

WIOA Review- Maui Local Plan

Section 1: Workforce and Economic Analysis

1.2 An analysis of the knowledge and skills required to meet the employment needs of the employers in the local area (county), including employment requirements for in-demand industry sectors and occupations. [WIOA Sec. 108(b)(1)(B)]

DEFICIENT

REQUESTED REVISION #1:

- Insert plans and timelines for using the tools listed to assess employer skill needs (pg. 14).
- There are two barriers to employment for youth in transition tables with the same titles, please clarify.
- There are also two barriers to accessing DVR services tables with the same titles, please clarify.

REQUESTED REVISION #2:

- No plan has been submitted, just a statement that they will do a review on an annual basis.
- Please change the titles of the charts in the local plan and add the narrative that is included above.
- The review that the board will conduct, who will be responsible for that review? If a board committee, which one? Will the deadline be the end of each program year?

The Board will review the tools listed to assess employer skill needs (page 13, 1.2) in FY17 and annually throughout the four-year period of the Local Plan to determine skill needs required to meet the employment needs in Maui County and ensure these skill needs are being addressed in education and training programs provided through the local workforce development system.

The charts in the Maui County Local Plan (pages 21-22, 1.2) are mislabeled. The first chart should be labeled: The Top Three Barriers to Achieving Employment Goals for Youth with Disabilities in Transition (as reported by partner agencies); and the second chart should be labeled: The Top Three Barriers to Achieving Employment Goals for Youth with Disabilities in Transitions (as reported by DVR staff). The important information from these charts is to highlight the barriers to achieving employment for youth with disabilities in transitions: poor social skills, lack of job skills, lack of education and training, and employer perceptions about persons with disabilities.

The same issue as above appears in the charts in the Maui County Local Plan (pages 22-23). The first chart should be labeled: Barriers to Accessing DVR Services for Youth in Transition (as reported by partner agencies); and the second chart should be labeled: Barriers to Accessing DVR Services for Youth in Transition (as reported by DVR staff). The important information from these charts is to highlight the barriers to accessing DVR services for youth in transition: difficulties accessing training or education programs, inadequate assessment services, language barriers, slow service delivery. limited accessibility of DVR via public transportation, inadequate disability-related accommodations, DVR staff are not responsive to communication from clients or potential clients, difficulties completing the application, other challenges related to the physical location of the DVR office. difficulties completing the Individualized Plan for Employment, and DVR staff do not meet clients in the communities where the clients live.

1.3 An analysis of the local workforce in the county, including current labor force employment (and unemployment) data, and information on labor market trends, and the educational and skill levels of the workforce in the county, including individuals with barriers to employment. [WIOA Sec. 108(b)(1)(C)]

DEFICIENT

REQUESTED REVISION #1:

- Please fact check: "Maui County has the 2nd largest labor force in the state" the accompanying graph shows Maui County as 3rd.
- Other than statistical information on the long-term unemployed, an analysis of the Unemployment Insurance (UI) claimant population to identify barriers to employment opportunities in the local workforce could not be found.

REQUESTED REVISION #2:

- The strategy to be developed (last sentence above), please include an action plan, including a timeline for the development of the strategy and who will be responsible for the development of the strategy.

Maui County has the 3rd largest labor force in the State according to the accompanying graph in the Maui County Local Plan, but has grown at the fastest rate (12.6%) in the state. The correction was made in the Local Plan.

The Board was able to access the following information on Unemployment Insurance (UI) claimants for 2016, which includes a breakdown for Maui County: <http://labor.hawaii.gov/rs/files/2013/01/CIUpub2016-final.pdf>. This includes a breakdown by gender, age, industry, occupation, duration and ethnicity. The analysis indicates that a majority of UI claimants (950) in Maui County are short term (1-4 weeks) (375), are male (594), are in the construction industry (224) and are of white and Latino race (333). This information will be included in Maui County's WIOA Local Plan in the Analysis of the Local Workforce (Section 1.3). Since the highest UI claimants are in the construction industry in Maui County and this industry is identified as a targeted in-demand, growth industry, the Board will develop a strategy to link workforce development and UI staff to efficiently transition these folks into related employment.

1.4 An analysis and description of adult and dislocated worker workforce development activities, including type and availability of education, training and employment activities. Include analysis of the strengths and weaknesses of such services, and the capacity to provide such services, in order to address the needs identified in 1.2. [WIOA Sec. 108(b)(1)(D) & 108 (b)(7)]

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REQUESTED REVISION #1:

- The information did not provide the strengths and weaknesses for each activity.
- The on-going Reemployment Services Eligibility Assessment (RESEA)/Unemployment Insurance (UI) activity was not included in the analysis. The capacity to provide for on-going services are subject to USDOL guidelines, annual funding based on USDOL priorities.

REQUESTED REVISION #2:

- What is meant by “a strength is building the middle class?”

There is confusion with the word “activity” for sections 1.4 and 1.5 as it appears what is required is an analysis of each “program” within the local workforce system rather than each activity provided by the various programs. Correct? The Board pulled the Analysis of Current Workforce Development, Education and Training Activities chart that appears in the Hawaii WIOA Unified State Plan (pages 68-76) and had each local program contact revise each activity specific for Maui County. It is attached here for reference and will be included in the Maui County Local Plan.

Title I-B – Adult, Dislocated Worker, Youth Program

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • Skills assessment • Labor market information • Access to eligible education and training programs • Work experience • Job search and placement assistance • Job Development • Career counseling • Case Management • Individual Employment Plan • Support services • Employer Outreach, needs and qualifications of job positions • Provide employers with qualified labor pool • Voluntary Internship Programs • Re-employment and Eligibility Assessment Workshops • Aptitude Test • Career Explorer • On-the-Job-Training • Follow-Up Services 	<ul style="list-style-type: none"> • Ability to partner and stretch funds by leveraging resources • Aware of local business needs • Locally-based • Building the middle class • Accessibility • Knowledgeable staff 	<ul style="list-style-type: none"> • Technology • Shortage of (local) eligible training providers • State Procurement • Flexibility • Technical Assistance • Staffing
<p>Capacity to Provide Services:</p> <ul style="list-style-type: none"> • Limited resources 		

- Lack of funds for sufficient operating system
- Challenge is enough jobs appropriate for those they serve and accessing in-demand jobs
- Training is not strategically focused

