

WDD Report of Wagner-Peyser and Related Programs for Mach 31, 2016 Workforce Development Council Meeting

Date: March 30, 2016
Area: Statewide
Prepared by: WDD Administration

I. Wagner-Peyser Performance Highlights: January 1, 2015 – December 31, 2015

- A. Total Participants: 38,238
- B. Total UI Claimants: 16,721; Total Unemployed: 29,905
- C. Total Veterans, Eligible Persons: 3,289
- D. Performance Outcomes – Exceeded all goals. (See chart below.)

Wagner-Peyser Performance Outcomes for 4 Qtrs Ending Dec. 31, 2015

Measure	Actual	Goal	Actual/Goal
Entered Employment Rate	56%	53%	106%
Employment Retention Rate	84%	83%	101%
6-Month Average Earnings	\$14,715	\$14,000	105%

E. Total Employers: 1,485

F. Total Job Openings: 158,173

- II. Uniform National Threshold for Entered Employment Rate (UNTEER)—*Goal is adjusted retroactively based on National average entered employment rate for veterans. State is not meeting the goal. Failure to meet UNTEER may result in loss of funds for Wagner-Peyser.

UNTEER Performance Outcome for 4 Qtrs Ending Dec. 31, 2015

Measure	Actual	Goal*	Actual/Goal
Entered Employment Rate	46%	51.8%	87%

To improve performance, more intense and coordinated effort among partners will be conducted for employer outreach and business engagement.

- III. Activities: October 1, 2015-March 2016

- A. Participated in developing Unified Plan with Core Partners.
- B. Participated in discussions with Core Partners about common data system.
- C. Oahu Job Fairs: September 2015, January 2016; upcoming-May 2016 and September 2016 – in coordination with Success Advertising
 - 1. January Job Fair: 5,300 attendees; 300 employers
 - 2. January Fair: Employer workshops by Pearl Harbor Navy Shipyard, Disney Aulani Resort, State Department of Human Resources Development
 - 3. Included shuttle bus to alleviate parking shortage for audience – proved very effective.
- D. Training and technical assistance provided by Geographic Solutions, vendor for HireNet Hawaii, Honolulu, March 21-24, 2016 – jointly planned and coordinated with WDC, Adult Education, Division of Vocational Rehabilitation
 - 1. Attendees included: Counties, WIOA Youth Providers, WDC, City staff, DOE Adult Education, DHS Division of Vocational Rehabilitation, WDD Admin and field staff, Research and Statistics Office.
 - 2. Topics covered: County issues/concerns about HireNet Hawaii, training on WIOA Youth data entry and reporting, Wagner-Peyser reports, interface with Adult Education and Vocational Rehabilitation
- E. Employer Outreach and Business Engagement Activities: Jan-March 2016
 - 1. Recruitments – included:
 - a. DHL Supply Chain
 - b. Douglas Emmett Property Management
 - c. HMS Host
 - d. Peter Pan Seafoods
 - 2. Business Community Networking—sponsored by Success Advertising, 30 employers including CPB, Oceanic Cable, Maunakea Integrated Solution
 - 3. Hosted training in preparation for applicants to Disney Aulani recruitment
- F. Outreach to veteran organizations:
 - 1. Weekly visits to USA Vets, Kalaeloa Shelter for homeless veterans
 - 2. Tripler, Schofield Barracks Wounded Warrior unit
 - 3. UH Community Colleges Veteran Outreach/Training Liaison

IV. Highlights of Leveraged Activities

A. Summer Youth Employment Program (SYEP)

1. DVR's contract with WDD --to conduct Summer Youth Employment Program for DVR referrals, with first priority to middle school and high school youth with disabilities.
2. Goal: 195 students (Oahu: 100; Hawaii County: 45; Maui County: 50)
3. Job readiness sessions are jointly provided by DVR and WDD to all participating youth prior to placement in job.
4. Worksite Supervisor orientations are provided prior to job placement.
5. Soliciting more government worksites, especially but not limited to, Leeward and North Oahu; Hawaii County; Maui; and Lanai.

