

STATE OF HAWAII
SENIOR COMMUNITY SERVICE EMPLOYMENT
PROGRAM (SCSEP)
DRAFT STATE PLAN MODIFICATION
PROGRAM YEARS 2014-2018

Enclosure 2

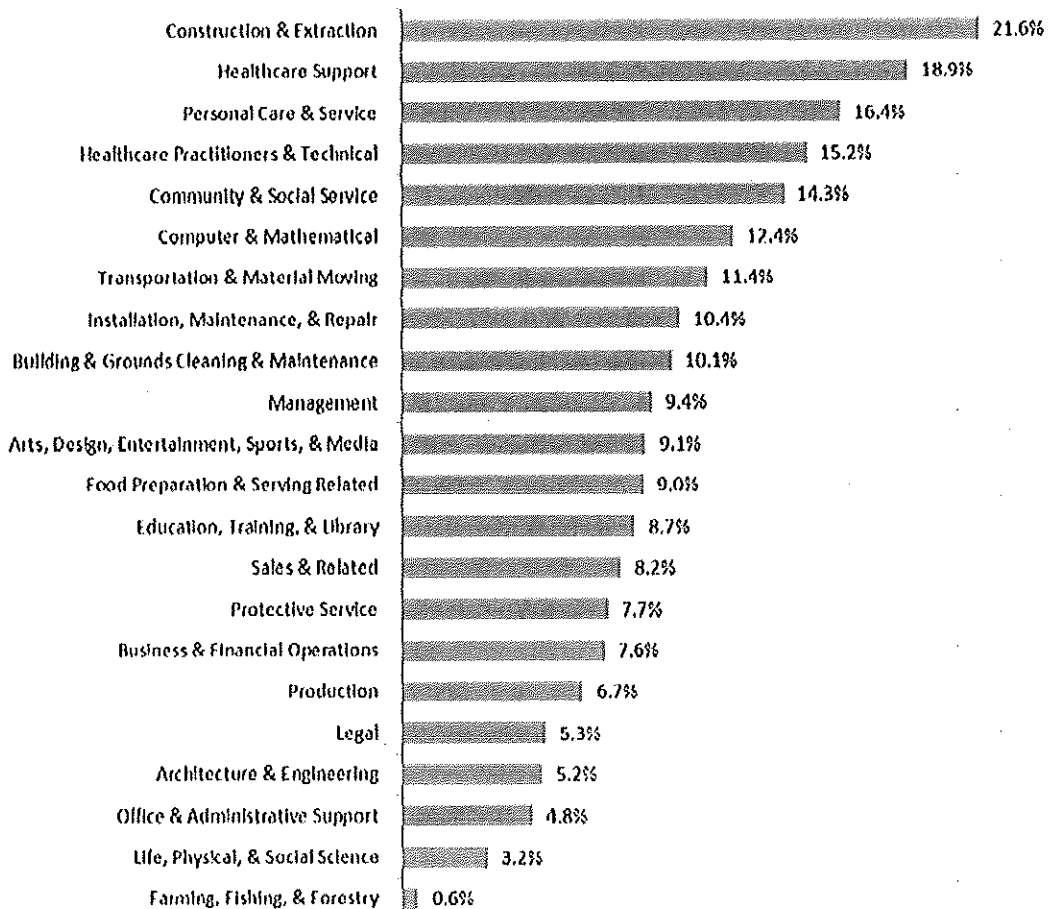
STATE OF HAWAII
 SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)
 STATE PLAN MODIFICATION
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SECTION 1. PURPOSE OF THE STATE PLAN MODIFICATION

The key purpose of the State Plan Modification is to update the Labor Market Information and Employment Projections for the State and to incorporate the changes in the State minimum wage rate.