Title II – Adult Education

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • Adult basic education and literacy • Family literacy • English language acquisition • High-school equivalency preparation • Career Preparation and Job Training • Citizenship • Transition Services • Employability & Life Skills • Correctional Education 	<ul style="list-style-type: none"> • Flexibility • Individualized learning • Small Class Size • Integrated education and job training • Accommodation of varying learning styles • College and career readiness 	<ul style="list-style-type: none"> • Retention and persistence • Decrease in enrollment • Access, particularly on islands other than Oahu • Funding limitations, particularly for state leadership and critical support services

- Capacity to Provide Services:**
- Limited resources to provide current education and career preparation services, particularly support services such as transitions
 - Will work on stronger and expanded relationships with local partners, particularly with employers and postsecondary institutions
 - Have become part of a statewide career pathways system that will enhance services and drive college and career readiness
 - Insufficient funds to provide necessary professional development for teacher quality

Title III – Wagner-Peyser Employment Services

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • Assessment of experience, skills, and interests • Career guidance • Counseling/Case Management • Labor market information • Job search workshops • Referral to training & other services • Referral of job seekers to job openings, include matching job requirements with job seeker experience, skills and other attributes • Helping employers with special recruitment needs • Assisting employers analyze hard-to-fill job orders • Supporting and managing Hawaii’s PMIS, the state-sponsored Job Board • Federal bonding for at-risk employers • Facilitating Federal Tax Credit for hiring offenders, persons with disabilities, other target groups • Counseling and job referrals for veterans with significant barriers 	<ul style="list-style-type: none"> • Long history of strong interagency partnerships • Relationships with business and industry • Responsiveness to business hiring needs • Statewide services • Use of technology such as self-service features in the PMIS • Resource Centers that provide public access to computers, internet, job search materials and job information • Access to other funding sources to assist job seekers and business • Flexibility in serving business and job seekers • Knowledgeable Staff 	<ul style="list-style-type: none"> • Funding levels constrain business outreach and individualized services to customers • Staffing

<ul style="list-style-type: none"> • Promoting hiring of veterans • Helping employers and employees deal with layoffs • Re-employment Services and Eligibility Assessment (RESEA) • Foreign Labor Certification • Youth Services • Employer Training Fund • Job Fairs • Labor Law Seminars 		
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Capacity to Provide Services:

- Capacity is enlarged because of braided resources with partners such as Adult Ed, VR, TANF, Community Colleges
- Inadequate funding to support direct staff assistance to public during all office hours
- Insufficient funds for professional development

Title IV – Vocational Rehabilitation (VR)

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • Disability awareness • Compliance with Americans with Disabilities (ADA) of 1990 and other employment related laws • Vocational Rehabilitation Services and availability of other related resources • Recruitment and hiring of persons with disabilities • Provide support for current employees with disabilities 	<ul style="list-style-type: none"> • Training and technical assistance are provided timely and customized to meet the needs of the employers 	<ul style="list-style-type: none"> • Insufficient staffing to do outreach to all of the employers on all of the islands.

Capacity to Provide Services:

- Sufficient staffing to meet the needs of employers who call VR for training and technical assistance.
- Limited staffing to do outreach to “other” employers.

Career Technical Education

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • Serves youth and adults • Provides integrated education and vocational training • Fosters competency-based learning • Each student moves through a Program of Study • Focus on employability skills • Students get work experience • Earn industry-recognized credentials 	<ul style="list-style-type: none"> • Integrated education (k-12 and postsecondary) • Utilizes career pathways, career counseling and individual career plans • Multiple entry and exit options through the community college – industry-recognized credential, certificate, degree or transfer to baccalaureate degree program • Industry involvement in career pathway development 	<ul style="list-style-type: none"> • Once a state career pathway system is adopted, may require adjustments to transition clients from other partners. • Incoming clients may require remediation • Limited staffing and funding • Client access to the system may be a challenge because of cost and time

	<p>and system vetted with employers</p> <ul style="list-style-type: none"> • Clear sequence of coursework (non-duplicative, progressive, articulated) • Curricula and instructional strategies instill work readiness • Curricula competency-based rigorous and contextualized 	
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Capacity to Provide Services:

- Existing structures have capacity to provide services.
- Financial and other support for clients to access the services are a challenge.

Community Services Block Grant Program

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • Customized program to address effects of poverty • Community needs assessment • Child health services • Substance abuse services • Career planning • Worker training programs • Housing assistance • Employment search and placement assistance 	<ul style="list-style-type: none"> • Assists individuals in need into housing and sustainable employment 	<ul style="list-style-type: none"> • More outreach and promotion to reach most in need

Capacity to Provide Services:

Sufficient staffing and resources to meet needs of individuals in poverty.

Indian and Native American Programs (CSP and SYSP)

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • Training, career, and follow-up services for adults who need to enter, re-enter, retain, or upgrade their unsubsidized employment leading to self-sufficiency. • Supplemental youth services for ages 14-24 throughout the school year, during summer vacation, and/or during breaks during the school year; menu of services includes occupational skills training which must include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors of occupations or occupations in the local area; work experiences that have academic and occupational educational component; etc. 	<ul style="list-style-type: none"> • Experience in operating statewide employment and training programs for Native Hawaiians, American Indians, and Alaska Natives since 1978 under CETA (Comprehensive Employment and Training Act); JTPA (Job Training Partnership Act); WIA (Workforce Investment Act); and presently under WIOA. • Experience in operating statewide employment and training programs for Native Hawaiians, American Indians, and Alaska Natives since 1978 under CETA 	

	(Comprehensive Employment and Training Act); JTPA (Job Training Partnership Act); WIA (Workforce Investment Act); and presently under WIOA.	
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Capacity to Provide Services:

- Statewide program with offices and staff on the islands of Hawaii, Kauai (also serving Niihau), Maui, Molokai (also serving Lanai), and Oahu.
- Statewide program with offices and staff on the islands of Hawaii, Kauai (also serving Niihau), Maui, Molokai (also serving Lanai), and Oahu.

Job Corps

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • An academic and vocational skills training program for ages 16-24. • Residential program with free room and board. • A self-paced program that allows participants two years to complete the program. • Income eligibility is required. • 10 vocational options in addition to college and advanced training at another Job Corps Center. • Job Placement Services provided. 	<ul style="list-style-type: none"> • Utilizes career pathways. • Many opportunities to obtain industry recognized certification. • GED and C-Based diploma program • Recreational activities provided • Counseling services provided • Basic Medical , dental , mental health services • Open entry/open exit program • No cost to the participants. • Driver's education available. 	

