



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
WORKFORCE DEVELOPMENT DIVISION

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July 9, 2013

(SN 159)

WIA BULLETIN NO. 07-13

TO: WIA Administrators/Local Workforce Investment Boards

FROM: Dwight Takamine, Director
Department of Labor and Industrial Relations

SUBJECT: Approval of the State Integrated Workforce Plan for Title I of the Workforce Investment Act and the Wagner-Peyser Act Programs

PURPOSE:

The purpose of this bulletin is to announce the approval of the State Integrated Workforce Plan for Title I of the Workforce Investment Act (WIA) and Wagner-Peyser (WP) effective July 1, 2012 through June 30, 2017 and the Performance Goals for the Program Year 2013.

BACKGROUND:

The Department of Labor and Industrial Relations, Workforce Development Council (WDC), submitted the State Integrated Workforce Plan on September 15, 2012 based on instructions issued in Training and Guidance Letters (TEGL) 21-11 and 21-11, Change 1. A conditional approval was received in a letter dated December 13, 2012, with the U.S. Department of Labor requesting a modification to address concerns. A subsequent Modification was submitted on March 15, 2013. Included in all the submissions were requests for waivers of statutory and regulatory requirements under WIA to allow for more flexibility in program design and meaningful participant results.

In addition to the development and modification to the State Plan and the negotiation of the Program year 2012 performance goals, the DLIR recently began negotiating performance goals for Program Year 2013 for WIA and WP. These goals differ from previous program years due to the State's request and USDOL's approval of the use of Common Measures for reporting program performance.

POLICY:

The State Integrated Workforce Plan for Title I of the WIA and Wagner-Peyser Programs for July 1, 2012 to June 30, 2017 serves as Hawaii's vision for our state's employment and training and economic development for the next Five Years and reflects the local areas resources and program designs to assist the Council and the Governor in achieving the goals set in the Plan. The Plan is available on the WDC website at <http://labor.hawaii.gov/wdc> (Plans and Reports).

Attached are the following documents related to the Plan:

- (1) June 11, 2013 letter from Gerri Fiala, Acting Assistant Secretary of Labor, giving full approval of Hawaii's Plan (including the attached waiver for common measures);
- (2) December 13, 2012 letter from Jane Oates, Assistant Secretary of Labor, giving conditional approval of Hawaii's Plan and approval of waivers previously submitted;
- (3) January 14, 2013 letter from Virginia Hamilton, Regional Administrator of USDOL, giving approval for PY12 Performance Goals for WIA and Wager-Peyser (also included in revised State Plan); and
- (4) June 24, 2013 letter from Bryan Rogers, Acting Regional Administrator of USDOL, giving approval PY13 Performance Goals for WIA and Wagner-Peyser.

PROCEDURES:

Local Workforce Investment Boards and their partners should disseminate the plan to involved community partners. Local Area Four-Year Plans should align with the State's vision and goals, while developing their Four-Year Plans to recognize the needs of their local area, economic conditions, and the community that they serve.

INQUIRIES:

Questions regarding this bulletin should be directed to Ms. Linda Sakamoto at (808) 586-9059 or Ms. Cynthia Nakamura at (808) 586-9063.



DWIGHT TAKAMINE
Director

Attachments (4)

Attachment 1

June 11, 2013 – Approval letter
(Includes Common Measures Waiver)



JUN 11 2013

The Honorable Neil Abercrombie
Governor of Hawaii
Executive Chambers
State Capitol
Honolulu, Hawaii 96813

Dear Governor Abercrombie:

In a letter dated December 13, 2012 (enclosed), the Employment and Training Administration (ETA) provided Hawaii conditional approval of its State Integrated Workforce Plan for Title I of the Workforce Investment Act (WIA), the Wagner-Peyser Act (W-P), including the W-P Agricultural Outreach Plan, plans for coordination with Trade Adjustment Assistance (TAA), and the State's waiver requests. ETA approved the State Plan on the condition that the State address the following concerns to meet the State Integrated Workforce Plan requirements:

- The State Plan must include Labor Market Information (LMI) and analysis tied to the Governor's vision, including occupational information resulting from the State Workforce Skills Panel. The LMI data must incorporate that information into the description of the projected trends in the State's economy, industries and occupations, and assessment of the workforce skills necessary for economic growth.
- The State Plan must describe how the State will use program funds to leverage other Federal, state, local and private resources, in order to effectively and efficiently provide services.
- The section in the State Plan entitled Priority of Services to Low Income Individuals, as written, does not conform to the regulations at 20 CFR 663.600. This section of the Plan must be revised for compliance with this regulation.
- The State Plan must describe how WIA youth activities are coordinated with the services provided by the Job Corps program. The description must include outreach and admissions, center operations, and career placement and transition services.
- The State Plan must describe in detail how funds will be used to expand the participation of business in the statewide workforce investment system.
- Assurance 4: The State Plan (Wagner Peyser – Agricultural Outreach Plan) must provide the organizations from which the State solicited information and suggestions, the comments received, and the State's responses.

- Assurances 10, 11, 12, 16: The State must provide accessible links to all documents embedded in the State Plan submission and the current policies that cover each of the assurances.

ETA received the State's modified State Plan on March 15, 2013, including the above required items.

Plan Review and Approval

ETA has reviewed the modified Hawaii State Integrated Workforce Plan in accordance with Title I of WIA, the Wagner-Peyser Act, the Trade Act (as amended), the corresponding regulations, the State Integrated Workforce Plan Requirements for Workforce Investment Act Title I/Wagner-Peyser Act and Department of Labor Workforce Programs (<http://www.doleta.gov/usworkforce/wia-planning/docs/integrated-planning-guidance.pdf>), and Training and Employment Guidance Letter (TEGL) No. 21-11 and the corresponding Change 1. Pursuant to 20 CFR 661.230(e), this letter constitutes a written determination under WIA Section 112 (29 USC 2822) that ETA is approving the WIA Title I, W-P and TAA portions of Hawaii's State Plan for the period July 1, 2012 through June 30, 2017, PY 2012-PY 2016. The annual W-P Agricultural Outreach Plan (AOP) is approved through June 30, 2012. The PY 2013 AOP must be developed and submitted in accordance with guidance in TEGL No. 23-12. The State is eligible to receive WIA formula allotments for Adult, Dislocated Worker, and Youth programs, and W-P program allotments, effective July 1, 2012 through June 30, 2017.

Waivers

As part of Hawaii's State Plan submission on March 15, 2013, the State submitted a request for a waiver of statutory and regulatory requirements under WIA (copy enclosed). The State's waiver request is written in the format identified in WIA Section 189(i)(4)(B) and 20 CFR 661.420(c). The disposition of the State's waiver request is outlined below. This action is taken under the Secretary's authority at WIA Section 189(i) to waive certain requirements of WIA Title I, Subtitles B and E, and Sections 8-10 of the W-P.

Waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures.

The State requested a waiver that allows the State to replace the 17 performance measures under WIA Section 136(b) with the common measures. The State is granted this waiver effective July 1, 2013 through June 30, 2017.

This waiver permits the State to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136(b). The State will no longer negotiate and report to ETA on the following WIA measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures.

The State will use the three adult common performance measures to negotiate goals and report outcomes for the WIA Adult and WIA Dislocated Worker programs. The State will use the three youth common performance measures to negotiate goals and report outcomes for the WIA Youth program. Workforce Investment Act Standardized Record Data system (WIASRD) item 619, Type of Recognized Credential, should be completed for each individual as appropriate, regardless of this waiver to report on common performance measure outcomes only.

The approved waiver is incorporated by reference into the State's WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, and this constitutes a modification of the State Plan. A copy of this letter should be filed with the State's WIA Grant Agreement and the approved State Plan. In addition, as described in TEGL No. 29-11, the State should address the impact this waiver has had on the State's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to working together as you implement your State Integrated Workforce Plan for PY 2012 and beyond. If you have any questions related to the issues discussed above, please contact Thou Ny, the Federal Project Officer for Hawaii, at (415) 625-7953 or Ny.Thou@dol.gov.

