

**Hawaii Unified State
Plan**

**Workforce Innovation
and Opportunity Act
Revisions Summary**

for

June 9, 2016

WDC Board Meeting

Presented by Dr. Jeff Fantine

International Journal of Health Services

Forum

International Journal of Health Services

and Community Health

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Presented by Dr. Jay P. ...

Common Element	ICR Section	Section	Panel Consensus on Deficiencies or Weaknesses	Response
Strategic Elements	Sec II (a)(1)(B)(iv)	Economic and Workforce Analysis (Workforce Analysis)	Panel Consensus: The State Plan did not adequately identify skill gaps by individuals with barriers to employment including individuals with disabilities.	<ul style="list-style-type: none"> Some of this information appears in graphs, charts, and tables that were not able to be entered into portal, so this information will be summarized in text form and added DLIR research staff will work on this for all specified populations and provide to WDC staff by May 19 Will review Respectability report for information from Public Comment <p>Skills Gaps were identified in charts that were summarized - added section in Plan on skills gaps</p>
Strategic Elements	Sec II (a)(2)(C)	Workforce Development, Education and Training Activities Analysis (State Workforce Development Capacity)	Panel Consensus: The State Plan should be edited to add the term "eligible persons" under the Wagner - Peyser table bullet point 13.	<ul style="list-style-type: none"> WDD will describe "eligible persons" and provide by May 19 to be added to WP table <p>Added</p> <ul style="list-style-type: none"> DLIR research staff will identify resources to gather information on these populations that were left out of the analysis section and provide to WDC staff by May 19 <p>Needs of these populations (information gathered through sources and stakeholder sessions) were added to Plan in highlighted target groups.</p>
Strategic Elements	Sec II (b)(2)(ii)	State Strategic Vision and Goals (Goals)	Panel Consensus: The State plan does not fully address the needs of Veterans, unemployed workers, and youth with disabilities within the goals for preparing an educated and skilled workforce.	<ul style="list-style-type: none"> The instructions said only to indicate performance benchmarks for FY16, but since the federal review is asking that performance benchmarks also be indicated for FY17, those will be added
Strategic Elements	Sec II (b)(3)	State Strategic Vision and Goals (Performance Goals)	Panel Consensus: The State will need to revise expected levels of performance for the following programs for Adults, Dislocated Workers, Youth, Wagner-Peyser, and Adult Education. The State proposed goals for FY 16, but not FY 17.	<ul style="list-style-type: none"> The instructions said only to indicate performance benchmarks for FY16, but since the federal review is asking that performance benchmarks also be indicated for FY17, those will be added

			<p>Panel Consensus: The plan does not sufficiently describe what strategies the state will use to assess the overall effectiveness of the workforce investment system in the State in relation to the strategic vision and goals.</p>	<ul style="list-style-type: none"> • WDC staff and core partners agreed to use the same benchmarks for FY16 and FY17 <p>Performance Targets for FY17 for Title I programs, Titles II and III were added to Plan. Highlighted in Performance Measures Chart.</p> <ul style="list-style-type: none"> • AEFLA – annual on-site monitoring and desk review of local programs, quarterly monitoring of performance benchmarks, WASC accreditation • DVR – random case reviews annually, annual state audit, annual consumer satisfaction survey • WDD – annual desk monitoring and on-site monitoring when necessary, regular contact with branch managers, identify staff development needs • Title I – independent state audits (of all state agencies) by CPR firm • One-stops – monitor by selecting varying criteria each year, reports to local and state boards, county level staff monitoring, internal self-assessment (which will be described in local plans), annual data validation • Findings from assessment will result in corrective action plans for all <p>Information was gathered on how the system should assess for effectiveness during stakeholder sessions. An description of action that will be taken to address assessing for effectiveness over the coming year was added to Plan.</p>
<p>Strategic Elements</p>	<p>Sec II (b)(4)</p>	<p>State Strategic Vision and Goals (Assessment)</p>	<p>Panel Consensus: The State's strategies to achieve its strategic vision and goals does not include a discussion of specific strategies to address the needs of Veterans or unemployed workers; the State Plan does not clearly articulate the strategies the State will</p>	<ul style="list-style-type: none"> • Will add veterans and unemployed workers as populations targeted by the strategies indicated in this section (those populations were left out, so will be added)
<p>Strategic Elements</p>	<p>Sec II (c)(1)(i)</p>	<p>State Strategy</p>	<p>Panel Consensus: The State's strategies to achieve its strategic vision and goals does not include a discussion of specific strategies to address the needs of Veterans or unemployed workers; the State Plan does not clearly articulate the strategies the State will</p>	<ul style="list-style-type: none"> • Will add veterans and unemployed workers as populations targeted by the strategies indicated in this section (those populations were left out, so will be added)