B. Reemployment Services and Eligibility Assessment (RESEA)

1. New RESEA program replaced prior Reemployment Eligibility/Assessment program by making participation in reemployment services *mandatory* for all Unemployment Insurance claimants except partial claimants.
2. Control group was eliminated because of good results shown by REA. Last year for which data is available showed a net savings of about \$2 million to UI Trust Fund for REA participants.

C. Industry-Based Boards, Workgroup—Chaired by DLIR Director. Purpose is to recommend to DLIR the strategies that would increase pipeline of workers in agriculture, healthcare, and other industries.

See attached laws. State General revenue funds of about \$150,000 were made available last year for projects recommended by Agricultural Workforce Advisory Board. This year, same amount is available for projects recommended by each Board/group.

1. Agricultural Workforce Advisory Board

- a. Enacted by State law, Act 166, 2013 legislative session; Board focuses on agricultural work to carry out recommendations of Agricultural Skill Panels conducted on all Counties and other recommendations of the Board.
- b. See attached Membership Roster.
- c. See attached report of 2014-2015 activities. Included activities on every island. Focused on increasing FFA chapters and student membership, which it did by 20%.

- d. This year, Board recommended similar projects, with inclusion of a marketing plan to help promote agriculture as a viable and exciting career for youth; and reduced funding for FFA activities.

2. Healthcare Workforce Advisory Board

- a. Enacted by State Law, Act 099, 2014 Legislative Session; Board focuses on increasing pipeline for healthcare occupations; carry out recommendation of Healthcare Skill Panels as updated by the Board.
- b. See attached Membership Roster.
- c. Plans include printing a booklet, Health Careers Navigator, published by UH Burns School of Medicine that highlights health careers for secondary and post-secondary students; creating a database of healthcare professionals including behavioral health, dentistry, and technicians; supporting UHCC Phlebotomy training in Waianae and Maui where shortages exist; supporting travel costs for students of Health Occupations Students of America (HOSA) for Regional/National competitions; providing teacher training to begin a Health Academy at Roosevelt High School, and conducting a meeting that follows up on Healthcare Skill Panels to update information and recommendations.

3. Robotics/STEM Workgroup –Purpose is to increase student participation in STEM and robotics to increase their active involvement in school and improve their readiness for STEM and other careers.

- a. See attached Membership Roster.
- b. Projects include a summer youth internship/course at Honolulu Community College for about 60 high school youth, with priority to Leeward area students, to expose them to academic and hands-on work in science, engineering, and robotics. Includes site visits to STEM related employers to show them nature of work and working environment and increase their interest in STEM careers.

Also includes support for different robotics chapters in different schools to increase number of participating schools and expand student participation through purchase of materials and licensing fees; travel for regional and national competitions; and teacher training.

Hawaii Agriculture Workforce Advisory Board Members

	<u>Name</u>	<u>Affiliate</u>
1.	Linda Chu Takayama (Chairperson)	Dept. of Labor & Industrial Relations (DLIR), Director
	<i>Elaine Young (alt. for DLIR Dir.)</i>	<i>DLIR – Workforce Development Division Administrator</i>
2.	Ann Emmsley	UH-Maui College
3.	Scott Enright	Dept. of Agriculture, Director
	<i>Phyllis Shimabukuro-Geiser (alt. for DOA Dir.)</i>	<i>Dept. of Agriculture, Deputy Director</i>
4.	David Fuertes	N. Kohala Farmer
5.	Maria Gallo	College of Tropical Agriculture & Human Resources Dean (CTAHR)
	<i>Charles Kinoshita (alt. for Dean Gallo)</i>	<i>CTAHR Associate Dean</i>
6.	Michael Barros	Dept. of Education
	<i>Alison Inouye (cc for M. Barros)</i>	<i>Dept. of Education</i>
7.	Chris Manfredi	Farm Bureau, Pres.
8.	Bruce Mathews	UH Hilo, Ag Dept
	<i>Brian Miyamoto (alt. for Farm Bur.)</i>	<i>Farm Bureau, VP</i>
9.	Rep. Mark Nakashima	House of Representatives

Healthcare Workforce Advisory Board Members (2-18-2016)