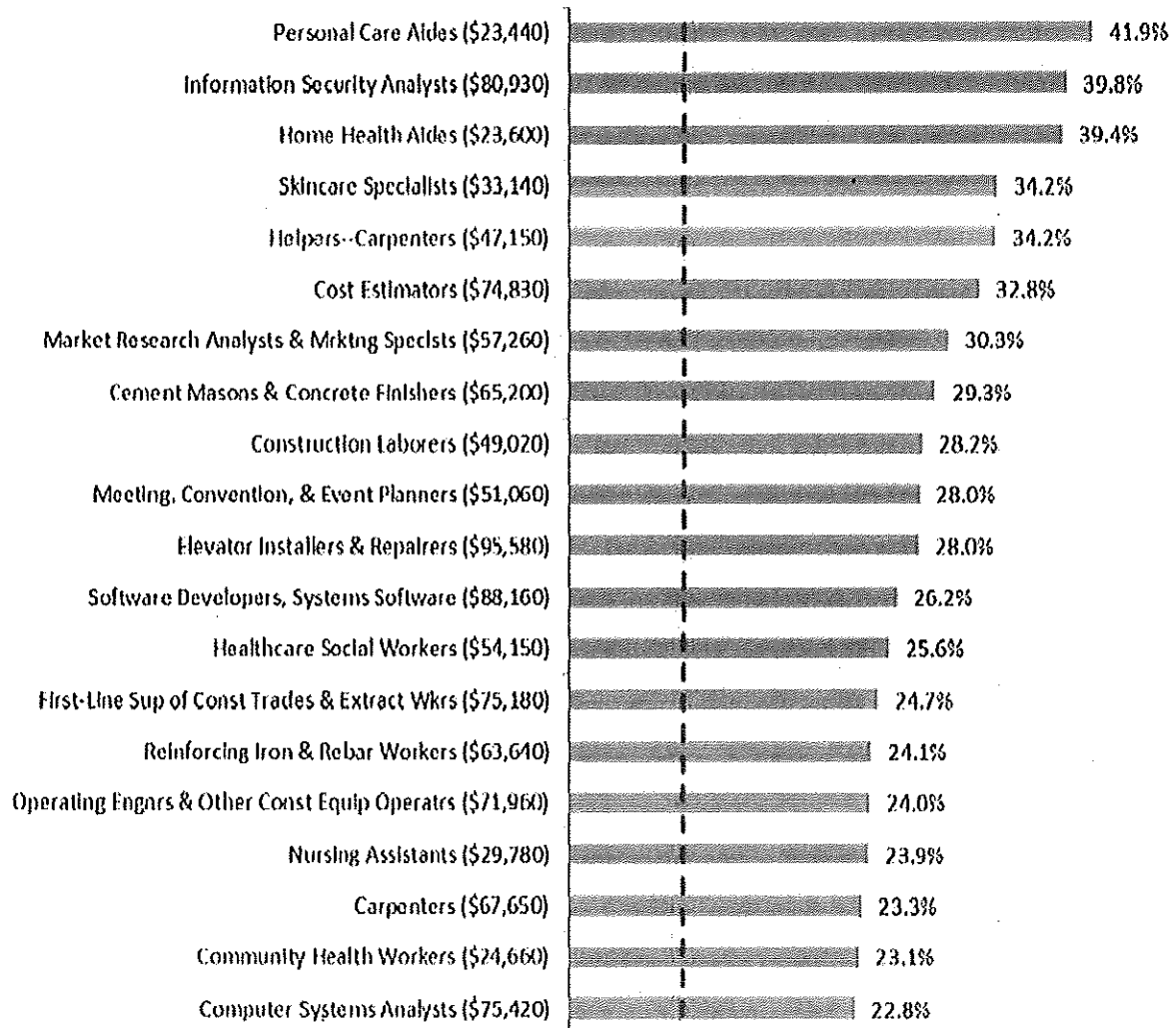
Based on the State of Hawaii, *Employment Projections for Industries and Occupations 2012-2022* published by the Department of Labor and Industrial Relations' Research and Statistics Office (R & S) in September 2014, with Major Occupational Groups, positions in the Construction and Extraction category is expected to have an projected expansion rate of 21.6%, followed by Healthcare Support at 18.9% and Personal Care and Service at 16.4%.