Capacity to Provide Services:

- Hawaii Job Corps has the capacity for 211 students on Oahu and 128 on Maui.

Local Veterans' Employment Representatives (LVER)

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • Facilitates employment, training and placement services furnished to eligible veterans and spouses by the American Job Centers • An outreach strategy that effectively links clients to jobs with achievable placement potential • Employer seminars to promote the hiring of veterans • Job search workshops conducted in conjunction with employers • Engages veteran job search groups to facilitate access to employers • Educates partner staff on veteran program initiatives and changes 	<ul style="list-style-type: none"> • All LVER staff finished professional development training required by DOL • LVER are some of the most experienced staff in the agency • LVER keep partner and American Job Center staff vigilant on program standards with services and changes 	<ul style="list-style-type: none"> • Existing unfulfilled potential in collaborating with employers to create robust job search workshops and job search groups • DOL has yet to establish uniform LVER performance standards for states

<ul style="list-style-type: none"> • Outreach to Higher Education, development of training to match employer needs for Veteran employment • Job Development • FCJL 		
<p>Capacity to Provide Services:</p> <ul style="list-style-type: none"> • Given present funding levels and DOL priorities for LVER services, current LVER resources are generally in proportion and sufficient to serve needs of eligible veterans, spouses and the business community. 		
<p>Disabled Veterans Outreach Program (DVOP)</p>		
<p>Activities</p>	<p>Strengths</p>	<p>Weaknesses</p>
<ul style="list-style-type: none"> • Provides intensive employment services to a prioritized group of eligible veterans and spouses as directed by the Secretary of DOL • Facilitates placements with intensive service to 90% of all clients served • Conducts relationship building, outreach and recruitment activities with other service providers in the area, to enroll priority clients • Conducts targeted outreach to promote intensive employment services for priority clients • Provides dynamic labor market information on occupational wage trends, growth projections, etc., resulting in sensible informed vocational decisions • Assists clients with targeted cover letter and resume development 	<ul style="list-style-type: none"> • Hawaii DVOPs are on pace to achieve the DOL standard of 90% of clients served will receive intensive services 	<ul style="list-style-type: none"> • Working earnestly to master their craft to mitigate all shortcomings
<p>Capacity to Provide Services:</p> <ul style="list-style-type: none"> • The state will request additional DOL funds to bolster DVOP staff resources from the current three full-time positions to four full-time positions for the current fiscal year. 		
<p>Senior Community Service Employment Program (SCSEP)</p>		
<p>Activities</p>	<p>Strengths</p>	<p>Weaknesses</p>
<ul style="list-style-type: none"> • Provides economically disadvantaged older persons, fifty-five years or older, an opportunity for employment • Fosters useful part-time opportunities in community service activities • Seniors earn income while developing employable skills • Yearly physical examinations • General and specialized training • Opportunity for unsubsidized employment 	<ul style="list-style-type: none"> • Individualized plan for employment • Meaningful activities outside the home environment, including the continuation of mental, physical and socialization activities • Referral to other supportive services • Workers' compensation coverage 	<ul style="list-style-type: none"> • Limited number of slots available for program participation • Participants lack education and experience to apply for high paying jobs

	<ul style="list-style-type: none"> • Eligible for unemployment benefits • Earn social security credits 	
Capacity to Provide Services: <ul style="list-style-type: none"> • Limited number of slots for program participants based on funding from USDOL • Limited staffing to do employer outreach for unsubsidized employment placement • Work with local partners to maximize resources for older workers, SCSEP grantees have established agreements with other service providers such as American Job Centers, the private sector, educational organizations and adult literacy agencies 		
Temporary Assistance for Needy Families		
Activities <ul style="list-style-type: none"> ▪ Work Program for families that receive TANF benefits ▪ Case Management ▪ Assessments and Employment / Barrier Reduction Plan Development ▪ Job Placement Services (subsidized and unsubsidized) ▪ Job Search Assistance ▪ Job Readiness Training ▪ Work Experience ▪ Education assistance (ABE, VET, Post-Sec) ▪ Advocacy and supportive services for parents w/ DV-status, temp disabled (VR), substance abuse ▪ Extended services through POS contracts with CBOs to provide services that meet TANF Purposes 1 and 2 	Strengths <ul style="list-style-type: none"> ▪ Statewide work program ▪ Partnership w/ other state & county agencies to provide specific services ▪ Procure broad range of services under TANF Purposes 1 & 2 ▪ Individualized case management services ▪ Support service payments, i.e. transportation, work-related experience, education, child care, limited rent assistance through work program ▪ Transitional supportive services for employed families who exit TANF ▪ Assist families w/no TANF months but temporarily disabled, DV-status or recovering from substance abuse 	Weaknesses <ul style="list-style-type: none"> ▪ Unable to assist families w/out children ▪ Must be TANF recipient to participate in work program and TANF-eligible to receive procured CBO services (TANF Purposes 1 & 2) ▪ Temp disabled, DV-status and recovering substance abuse parents are considered work eligible individuals (i.e. meet work activity requirements) ▪ Core educational activity limited to 12 months in lifetime ▪ Other educational activities are non-core (i.e. ABE, JSK, EDRE) ▪ Limited job search activities, 120 or 180 hours in 12-mos period ▪ Requirement to meet Work Participation Rates
Capacity to Provide Services: <ul style="list-style-type: none"> ▪ Design the work program to meet TANF families' needs, in accordance with federal regulations. ▪ Continue to develop partnerships with other workforce development agencies (public and private) ▪ Continue to develop partnerships with UH/CC ▪ Better inform work program participants and case managers of available education and training opportunities and resources ▪ Connect work program participants, case managers, educational institutions and employers ▪ Able to service TANF recipient families statewide but limited/no resources to service 2nd parents of 2-Parent TANF families ▪ Limited to 60 TANF months in lifetime 		

- Incurred direct and indirect expenditures must be within TAMF federal regulations (i.e. benefits and services meet the 4 purposes, TANF recipients, youth and TANF-eligible individuals and families)