	Name	Title	Department/ Agency	Act 166 Required Membership
1	Linda Chu Takayama (Chairperson)	Director	Department of Labor and Industrial Relations	Director of Labor
2	Virginia Pressler	Director	Department of Health	Director of Health
3	Kelley Withy	Director	Hawaii/Pacific Basin Area Health Education Center (AHEC)	Director of Hawaii/Pacific basin area
4	Kathryn Braun	Director	University of Hawaii Office of Public Health Studies	Director of UH Public Health Studies
5	Laura Reichhardt	Interim Director	Hawaii State Center for Nursing	Director of the Hawaii State Center for Nursing
6	Leon Richards	Chancellor	Kapio'i'ani Community College	Chancellor of Kapio'i'ani Community College
	Patricia O'Hagan (alt for KCC Chancellor)	Dean	Kapio'i'ani Community College	
7	Aukahi Austin-Seabury, Ph.D	Executive Director	I Ola Lahui Rural Hawai'i Behavioral Health	Director of I Ola Lahui
8	Tony Kreig	Chief Executive Officer	Hale Makua	Chief Executive Officer of Hale Makua

Robotics/IT Core Working Group Members

1. Osa Tui, McKinley High, VEX state planning
2. Song Choi, Assistant dean, College of Engineering, VEX state planning
3. Julia Segawa Stevenson Middle, VEX state planning
4. Thomas Lee, Wahiawa Middle, Botball coordinator
5. John Constantinou , DOE STEM specialist
6. Norman Takeya, Honolulu Comm College CTE
7. Art Kimura, Hawaii Space Grant Consortium

Agriculture Workforce Advisory Board Summary – 12/10/15

The Hawaii Agriculture Workforce Advisory Board was created through ACT 099 with funding in the amount of \$200,000 to support the Board and activities in FY 2015. The purpose of the Board was to:

- Support the State's goals for food sustainability and self-sufficiency;
- Increase the workforce in the entire agriculture industry; and
- Create a seamless opportunity/pathway from grade school into college.

Under the Board, an Investigative Committee on Education and Training was formed to further the Board's purposes by identifying prospective projects that address agriculture workforce needs. The Committee gathered proposals from various organizations statewide. As a result, the Board directed funding in the amount of \$150,000 to support the following projects:

Maui Economic Development Board STEM Conference and Internships (Budgeted: \$25,800; Actual Expenditures: \$25,800)

2015 Hawaii STEM Conference (\$5,000)

Over 750 students, teachers, industry professionals and community leaders from across the state and nation participated in two days of hands-on activities using cutting edge STEM technologies designed to promote STEM and Agricultural careers. Besides participating in STEM competitions and showcasing service-learning projects, students engaged with industry professionals and learned how to use tools such as GIS/GPS, web mapping, and science and technology to better their communities. Besides being inspired by fellow peers from across the state, students also networked with industry professionals who shared their career and education pathways and excited them to future career possibilities.

2015 STEMworks™ Summer Internship (\$20,800)

Forty-one students from across the state engaged in hands-on STEM/Agriculture projects for six weeks to hone technology, teamwork, communication and professional skills. Sixteen of these interns completed quality agricultural-related projects ranging from mapping invasive species using GIS/GPS to creating a winning video for an SBA grant for UHMC's Maui Innovation Food Group program. Besides working with industry professionals on quality projects, interns also participated in weekly professional development webinars to develop college/scholarship awareness as well as resume, time management, teamwork, communication and presentation skills. Interns used Prezi and PowerPoint to showcase their projects and experiences to mentors and families during the culminating STEMworks™ Internship Showcase event.