Sincerely,



Gerri Fiala
Acting Assistant Secretary

Enclosure

cc: Virginia Hamilton, Regional Administrator, ETA San Francisco Regional Office
Thou Ny, Federal Project Officer for Hawaii

HAWAII STATE REQUEST FOR A WAIVER:

To Replace Performance Measures With Common Measures

The Hawaii Workforce Development Council ("WDC"), as well as the Workforce Development Division ("WDD") of the Department of Labor and Industrial Relations, as the State of Hawaii's administrator for the Workforce Investment Act ("WIA"), is submitting a waiver to allow the State to replace the performance measures required under Title I of WIA with common measures delineated in TEGL 17-05.

If approved, Hawaii will be allowed to report outcomes solely under the nine common measures for all required federal reports for the Program Year which will begin July 1, 2013. The use of common measures will apply to programs under the Workforce Investment Act, the Wagner-Peyser Act, the Jobs for Veterans Act and Trade Adjustment Assistance (TAA) programs. These nine common measures as outlined in the TEGL are: Entered Employment, Retention, Average Earnings, Youth Placement In Employment or Education, Youth Attainment of a Degree or Certificate, and Youth Literacy and Numeracy Gains.

This waiver will allow Hawaii to avoid the inconsistencies and complexities inherent in the current WIA performance reporting requirements. It would allow the state to effectively align accountability across all programs within the workforce development system. The common measures better support the State's goals of promoting on-the-job training and customized training for adult workers including Incumbent workers and allow the targeting of services to out-of-school youth and those most in need as identified by USDOL's Youth Vision statement.

The State has consulted with the LWIBs and the Local Areas regarding the need for this waiver and have their concurrence and support in moving toward this effort.

Identify the statutory or regulatory requirements to be waived.

Section 136(b)(2) and ©(1) of the Workforce Investment Act (WIA) of 1998, as well as accompanying regulations at 20 CFR 666.100(a) and 666.300(a), which specify the required state and local performance measures for WIA, Title IB programs.

Hawaii also requests a waiver of the seventeen indicators of performance for activities authorized under sections 129 and 134 of the Workforce Investment Act. Specifically, with approval of this request, the State would not be required to report on the seventeen performance measures.

Describe the actions that the State or local area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers.

There are no state or local barriers to implementing the requested waiver.

Describe the goals that the State or local area in the State, as appropriate, intends to achieve as a result of the waiver and expected programmatic outcomes.

This Waiver to allow Hawaii to apply Common Measures will achieve the following outcomes:

-
- Provide for a simplified and streamlined performance measure system to ensure successful integration of workforce development programs
 - Provides cohesion across workforce development programs.
 - Provides for demand-driven performance outcomes.
 - Provides clear and consistent information to Congressional and Legislative leaders and the general public concerning the use of public dollars and return on investment.
 - Provides an opportunity for Hawaii to better focus on Youth programs and their relative outcomes in relation to performance measures.

Describe the individuals impacted by the waiver.

For the Adult and Dislocated Worker Programs, this waiver will encourage the provision of training by removing the current disincentive for OJT and customized training delivery and allowing the focus to be on post-program earnings outcomes and training for high-paying jobs in skill shortage areas.

For the Youth Program, common measures would have a significant positive impact on the delivery of services to individuals. The focus will be on basic skills and educational outcomes rather than labor market outcomes, such as employment and earnings. This move will encourage more training, including academic remediation for older out of school youth. There will be an increased emphasis on out-of-school youth, skill attainments and verifiable improvements in basic skills levels.

Describe the process used to monitor the progress in implementing such a waiver.

The Workforce Development Division currently produces quarterly performance tracking for all WIA programs. WDD will monitor the implementation and Impact of the waiver through a combination of performance reporting, evaluations, and discussions with stakeholders regarding the progress toward expected outcomes.

Notice and Opportunity to Comment.

The waiver was posted on the State Plan Website set up for LWIBs and board review, with notice to both the Board and LWIBs, on March 7, 2013, and continued to be posted until The Plan was submitted. No comments were received regarding this waiver.