			<p>implement, including industry or sector partnerships related to in-demand industry sectors and occupations and career pathways, as required by WIOA section 101(d)(3)(B), (D).</p>	<ul style="list-style-type: none"> • Sector strategies and career pathways strategies will be addressed on May 18 at CP task force meeting under the description of the CP model <p>Strategies were added to the Plan that address Veterans and Unemployed Workers, as well as how the state will move forward with the identified sector partnerships and statewide career pathways model (developed by the CP Task Force).</p> <ul style="list-style-type: none"> • Adult Ed – emp and post-sec transition services/referrals provided by counselors, ABE and ESOL services, technology/computer instruction, employability skills development, ICAN, HSE cert preparation • DVR – provide staff at one-stop, prepare eligible persons with dis for emp, help them obtain, maintain, advance in emp • WP – assist job seekers prepare for and obtain jobs; meet emp needs, sponsor part of HireNet (TAA etc), conduct special recruitment for emp, job fairs, rapid response, outreach to spec populations • Title I – assess, intake, outreach, voc course, emp plan development, case mgmt, funding for training, job readiness trng activities
<p>Strategic Elements</p>	<p>Sec II (c)(2)(ii)</p>	<p>State Strategy</p>	<p>Panel Consensus: The plan does not adequately describe strategies the State will use to align the core programs and required one stop programs, such as the UI program, and optional one stop partner programs to achieve fully integrated customer services.</p>	<p>This information was gathered by the core partners and added to the Plan.</p>
<p>Common Elements</p>	<p>ICR Section</p>	<p>Section</p>	<p>Panel Consensus on Deficiencies or Weaknesses</p>	<p>Response</p>
<p>Operational Planning Elements</p>	<p>Sec III (a)(1)</p>	<p>State Strategy Implementation (State Board Functions)</p>	<p>Panel Consensus: The State failed to describe how the State board will implement its functions under WIOA. The State failed to provide a description of Board operational structures and decision making processes</p>	<ul style="list-style-type: none"> • WDC staff will meet Friday, May 13 to add this information to this section – committees, bylaws, etc.