State of Hawaii, 2012 - 2022



While Construction and Extraction is expected to have the highest overall growth, Personal Care Aides are still projected to be the fastest growing occupation in the State with a projected 41.9% increase. The expansion in the Construction industry resulted occupations such as Carpenter Helpers; Cost Estimators; Cement Masons & Concrete Finishers, Construction Laborers, First Line Supervisors of Construction Trades and Extraction Workers; Reinforcing Iron and Rebar Workers; Operating Engineers and Other Construction Equipment Operators; and Carpenters being included on the list of Fastest Growing Occupations from 2012 – 2022. This differs from the list of Fastest Growing Occupations in 2008-2018 when no construction related occupations were reflected.

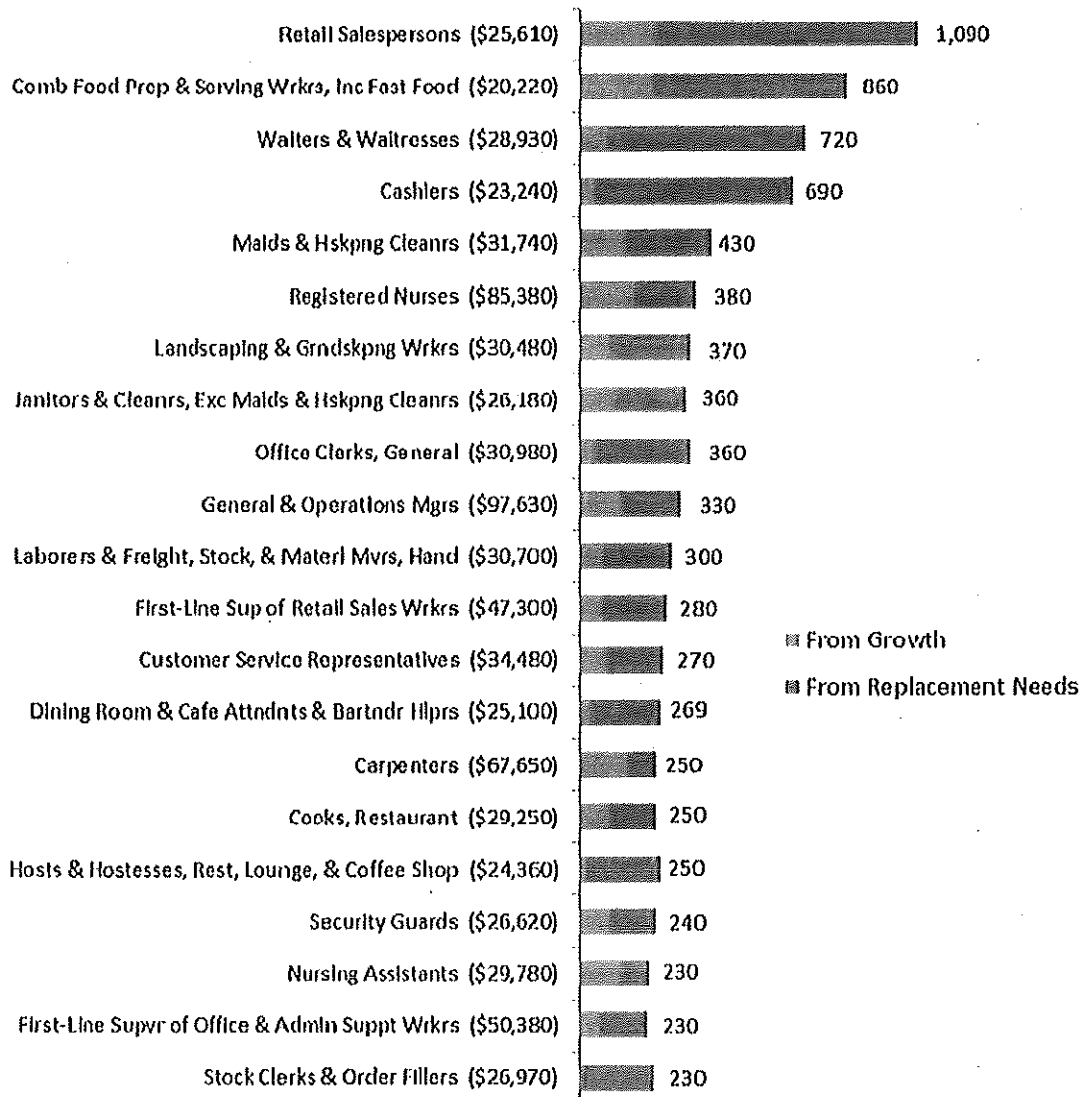
State of Hawaii, 2012 - 2022



Overall Percentage Growth for All Occupations = 9.7%

Despite these changes, the sectors projected to have the largest number of job openings will be in the areas of Food Preparation and Serving Related Occupations, Sales and Related Occupations, and Office and Administrative Support. This trend closely follows the projections from 2008 – 2018 when Waiters and Waitresses; Retail Salespersons; and Cashiers led the occupations with the Most Job Openings. It is projected that much of the openings in these areas of high demand will be the result of workers leaving their occupations due to retirement or other reasons.

State of Hawaii, 2012 - 2022



The September 2014 publication of *Hawaii's Hot 25 Demand Occupations* which was also published by DLIR's R & S indicates the following:

High Skills Occupations (Requiring a Bachelor's degree or higher): General and Operations Managers; Accountants and Auditors; Elementary School Teachers; Secondary School Teachers; Construction Managers; Civil Engineers; and Cost Estimators

Moderate Skills Occupations (Requiring more than a High School Diploma but less than a Bachelor's degree): Registered Nurses; Nursing Assistants; Teacher Assistants; Heavy and Tractor-Trailer Truck Drivers; Medical Assistants; Licensed Practical and Vocational Nurses; and Firefighters.

Basic Skills Occupations (Requiring a High School Diploma or Less): Retail Salespersons; Food Preparation and Serving Workers; Waiters and Waitresses; Cashiers; Maid and Housekeeping Cleaners; Landscaping and Grounds keeping Workers; General Office Clerks; Janitors and Cleaners; Laborers and Freight, Stock, Material Movers; Retail Sales Supervisors; and Customer Service Representatives.