Trade Adjustment Assistance (TAA) Programs

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> Reemployment and case management services Training Job search allowance Relocation allowance Additional unemployment insurance in the form of Trade Readjustment Allowances (TRA) Health Coverage Tax Credit (HCTC) A wage subsidy for re-employed workers aged 50 or older 	<ul style="list-style-type: none"> Provides in-depth training and support for trade-affected workers for job training and/or job search Offers older workers (50+ years old) a choice of training or income support if working full-time 	<ul style="list-style-type: none"> Services available to limited population who are adversely affected by foreign trade as certified by USDOL Petitioning process takes time, requires data about employer's business and reasons for layoffs Full-time training for benefits State Procurement Technical Assistance Staff Training Extensive support with restrictions and depending on the petition number, will depend on the law

Capacity to Provide Services:

- Extensive support for TAA participants
- Allows requests for more funds, as needed for eligible participants

Reemployment Services Eligibility Assessment (RESEA)/Unemployment Insurance (UI)

Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> Assist unemployment insurance claimants in returning to work quickly Provide group sessions on labor market information, job search requirements Provide individualized services on career counseling, assessment of career goals Assist with job search, referral and placement 	<ul style="list-style-type: none"> Staff providing services are knowledgeable about labor market and job search resources Activities are coordinated with other Wagner-Peyser services Coordination with Unemployment Insurance Division has an established system for referrals and reports 	<ul style="list-style-type: none"> Not sufficient funding for staff time to conduct follow up A small number of claimants are not motivated to receive services

Capacity to Provide Services:

- Limited resources and time to provide in depth counseling or follow up
- The capacity to provide for ongoing services are subject to USDOL guidelines, annual funding based on USDOL priorities.

1.5 An analysis and description of youth workforce activities, including activities for youth with disabilities. Include analysis of the strengths and weaknesses of such services, and the capacity to provide such services. [WIOA Sec. 108(b)(1)(d) and 108(b)(9)]

DEFICIENT

REQUESTED REVISION #1:

- The information did not provide the strengths and weaknesses for each activity.
- The on-going Reemployment Services Eligibility Assessment (RESEA)/Unemployment Insurance (UI) activity was not included in the analysis. The capacity to provide for on-going services are subject to USDOL guidelines, annual funding based on USDOL priorities.

REQUESTED REVISION #2:

- Did not include the on-going Reemployment Services Eligibility Assessment (RESEA)/Unemployment Insurance (UI) – but was included for section 1.4 for adult and dislocated worker workforce development? Not sure if this activity applies to the youth program.

Here is a revised list for the youth program (i.e., activity) as there seems to be confusion based on the above comments as to whether what the State wants here and above is an analysis of each program or activity within each program.

Title I WIOA Ku'ina Youth Program		
Activities	Strengths	Weaknesses
<ul style="list-style-type: none"> • Active Outreach • ISS (Individual Service Strategy) with each participant • Career Pathways • Comprehensive Guidance and Counseling • Employability Skills Training • Prevocational training/work experience/mentoring/internships • Job Placement • Alternative Secondary School Offerings • Financial Literacy • Leadership Development • Tutoring/Study Skills/Time Management 	<ul style="list-style-type: none"> • Strong and effective partnerships within the University system • Availability of credit and non-credit classes • Strong ties to the community • Network with local business • Student support services • Access to technology 	<ul style="list-style-type: none"> • Limited job opportunities in Maui county • Remote locations of three islands in county
<p>Capacity to Provide Services:</p> <ul style="list-style-type: none"> • Limited high demand jobs for youth • Statewide funding constraints • Maui county's three islands and Hana's remote location benefit from face-to-face interactions with Ku'ina staff as well as our Interactive Television System (Skybridge) as well as other technology platforms 		

1.6 Identify successful models and best practices for youth workforce activities relevant to the local area.
[WIOA Sec. 108(b)(9)]

DEFICIENT

REQUESTED REVISION #1:

- Provide performance measures that supports designating the Ku'ina program as a successful model.
- Clarify the relevance of "seventeen federally and locally mandated program elements" to being a successful model or best practice (pg. 46).

REQUESTED REVISION #2:

- By a reasonable definition, the performance levels would not be considered successful. Is comparative information/data available that validates these levels are considered successful and should be designated as best practice?
- Inclusion of HiSET and the Competency-Based Community School Diploma Program (CBCSDP) as these are other high school equivalent programs offered at the McKinley Community Schools for Adults – Maui Campus.
- Performance measures that supports designating the Ku'ina program as a successful model was not addressed.

Outcome Indicators and Projected Performance Levels:

- Placement in Employment/Education 63%
- Attainment of Degree/Certificate 68.5%
- Literacy/Numeracy Gains 45.0%

Strategies for Achieving Performance Measures:

Achievement of the projected performance levels begin at the earliest stages of the youth's participation in the program. During the orientation phase, Ku'ina staff orient youth through a series of individual interviews to collect and review eligibility information and inform the youth of program services, activities, and requirements. Also, during this time, youth are informed of the projected performance outcomes, how their participation in the program will contribute to achievement of these outcomes, and how the program will assist them to achieve one or more of the projected outcomes.

The objective assessment is the next critical and essential step towards achieving the projected performance measures. Depending on the youth's academic and basic skills achievement, employment experience/work readiness, psycho-social functioning, motivational level, identified barriers (e.g. English as a second language, homelessness, basic skills deficiency, etc.), and other relevant factors, an employment/career goal(s) is established for each younger youth. The goal to earn at least a high school diploma or equivalent will be standard for all youth who, at time of enrollment into the WIOA program, do not have a high school diploma/GED. At least one skill objective (e.g. work readiness, basic skills, and/or occupational skills) will be set for every twelve-month period to help the youth achieve established educational and/or career goals is agreed upon.

An Individual Services Strategy (ISS) is developed collaboratively with the youth and Program staff, which will serve as the blueprint for achieving the established goal(s). The ISS will include the goal(s) and the projected strategy and timelines for achieving these goal(s). The ISS is a continually developing plan of action, which is monitored and modified on an on-going basis. The ISS is based upon Seventeen Federally and Locally Mandated Program Elements as follows:

1. Secondary School Completion Services
2. Alternative Secondary School/Dropout Recover Services
3. Paid/Unpaid Work Experiences
4. Occupational Skills Training
5. Workforce Preparation Education
6. Leadership Development Opportunities
7. Supportive Services
8. Adult Mentoring
9. Follow-Up Services
10. Comprehensive Guidance and Counseling
11. Personal Financial Literacy Education
12. Entrepreneurial Skills Training
13. Labor Market and Employment Information Services
14. Postsecondary Education and Training
15. Pre-vocational Training
16. Technology Literacy Training
17. Job Placement

Intensive case management services will support and facilitate the youths' progress and successful completion of scheduled services and skill objective(s) and the achievement of employment/career goal. Other program elements will be made available based on need and appropriateness for achieving the employment/career goal and the youths' expressed interest in particular program elements.