			to ensure such functions are carried out	
Operational Planning Elements	Sec III (a)(2)(A)	State Strategy Implementation Implementation of State Strategy (Core Program Activities to Implement the State's Strategy)	Panel Consensus: The State Plan failed to describe the activities that will be funded by the entities carrying out the respective core programs to implement the strategy and how such activities will be aligned across the programs and among the entities administering the programs, including using co-enrollment and other strategies.	<ul style="list-style-type: none"> While each core program activities are described in their respective subsections, we will add this information into this section – each core partner will (by program) describe their specific activities <p>WDC staff met to Board structure, operations, and decision-making, this information and was added to the Plan. A description of how core programs are funded, how activities will be aligned was reiterated in this section (some strategies like dual enrollment on how to do this were gathered at stakeholder sessions and added to Plan).</p> <ul style="list-style-type: none"> VR – counselor at one-stop or on call AE – comm schools will use trans coordinator to work at one-stops and one-stops refer – when necessary to AE – if 8-12 students, AE can provide class at one-stop WP – all services provided through one-stops <p>How core services will be coordinated through the one-stop system was gathered at county stakeholder sessions and described in the Plan.</p>
Operational Planning Elements	Sec III (a)(2)(B)	State Strategy Implementation Implementation of State Strategy (Alignment with Activities outside the Plan)	The plan does not adequately describe how activities identified Section A (<i>Core Program Activities to Implement the State's Strategy</i>) will be aligned with programs and activities provided by required one-stop partners and other optional one-stop partners.	<ul style="list-style-type: none"> This information for these populations is described in subsections, but will be duplicated in the common elements section – for each population, then each core program will describe what they do for each specified population <p>Information was gathered on needs of all populations targeted in WIOA and added to the Plan in a chart with each</p>
Operational Planning Elements	Sec III (a)(2)(C)	Implementation of State Strategy (Coordination, Alignment and Provision of Services to Individuals)	Panel Consensus: The State Plan limited its description to the state's provision of services to older worker populations. It does not address how the entities carrying out the respective core programs will coordinate activities and provide comprehensive, high-quality services including supportive services to individuals including those populations identified in section II(a)(1)(B). The plan specifically does not address the Title II program; nor does it address services to Native Hawaiians,	

			<p>unemployed individuals or coordination with the UI agency.</p>	<p>population category identified, including Native Hawaiians. In addition strategies to provide support services and coordination with UI was added to Plan.</p> <ul style="list-style-type: none"> • Outreach to emp to identify staff needs to fill them • TA to emp to hire and maintain persons with dis on job • Work with emp on ADA compliance • Provide academic and credentials to prepare low-skilled adults for jobs • Mass hiring under Schedule A to meet Fed Reg (DVR –dis, WDD – other pops) • Dev and establish business Leadership Network (i-stop) DEI project • Expand capacity of one-stops to serve disabled • OJT (title I) incumbent worker • Onsite integrated education and training (particularly for dislocated workers) • Customized training for employer • CB credential for employability
<p>Operational Planning Elements</p>	<p>Sec III (a)(2)(D)</p>	<p>Implementation of State Strategy (Coordination, Alignment and Provision of Services to Employers)</p>	<p>Panel Consensus: The State Plan did not describe how the entities carrying out the respective core programs and required and optional one-stop partner programs will coordinate activities and resources to provide comprehensive, high-quality services to employers to meet their current and projected workforce needs and to achieve the goals of industry or sector partners in the state.</p>	<p>Strategies to engage employers to addressing workforce needs and achieving industry/sector goals were identified at stakeholder sessions and summarized in the Plan.</p> <ul style="list-style-type: none"> • VR – initiating support services at CC to access services on campus, work more closely with AE so those with dis get skills and advance to post-sec • AE- CP plan for each individual with trans to post-sec • TANF – navigate the CC system • Veterans – counselors at each campus to support this pop • Title I – tans services provided, WP/WIOA/TAA and VR - Dual
<p>Operational Planning Elements</p>	<p>Sec III (a)(2)(H)</p>	<p>Implementation of State Strategy (Improving Access to Postsecondary Credentials)</p>	<p>Panel Consensus: The State failed to describe how the State's strategy will improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry recognized certificate or certification, portable, and stackable).</p>	<p>Strategies to engage employers to addressing workforce needs and achieving industry/sector goals were identified at stakeholder sessions and summarized in the Plan.</p> <ul style="list-style-type: none"> • VR – initiating support services at CC to access services on campus, work more closely with AE so those with dis get skills and advance to post-sec • AE- CP plan for each individual with trans to post-sec • TANF – navigate the CC system • Veterans – counselors at each campus to support this pop • Title I – tans services provided, WP/WIOA/TAA and VR - Dual

