

Kaua`i WIB Report to the WDC

Date:	September 6, 2012
Island:	Kaua`i County
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1) SUMMARY

CURRENT STATE OF KAUA`I'S WORKFORCE

Kaua`i's unemployment rate this past quarter ranged from a **7.7%** April low (which matched April 2011) to June's **8.7%** high (**1.1% lower** than a year ago). Kaua`i's UI rates this quarter averaged .4% below the rates for comparable 2011 months while the civilian labor force declined by 550 participants between June 2011 and June 2012. Between January and April, the number of unemployed declined by 200 but rose again to 2,900 in June, which is approximately 150 more than January's count.

KWIB ACTIVITIES/EVENTS/PROGRAMS

SESP

Photovoltaic

Helix, the general contractor installing KIUC's PV project at Port Allen used a temporary agency to hire workers for their project that began in June. Kauai CC hosted Helix at an informational session for interested job seekers as WorkWise staff encouraged SESP participants who previously completed the PV Entry level program to attend.

Hawai'i Pacific Solar from Maui will hire up to 16 workers (2 journey electricians and 14 PV installers/laborers) for installation of PV on 15 Kauai schools. This 12 – 18 month project was supposed to begin in June 2012, but is now tentatively scheduled to begin in October or November due to contracting and design delays. County WIA Administrator has been in contact with them to assess additional training sessions that might be needed to meet their timeline.

REC Solar will begin construction on KIUC's 12 MW solar farm on Hawaiian Home Lands in Anahola early next year. Solar Training Institute which has provided PV training on O'ahu and Maui has been in contact with the contractor to discuss their staffing requirements to determine how their organization might be able to help meet REC's needs.

WorkWise Kaua`i staff will continue to refer those who completed the PV entry-level course for these opportunities.

Kaua`i Community College, as Kaua`i's primary SESP training provider, will be offering the following upcoming solar/PV training:

- Solar PV Maintenance
- PV Entry Level
- Solar Thermal Installation
- PV Sales
- Solar PV Installer

Other KCC SESP-related courses include:
Applied Commercial Aquaponics
Introduction to Micro Hydro Systems
Bee-keeping

LEED Training

In collaboration with **Green Buildings, LLC** from Maui, the County of Kauai has been able to expand our breadth of SESP course offerings to address local area needs not being met by our local training provider.

Intro to LEED and Green Building (GA), a 2-day course was offered in April and June with a total of 29 SESP participants. So far, 2 have taken the (GA) certification exam which is only offered at one site on Oahu; 1 passed and the other result is yet unknown. Two others are scheduled to take the exam while 25 are yet to which is being coordinated between WorkWise and the training provider.

Building Design and Construction: (BD + C)

Existing Buildings: Operations & Maintenance (OM)

A combination of another Green Associate (GA) course with the specialized LEED courses listed above will run the week of October 15, together with a related 5 week on-line project. Details are being finalized with Green Buildings, LLC. Retrofitting existing buildings is Kauai's most immediate need. By including the required project work in the scheduling, participants will be able to sit for the specialized certification exams, as well as for the Green Associate exam if applicable.

Solar Training Institute (CA) charges tuition higher than that of similar courses offered by our local community college; however their program is attractive because STI has had discussions with contractors who are scheduled to install large PV systems on Kaua'i and it is committed to placing all of its participants into employment. STI confirmed that REC's need for trained workers for their Anahola project in January far exceeds the available supply. STI is also exploring the possibility of replicating their successful prison program here on Kaua'i. Therefore the Kauai Workforce Investment Board approved STI as an additional training provider under the SESP grant.

CEM

The participant who took the exam on March 2 attained the EMIT designation (energy manager in training) and is submitting documentation of his work history to have his status upgraded to CEM. Another participant has been studying hard and plans to retest before the end of the year.

