claimants to continue to receive UI benefits, but this program allows them to volunteer up to 32 hours/week at various businesses with the intent of getting job training and employment.

VIP intern volunteering in IT dept with Hawaii Community FCU.

**ETF Program** – Continuing to promote ETF with VIP to bundle WDD services to employers.

This incumbent worker training program will be a welcomed addition of the resources and programs available to our employers. Budgets are currently being formulated and Eligible Training Providers are being recertified. Promotional efforts with employers, business organizations and incumbent workers have already begun. This ETF Program will be working in tandem with our VIP.

**Disabilities Employment Initiative Grant DEI:** Selected as a pilot one-stop operations with Maui County. Both Disabilities Coordinator and Business Rep. on board and receiving training from WDC via bi-weekly teleconferences. In process of setting up a Business Leadership Network in West Hawaii. In process of surveying employers to provide input on needs for training sessions and to provide employers information on DEI. Commencing with staff and partner training.

#### 4) Quantitative Report – 3rd Quarter PY 2012

| Actual vs. Goals<br>(2nd Quarter PY 2012) | 3rd Qtr<br>ACTUAL | 4 QTR.<br>CUMULATIVE | GOAL<br>For Year | % of GOAL<br>Cum./Goal |
|---|-------------------|----------------------|------------------|------------------------|
| <b>Youth Program</b>                      |                   |                      |                  |                        |
| Older Youth Entered Employment Rate       | 0 *               | 0% *                 | 40.00%           | 0% *                   |
| Older Youth Retention Rate                | 0 *               | 0% *                 | 60.00%           | 0% *                   |
| Older Youth Earnings Increase             | 0 *               | \$0 *                | \$1,750          | 0% *                   |
| Older Youth Credential/Diploma Rate       | 0 *               | 0% *                 | 38.00%           | 0% *                   |
| Younger Youth Skill Attainment Rate       | 60.9%             | 75.8%                | 71.00%           | 107%                   |
| Younger Youth Diploma or Equivalent Rate  | 27.3%             | 24.5%                | 46.00%           | 53%                    |
| Younger Youth Retention Rate              | 0*                | 22.2%                | 44.00%           | 50%                    |
| <b>Adult Program</b>                      |                   |                      |                  |                        |
| Entered Employment Rate                   | 24.4%             | 53.8%                | 50.00%           | 108%                   |
| Retention Rate                            | 29.2%             | 70.3%                | 82.10%           | 86%                    |
| Average Earnings                          | \$11,966          | \$10,212             | \$10,800         | 93%                    |
| Employment and Credential Rate            | 33.3%             | 63.4%                | 55.00%           | 115%                   |
| <b>Dislocated Worker Program</b>          |                   |                      |                  |                        |
| Entered Employment Rate                   | 35.7%             | 68.1%                | 65.00%           | 105%                   |
| Retention Rate                            | 51.7%             | 78.6%                | 86.00%           | 91%                    |
| Average Earnings                          | \$12,160          | \$13,887             | \$14,750         | 94%                    |
| Employment and Credential Rate            | 50%               | 73.3%                | 60.00%           | 122%                   |

\* 0/0 not negative

#### 5) Other

##### HCWIB Quarterly Meeting:

The HCWIB held its quarterly meeting on April 16, 2013 at the WDD Conference Room, in Hilo. There was no guest speaker at the meeting.