A pre-exit conference will be conducted to assess the youth's readiness for a successful transition/exit from the program and for meeting appropriate performance outcomes. The youth is informed of the follow-up and supportive services, which will be available for a minimum of twelve months after exit to support and facilitate successful transition and retention. A follow-up plan and schedule will be established during the exit interview. Follow-up contacts during the first six months after exit will be conducted on a monthly basis to monitor the youth's progress in achieving and retaining positive outcomes. Appropriate success strategies and supportive services will be made available to help the youth achieve and retain positive outcomes.

These Seventeen Federally and Locally Mandated Program Elements are built into each participants ISS (Individual Service Strategy) Plan and revisited and revised as the participant progresses through his/her program. – With Examples

Secondary School Completion Services:

Example – Helping students stay in high school by 1.) identifying at-risk students, 2.) creating interventions such as community service opportunities, 3.) meeting with student and school personnel frequently throughout the semester.

Alternative Secondary School/Dropout Recover Services:

Example - For students who have dropped out of school 1.) reengaging students through early intervention, 2.) Providing financial assistance with GED program, 3.) Providing time management assistance as the student progresses through GED program.

Paid/Unpaid Work Experiences:

Example - Based on a participant's interest, connect youth with volunteer opportunities, internships, job shadowing, and job exploration.

Occupational Skills Training:

Example - Training programs that lead to recognized postsecondary credentials that align with in-demand industry sectors or occupations such as wastewater treatment operator.

Workforce Preparation Education:

Example - Basic Skills Training includes classes that will enhance participant employability by upgrading basic education and work readiness skills such as English classes for ELL (English Language Learners).

Leadership Development Opportunities:

Example – Placing youth in leadership roles where the youth must demonstrate an ability to articulate personal values.

Supportive Services:

Example – Provide funding for childcare for parenting youth.

Adult Mentoring:

Example – Connect youth with a mentor who will attend job and trade fairs with them for the purpose of creating a network of contacts in high-demand careers.

Follow-Up Services:

Example - For not fewer than 12 months after the completion of participation youth follow a series of communications with our program. WIOA services continue on an as-needed basis during this period.

Comprehensive Guidance and Counseling:

Example - Referrals to drug and alcohol abuse counseling, as appropriate to the needs of the individual.

Personal Financial Literacy Education:

Example - The FDIC money smart program consists of eleven training modules that cover basic financial topics. Topics include a description of deposit and credit services offered by financial institutions, choosing and maintaining a checking account, spending plans, the importance of saving, how to obtain and use credit effectively, and the basics of building or repairing credit.

Entrepreneurial Skills Training:

Example - Quick books training and Microsoft office applications are tools that lend themselves to starting a small business.

Labor Market and Employment Information Services:

Example – The case manager uses informed sources to determine the outlook for a given occupation. Since self-sufficiency is an expected outcome following participation in the program, the participant should be involved in the labor market analysis. Following the determination of labor market conditions, specific employer requirements should be researched to determine if the intended training will provide the participant with the necessary credentials for entry into unsubsidized employment.

Postsecondary Education and Training:

Example – Our program is housed in the University of Hawai'i Maui College campus and has ready access to credit and non-credit courses. We assist students with applications, financial aid, and scholarships.

Pre-vocational Training:

Example - Career pathways and job readiness activities such as the Strong Interest Inventory.

Technology Literacy Training:

Example - Interested participants develop innovative products and processes using technology. One class offered is Introduction to Social Media Marketing.

Job Placement:

Example - Assist with resumes and applications as participants seek short term employment as a first step, then long term employment as training/education comes to a close.

Section 2: Strategic Vision and Goals

2.3 Describe how the local board's vision and goals contribute to each of the Unified State Plan goals:

- a. To provide coordinated, aligned services.
- b. To prioritize services to vulnerable populations with barriers to employment as described under WIOA, including homeless individuals and Native Hawaiians, which are currently of critical concern to the state.
- c. To develop sector strategies and a career pathways system that will integrate education and training, and move skilled job seekers into growth industries.
- d. To fully engage employers in the workforce development system to address the talent shortage.

The Hawaii Unified State Plan includes a number of strategies under each goal. It is up to the discretion of the local board to determine what strategies best fit their local needs. (pgs. 77-79)

DEFICIENT

REQUESTED REVISION #1:

- Please correct the numbering under Question 2.3. Should be a,b,c,d; not 1,2,3,4.
- Under #2, "each core partner...will develop and implement policies and procedures that will ensure..." Where is the timeline and who is responsible?
- How will the board work with service providers and employers to improve the labor market and skills outcome for vulnerable populations?
- When will the board review the States FY17 needs assessment and develop a strategy?
- How will the board ensure that core partners and other key service providers participate in adequate professional development and when will this be done?
- Under #4, will the board be issuing policies? If so, when? What is the purpose of "identify staff roles?"
- Under #5, the local board cannot make system improvements on the PMIS site, so this needs to be reworded.
- Add veterans with barriers to employment as a group for priority of service since by definitions, veterans have priority for all DOL-funded employment programs.
- Rephrase statements that misplace responsibility (e.g. MCWDB may suggest PMIS system improvements, not actually make them).

REQUESTED REVISION #2:

- Did not address most of the revisions requested.
- See the requested revisions, there is no timeline specified in Section 3. The requested revision is specifically asking for the timeline to develop and implement the "policies and procedures" in Item #2. It is not asking for an action plan to achieve the goals. Include that in this section.
- There are no related timelines in Sections 3 and 4.
- Please make all of the revisions that are requested.

The Board referenced the goals in the Maui County Local Plan as labeled in the Hawaii Unified State Plan, page 83, numbered 1 through 5 (as suggested in the question). However, these same goals are labeled differently in question 2.3. The Board chose to reference the goals as labeled in the Hawaii Unified Plan since it is important to show connections in the Local Plan to the Hawaii Unified State Plan.