Hawaii's Hot 25 Demand Occupations

Research and Statistics Office
Department of Labor and Industrial Relations

September 2014



Occupation	Work Activities	Skills	Abilities	Knowledge	Training and Work Experience	Average Wages 2013	Annual Occupancy to 2022
BACHELOR'S DEGREE OR HIGHER							
General & Operations Managers	Getting information, making decisions & solving problems, coordinating work & activities of others	Active listening, reading comprehension, speaking, critical thinking, monitoring	Oral comprehension & expression, problem sensitivity, written comprehension & expression	Administrative & management, customer & personal service	No training 1-5 yrs. exper.	\$97,630	330
Accountants & Auditors	Getting information, evaluating info to determine compliance with standards, analyzing data/info	Active listening, mathematics, reading comprehension, critical thinking, speaking	Mathematical reasoning, problem sensitivity, oral & written comprehension	Economics & accounting, math, English, clerical, computers & electronics	No training No exper.	\$60,560	210
Elementary School Teachers	Training & teaching others; organizing, planning & prioritizing work; thinking creatively	Instructing, speaking, learning strategies, active listening	Oral expression & comprehension, clarity & recognition, problem sensitivity	English, education & training, psychology, math, sociology & anthropology	Internship/residency No exper.	\$54,330	210
Secondary School Teachers	Training & teaching others; organizing, planning & prioritizing work; getting information	Instructing, learning strategies, speaking, active listening	Oral comprehension & expression, deductive reasoning	Education & training, English, psychology, computers & electronics, math	Internship/residency No exper.	\$55,930	230
Construction Managers	Communicating with supervisors, peers, or subordinates; making decisions & solving problems; resolving conflicts & negotiating with others	Active listening, critical thinking, speaking, complex problem solving	Problem sensitivity, deductive reasoning, information ordering	Building & construction, English, administration & management	Moderate-term OJT No exper.	\$96,640	90
Civil Engineers	Making decisions & solving problems; communicating w/supervisors, peers, subordinates; getting info	Complex problem solving, critical thinking, judgment & decision making, mathematics	Problem sensitivity, deductive & inductive reasoning, info ordering, math reasoning	Engineering & technology, design, building & construction, math, English	No training No exper.	\$76,690	90
Cost Estimators	Getting info; interacting w/computers; estimating quantifiable characteristics of products, events, info	Mathematics, critical thinking, speaking, active listening	Number facility, mathematical reasoning, oral comprehension & expression	Math, engineering & technology, English	No training No exper.	\$74,630	80
LESS THAN A BACHELOR'S DEGREE BUT MORE THAN HIGH SCHOOL							
Registered Nurses	Assessing and caring for others, documenting/recording information, getting information	Active listening, social perceptiveness, service orientation, speaking	Problem sensitivity, oral expression/comprehension, inductive/deductive reasoning	Medicine & dentistry, customer & personal service, psychology, English	No training No exper.	\$85,390	390
Nursing Assistants	Assisting and caring for others; communicating with supervisors, peers, or subordinates; identifying objects, actions, & events	Service orientation, active listening, instructing, social perceptiveness, speaking, monitoring, coordination	Problem sensitivity, oral comprehension & expression, near vision, speech recognition, written comprehension	Customer & personal service, English, psychology, medicine & dentistry, public safety & security	No training No exper.	\$29,780	230
Teacher Assistants	Assisting & caring for others; communicating with supervisors, peers, or subordinates; establishing & maintaining interpersonal relationships	Active listening, speaking, social perceptiveness, critical thinking	Oral expression & comprehension, clarity & recognition	Education & training, English, psychology, customer & personal service	No training No exper.	\$27,970	190
Heavy & Tractor-Trailer Truck Drivers	Operating vehicles, mechanized devices, or equipment; inspecting equipment, structures, or material; getting information	Operation & control, operation monitoring, judgment & decision making	Control precision, far vision, multi-limb coordination, depth perception	Transportation; public safety & security; mechanical; customer & personal service	Short-term OJT No exper.	\$44,380	120
Medical Assistants	Assisting & caring for others, documenting/recording information, getting information	Speaking, active listening, reading comprehension, social perceptiveness	Oral comprehension & expression, problem sensitivity, written comprehension	Customer & personal service, medicine & dentistry, English, clerical	No training No exper.	\$33,320	110
Licensed Practical & Vocational Nurses	Assisting & caring for others; documenting/recording info; communicating w/supervisors, peers, subordinates	Service orientation, active listening, coordination, monitoring	Oral comprehension & expression, problem sensitivity, speech clarity	Medicine & dentistry, customer & personal service, psychology, English	No training No exper.	\$45,290	60
Firefighters	Assisting & caring for others; operating vehicles, mech. devices, equip.; inspecting equip., structures, material	Active listening, coordination, operation monitoring, critical thinking, monitoring	Problem sensitivity, reaction time, arm-hand steadiness, manual dexterity	Public safety & security, customer & personal service, education & training, mechanical	Long-term OJT No exper.	\$53,000	60

