



**Workforce Development Council's Employer Engagement Committee
Thursday, January 18, 2018
9:30a.m. – 11:30 a.m.
American Job Center Hawaii
Dillingham Plaza
1505 Dillingham Boulevard, Room 110
Honolulu, Hawaii 96817**

MINUTES

ATTENDEES

Glen Kaneshige, President, Nordic PCL Construction, Inc., Committee Co-Chair
Paul Marx, CEO, Affordable Housing and Economic Development Foundation
Debbie Leong Yep, Human Resource Manager, Macy's Inc.
Neil Gytoku, Housing Administrator, County of Hawaii
Lois Hamaguchi, University of Hawaii Office of Career and Technical Education
Michael Kamiya, Sales Director, Kamiya Gold Inc.
Faustino Dagdag, Leeward Community College, SHRM
Bernadette Howard, University of Hawaii Office of Career and Technical Education
Jason Chang, Queen's Medical Center Chief Operating Officer, Chair of the Oahu Workforce Development Board
Judy Bishop, President, Bishop & Co.
Derek Kanehira, Hawaii Employers Council
Lyn Uratani, Staff Member, Oahu Workforce Development Board

STAFF:

Allicyn Tasaka, Workforce Development Council
Jeanne Ohta, Workforce Development Council
Doreen Miyaki, Workforce Development Council

- I. Tour of Oahu American Job Center (AJC) AJC Staff
- II. Call to Order Committee Co-Chair Glen Kaneshige

Committee Co-Chair Glen Kaneshige called the meeting to order at 10:35 a.m. and welcomed two new members to the Committee. He asked the new members, Jason Chang and Judy Bishop to introduce themselves.

- III. Approval of Minutes

A motion to approve the November 30, 2017 minutes was made by Faustino Dagdag. Paul Marx seconded the motion. The motion was approved unanimously.

IV. Discussion on the Committee's mission, priorities of next steps, timelines and possible sub-groups to work on specific tasks.

Co-Chair Kaneshige opened the discussion with the Committee's budget and asked for input on how they should proceed. The goal is to create an awareness of workforce services available to employers; and the role of the committee is to engage employers. Activities could include surveying all users on what services are needed and hiring a third party for marketing (would require procurement). The Committee needs to create a plan, determine priorities and draft a budget based on those priorities.

Bernadette Howard, explained what her committee (Sector Strategies and Career Pathways Committee) does and how it relates to employer engagement. Bernadette explained the need for employer input to her committee. The employers know what direction their businesses are headed and what skills their employees will need. This information needs to be communicated to her committee for them to know how and what to teach the students. The sector partners have been providing input to the Sector Strategies and Career Pathways Committee. One such group is the Hawaii Bankers Association who wanted universal bankers instead of tellers. This resulted in the creation of the universal banker's program; the program was designed and then implemented last summer. The work of the committee will include providing equity to everybody; re-focusing on small business, small schools, neighbor islands, rural areas, etc.

Suggestion from a member is to focus on the area of small business which does not have the resources that they need to run a profitable business.

In a discussion of surveys, comments included that the survey should treat each area differently to match the needs of the area; the needs of each neighbor island are different from the needs of Honolulu; neighbor island employers need to be made aware of HireNet and how to use it or ask why they don't use it; employers should be asked how to improve employee retention; and what image do employers have of the AJCs?

Committee members asked about the possibility of having a speaker to talk about how to conduct a survey.

Discussing HireNet, comments included: it is cumbersome, stressful, needs to be fixed, it can't market it until it's fixed; after fixing HireNet then re-brand the AJC. Jeanne Ohta asked for specific feedback on the problems with HireNet and reminded everyone that many of the screens and data being requested are required by federal law.

Marketing and branding – the fixing will have to happen, from the survey we will be able to see what needs to be improved then look at how to fix it then build a brand around the fix.

A suggestion from a committee member was that they be able to go through the process of getting onto HireNet and actually experience what applicants and employers encounter. Another suggestion is to have Jayson Muraki demonstrate HireNet. Jeanne Ohta mentioned that anyone can register onto HireNet as a job seeker and see the process involved, but employers must be registered and approved to access the employer process.

V. 2018 Meeting Schedule

Meetings may be initially scheduled every 6 weeks. Committee Co-Chair Kaneshige feels another meeting before the next Board meeting on March 8, 2018 is in order. Allicyn Tasaka will send out a Doodle request to committee members to select a date for the next meeting.

VI. Adjournment

Committee Co-Chair Kaneshige adjourned the meeting at 11:33 a.m.