Attachment 2

December 13, 2012 – Conditional approval letter



DEC 13 2012

The Honorable Neil Abercrombie
Governor of Hawaii
Executive Chambers
State Capitol
Honolulu, Hawaii 96813

Dear Governor Abercrombie:

This letter provides conditional approval of Hawaii's State Plan (excluding waiver requests) for Title I of the Workforce Investment Act (WIA), the Wagner-Peyser Act (W-P), including W-P Agricultural Outreach Plan, and plans for coordination with Trade Adjustment Assistance (TAA). The Employment and Training Administration (ETA) received the State Plan on September 17, 2012. This letter also separately addresses Hawaii's WIA waiver requests.

Training and Employment Guidance Letter (TEGL) No. 21-11, issued on March 27, 2012, and TEGL No. 21-11, Change 1, issued on August 8, 2012, provide guidance for states to submit their State Workforce Plans and waivers for Program Year (PY) 2012 and beyond. We appreciate the State's responsiveness to this guidance.

Plan Review and Approval

ETA has reviewed the Hawaii State Plan in accordance with Title I of WIA, the W-P, the Trade Act (as amended), the corresponding regulations, the State Integrated Workforce Plan Requirements for Workforce Investment Act Title I/Wagner-Peyser Act and Department of Labor Workforce Programs (<http://www.doleta.gov/usworkforce/wia-planning/docs/integrated-planning-guidance.pdf>), and TEGL No. 21-11. Pursuant to 20 CFR 661.230(e), this letter constitutes a written determination under WIA Section 112 (29 USC 2822) that ETA is approving the WIA Title I, W-P and TAA portions of Hawaii's State Plan for the period July 1, 2012 through June 30, 2017, PY 2012-PY 2016, with the exceptions noted below. ETA is approving the State Plan on the condition that the State provides the following items to meet the State Integrated Workforce Plan requirements:

- The State Plan must include Labor Market Information (LMI) and analysis tied to the Governor's vision, including occupational information resulting from the State Workforce Skills Panel. The LMI data must incorporate that information into the description of the projected trends in the State's economy, industries and occupations, and assessment of the workforce skills necessary for economic

- growth. (Please refer to "Economic and Workforce Information Analysis" in Section I of the State Integrated Workforce Plan Requirements.)
- The State Plan must describe how the State will use program funds to leverage other Federal, state, local and private resources, in order to effectively and efficiently provide services. (Please refer to "State Strategies: Leveraging Resources" in Section I of the State Integrated Workforce Plan Requirements.)
 - The section in the State Plan entitled Priority of Services to Low Income Individuals, as written, does not conform to the regulations at 20 CFR 663.600. This section of the Plan must be revised for compliance with this regulation.
 - The State Plan must describe how WIA youth activities are coordinated with the services provided by the Job Corps program. The description must include outreach and admissions, center operations, and career placement and transition services. (Please refer to "Services to State Target Populations" in Section II of the State Integrated Workforce Plan Requirements.)
 - The State Plan must describe in detail how funds will be used to expand the participation of business in the statewide workforce investment system. (Please refer to "Services to Employers" in Section II of the State Integrated Workforce Plan Requirements.)
 - Assurance 4: The State Plan (Wagner Peysor – Agricultural Outreach Plan) must provide the organizations from which the State solicited information and suggestions, the comments received, and the State's responses.
 - Assurances 10, 11, 12, 16: The State must provide accessible links to all documents embedded in the State Plan submission and the current policies that cover each of the assurances.

The State must modify its State Plan to include the above required items, and submit a modification to ETA at your earliest convenience but no later than March 15, 2013. The annual W-P Agricultural Outreach Plan is approved for the period July 1, 2012 through June 30, 2013.

The State is eligible to receive WIA formula allotments for Adult, Dislocated Worker, and Youth programs, and W-P program allotments, effective July 1, 2012 through June 30, 2017, under the condition that the information identified above is provided.