Agriculture Skills Panel

The Kauai event held on May 11 at the Kaua'i Beach Resort drew about 120 participants from various sectors of agriculture. The break out groups: Business Development, Application of Automation/Technology, Increasing Productivity, and Food Safety had very lively discussions that generated lots of recommendations for equipping our workforce with the skills needed in the industry now and in the future. The notes are available at www.sesphawaii.org.

2) INDIVIDUAL PROGRAMS

WorkWise – Kaua‘i – ADULT AND DISLOCATED WORKER PROGRAMS

WorkWise Kauai/WDD Activities through July 31, 2012

- Dislocated Worker Program
 - Participants
 - Active 66
 - Exited 0
 - Employed 0

- Adult
 - Participants
 - Active 22
 - Exited 0
 - Employed 0

- State Energy Sector Participant (SESP)

○ Participants				
April 2011 - July 2012	Participants 70	Unemployed 38	Employed 32	
July 2012	Active 31	Exited 0	Employed 14	Not Employed 17

Training on O‘ahu: One Stop staff training entitled *Maximizing Staff Knowledge to Improved Customer Flow, Increase Range of Job Seeker Services, and Further Develop Community Connections*. Eric Nordmeier attended on Monday, July 9th and Adele Manera July 10th.

WorkWise Kauai staff is also engaged in the following programs – July 1 to July 27 Information

<u>Program</u>	<u>Participants</u>
Emergency Unemployment Compensation	109
Employment Training Fund	10
National Emergency Grant On-The-Job Training Program	3
Reemployment and Eligibility Assessment	87
Senior Community Service Employment Program	8
Volunteer Internship Program	2

Rapid Response

- Garden Island Motorsport 9 laid off August 1 due to business closure

Classes offered by WDD Staff

- How to Write an Effective Resume Class 4
- Job Interview Preparation Workshop 8

Upcoming

- Planning for Job Fair, October 3, 2012
- National Emergency Grant Disaster Funding
 - Awaiting job order to enroll participants and start the relief.

ABOUT FACE - WIA YOUTH PROGRAM as of August 31, 2012

- 40 Participants are currently in active case management for the About Face Program.
- 22 Participants are now in the one year follow-up portion of the program.

Education

Out of School Youth = 41

- 2 Competency-based Mastery program
- 9 Studying for GED
- 0 Returned to High School
- 15 Graduated
- 7 Graduated and now attending college
- 0 In work readiness
- 8 Unable to locate – educational status unknown at this time

In-school Youth = 21

- 15 Attending high school
- 6 Graduated high school
- 5 Enrolled in college

Employment/Post-Secondary Education

- 28 Youth gainfully employed (an improvement over 18 the prior period)
- 12 Attending College
- 40

Parenting Teens

- (16)
- 9 Mothers/Expectant Mothers
- 7 Fathers/Expectant Fathers
- (May be in multiple categories below)
 - 0 In work readiness classes
 - 2 Competency-based Mastery program
 - 2 Studying for GED
 - 8 Graduated
 - 11 Working

Because of the program's limited funding and unavailability of TANF funds which used to be leveraged, Paxen Huli Ke Alo LLC continues to operate without an office location and instead is servicing youth at the 3 high schools, as well as at various neighborhood centers and libraries around the island. Also for the PY 12 year, there is a staff reduction whereby the Kauai Program Manager position has been eliminated and a very part-time case manager position established to support the full-time Site Manager. As a result, the number of youth served must be adjusted

downward. In conjunction with this change, KWIB's goal is to still maintain the number of Older Youth served resulting in its percentage increasing.

Hawaii has also been assigned a new director, Shanon Hartigan, who also serves the Washington D.C. area. Shanon lived in Hawaii and worked for Paxen for a period of time, as well.

The provider is establishing a collaborative arrangement with Mutual Housing Association to hold this Fall's In-School Class in the housing's learning center. MHA is doing wonderful things to promote community building, youth development, self-sufficiency and sustainability in their centrally located low income housing facility.

The provider continues its efforts to recruit and retain more Older Youth participants, particularly those interested in pursuing a credential at Kauai Community College.

