

Kaua`i Workforce Investment Board Report to the WDC

Date:	June 6, 2013
Island/County:	Kaua`i County
Prepared by:	J. Kaeo Bradford, WIA Administrator

Kaua`i Summary Narrative

At the 2000 Census the population of Kaua`i was 58,463 however, the latest 2012 US Census estimates show an increase to 68,434. This is an increase of 9,971 in the population of Kauai. The county seat is Lihu'e. The Kapa'a Micropolitan Statistical Area includes all of Kauai County.

Current Jobs Available Vs. Candidates Available

There are **1,127 job openings** advertised online in Kauai County and there were **6,879 potential candidates** in the workforce system that was looking for work in Kauai County, Hawaii in May 14, 2013.

Education Level of Available Candidates

The most common education level of potential candidates in the system in Kauai County, Hawaii on May 14, 2013 was a High School Diploma or Equivalent with **38.45%** of the total specified. The second most common level was a 1 to 3 Years at College or a Technical or Vocational School with **21.3%** of the total specified.

Employment Wage Statistics

The average weekly wage for Kauai County, Hawaii in annual 2011 was **\$731**. This would be equivalent to **\$18.28 per hour or \$38,012 per year**, assuming a 40-hour week worked the year around.

Unemployment Rates (see attached charts)

The total civilian labor force (not seasonally adjusted) for Kauai County, Hawaii in March, 2013 was 31,900, of which 29,950 were employed and 1,950 were unemployed. **The unemployment rate was 6.1% percent.**

Industry Employment Distribution

The total number of employees located in Kauai County, Hawaii in annual 2011 was 28,392. The largest major industry sector was **Accommodation and Food Services with 26.2%** of the employment, followed by **Public Administration with 15.5%** of the employment, and **Retail Trade (44 & 45) with 13.3%** of the employment.

Current Employment Distribution

The 2008 total estimated number of employed in Kauai County, Hawaii was 26,840. The largest major occupational group was Office and Administrative Support Occupations with 17.4% of the

estimated employed, followed by Food Preparation and Serving Related Occupations with 15.8% of the estimated employed, and Sales and Related Occupations with 15.2% of the estimated employed.

Occupations by Candidates Available

The occupations with the highest number of potential candidates in the workforce system that were looking for work in Kauai County, Hawaii on May 14, 2013 are Customer Service Representatives (162), Retail Salespersons (119), Office Clerks, General (113), Construction Carpenters (110), Security Guards (101), Landscaping and Groundskeeping Workers (99), Farmworkers and Laborers, Crop (85), Cashiers (84), Waiters and Waitresses (82) and Construction Laborers (74).

Candidates By Occupation Group

There were 6,879 potential candidates in the workforce system that was looking for work in Kauai County, Hawaii in May 14, 2013. The largest major occupational group was Office and Administrative Support Occupations with 10.7% of the potential candidates, followed by Construction and Extraction Occupations with 5.8% of the potential candidates, and Food Preparation and Serving Related Occupations with 5.6% of the potential candidates.

Occupations by Projected Growth Rate

The highest 2008 - 2018 projected growth rate for Kauai County, Hawaii was Waiters and Waitresses (0.7%) , Retail Salespersons (1.4%) , Cashiers (0.9%) , First-Line Supervisors/Managers of Retail Sales Workers (1.0%) , Personal and Home Care Aides (4.2%) , Hotel, Motel, and Resort Desk Clerks (1.2%) , Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop (0.7%) , Janitors and Cleaners, Except Maids and Housekeeping Cleaners (0.1%) , Maids and Housekeeping Cleaners (0.4%) and Dishwashers (1.3%) .

Income Totals

According to the US Census Bureau the Median Family Income in Kauai County, Hawaii in 2010 was \$71,847. According to the US Census Bureau the Median Household Income in Kauai County, Hawaii in 2011 was \$56,937. According to the HUD (Housing & Urban Development) the Median HUD Income in Kauai County, Hawaii in 2013 was \$62,700. According to the BEA (Bureau of Economic Analysis) the Per Capita Income in Kauai County, Hawaii in 2011 was \$36,520. According to the BEA (Bureau of Economic Analysis) the Total Income in Kauai County, Hawaii in 2011 was \$2,472,457,000.

POLICY LEVEL –KWIB BOARD ACTIVITIES

The KWIB Board continues to progress under the direction of Steven Lupkes Manager of BASF Plant Science Corporation. The Board's Executive Committee has been diligently working in collaboration with the WIA Administrator to complete both the Annual Plan and the new 4-Year Local Plan 2013 – 2017. The final draft for the new 4-Year Local Plan 2013-2017, was recently turned in on May 9th and waiting for approval by June 6th by the WDC. Annual Plan revisions are due by Friday May 17, 2013.