Occupation	Work Activities	Skills	Abilities	Knowledge	Training and Work Experience	Average Wages 2015	Annual Openings to 2022
Retail Salespersons	Performing for or working directly with the public, selling or influencing others, getting information	Active listening, persuasion, speaking, service orientation	Oral comprehension & expression, speech clarity & recognition, near vision, problem sensitivity	Customer & personal service, sales & marketing, English language, mathematics	Short-term OJT No exper.	\$25,650	1,090
Food Preparation & Serving Workers	Performing for or working directly with the public, getting information, training & teaching others	Active listening, monitoring, speaking, coordination, service orientation	Oral comprehension & expression, speech clarity & recognition, information ordering	Food production, English language, customer & personal service, mathematics	Short-term OJT No exper.	\$20,220	860
Waiters & Waitresses	Performing for or working directly with the public, performing general physical activities, getting information	Active listening, service orientation, social perceptiveness	Oral comprehension & expression, speech clarity & recognition, arm-hand steadiness, stamina	Customer & personal service, food production, English language	Short-term OJT No exper.	\$28,990	720
Cashiers	Performing for or working directly with the public; communicating with supervisors, peers, or subordinates; getting information	Active listening, service orientation, speaking, mathematics	Oral expression & comprehension, near vision, speech recognition & clarity, information ordering	Customer & personal service, mathematics, English language	Short-term OJT No exper.	\$23,240	690
Maid & Housekeeping Cleaners	Performing general physical activities, getting information, performing for or working directly with the public	Service orientation, coordination, active listening, monitoring, speaking	Basic flexibility, trunk strength, stamina, information ordering, near vision, oral comprehension, problem sensitivity	Customer & personal service, English language, public safety & security	Short-term OJT No exper.	\$21,740	480
Landscaping & Grounds-keeping Workers	Performing general physical activities; controlling machines & processes; inspecting equipment, structures, or material	Operation & control, active listening, critical thinking, speaking	Arm-hand steadiness, multi-limb coordination, control precision, manual dexterity, near vision	Mechanical, English Language, administration & management, customer & personal service	Short-term OJT No exper.	\$30,490	370
General Office Clerks	Interacting with computers; communicating with supervisors, peers, or subordinates; documenting/recording information	Active listening, reading comprehension, speaking, writing, social perceptiveness	Oral comprehension & expression, written comprehension, speech clarity & recognition	Clerical, customer & personal service, English, computers & electronics, mathematics	Short-term OJT No exper.	\$20,980	360
Janitors & Cleaners	Inspecting equipment, structures, or material; performing general physical activities; handling & moving objects	Critical thinking, active listening, coordination, social perceptiveness, speaking	Trunk strength, orient flexibility, manual dexterity, oral comprehension, static strength, near vision	Public safety & security, customer & personal service, chemistry	Short-term OJT No exper.	\$26,190	360
Laborers & Freight, Stock, Material Movers	Performing general physical activities; handling & moving objects; identifying objects, actions, & events	Critical thinking, coordination, operation & control, reading comprehension, active listening, speaking, operation monitoring	Static & trunk strength, multi-limb coordination, control precision, oral comprehension, manual dexterity, stamina, near vision	English, mathematics, transportation, mechanical, production & processing, public safety & security	Short-term OJT No exper.	\$30,700	300
Retail Sales Supervisors	Performing for or working directly with the public; getting information; organizing, planning, & prioritizing work	Active listening, coordination, critical thinking, monitoring, service orientation	Oral comprehension & expression, speech clarity & recognition, problem sensitivity	Customer & personal service, sales & marketing, administration & management	No training 1-5 yrs. exper.	\$47,900	280
Customer Service Representatives	Getting information, interacting with computers, communicating with persons outside organization	Active listening, speaking, service orientation, reading comprehension	Oral comprehension & expression, speech clarity & recognition, near vision, problem sensitivity	Customer & personal service, English language, clerical, computers & electronics	Short-term OJT No exper.	\$24,490	270

Note:
Occupations are categorized into three education levels: Bachelor's degree or higher; Postsecondary education up to a bachelor's degree and High school degree or less.
Within each education level, the jobs are ranked by average annual job openings.