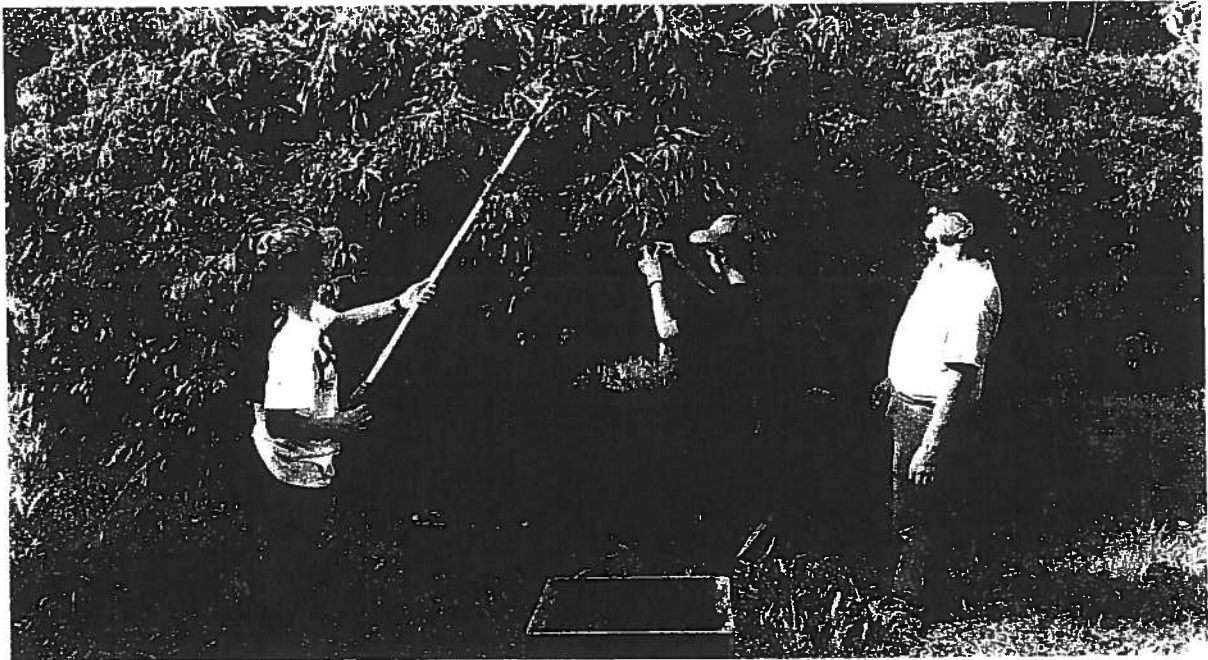
Kauai County FFA Internships (Budgeted: \$10,000; Actual Expenditures: \$8,198)

The FFA Summer Internship Program is a great program that provides high school students with an opportunity to gain experience in an agricultural business environment with the hopes of encouraging these students to pursue a career in agriculture. Through a \$9,958 grant from the Department of Labor & Industrial Relations - Agriculture Development Advisory Committee, summer interns are paid for their hard work with Kaua'i farmers at Ornellas Farm, Kauai Fresh Farms, and Moloa'a Bay Coffee.

Since this was a new program, and the fact that long-time FFA Advisor at Kaua'i High School, Herbert Keamoai retired at the end of the school year; the County's OED Director, George K. Costa created and managed the program as part of the County of Kaua'i's commitment to agriculture and partnership with the State DLIR, State DoE, and Kaua'i farmers and ranchers.

We are very thankful for the DLIR funds and the fact that only 2 interns were in this summer's program as the remaining funds were able to transport both Meranda Jardin and Shaiann Montgomery to the Kauai Fresh Farms location in Kilauea every day. As with Jerry Ornellas, Kauai Fresh Farms manager, Markeeta was very impressed with both interns. They were great workers and very interested in the entire operation from harvesting to marketing to food safety.

Heading back to the east side of Kauai, our interns worked one week in the Moloa'a Bay Coffee operations. Not only did they learn to pick coffee beans and roast them, but they were also exposed to the cacao plant and how to harvest those seeds and make a raw form of chocolate. See pictures below of Kauai interns' activities.



Meranda Jardin and Shaiann Montgomery working on Ornellas Farms with Jerry Ornellas



Meranda Jardin and Shaiann Montgomery with Kauai Mayor Bernard P. Carvalho, Jr.