WDD Consortium is a sub-committee of 9 mandated service providers recently resurrected by Chair Eric Nordmeier, WDD Kauai Branch Manager and Vice-Chair Dora Lane, Employment Specialist, Alu Like Incorporated. Both leaders are committed to planning new and upcoming job fairs and other employment activities (see section on job fairs).

Information about the C3T Grant program and policies and procedures has been coordinated to cover all the counties. The strategy was to meet with the management team from various stake holders groups to share information on the purpose, update, status, development, and continuous sharing of information. Kaua`i County was visited on April 15, 2013 @ 10am, at Kauai Community College. Recruitment for the program has already started at KCC. Referrals are continuously being done by the WDD Kauai Branch.

Lance Jyo, Vice Principal of the McKinley Community School –Kauai Branch, recently joined the KWIB Board as the Adult School Representative and gave a presentation at the last KWIB meeting on May 9, 2013 at Kaua`i Community College. The McKinley School is also one of the mandated service providers on the island. Vice-Principal Jyo flies in from Honolulu to join us at our meetings.

The Youth Council sub-committee has been meeting to discuss youth employment needs for the summer, programs that are available and contact information. Copies of new operations procedures help the committee understand the fundamentals needed for successful planning by the group.

The KWIB Board is nearing the end of the program year and nominations are being taken for new officers to start the new program year on July 1, 2013.

WDD WIA Adult & Dislocated Worker Activities

C3T Information

WDD Team from Honolulu with Elaine Young and Scott Murakami UHCC visited Kaua`i County on April 15, 2013 @ 10am, at Kauai Community College. Recruitment for the program has already started at KCC. Referrals are continuously being done by the WDD Kauai Branch.

Information was shared about the recruitment process. Some of the main points that were discussed were: building curriculum, new courses, what's needed for industry, new form on policy to come from the DLIR Office, and the various meaningful training to ultimately get jobs in the community.

Career Coaching will be made available at UHCC. Leveraging and sharing of curriculum between the community colleges will take place. UHCC's will measure the success of the students along with the enrollment count.

Kaua`i WDD roles and responsibilities are to do continuous referrals to the community college programs.

KCC also shared their new "I Can" courses: remedial English and Math in various levels. The students' success rates have been very good this past spring and we anticipate more students to take these basic "stepping stone" courses to get ahead.

WDD Information

In addition to the day to day activities of doing: Client intakes, WIA, REA, EUC, WOTC, VIP, SESCO. Vets, OJT, ETF, etc. staff members are recently involved:

The recently temporarily vacant ESS II position is now permanently filled by Susan Fujii. She is the new "Front Office" person greeting our customers at WorkWise Kaua`i.

Outreach

WDD recently began outreach at the Lihu'e Town Court area to seek out potential clients for the WIA Adult program. The Adult Program has always been difficult to fill with eligible potential clients. This is a weekly and ongoing activity.

Job Fairs

1. A recent collaboration Kauai WDD Branch and Kauai Community College produced a Job Fair with 40 participating employers from around the island. Participation from college students and community job seekers visited the fair between 9am to 1pm at the Office of Continuing Education and Training Building Room 106. Workshops were provided by WDD in Resume' writing and Job Interviewing Techniques. "On the spot" job interview opportunities developed for potential job seekers.
2. Another Job Fair in the planning stages is slated for February 2014 will be held at the Veterans Center for eligible Veterans and their spouses.
3. Coming in Fall October 2, 2013, is our largest Job Fair with County, State, DOE, Kauai WIB Board and Chamber of Commerce sponsors hosting a Student Career Day in conjunction with the Job Fair. Inspiring and motivational guest speakers from the local community will speak to local island schools on a variety of Comprehensive Economic Development Strategies (CEDS):
 - Healthcare & Wellness,
 - Energy & Sustainable Technologies
 - Agriculture & Food
 - Science & Technologies
 - Tourism, Culture & Arts
 - Sports & RecreationAn informative Fashion Show on "Dressing for Success" is being sponsored by Macy's. Planning has already begun and meetings with sponsors are continuing.

SESP Program

Although the program ended in December 31, 2012, follow up on the expenses on travel, certification and testing is still being done for students in the program.

ETF –Employment and Training Fund

The program has only \$300 left until June 2013. We anticipate more funds in the new program year. This past program year only \$16,000 was allocated to the Kaua'i Branch. In the prior year, Kauai Branch received almost 3X as much funding for EFT. This program has been a great incentive for local businesses participation. If aided by more funding, we anticipate that this program will grow even larger than it currently is just by word of mouth.