Veterans are, in fact, included in Goal #2 of the Maui County Local Plan (page 48).

The Board describes what the State will do as described in the Hawaii Unified State Plan with reference to the centralized data system (i.e., improvements to the PMIS). Once the State has this established, the Board assumes adequate training will be provided by the State so that this is implemented appropriately and consistently at the local level. This process is what is described in the Maui County Local Plan, and the Board

will support the State's implementation of the PMIS. The Board feels this does not misrepresent State v. Local Board responsibilities.

As indicated in question 2.3, strategies to achieve the vision and goals were referenced from the Hawaii Unified State Plan (pages 77-79). The Board and stakeholders pulled from that list of strategies (as suggested in the question) to support achievement of the goals at the local level, i.e, for Maui County. The plan, which includes specific activities and timeline to address the goals and strategies mentioned in this section, is not appropriate for Section 2 of this Local Plan. Rather, the activities and timeline are appropriate for Sections 3 and 4 of the Local Plan. Therefore, later sections of the Maui County Local Plan discuss activities and timeline for the items mentioned in the requested revisions, i.e., core partners will develop procedures to ensure priority of services to vulnerable populations, work with service providers and employers to move vulnerable populations into available jobs, ensure core partners define roles and responsibilities of their staff within the one-stop system and provide their staff with adequate professional development, and review the State's FY17 needs assessment and develop an action plan to address needs in Maui County. Again, the Board does not feel this misrepresents state v. local board responsibilities, but rather applies the strategies described in the Hawaii Unified State Plan to the local level.

2.4 Describe how the local board's goals relate to the achievement of federal performance accountability measures to support local economic growth and economic self-sufficiency. [WIOA Sec. 108(b)(1)(E)]
DEFICIENT
REQUESTED REVISION #1: <ul style="list-style-type: none">• Clarify how performance data is used to meet goals by improving service provider outcomes and informing strategic planning to support local economic growth and economic self-sufficiency.
REQUESTED REVISION #2: <ul style="list-style-type: none">• "...inform strategic planning efforts...?" Inform who?• The revision does not answer the question.

The Board will review performance data annually and establish a continuous improvement strategy to improve service provider outcomes and inform strategic planning efforts that support local economic growth and self-sufficiency.

Section 3: Local Area Partnerships and Investment Strategies

3.1 Taking into account the analysis in Section 1, describe the local board's strategy to work with the organizations that carry out core programs to align resources in the local area, in support of the vision and goals described in Question 2.1. [WIOA Sec. 108(b)(1)(F)]

DEFICIENT

REQUESTED REVISION #1:

- The plan lacks adequate detail on its strategy for aligning and delivering services:
 - There should be no question that identified needs should be addressed. Maui County must determine its workforce system design then solicit it in its RFP.
 - Describe how the local board, through its MCWDB Executive Director, is working with staff from the core programs, to gather and use their input to align resources and integrate services to implement workforce initiatives. A timeline would be helpful.
 - Briefly summarize how the MOU commits each core partners to delivering their services through the One-Stop center and/or system in support of Maui's vision and goals.
 - Lacks description of UI involvement/collaboration to align resources in the One-Stops to provide access to customers.

REQUESTED REVISION #2:

- The plan must be completed prior to Spring 2017.
- Regular meetings with the partners is a good start, but quarterly meetings will not be sufficient initially. The board needs to work with the partners to design the workforce system to align services in the area – what is the plan to accomplish this? Once a system is designed, the MOU specifications can be determined; the MOUs have no bearing on this early phase.
- Please include the relevant MOU contents in the local plan. The deadline for the MOU is June 30, 2017. This date should be included in the plan. The start date for the new One-Stop operator contract is July 1, 2017. This date should also be in the plan.
- The answer is confusing the MOU process with the partners with the development of the RFP for the One-Stop operator. Although they may have some overlap, they are separate processes. The statement above is not accurate.
- The MOU needs to include a cost allocation plan that is approved by the Core Partners' Federal Oversight Agency.

The Board will determine its workforce system design as they develop the RFP solicitation for a new one-stop provider in Spring 2017. Once this is determined, it will be added to the Maui County Local Plan.

The Board and MCWDB staff developed strong partnerships with representatives of core partner agencies, including UI, through the development of the Maui County Local Plan. The Board will continue to strengthen these relationships by meeting quarterly to further coordinate (align and integrate) services. This ongoing communication will help establish and re-establish roles and responsibilities among the partners, negotiate action plans, and review progress. If over time the Board and core partners feel meeting quarterly is too often, the Board will consider altering to biannual meetings.

The MOU will be developed as part of the negotiation process with a new one-stop provider Spring 2017. The Board will ensure that core partners as well as other services providers include in the MOU how their services will directly support the vision and goals of the Maui County Local Plan as well as link to negotiated performance targets.

3.2 Identify the programs/partners that are included in the local workforce development system. Include, at a minimum, organizations that provide services for Adult Education and Literacy, Wagner-Peyser, Vocational Rehabilitation, Temporary Assistance for Needy Families, Supplemental Nutritional Assistance Program, and programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006. [WIOA Sec. 108(b)(2)]

DEFICIENT

REQUESTED REVISION #1:

- Please list the programs with the partners so that the reader knows what organization is responsible for the programs in Maui County, as they are different in each county.
- Typographical errors: change “Liliwokalani” to “Liliuokalani” and “Molakai” to “Molokai”
- Specify the programs for each of the partner agencies. The local plan did not identify the BESSD/SNAP and BESSD/TANF programs/partners. Both programs are within the Department of Human Services not in the Department of Health and Human Services.