The program staff were successful in enrolling 5 participants for the Fall semester in the unique Wai'ale'ale Project at KCC which offers financial help and other support to eliminate barriers that would otherwise prevent a student from achieving academic success. It is designed to enable the non-college bound to experience college and pursue a degree.

3) OTHER ITEMS

Kaua'i Community School for Adults

KCSA has been consolidated under the McKinley CSA campus. Currently, the GED, ABE, ESL course offerings remain the same. However, there is still the possibility of programs being centralized in Lihue in the future, depending on enrollment numbers.

Staff Change - There will be a County of Kauai WIA staff change on or after October 16, 2012.

4) KAUA'I COUNTY ACTUAL VS. GOALS FOR PY 11 and PY 10

The following table compares Kaua'i's PY 11 performance to the State as well as the prior year.

Kaua'i now exceeds all Adult performance measures, improving on Retention over PY 10. The Dislocated Worker program Average Earnings change continues to exceed the goal, while both Entered Employment and Retention declined. Credential rate improved but still to less than ¼ of the target. With the number of jobs on Kauai declined then stabilized during the applicable period, it was challenging for dislocated workers to secure employment. According to the WorkWise One Stop Branch Manager, dislocated workers are reluctant to enroll in training since they want to be ready for the first job that becomes available to them.

For "Older Youth" which historically has been a small population, there were no exiters during the applicable four PY 11 quarters measured; therefore all measures reflect a zero denominator, which mathematically equates to "not applicable." For Younger Youth, Retention declined but is still well above the target, Skill Attainment improved almost to the goal, and Diploma Attainment improved but is still less than 80% of the goal. With the DOE budget cutbacks over the last few years, there has been numerous administrative changes to the Community School for Adults program that have impacted access to GED and C-Based Mastery programs for our youth.

Adult Program	PY 11 Performance Targets	PY 11 KAUAI 4 qtrs to 6/30/12		PY 11 STATE 4 qtrs to 6/30/12		PY 10 Performance Targets	Py 10 Q4 KAUAI 4 qtrs to 6/30/11
Current Number Served		47 7.8% of State		593			
Entered Employment Rate	50 %	66.7		64.9		50 %	100.00
Employment Retention Rate	82.1%	83.3		82.2		82.1%	71.4
Employment and Credential Rate	55%	57.1		60.0		55%	100.00
Dislocated Worker Program							
Current Number Served		79 11.4% of State		688			
Entered Employment Rate	65%	57.1		75.5		65%	58.3
Employment Retention Rate	86%	45.5		88.0		86%	75.0
Average Earnings	\$14,750	\$18,538		\$14,970		\$14,750	\$19,649
Employment and Credential Rate	60%	14.3		62.0		60%	0.0
Older Youth (19-21)	PY 11 Performance Targets	PY 11 KAUAI 4 qtrs to 6/30/12		PY 11 STATE 4 qtrs to 6/30/12		PY 10 Performance Targets	Py 10 Q4 KAUAI 4 qtrs to 6/30/11
Current Number Served (No exitters during period)		4 4% of State		100			
Entered Employment Rate	40%	N A		75.0		40%	0.0
Employment Retention Rate	60%	NA		83.3		60%	NA
Average Earnings Change	\$1,750	NA		\$3,338		\$1,750	NA
Credential Rate	38%	NA		45.5		38%	0.0
Younger Youth (14-18)							
Current Number Served		59 14.2% of State		415			
Skill Attainment Rate	71%	70.6		86.5		71%	62.5
Diploma Attainment Rate	46%	35.0		64.2		46%	33.3
Retention Rate	44%	50.0		40.8		44%	65.4

Bold – met or exceeded goal

Green highlight –90% or more of goal

Yellow highlight – 80% or more of goal

Red – under 80%; needing to be approved

Note: Kaua'i serves a greater % of participants in comparison to the State's totals, than the % of funds received.