VIP Program – Volunteer Internship Program

Volunteer Internship Program continues to have an interest by both employers and job seekers however the difficulty is pairing the correct employer with the job seeker.

WIA Youth Services ACTIVITIES

Early April recruitment is starting to pay off. Staff is checking eligibility for In-School referrals sent by CWS and CFS. The staff also plan to start the class at Lihue Court to see if they can build recruitment as they move forward.

Staff members are also waiting for the results of the Wai`ale`ale Project referrals and are seeking alternative means for the participants who do not qualify for that program.

Present In-School participants were busy this month with Senior Projects and other end of the year activities. One participant had a baby this month. She has strong family support and lives with her parents. Staff members referred her to WIC, and Child and Family Services for parenting classes. We have been tutoring her and she will take the GED test in May 2013.

48: TOTAL in program to date.

34 Participants are currently in active case management for the About Face Program.

14 Participants are now in the one year follow-up portion of the program.

EDUCATION

The following table shows the educational placement for all open participants. IS = In School Program and OS = Out of School Program.

IS Attending High School	IS Total Grads	IS Enrolled in College	OS Total Grads	OS Enrolled in College	OS Returned to High School	OS Studying GED	OS In WR Class	OS CB Student s/ Other	OS Not Enrolled in Ed.	OS Unknown Ed. Status
15	4	3	13	2	0	8	0	0	7	0

Out-of-School: Twenty-eight total Out-of-School Participants. Thirteen Graduates and three in College.

In-School: Twenty total In-School Participants. Six have graduated high school, five of the six have entered college, three are still in college, and fifteen are still in high school.

EMPLOYMENT

We currently have 18 employed and 6 participants that are attending college.

PARENTING TEENS

** Please note that more than one criteria may apply to a person.*

Parenting Teens	Gender of Parents	In WR Class	In CB Class	Studying GED	Graduated from H.S.	Employed
Mothers	5	0	0	2	3	1
Fathers	4	0	0	0	3	3
Expectant Mothers	0	0	0	0	0	0
Expectant Fathers	0	0	0	0	0	0
TOTALS	9	0	0	2	6	4

3) KAUA'I COUNTY ACTUAL VS. GOALS FOR PY 12 and PY 11

Adult Program	PY12 Performance Targets	PY12 4Qtrs to 3/31/13	PY12 4Qtrs to 12/31/12	PY 12 4 Qtrs. to 09/30/12		PY 11 Performance Targets	PY 11 KAUAI 4 qtrs. to 6/30/12
Current Number Served							47 7.8% of State
Entered Employment Rate	69.5%	37.5	50%	55.6%		50 %	66.7
Employment Retention Rate	86%	100%	90.9%	87.5%		82.1%	83.3
Employment and Credential Rate	66%	33.3	40%	50%		55%	57.1
Dislocated Worker Program							
Current Number Served							79 11.4% of State
Entered Employment Rate	75%	40.7	53.8%	48%		65%	57.1
Employment Retention Rate	90%	75%	75%	61.5%		86%	45.5
Average Earnings	\$14,750.	17,067.2	\$17,067.2	\$16,850.1		\$14,750	\$18,538
Employment and Credential Rate	63.5%	57.1%	44.4%	14.3%		60%	14.3
Older Youth (19-21)	PY 12 Performance Targets	PY 12 4 Qtrs. to 3/31/13	PY 12 4 Qtrs. to 13/31/12	PY 12 4 Qtrs. to 09/30/12		PY 11 Performance Targets	PY 11 KAUAI 4 qtrs. to 6/30/12
Current Number Served (No exitters during period)							4 4% of State
Entered Employment Rate	73%	59.3%	43.5%	46.2%		40%	N A
Employment Retention Rate	82%	0	0	0		60%	NA
Average Earnings Change	\$3,100.	0	0	0		\$1,750	NA
Credential Rate	60%	0	34.8%	38.5%		38%	NA
Younger Youth (14-18)							
Current Number Served							59 14.2% of State
Skill Attainment Rate	88%	93.3%	100%	92.2%		71%	70.6
Diploma Attainment Rate	66%	65.2%	64%	52.2%		46%	35.0
Retention Rate	49.5%	33.3%	30.8%	46.2%		44%	50.0

This table compares Kaua'i's PY 12 performance to the State as well as the prior year.

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.