REQUESTED REVISION #2:

- Specificity of the MOU partnerships is missing.
- SCSEP agency on Maui is MEO , not HCAP.
- Under Youth and Family, correct to “Liliuokalani” and please look over the entire plan and correct typos and other grammatical errors.
- Revise list for Department of Human Services divisions:
 - (1) Division of Vocational Rehabilitation (DVR):
 - Vocational Rehabilitation Services program
 - (2) Benefit Employment and Support Services Division (BESSD):
 - Temporary Assistance to Needy Families (TANF) program
 - Supplemental Nutrition Assistance Program (SNAP)

Here is the revised list of partners:

Adult Education and Literacy

McKinley Community Schools for Adults
Maui Hei Malama Learning Center
Hawaii Department of Education

- Maui High School System:
 - Lahainaluna High School
 - Baldwin High School
 - Maui High School
 - King Kekaulike High School
 - Hana High School
 - Lanai High School
 - Molakai High School

Wagner-Peyser

Department of Labor and Industrial Relations Maui Branch
Jobs for Veterans

Vocational Rehabilitation

Division of Vocational Rehabilitation

Temporary Assistance for Needy Families

WorkHawaii for Maui County

Supplemental Nutritional Assistance Program

Department of Human Services

Carl D. Perkins Career and Technical Education Act of 2006

University of Hawaii Maui College

Offender Re-entry Program

Maui County Correctional Center

Native Hawaiian Non-Profit Organization

Alu Like

Title 1-C

Hawaii Job Corps

Senior Community Service Employment Program (SCSEP)

Honolulu Community Action Program

Respite Companion Services Program

Department of Human Services

Unemployment Insurance Services

Youth and Family

Maui Youth and Family Services, Inc.

Queen Liliwokaloni Children's Center

Economic Development

Maui Economic Opportunity, Inc.

Office of Economic Development – Maui and Molokai

Maui Economic Development Board

Lokahi Pacific Maui Community Development

Employers

Academy of Hospitality and Tourism

Maui Chamber of Commerce

The Board will explore new partnerships through signed MOUs with the following agencies:

- Business Professional Associations
- Department of Housing
- Maui Hotel and Lodging Association
- Ka Hale A Ke Ola Homeless Resource Center
- Cultural chambers of commerce
- Homeless Shelters
- Veteran's Affairs

3.3 Describe efforts to work with partners identified in 3.2 to support alignment of service provision to contribute to the achievement of the Unified State Plan's goals and strategies. [WIOA Sec. 108(b)(2)]

DEFICIENT

REQUESTED REVISION #1:

- What is meant by "reviewed annually?" A new MOU for everyone, for some? Just a review or a review for particular criteria?
- Response needs to describe how the board will work with partners to support alignment. The response states "This will not only define roles so that each partner understands their role within the local workforce system, but will work to ensure duplication of services." Is that correctly stated?
- Outline efforts and/or plans to work with listed mandatory partners and community stakeholders to align their services so that they are delivered in the most comprehensive manner, consistent with the State plan.

REQUESTED REVISION #2:

- Annual MOU review is ok; however, intense efforts will be needed initially to align services. This will lay the groundwork for MOU development.

The Board has limited staff and will only be able to review MOUs on an annual basis.

This annual review of MOUs will help establish and re-establish roles and responsibilities among the partners, negotiate action plans, and review progress. The review may mean that something within the MOU needs to be revised, or it may mean that all is good and all that is needed is re-signed to re-establish the partnership. Annual review of MOUs helps to ensure they have more meaning, are regularly evaluated and are "in the know" as staff changes over time.

The Board will continue to strengthen relationships with core partners by meeting quarterly to further coordinate (align and integrate) services, as well as to **avoid** duplication of services. This ongoing communication will help establish and re-establish roles and responsibilities among the partners, negotiate action plans, and review progress. These efforts will help better coordinate services so they are delivered in the most comprehensive manner possible consistent with the Hawaii Unified State Plan.

3.4 Describe the local board's plans and strategies for, and assurances concerning, maximizing coordination of services provided by the State employment service under the Wagner-Peyser Act and services provided in the local area through the one-stop delivery system to improve services and avoid duplication of services. [WIOA Sec. 108(b)(12)]

DEFICIENT

REQUESTED REVISION #1:

- The local plan failed to describe the plans and strategies for maximizing coordination of services provided by the State employment service and One-Stop delivery system. The plan states that the Board will work with core programs, but does not describe how (the strategy) the Board will ensure that the core programs maximize coordination of services.
- "Working with" is not a sufficiently articulated strategy or plan.
- The response references an online referral network- how will it be used?

REQUESTED REVISION #2:

- Did not address the requested revisions.
- Coordination of services is one of the mandatory contents of the MOU, so the Board must have that plan by June 30. This deadline should be included in the plan.

The Board has yet to establish how it will work with core partners to coordinate services other than to meet regularly to establish strategies to do so. Over the next several months and during the development of the RFP solicitation for a new one-stop provider, strategies will be developed to maximize coordination of services among core partners. Once these strategies are identified, they will be included in the Maui County Local Plan. It is the intent of the Board to develop by FY18 an online referral network of partner agencies so that all workforce partners and stakeholders have immediate access to services available throughout the county. This will help coordinate services and ensure referrals do not fall through the cracks.

3.6 Describe how the local board will coordinate workforce investment activities carried out in the local area with economic development activities carried out in the State, and promote entrepreneurial skills training and microenterprise services. [WIOA Sec. 108(b)(5)]

DEFICIENT

REQUESTED REVISION #1:

- Most of these are goals, not activities; some are probably outside the scope of the board's influence; and the board probably does not have the resources for some of them. The board needs to answer how it will accomplish these things.
- The response states that the Board will "help," "support" and "encourage" economic development activities, but how will this take place?
- Expand response to explain what economic development activities are being carried out and how local workforce activities are coordinated with them. What specific entrepreneurial skills training or microenterprise service(s) have been promoted?

REQUESTED REVISION #2:

- Did not address the requested revisions.
- Is the current content going to be replaced with an action plan?

The Board identified activities that will be implemented to support economic development. The Board will need to establish a committee to further articulate an action plan to carry out each of these activities. This will need to be an action item on a future Board agenda to establish a process and timeline to develop this action plan.

3.8 Describe how the local board will coordinate workforce investment activities with the provision of transportation, including public transportation and other appropriate supportive services in the local area. [WIOA Sec. 108(b)(11)]

DEFICIENT

REQUESTED REVISION #1:

- Expand your response to briefly explain existence and limitations of all transportation and other support service resources for Adults. For example, do support services include payment of car repairs and if yes, what is the cap? Indicate what service providers offer transportation assistance.
- If these support services are offered through the AJCs, how do other participants, not accessing services at an AJC get them?

REQUESTED REVISION #2:

- A recurring theme in this set of revisions.
- Add: ...it will be included in the Local Plan by June 30, 2017.