Hawaii Island 4-H Livestock Association Agriculture Career Events (Budgeted: \$5,000; Actual Expenditures: \$4,527)

Event #1 - Anna Ranch, Waimea - June 14, 2015

As a means of introducing 4-H livestock project participants and the general public to the diversity of jobs and careers available in the agricultural (and natural resources) sector, the Hawaii County 4H Livestock Association organized the first of two Agricultural Career Day events held on June 14, 2015 at the Anna Ranch main hall in Kamuela, Hawaii Island. We had budgeted to use some of the funds for outreach and promotion so used it to publicize on over several radio stations (Pacific Media Group and Mahalo Media stations which included popular radio stations KPUA and KKOA, respectively; as well we publicized on social media.

Approximately 40 people attended the event, primarily 4-H club members and their families, with a few members of the public. Feedback about the event was very positive, and we plan to hold the event again.

Presenters included:

Zach Mermel, Hawaii Community College, Forest Team Program
John Replogle, The Nature Conservancy, Hawaii Island
James Twigg-Smith, Chris Long, Jenna Long, Pacific Biodiesel
Dr. Kelley in Clabaugh, Veterinarian, Ainahou Animal Hospital
Jill Mattos, Plant Manager, Hawaii Beef Producers
Linus Tavares, Loan Officer, Farm Credit Services

Event #2 – Komohana Research & Extension Center – September 24, 2015

The second Ag Career event was held on September 24th at the Komohana Extension Office, in Hilo. For this Ag Career event we were able to do some outreach to students not involved with 4-H clubs. Students were from high school Ag programs. We ended up with 143 participants from the following schools: Pahoa High School, Keaau High School, Waiakea High School and Honoka'a High School.

I had invited a variety of organizations, involved in the agricultural industry, to be a part of this event, as well as had UH-Hilo, Hawaii Community College and UH-Manoa present. Prior to the event day, I personally went to each school to give a presentation about the event and what they could expect. A couple schools also had me talk to the students about my own career as a county agent, as their students were involved in prepping for a class presentation about agricultural careers. The choice of the date also coincidentally fell on Teach Ag Day.

We had budgeted and used funds to bus students to the event. We also budgeted and used funds for supplies. A projector was purchased to do presentations at the schools, and we used funds to provide each student with necessities they would need for the event so they didn't have to bring anything. Each organization set up a display and we allowed each school an hour and a half to roam freely from table to table. I was concerned that it would not be enough time, but most of the students had time to visit all of the displays.

We were able to offer students the opportunity to visit career areas with a focus in: Animal Husbandry, Agribusiness Management, Agri-Science, Resource Development & Management, Horticulture, Natural Resource Management, and those involved with production agriculture.

The organizations included in the event were:

Peggy Beckett , The Bee Company

Derrick Kiyabu, Kohala Center - Ag Internships

Mike DuPont, County Agent, Cooperative Extension & Farming/Ranching

Grant Kow, Division of Forestry & Wildlife

Kori Hisashima, USDA Natural Resources Conservation Service

Linda Kow, USDA, Farm Service Agency

Eric Tanouye, Green Point Nursey & Hawaii Floriculture and Nursery Association

Collin Hart, Cacao & Chocolate

Dr. Eric Cleveland & UHH Vet Club Students

Lew Nakamura, Ag Instructor Hawaii Community College

Myla Gumayagay, UH-Hilo Recruiter

Sylvi Wu, UH - Manoa Recruiter

Windward Community College GoFarm and Agriculture Business Courses (Budgeted: \$13,200; Actual Expenditures: \$9,150)

Windward Community College was fortunate to receive \$9,150 in support during a second tier funding near the end of the fiscal year period. Windward's goal is to provide vital Ag farming & business / entrepreneurship skills to Hawaii's incumbent and aspiring farmers. To ensure a

greater success, Windward leveraged WDD resources with the ongoing statewide "Go-Farm" program to extend and magnify training outcomes not achievable by either effort independently.

To that end, Windward served a total of 61 students by enrolling 31 students in a 16 hr. Ag Business Course. Additionally, 30 students enrolled in the year-long and hands on "Go-Farm" farmer incubator program received tuition assistance.

