

Hawai'i County Workforce Development Board

Workforce Development Council (WDC) Report

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County: Hawai'i
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1) Summary

We are pleased to announce that we are proceeding with obtaining the Mobile Command Unit. One of its functions will be to act as a Mobile One-Stop for our WIOA One-Stop Partners. This will enable them to better serve and assist our rural customers. The Partners will be able to offer internet access for up to ten computers, as well as, regular scheduled visits.



Staff offered to meet with all Hawaii County Workforce Development Board (HCWDB) members who were unable to attend our first Board meeting back in February. We provided an overview of the WIOA law and updated them on how to locate additional WIOA information online at our website. This gave them a solid understanding of WIOA and prepare them for our April Board meeting.

A WIOA requirement is that the local Board shall develop strategies for using technology to maximize the accessibility and effectiveness of the workforce development system for employers and workers/jobseekers. At our last Board meeting the Board had an exciting opportunity to learn more about technology available through Monster.com. Not only did they listen to the presentation, but had the opportunity to ask questions on how Monster.com can specifically help with the needs of our employers who are the majority of our Board members.

2) Hawaii County Workforce Development Board Guidance Requests

- In TEGL 41-14 it lists under initial eligibility for new providers under WIOA title 1-B. "States must implement the initial eligibility procedures under WIOA by July 22, 2015. Our local Board had identified prospective eligible training providers to help job seekers access employment and training to succeed in the labor market. Unfortunately, we are unable to move forward without the procedures from WDC. Also, our current training providers are only eligible until June 30, 2016 and we have participants who want to sign up for July classes. Open dialogue between the state and counties allows us to be on the same page and receive the same information at the same time.
- Provide local boards with a DLIR/WDC organizational chart with descriptions of roles, responsibilities and relationships, including the written firewall protocol.

3) Individual WIOA Programs

Adult and Dislocated Worker (DW) Programs

We continue to have monthly meetings with Workforce Development Division (WDD) to focus on transitioning from WIA to WIOA and develop processes and procedures. WDD is in transition itself as they have had long term employees retire and are hiring new employment personnel/case managers. We are working through conformity of WIOA forms, looking at using the HireNet Application as the intake/ application form. Kona WDD has been inputting the information directly into HireNet and then printing the document and placing it into the hard file. We are looking at having all providers switch to that rather than duplicating their efforts by filling out a separate form and then inputting the information into HireNet.

Youth Programs

Success Story

Before attending Ola, this participant was a parenting youth, mothering two young children. And having a 3rd child made it difficult for her to enter into the workplace. Through the years, Ola staff has continuously made efforts to follow up with the youth to ensure she is successful in her endeavors. During the latest follow up with this participant program staff asked if there was anything Ola staff could assist her with such as Job Readiness Training, Financial Literacy and etc. The participant asked to meet with program staff. The Youth Specialist met with the participant and discussed what services the participant felt would help her in her pursuit of entering the workplace and finding employment. In order to assist the participant, her Youth Specialist made several contacts with community business owners and their needs. This dialogue assisted the participant to get the job she wanted and for the employer to get the type of employee they needed. Since February 2016, the participant is still employed and states she enjoys doing what she is doing. It's a win - win situation for the employee and the employer.

In-School Youth

Having received services via the previous provider, one participant who transitioned to the Ola program in September has maintained regular contact with his youth specialist. He is an 18 year old male currently taking courses at Hawaii Community College and maintaining a part-time retail sales job since November 2015. He has secured a second part-time job working with United Airlines at Hilo International Airport. While he plans to drop to part-time status as a student for the fall 2016 semester, this decision is being made based on him earning approximately 50 hours a week between his two part-time jobs.

Paid and Unpaid Work Experience Linked to Academic and Occupational Learning:

The youth specialist provided information to youth regarding the Community Work Experience Program (CWEP). One to one sessions were scheduled for youth to meet with their youth specialist and discuss work interests and businesses within the community and to learn about the CWEP expectations and responsibilities for the youth. Youth are eager to gain work skills through the CWEP program and engage in recognizing which businesses provide services they are interested in learning more about.

Labor Market and Employment Information:

Participants received information regarding the DLIR Volunteer Internship Program (VIP) which provides opportunities for participants to gain workforce training and possible employment through an internship process. Participants learned that they were eligible to participate with their HireNet Hawaii accounts and provided contact information for the Hilo and Kona offices.

Occupational Skills Training:

Informational sessions were organized for youth to receive information regarding programs such as the Hawaii Institute for Health Technology (HIHTS) in order to pursue certification training in Nurse Assistant, Medical Administrative Assistant, Medical Billing/Coding, Phlebotomy Technician, and Pharmacy Technician. Youth have expressed interest in becoming certified in these careers as an alternate to college education at this time. Youth have recognized that they have options and should learn about what those options are in charting their course.