Data sources:
Work activities, skills, abilities, and knowledge: O*NET Online - <http://www.onetonline.org>
Training and work experience: Bureau of Labor Statistics - <http://www.bls.gov>
Wages and openings: DLIR's Research & Statistics Office - <http://www.hawaii.gov>

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Governor Abercrombie signed Act 82 on May 23, 2014 increasing the State's minimum wage rate annually beginning January 1, 2015. The State's minimum wage rate will increase from \$7.25 to \$7.75 per hour on January 1, 2015, \$8.50 per hour on January 1, 2016 and \$9.25 per hour on January 1, 2017 and \$10.10 per hour on January 1, 2018.

SECTION 2. INVOLVING ORGANIZATIONS AND INDIVIDUALS AND SOLICITING COMMENTS

DLIR/WDD sent a letter to key community partners serving our target population informing them of our State Plan Modification and requesting their comments and input. Along with their comments and recommendations, recipients of the letter were asked to identify specific community service needs within their community that SCSEP may be able to address. The recipients of our letter and summary represent the State and Local Workforce Investment Boards, Labor Organizations, Business Organizations, Public/Private Nonprofits, Community Based Organizations, the State and Area Agencies on Aging (AAA), and grantees and subgrantees under Title III of the Older Americans Act, SCSEP Subproject operators, and the affected Communities.

The DLIR/WDD Program Specialist for SCSEP serves on the Policy Advisory Board for Elder Affairs (PABEA), the State Unit on Aging's Advisory Council. The planning process and summary was shared at the November 2014 PABEA meeting. Any comments received in response to this process will be included in an attachment.

SECTION 3. INCREASED UNSUBSIDIZED EMPLOYMENT AND EMPLOYER OUTREACH

During our State SCSEP training conference in 2013, the State increased emphasis on our subgrantees' inclusion of Business Engagement, Career Planning and Job Development activities within their SCSEP services. These efforts appeared to have helped as our Program Year 2013 performance for Entered Employment, Employment Retention, and Average Earnings have all surpassed our goal. SCSEP performance is measured as an aggregate calculation of the six key performance indicators from all subprojects within the State. These indicators are: Entered Employment, Employment Retention, Average Earnings, Community Service Hours, Service Level and Service to the Most-in-Need. An aggregate score of 80 to 100 percent indicates satisfactory performance. Performance in excess of 100% indicates exceeding the level of core performance. The State's aggregate performance rate for Program Year 2013 was at 104.6%.

Sub-grantees are continually reminded that increasing the number of older persons who may enjoy the benefits of unsubsidized employment is one of the two goals of SCSEP. Efforts will continually be made to provide participants with the skills and experiences they need to transition into unsubsidized employment through better assessment activities, job search

training, job development activities and appropriate placements into community service assignments.

SECTION 4. COMMUNITY SERVICE NEEDS

The changes in the Labor Market Information and Employment Projections made very little changes in the SCSEP operations. Hawaii continues to distribute our SCSEP positions to the respective counties based on the Equitable distribution formula and encourage coordination with other programs and initiatives within each local area that may enhance the training and supportive needs of our participants.

Despite the expansion of Construction and Extraction occupations, the listing of Hawaii's Hot 25 Demand Occupations still listed many of the same occupations that SCSEP currently have been engaging our participants in during their community service assignment. These include but are not limited to, Personal Care Aides, Nursing Assistants, Teacher Assistants, Retail Salespersons, Food Preparation and Serving Workers, Cashiers, Housekeepers, Landscaping and Grounds keeping Workers, General Office Clerks, Janitors and Cleaners, Laborers, Stock and Material Movers, and Customer Service Representatives.

The grantee will ensure that SCSEP operators shall continue to provide the training and experiences that participants need to compete for unsubsidized employment and to meet the employer needs of the community.

As required by statutes, the rate of compensation for SCSEP participation will be increasing incrementally annually beginning January 1, 2015 to comply with the new State minimum wage rate. Should there be an increase in the federal minimum wage rate, the SCSEP participant's compensation rate will be adjusted to the higher of the federal or state minimum wage rate.

NO MODIFICATION OF OTHER SECTIONS OF THE CURRENT SCSEP STATE PLAN ARE BEING MADE