UNEMPLOYMENT RATES- *NOT SEASONALLY ADJUSTED*

	MAR 2013	FEB 2013	MAR* 2012
STATE	5.0	5.1	6.2
HONOLULU	4.4	4.5	5.4
HAWAII COUNTY	7.2	7.3	8.8
KAUAI	6.1	6.4	7.9
MAUI COUNTY	5.4	5.6	6.8
Maui Island	5.3	5.5	6.7
Molokai	11.0	10.9	13.1
Lanai	2.1	2.6	3.7
U. S.	7.6	8.1	8.4

* benchmarked data

	Mar 2012	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan 2013	Feb	Mar
U. S.	8.4	7.7	7.9	8.4	8.6	8.2	7.6	7.5	7.4	7.6	8.5	8.1	7.6
Hawai'i	6.2	5.7	5.9	6.7	6.2	5.8	5.6	5.3	5.2	4.8	5.3	5.1	5.0

UNEMPLOYMENT RATES- *SEASONALLY ADJUSTED*

State of Hawaii Seasonally Adjusted Labor Force Data**			
	Mar 2013	Feb 2013	Mar 2012*
Labor Force	647,400	651,100	653,550
Employment	614,100	617,300	613,200
Unemployment	33,300	33,800	40,350

* benchmarked data

	MAR 2013	FEB 2013	MAR* 2012
STATE	5.1	5.2	6.2
U. S.	7.6	7.7	8.2

* benchmarked data

**totals may not add due to rounding

Detail Master Summary Report by Office

- Region/LWIA: Kauai
- Office: WorkWise Kaua'i Your One-Stop Job Center
- Date range: 1/1/2013 - 3/31/2013

Summary	Total
INDIVIDUAL AND TOTAL SERVICES	
Individuals that Registered	
WorkWise Kaua'i Your One-Stop Job Center	356
Total number of Individuals that Registered	356
Individuals that Logged In	
WorkWise Kaua'i Your One-Stop Job Center	1,030
Total number of Individuals that Logged In	1,030
Distinct Individuals Receiving Services	
WorkWise Kaua'i Your One-Stop Job Center	1,796
Total number of Distinct Individuals Receiving Services	1,796
Services Provided to Individuals	
WorkWise Kaua'i Your One-Stop Job Center	36,001
Total number of Services Provided to Individuals	36,001
LABOR EXCHANGE SERVICES	
Individual Virtual Recruiters Created	
WorkWise Kaua'i Your One-Stop Job Center	251
Total number of Individual Virtual Recruiters Created	251
Resumes Added	
WorkWise Kaua'i Your One-Stop Job Center	601
Total number of Resumes Added	601
Resume Cover Letters Created	
WorkWise Kaua'i Your One-Stop Job Center	7
Total number of Resume Cover Letters Created	7
Internal Job Orders Created	

WorkWise Kaua'i Your One-Stop Job Center	195
Total number of Internal Job Orders Created	195
Internal Job Referrals	
WorkWise Kaua'i Your One-Stop Job Center	1,165
Total number of Internal Job Referrals	1,165
External Job Referrals Created	
WorkWise Kaua'i Your One-Stop Job Center	2,010
Total number of External Job Referrals Created	2,010
EMPLOYER SERVICES	
Services Provided Employers	
WorkWise Kaua'i Your One-Stop Job Center	74
Total number of Services Provided Employers	74
WAGNER PEYSER PROGRAMS (WP) INFORMATION	
Completed WP applications	
WorkWise Kaua'i Your One-Stop Job Center	1,055
Total number of Completed WP applications	1,055
WP Participations	
WorkWise Kaua'i Your One-Stop Job Center	1,055
Total number of WP Participations	1,055
WP Exits	
WorkWise Kaua'i Your One-Stop Job Center	1,401
Total number of WP Exits	1,401
WORKFORCE INVESTMENT ACT PROGRAM (WIA) INFORMATION	
Completed WIA applications	
WorkWise Kaua'i Your One-Stop Job Center	53
Total number of Completed WIA applications	53
WIA Participations	
WorkWise Kaua'i Your One-Stop Job Center	53

Total number of WIA Participations	53
GENERIC PROGRAM (GP) INFORMATION	
Generic-Program Applications Created	
WorkWise Kaua'i Your One-Stop Job Center	122
Total number of Generic-Program Applications Created	122
Generic-Program Activities Created	
WorkWise Kaua'i Your One-Stop Job Center	441
Total number of Generic-Program Activities Created	441
Generic-Program Exits Created	
WorkWise Kaua'i Your One-Stop Job Center	106
Total number of Generic-Program Exits Created	106
Summary	Total
Total Rows: 19	