					<ul style="list-style-type: none"> enrollment programs offered AE – trans coord will support post-sec transitions AE and CC dual enrollment options Out-of-school youth – partner with K-12 for this pop to help get HSE and encourage emp or post-sec <p>Strategies to increase access to postsecondary credentials were gathered at stakeholder sessions and summarized in the Plan.</p> <ul style="list-style-type: none"> WDC staff will meet May 13 to further develop this section <p>WDC met to discuss this and developed a summary of these systems, which was added to Plan.</p> <ul style="list-style-type: none"> Will include specific data-collection and reporting for each core program (each will write up and send to WDC staff by May 19 – Debbie for AEFILA, Rusnell for DVR, Carol for W/P, UI Linda Uesato, Title I Rae O) <p>This information was gathered at stakeholder session (about data collection and reporting) and was summarized in the Plan.</p> <ul style="list-style-type: none"> These activities for each programs once described above will be duplicated in this section <p>This information was already described in the Plan and moved into the correct section.</p> <ul style="list-style-type: none"> This information – very detailed for AEFILA and one-stops is in the HI USP but in the wrong section, will be put into the correct section <p>This information was already described</p>
Operational Planning Elements	Sec III (b)(1)(A)	State Operating Systems and Policies (State Operating Systems)	Panel Consensus: The State Plan did not describe the State operating systems that support coordinated implementation of State Strategies.		
Operational Planning Elements	Sec III (b)(1)(B)	State Operating Systems and Policies (State Operating Systems)	Panel Consensus: The State Plan did not describe the Data-collection and reporting processes used for all programs and activities, including those in one-stop centers.		
Operational Planning Elements	Sec III (b)(2)	State Operating Systems and Policies (State Policies)	Panel Consensus: The State Plan did not address the activities that will be funded by the entities carrying out the respective core programs to implement the strategy and how such activities will be aligned across the programs and among the entities administering the programs, including using co-enrollment and other strategies.		
Operational Planning Elements	Sec III (b)(5)(B)	Distribution of Funds for Core Programs (Title II)	Panel Consensus: The State failed to describe how it is distributing AEFILA funds within the State. (i.e. formula, performance, regional, etc.);the plan does not adequately describe the State’s competitive process, and identify how many years will be awarded in multi-year grants or contracts; the plan		

			does not describe how it will determine demonstrated effectiveness.	in the Plan and moved into the correct section.
Operational Planning Elements	Sec III (b)(6)(A)	Program Data (Data Alignment & Integration)	Panel Consensus: The plan did not describe the State's plans to make the management information systems for the core programs interoperable to maximize the efficient exchange of common data elements to support assessment and evaluation.	<ul style="list-style-type: none"> WDC staff will meet May 13 to further develop this section - while there is a detailed description of HireNet as the centralized data system to track common performance measures for core programs and work dev system, more needs to be described as to HOW it will work
Operational Planning Elements	Sec III (b)(8)(B)	Addressing the Accessibility of the One-Stop Delivery System for Individuals with Disabilities	Panel Consensus: the State Plan does not describe how accessibility of the one-stop delivery system will occur with regard to the physical and programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities. The plan did not include a description of compliance through providing staff training and support for addressing the needs of individuals with disabilities. Describe the State's one-stop center certification policy, particularly the accessibility criteria.	<ul style="list-style-type: none"> WDC staff will meet May 13 to further develop this section, which will be to describe the accessibility plan - in detail. <p>This information was taken from one-stop contracts, as well as gathered from stakeholder sessions (f.e., how facilities and services are accessible) and summarized in the Plan.</p>
Program Specific Section	Title I - Adult, Youth, Dislocated Worker Programs		Additional revision requests were received for this section.	WDC staff are working to address these revisions (about half (3) are done and have been added to Plan). 3 remaining.
Program Specific Section	Title III - Wagner Peyser		Additional revision requests were received for this section.	We received the most revision requests for this section (3½ pages), so it needs work. We are awaiting response from WDD to add to Plan. In some cases an action plan to develop a policy or procedure (if doesn't currently exist) will be required.
Program Specific Section	Title IV - Vocational Rehabilitation Services		Additional revision requests were received for this section.	.DVR has submitted revision responses and this information has been added to the Plan (in most cases it was information already included, but

				needed to be moved into the correct section.
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