Performance Levels

Each year, the Regional Administrator negotiates the Program Year's WIA and W-P performance goals with each state. Hawaii's goals have been negotiated and the Regional Administrator's letter dated October 26, 2012, advised the State of the PY 2012 WIA and W-P final performance goals. This letter also indicated that Hawaii's final performance goals for PY 2012 will be incorporated into the Regional and National Office copies of the State Integrated Workforce Plan. Please include these final PY 2012 goals in the State's official copy of the State Plan.

Waivers

As part of Hawaii's State Plan, the State submitted waiver requests for waivers of statutory and regulatory requirements under WIA (copy enclosed). The State's request for waivers is written in the format identified in WIA Section 189(i)(4)(B) and 20 CFR 661.420(c). The disposition of the State's waiver requests is outlined below. This action is taken under the Secretary's authority at WIA Section 189(i) to waive certain requirements of WIA Title I, Subtitles B and E, and Sections 8-10 of the W-P.

Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.

The State requested a waiver to permit an increase in the amount a state is allowed to transfer between the Adult and Dislocated Worker funding streams. The State is granted this waiver through June 30, 2017. Under the waiver, transfer authority is limited to 50 percent. This limitation provides states flexibility while ensuring consistency with Congressional intent regarding the level of funding appropriated for the WIA Adult and Dislocated Worker programs.

Waiver of WIA Section 123 that requires that providers of Youth program elements be selected on a competitive basis.

The State requested a waiver of the WIA Section 123 requirement for competitive procurement of service providers for four of the ten youth program elements: supportive services; follow-up services; work experience; and comprehensive guidance and counseling. ETA believes that competitive procurement of these elements is the most efficient and cost-effective way to ensure the development of high-quality service providers, but we agree with the state that for some elements competitive procurement impacts continuity of services to youth and connections to work experience/internship host agencies and employers. Therefore, we are approving this waiver through June 30, 2017.

We approve the waiver to permit the State to allow its American Job Centers or partner agencies to directly provide the youth program elements of guidance and counseling, supportive services, follow-up services, and work experience. However, we approve the waiver for the element of guidance and counseling on the condition that the State may make this waiver available to local areas on a case-by-case basis to those areas that demonstrate a cost savings and ensure that its implementation provides equitable services to all customers regardless of background. The State must provide guidance outlining the criteria for obtaining such flexibility and must ensure that it reviews the following factors in assessing such requests:

- Description of the alternative service delivery arrangement
- Name of the AJC Operator or partner program that will provide the service
- Justification in support of the determination to not select the provider through a competitive procurement

- How customer service will be improved, including how the local area will leverage and coordinate services with community based organizations that serve diverse populations
- How the benefits will be measured

The State must monitor the implementation of this waiver on an ongoing basis and include its oversight in local area compliance monitoring.

Waiver of the required 50 percent employer contribution for customized training at WIA Section 101(8)(C).

The State requested a waiver of the required 50 percent employer contribution for customized training to permit the use of a sliding scale for the employer contribution based on the size of the business. The State is granted this waiver through June 30, 2017. Under the waiver, the following sliding scale is permitted: 1) no less than 10 percent match for employers with 50 or fewer employees, and 2) no less than 25 percent match for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent contribution) continue to apply. When determining the funding source for customized training, the State must use the appropriate program funds for the appropriate WIA-eligible population. The State and local area may provide customized training to individuals 18 years of age or older with WIA Adult funds and must provide priority to low-income individuals when funds are limited; the State and local area may provide customized training to dislocated workers with WIA Dislocated Worker funds. Customized training provided with statewide funds must serve WIA eligible individuals.

Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.

The State requested a waiver of the time limit on the period of initial eligibility of training providers provided at 20 CFR 663.530. The State is granted this waiver through June 30, 2017. Under the waiver, the State is allowed to postpone the determination of subsequent eligibility of training providers. The waiver also allows the State to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers.

Waiver of WIA Section 101(31)(B) to increase the employer reimbursement for on-the-job training.