Education Concurrent to Workforce Preparation for Specific Occupation:

The youth were provided an opportunity to learn about and discuss Goodwill Hawaii and the programs Goodwill Hawaii provides aside from the Ola | Ka Hana Program they are in. This gave the youth knowledge on nonprofit organizations, where funding is secured from, and the different clients served, as well as, job roles within the organization. Youth participants gained a better understanding of the program their learning and growing is supported by.

Job Club was offered allowing youth to develop structured cover letters specific to the nature of the business applying at, improve resumes, and learn to complete various styles of job applications. The youth have come to recognize the value of a specific cover letter compared to a general one and how while applications often ask for the same information, completing an entire application without errors can be a challenge if not careful.

Adult Mentoring:

All participants were provided opportunities to attend scheduled sessions providing learning and development on various topics. One session was focused on anti-bully training and discussion on developing and planning programs to recommend to schools in Hawaii in regards to preventing and eliminating bullying. Other sessions were led and helped guide the participants understanding and knowledge on topics related to health such as family planning, drug prevention/awareness, sexually transmitted diseases, tobacco and smoking prevention and intervention, and foster parenting in East Hawaii. Through these sessions, our participants gained better understanding and empathy for those who find themselves in situations that are concerning to individual health and well-being, and also to help the participants recognize that they can help make an impact as leaders within their peer groups and families.

Follow-Up Services:

Efforts were made to contact nineteen youth in follow up for the quarter ending in March. Of the nineteen, fifteen participants are actively enrolled in college or trade school and five are working or working and in school. Contact is made with participants in order to determine any supports they may require as they transition through the follow-up process such as job leads for other jobs, or in preparing for college entrance. Relationships are developed between youth specialist and participants that help to foster support necessary for the participants continued success.

Financial Literacy:

There were a total of eight sessions scheduled and offered to youth to receive financial literacy training. These sessions helped youth participants to recognize the value of saving for emergency situations and their futures, and building credit as well as understanding the services offered in banks. The participants learned that finances are not difficult to understand and have gained an appreciation for the importance of spending wisely.

Out-of-School Youth

The Youth participated in a variety of presentations that provided them with opportunities to gain a wealth of information on various topics that will increase their overall knowledge in health related issues and career development. Examples of a few of the presentations youth participated in are provided below:

- Participants had the opportunity to participate in a presentation by Air Force Master Sgt. Gega, who informed participants about what the Air Force has to offer. Master Sgt. Gega discussed the process of getting into the Air Force, and the kinds of benefits one receives once they are in the Air Force, such as paid housing; paid college education; paid rent/housing; allowance for food and cost of living; etc. Participants also learned about the various types of careers one could obtain in the Air Force (pilot, broadcast journalist, military police, etc.).
- Youth participated in a family planning presentation by Cyd H. of the Bay Clinic, in which participants learned about the various types of birth control and contraceptive methods that are available, how each method works, and the effectiveness of each one. Youth were also provided with resources in the community that provide additional assistance for teen health issues.
- Participants received a presentation by guest speaker, Peter S. of the Dept. of Health. Peter S. talked with students about the various types Sexually Transmitted Diseases/Infections, the symptoms associated with each, and the treatment options that are available. Participants learned how they can protect themselves from getting STD's and STI's by taking preventative steps such as using condoms, having less sexual partners, getting HPV vaccinations, getting tested regularly, but most effective – practicing abstinence.
- Youth participated in a presentation by Raymond D. of the Big Island Substance Abuse Council (BISAC). Raymond D. taught youth about the two primary ingredients found in cigarettes, along with the many other harmful chemicals that are found in cigarettes. Participants then learned about the harmful effects smoking can have on the body, including short term effects such as heart burn and stomach irritation, and the more serious long term effects including stomach ulcers, emphysema, early signs of heart disease and stroke, and increased risk of developing lung cancer.

Big Island Workplace Connections (BIWC) One-Stop:

After our Hawaii County Workforce Development Board meeting, the One-Stop Partners and WIOA providers met with Monster.com to learn more about what they can offer to the case managers. Some of the exciting offered ere:

- Instant connections to social media
- Translates to any language
- Offers "live chat"

- Offers programs for career assessments
- Translates military titles to civilian skills/job title for veterans
- Offers a practice interview session for job seekers using a webcam
- Offers continuous training – will look into having a Monster.com representative stationed in Hawaii
- Offers an employer satisfaction survey
- Offers Eligible Trainer Provider (ETP) list–on same website
- Able to provide data migration from HireNet
- Has many tutorials including self-help resume building
- And much more!