

Workforce Development Council

◆ BACKGROUND

The Hawai'i Workforce Development Council ("WDC") is comprised of 31 private and public sector members appointed by the Governor. The members provide direction to the State's workforce development efforts, and support the best use of resources for those purposes.

Specifically, the WDC is tasked to 1) lead and coordinate the continuing development of a skilled and competitive State workforce; 2) improve and enhance program effectiveness and efficiency; 3) recommend policies in workforce development; and 4) assist in building State and local businesses and employment opportunities for all of Hawai'i's people.

The WDC is also the Statewide Workforce Investment Board for purposes of the federal Workforce Investment Act of 1998 and the Wagner-Peyser Act. The WDC helps develop a state plan on the use of the funds, develop performance goals, and oversee the implementation of the programs.

The WIA funds are administered by the DLIR's Workforce Development Division ("WDD") which acts as the administrative/fiscal oversight entity for the funds. Funds are contracted to the four (4) counties, and they in partnership with their public/private local Workforce Investment Boards, deliver services to their respective local communities.

The WDC also applies for and acts as a conduit for federal monies targeted for specific workforce development programs. Through various departments in the federal government, including the U.S. Department of Labor (USDOL) and the Department of Health and Human Services, the WDC has sought and been awarded a number of federally funded grant opportunities.

◆ HIGHLIGHTS

[Workforce Investment Act](#)

For Program Year 2012, the State met or exceeded all seventeen (17) negotiated performance levels for the three job training funds the state receives under WIA. Of the \$7.1 million received by the State, about 1,600 individuals were provided employment related services.

[State Energy Sector Partnership and Job Training Grant \(SESP\)](#)

During Program Year 2012, all activities under SESP grant were completed by its 14 sub-recipients. Originally scheduled to end on December 30, 2012, the grant was extended at no additional cost to June 30, 2013. The extension enabled subrecipients to offer a few additional months of training, increasing overall performance to 2,174 participants served by the grant.

A new approach that proved to be a worthwhile collaboration was working in partnership with the Electricians and Plumbers/Pipefitters Apprenticeship programs to recruit and train apprentices. This collaboration will continue for on-going programs.

Another noteworthy success was the completion of the Agriculture Skill Panel Report in May 2013, which was partially funded by the SESP grant. A summary of the meetings and resulting report are provided below.

Agricultural Industry Skills Panels

In partnership with the State Department of Agriculture (DOA), the DLIR sponsored five (5) Sustainable Agriculture Skill Panel meetings to address industry needs and identify barriers that impeded development of a viable agricultural workforce.

After the last meeting on Maui in June 2012, feedback from the over 600 participants was compiled, and the following DLIR priorities were implemented:

1. Developed a data base of Agriculture Workforce Training and Funding Resource List through a state-funded initiative.
2. Promoted agricultural education pathway programs and vocational training through mentorships, internships, On-the Job Training (OJT), and apprenticeship programs.
3. Identified training needs for new and existing farmers in skill areas such as business management, record-keeping, agriculture economics, etc.

The report, "Hawaii Agriculture Skill Panel Report: Addendum to the Comprehensive State Plan for Workforce Development 2009-2014," can be found on the WDC website: http://labor.hawaii.gov/wdc/files/2013/06/AgSkillPanelReport_web.pdf.

USDOL Disability Employment Initiative (DEI)

In October 2011, Hawaii was awarded a \$2.9 million, three-year grant to provide enhanced employment services to individuals with disabilities. The USDOL selected Hawaii and Maui counties as the focus for Hawaii's DEI program, and the City and County of Honolulu and the County of Kauai served as the control group.

To implement this initiative, each of the two selected counties established Disability Resource Coordinators (DRC) and Business Relations Inclusion Coordinators (BRIC) positions to enhance the delivery of employment services to individuals with disabilities. As needed, Integrated Resource Teams with representatives from different agencies were assembled to coordinate resources to address the unique set of needs of an adult customer with a disability.

In the current program year, DRC's have focused on building partnerships and relations with other social service agencies and programs that service this population in Hawaii. They are also facilitating ongoing education of One-Stop Centers to build capacity. The BRIC's have continued to promote 1-stop services to employers in the community through outreach programs such as the Ho'omohala recognition banquet held in Hilo and Kona at the beginning of October 2013.