The State requested a waiver to permit an increase in employer reimbursement for on-the-job training through a sliding scale based on the size of the business. The State is granted this waiver through June 30, 2017. Under the waiver, the following reimbursement amounts will be permitted: 1) up to 90 percent for employers with 50 or fewer employees, and 2) up to 75 percent for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent reimbursement) will continue to apply. When determining the funding source for on-the-job training, the State must use the appropriate program funds for the appropriate WIA-

individuals 18 years of age or older with WIA Adult funds and must provide priority to low-income individuals when funds are limited; the State and local area may provide on-the-job training to dislocated workers with WIA Dislocated Worker funds. On-the-job training provided with statewide funds must serve WIA eligible individuals.

Waiver of the WIA regulations at 20 CFR 666.100 to exempt the state from including credential attainment outcomes for participants enrolled in on-the-job training in the credential performance measure calculations.

The State requested a waiver to exempt it from including credential attainment outcomes in the credential performance measure calculations for participants enrolled in on-the-job training. The State is granted this waiver through June 30, 2017. The State must continue to report outcomes in the Workforce Investment Act Standardized Record Database (WIASRD) for participants enrolled in on-the-job-training.

Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts for older and out-of-school youth.

The State requested a waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older youth and out-of-school youth program participants. The State is granted this waiver through June 30, 2017. Under this waiver, the State can use ITAs for older youth and out-of-school youth program participants. The State must continue to make the 10 youth program elements available as described at WIA Section 129(c)(2). The State should ensure that funds used for ITAs are tracked and that the ITAs are reflected in the individual service strategies for these youth.

Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) to exempt a state from the requirement to provide local workforce investment area incentive grants.

The State requested a waiver of the requirement to provide local workforce investment areas incentive grants to reward regional cooperation, local coordination of activities, and exemplary performance. The State is granted this waiver through June 30, 2013.

Waiver of WIA Section 129(b)(2)(C) and 20 CFR 665.200(h) to exempt the state from the requirement to provide additional assistance to local areas that have a high concentration of eligible youth.

The State requested a waiver of the requirement to provide additional assistance to local areas that have a high concentration of eligible youth. The State is granted this waiver through June 30, 2013.

Waiver of WIA Section 134(a)(1)(A) to permit a portion of the funds reserved for rapid response activities to be used for incumbent worker training.

The State is requesting a waiver to permit use of rapid response funds to conduct allowable statewide activities as defined under WIA Section 134(a)(3), specifically incumbent worker training. The State is granted this waiver through June 30, 2017.

Under this waiver, the State is permitted to use up to 20 percent of rapid response funds for incumbent worker training only as part of a layoff aversion strategy. ETA believes limiting incumbent worker training to layoff aversion is the best use of funds in the current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. The State is required to report performance outcomes for any incumbent workers served under this waiver in the Workforce Investment Act Standardized Record Data system (WIASRD), field 309. TEGL No. 26-09, Section 7A, "Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010" and TEGL No. 30-09, "Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver" provide policy guidance related to implementation of this waiver.

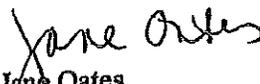
Waiver of 20 CFR 665.320(d)(2) to use a percentage of statewide rapid response funds to support required statewide activities.

The State requested a waiver of 20 CFR 665.320 to use State rapid response money to fund statewide activities identified at WIA Section 134(a)(2)(B). ETA denies the State's request. ETA believes that rapid response funds should be used for the activities necessary to plan and deliver services to enable dislocated workers to transition to employment as soon as possible after a dislocation event and not to supplement state funds used for required statewide activities.

The approved waivers are incorporated by reference into the State's WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, and this constitutes a modification of the State Plan. A copy of this letter should be filed with the State's WIA Grant Agreement and the approved State Plan. In addition, as described in TEGL No. 29-11, the State should address the impact these waivers have had on the State's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to working together as you implement your State Integrated Workforce Plan for PY 2012 and beyond. We encourage your efforts in exploring the adoption of the American Job Center brand. We are available to provide technical assistance. If you have any questions related to the issues discussed above, please contact Janice Shordike, the Federal Project Officer for Hawaii, at 415-625-7943 or Shordike.Janice@dol.gov.