The 30 Go-Farm students enrolled in a year-long farmer incubator program focusing on every aspect of farming including principles of farming, pest management, crop management, irrigation. Funding was provided to 30 students in the form of a \$150 tuition stipend to offset student costs. Students' experienced hands-on farming experience and scale their crop production to the levels of farmer incubator and accelerator by year's end. All 30 Go Farm students supported by the Ag Advisory board completed the Go Farm program (<http://windwardcce.org/gofarm-hawaii>).

An additional 31 students were enrolled in the 16-hour course, "Creating and Sustaining an Ag Business in Hawaii". Funding supported each student in the form of \$150 tuition waivers reducing student tuition to only \$35. The Ag Business course extended enrollment to the community at large to include non Go-Farm students. The course focused on developing business plans, business startup actions, acquiring GE licenses, and entrepreneurship supports. Students presented their business plans to a team of successful, existing Ag Business owners. Twenty of the 31 students successfully completed the course requirements including their business development plans.

Overall, 50 of the 61 students (82%) completed their Ag training. The Windward program is particularly pleased with outcomes of both elements, Ag Business & 'Go Farm, and is thrilled to have been able to leverage campus, Go Farm, & WDD resources towards a greater impact for Hawaii's farming community.

My American Farm and Agriculture Education for Non-Ag Teacher Trainings (Budgeted: \$9,965; Actual Expenditures: \$7,407)

"My American Farm" Training for Elementary Teachers (\$5,997)

The "My American Farm" proposal requested funding from the DLIR Agriculture Task Force to support training for elementary teachers teaching Kindergarten to grade 5 statewide. Monies were to be used for travel for any neighbor island participants and 1.5 days stipend for all attendees. The desired outcomes for this workshop were to –

- Equip elementary teachers with tools, resources and strategies to integrate agricultural education in their classrooms.
- Connect "food, fiber and natural resources" systems with standards proficiency in classrooms.
- Connect interests in agricultural education to careers and college opportunities.

A total of 23 elementary teachers from Oahu, Hawaii, and Molokai attended the “My American Farm” training. Only 22 teachers elected to receive stipend as per HiDOE stipend requirements. In addition to stipends, DLIR funds paid for air fare and ground transportation for nine neighbor island teachers: seven from Hawaii and two from Molokai.

Evaluations submitted by elementary teachers showed that the two of the three desired outcomes were met. 22 teachers submitted Pre and Post Evaluations. After the training, 15 of 22 teachers felt either confident or very confident in using the “tools, resources and strategies” of agricultural education with their students. More than half, or 12 of 22 teachers, felt confident or very confident in their understanding of how to integrate aspects of agriculture systems in their classrooms. 15 of 22 teachers also felt confident or very confident they were able to support their students and student interests in agricultural opportunities and possible careers. However, more than half of participating teachers still expressed difficulty in seeing connections between agricultural education and standards-based proficiencies. Follow up by HiDOE with participating teachers and subsequent training in standards-based integration of agricultural education for elementary grades will be next steps to address this need.

Teachers also provided feedback and comments on the training, trainer, and using “My American Farm” with their students. In summary, “My American Farm” showed positive impacts on elementary teachers and how they can connect agriculture to their classrooms.

“Secondary Ag Ed for Non-Ag Ed Teachers” Training for High School Teachers (\$1,410)

Data from school year 2014-15 shows that only 14 teachers of 64 teaching CTE Natural Resources classes were licensed to teach agriculture. Therefore, the “Ag Ed for Non-Ag Ed” teacher workshop was developed between California FFA and HiDOE to fulfill the following desired outcomes:

- Equip non-agricultural educators, or new to agricultural education educators, with tools, resources and strategies in Tri-Circle components of Ag Ed.
- Plan and integrate Tri-Circle model and practices of agricultural education in your classrooms.
- Connect Natural Resources pathway student interests with agricultural resources, opportunities, and careers.

HFBF consented to support travel for the Executive Secretary to come to Hawaii and train CTE Natural Resources teachers who are not licensed to teach agriculture on June 8, 2015. The “Ag Ed for Non-Ag Ed” teacher training proposal requested \$4,975.00 from the DLIR Agriculture Task Force to provide monies were to be used for travel for any neighbor island participants and 1 day stipend for all attendees.