The DEI program has also subcontracted work to the University of Hawaii's Center for Disability Studies to provide job readiness workshops for both One-Stop Center staff as well as clients who enrolled in DEI. Along with training, the

contract provides benefit planning workshops to assist participants with their transition to self-sufficiency from programs like Social Security Disability Insurance and other entitlement programs. Over fifty (50) individuals have been serviced this year through partnerships with 55 different non-government agencies.

Workforce Data Quality Initiative (WDQI)

The WDQI is designed to promote cross-agency data sharing, reporting and evaluation. Program Year 2012 was the first of a three-year, \$1 million grant to create a longitudinal administrative database that integrates workforce data and links it to education data for tracking clients through school and their work lives. The information gathered will be compared with earnings data provided by the Unemployment Insurance Division and used to determine whether specific training programs are effectuating better wages for clients.

The Department of Labor and Industrial Relations Research and Statistics Office was selected to both evaluate the data acquired and oversee the creation and operation of Hawaii's Workforce Longitudinal Data System (WorLDS). Other agreements signed during the last program year included one with DLIR's Unemployment Insurance Division to collect unemployment benefit and wage record data, and another with DLIR's Workforce Development Division to gather participant data from Workforce Investment Act Programs.

Close to the end of the program year, software and hardware specifications for the WorLDS system were approved, with purchases of servers and other hardware moving ahead as of October 2013. Software development through

an agreement with Hawaii Information Consortium will commence by the end of 2013, with full build out of both software and hardware targeted for the first quarter of 2014. Furthermore, more agreements with other state departments as well as outside non-government entities will continue throughout the life of the grant.

Community College Trade Adjustment Act (C3T) Grant

The WDC and the University of Hawaii Community College (UHCC) System executed a Memorandum of Understanding in PY 2012 to provide employer outreach and workforce development services under the \$24.7 million C3T grant. The C3T grant is focused on training new workers for a variety of careers in agriculture, energy, and healthcare industries in Hawaii. Duties include the following:

1. Develop and Manage Policy Planning Workgroups;
2. Coordinate statewide recruitment and referrals to program;
3. Expand and manage online portal for the proposed training programs; and
4. Develop a predictive labor market model.

Three divisions/offices of DLIR – WDC, the Workforce Development Division (WDD), and the Research and Statistics office – are working under the grant to provide the services outlined above. Grant activities are currently underway and will be on-going until September 30, 2014.

Policy Planning Work Groups

In PY12, WDC established Policy Planning Work Groups (PPWGs) in the Agriculture, Energy and Healthcare industries with the assistance of UH Community Colleges. Through employer engagement, the PPWGs are intended to ensure that UHCC courses being developed meet the workforce needs of targeted industries.

Recruitment and Referral

The DLIR has been contracted by the University of Hawai'i Community College (UHCC) to conduct outreach, testing, and referrals for individuals interested in pursuing training in the agriculture, healthcare and energy industries under the UHCC's federal Community College Trade Adjustment Act (C3T) grant. The C3T program strengthens the partnerships among DLIR WDD, UHCC and other state, city and private-non-profit agencies. These agencies include, but are not limited to, the Department of Human Services, City and County of Honolulu, Honolulu Community Action Program, Alu Like, and Goodwill Industries. This collaborative effort promotes the recruitment of persons who would benefit from training developed under C3T and targets individuals outside of the usual UHCC student population, including those whose math and reading levels fall below the usual entry requirements. Recruitment efforts started in early summer when courses began and will continue until the contract ends on September 30, 2014.

Development of Web Portal

The WDC has been working with the UHCC system to develop an online portal that will

allow college students and staff members, as well as One-Stop participants and case managers, to view the curriculum of programs available statewide under UHCC's C3T grant. The portal will be launched for public use in fall 2013.

The portal will allow users to create personal profiles of programs in which they are interested, track their own involvement in C3T programs, post their resumes, and search for job openings, internships, and other work opportunities relating to their training. The portal also will allow approved employers in the agriculture, energy, and healthcare industries to browse student profiles for students whom they think would be a good fit for their companies. In this way, the portal aims to connect C3T students who are preparing to start their careers with companies in Hawaii that are looking for workers with specific training.

Predictive Labor Market Model

Research and Statistics Office identified potential factors affecting businesses in agriculture and healthcare and calculated the projected effect of these factors on business revenue. A draft of the Predictive Model Report, "Predicting the Future of Hawaii's Most Essential Industries: The need for new workers in Hawai'i's Healthcare, Energy and Agriculture Industries," was completed by the Research and Statistics Office in August 2013.