Sincerely,


Jane Oates
Assistant Secretary

Enclosure

cc: Virginia Hamilton, Regional Administrator, ETA San Francisco Regional Office
Janice Shordike, Federal Project Officer for Hawaii

Attachment 3

January 14, 2013 – Approval of PY 2012 Performance Goals

U.S. Department of Labor

Employment and Training Administration

Region 6 San Francisco

90 7th Street, Suite 17300

San Francisco, CA 94103



JAN 14 2013

Dwight Takamine, Director
 Department of Labor and Industrial Relations
 830 Punchbowl Street, Room 321
 Honolulu, Hawaii 96813

Dear Mr. Takamine:

Following our telephone conference with your office in December, this letter finalizes the agreed-upon Workforce Investment Act (WIA) and Wagner-Peyser performance targets for Hawaii in Program Year (PY) 2012. Taking into account performance trend data, economic conditions, service strategies, and our mutual interest in advancing the effectiveness of Hawaii's Workforce System, I appreciate your commitment to the resulting target levels:

PY 2012	Negotiated Level
WIA Adult	
Entered Employment	69.5%
Retention	86.0%
Average Earnings	\$11,200
Employment and Credential Rate	66.0%
WIA Dislocated Worker	
Entered Employment	75.0%
Retention	90.0%
Average Earnings	\$14,750
Employment and Credential Rate	63.5%
WIA Older Youth	
Entered Employment	73.0%
Retention	82.0%
Earnings Change	\$ 3,100
Credential Rate	60.0%
WIA Younger Youth	
Diploma Rate	66.0%
Skill Attainment	88.0%
Retention Rate	48.5%
WIA Customer Satisfaction	
Participant	97.7%

Wagner-Peyser

Entered Employment

49.9%

Retention

78.5%

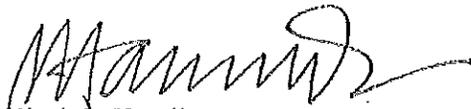
Average Earnings

\$12,500

This letter constitutes a modification to your Five Year, PY2012 – PY 2016, WIA/Wagner-Peyser State Plan.

If you have any questions, please contact Bryan Rogers at (415) 625-7951 or rogers.bryan@dol.gov.

Sincerely,



Virginia Hamilton
Regional Administrator

Attachment 4

June 24, 2013 – Approval of PY 2013 Performance Goals

U.S. Department of Labor



JUN 24 2013

Dwight Takamine
Director, Department of Labor
and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

Employment and Training Administration

Region 6 San Francisco

90 7th Street, Suite 17300
San Francisco, CA 94103

Dear Mr. Takamine:

This letter finalizes the agreed-upon Workforce Investment Act (WIA) and Wagner-Peyser (WP) performance targets for Program Year (PY) 2013. Following review of the data and information supporting the proposed performance targets, and subsequent discussions with State staff, we are confirming the final performance targets as follows:

WIA Adult

Entered Employment	71.0%
Retention	86.0%
Average Earnings	\$11,100

WIA Dislocated Worker

Entered Employment	76.0%
Retention	92.0%
Average Earnings	\$15,000

WIA Youth

Placement in Employment/Education	60.1%
Attainment of Degree/Certificate	68.5%
Literacy/Numeracy Gains	45.0%

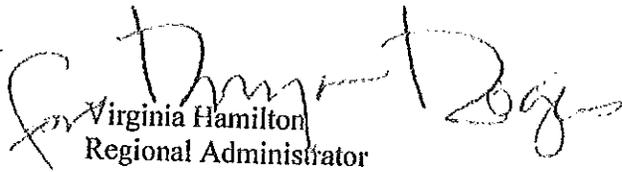
Wagner-Peyser

Entered Employment	50.5%
Retention	81.5%
Average Earnings	\$13,250

With respect to the WIA Youth measures, our staff team noted that targeted technical assistance around service design would be a valuable investment for our two offices to think through in the coming months. This letter constitutes a modification to your Five Year, PY2012 – PY 2016, WIA/WP State Plan. We appreciate the thorough and comprehensive discussions with your staff, and agreement on the PY 2013 performance targets.

If you have any questions, please contact Rosemary Cowan at (415) 625-7935 or cowan.rosemary@dol.gov.

Sincerely,


Virginia Hamilton
Regional Administrator