Currently, the only transportation support to workforce development participants are bus passes provided through the American Job Center, core programs and other key service providers, such as Maui Youth and Family Services Inc., based on demonstrated need to support employment activities. The other support services listed in this section are those that are currently offered upon eligibility, which are only pursued for participants as a result of self-disclosure. However, through the development of this Local Plan, it was discovered that these services are not clearly defined or applied consistently throughout the workforce development system. Therefore, the Board will develop a comprehensive strategy to coordinate workforce investment activities with the provision of transportation, including public transportation and other appropriate support services. As soon as this strategy is established, which will take place through the RFP solicitation of a new one-stop provider, it will be included in the Local Plan.

3.9 Based on the analysis described in Section 1.1-1.3, identify the populations that the local area plans to focus its efforts and resources on, also known as targeted populations.

DEFICIENT

REQUESTED REVISION #1:

- How outreach will be conducted at homeless shelters, etc. is not explained.

REQUESTED REVISION #2:

- Shouldn't the Board articulate the roles of the partnerships now as a foundational piece of the RFP and MOU process?
- The paragraph is inaccurate, please clean up the language that is mixing up the RFP selection of One-Stop operator and the MOU with One-Stop partners, which are not the same processes. Read over the other answers and wordsmith them to make the answers more accurate.

When the MOU is negotiated with partners, including homeless shelters, during the selection of a new one-stop provider, the roles of the partnerships will be articulated. The Board will establish at the least an intentional referral process with homeless shelters.

3.11 Based on the analysis described in Section 1, describe the local investment strategy toward targeted sectors strategies identified in 3.10 and targeted populations identified in 3.9.

DEFICIENT

REQUESTED REVISION #1:

- Since this section was written, there has been a change in the way sector strategies will be addressed within the state, with each county leading sector strategies. Suggest updating this section to describe the new structure, but more importantly, to focus on the work on the local board, rather than describing the work of the State board.
- The local plan states that the populations identified in 3.9 will receive priority of services but does not include a description of the strategy which will be implemented to ensure that the targeted populations receive priority of services.

REQUESTED REVISION #2:

- The strategy for targeted populations is not part of the One-Stop operator RFP. The Board must develop a strategy; when will that be done?
- The new format of sector strategies is not clearly articulated here and should replace the original response.

The Board will develop a strategy to ensure targeted populations receive priority of services. This will be established through the RFP solicitation of a new one-stop provider, the negotiation of MOUs and coordination of services among core partners. The Local Plan does describe how outreach will be provided to each vulnerable population, but the Board needs to further develop strategies to ensure priority of services to these populations. Once established, it will be included in the Local Plan, possibly through the further development and implementation of coordination of services, a priority of service checklist could be included.

The Board will establish and convene sector partnerships in the priority areas articulated in the Local Plan. The Board role in this effort will be to develop and align workforce and economic priorities that will then be emphasized in the implementation of the career pathways model. For example, sector priorities are determined by LMI and economic development priorities, sector partnerships are then established based on the determined sector priorities, the sector partnerships then drive the career pathway efforts that will be implemented throughout the workforce development system.

3.12 Identify and describe the strategies and services that will be used to:

- a. Facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs in addition to targeted sector strategies;
- b. Support a local workforce development system described in 3.2 that meets the needs of businesses;
- c. Better coordinate workforce development programs with economic development partners and programs;
- d. Strengthen linkages between the one-stop delivery system and unemployment insurance programs.

This may include the implementation of incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, customized training programs, or utilization of effective business intermediaries and other business services and strategies that support the local board's strategy in 3.1. [WIOA Sec. 108(b)(4)(A&B)]

DEFICIENT

REQUESTED REVISION #1:

- The answer does not describe how the board will better coordinate workforce programs with economic development. Will a committee of the board be doing this? How will this be accomplished?
- The answer does not describe how the local board will strengthen linkages between the one-stop delivery system and unemployment insurance programs. It merely acknowledges UI as a key partner for rapid response. The answer should also discuss RESEA, which is a UI grant.
- The answer also describes what is currently happening, what is the plan to improve the linkage with UI? Will there be co-location?
- How employers will be served is vague. Is networking at events the way the local board plans to implement employer engagement?

REQUESTED REVISION #2:

- The answer does not describe how the local board will strengthen linkages between the One-Stop delivery system and unemployment insurance programs. It merely says that it is described elsewhere. Please include it here.
- Describe the Board's employer engagement model here. The answer needs more than "will embed a core set of professional and life skills that forge strong partnerships between core partners and employers.
- Other partners besides core partners have employer engagement activities as part of their programs.

The Board identified activities that will be implemented to support economic development. The Board will need to establish a committee to further articulate an action plan to carry out each of these activities. This will be an item on a future Board agenda to establish a process and timeline to develop this action plan. The Board hopes to carry out the economic activities in coordination with workforce activities through the implementation of the statewide career pathways model that is described in this Local Plan.

The Board will include UI among core partner agencies when establishing coordination of services as described earlier in the Local Plan. This will include RESEA, which assists unemployment insurance claimants in returning to work quickly, provides group sessions on labor market information and job search requirements, provides individualized services on career counseling and assessment of career goals, and assists with job search, referral and placement. Also, included earlier in the Local Plan is a strategy that will link UI claimants through the workforce development system in an effort to transition them into related employment. It is unlikely that UI will be co-located in the one-stop center, but this option will be considered.

Core partners will work to ensure meaningful work opportunities for jobseekers and will engage effectively with employers by building a bridge between employers and jobseekers. The career pathways system will create a

whole range of things employers can do to support the workforce development system and get jobseekers ready for work, with the ultimate goal being employment. Involving demand industries in sector partnerships will help employers figure out what it is they can do to move jobseekers along a ladder of developing the skills and networks they need to be successful employees. The Board's employer engagement model will embed a core set of professional and life skills that will forge strong partnerships between core partners and employers, and incorporate high-touch mentoring support, wraparound services, and work-based experiential learning, such as on-the-job, customized and incumbent worker training.

Section 4: Program Design and Evaluation

4.1 Describe how the local board, working with the entities carrying out core programs, will coordinate activities and resources to provide high quality; customer-centered services and expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment. [WIOA Sec. 108(b)(3)]

DEFICIENT

REQUESTED REVISION #1:

- For each group, indicate new initiatives that:
 - Expanded or will increase access to employment, training, education, and supportive services.
 - Improved or will advance the quality of customer-centered services.
 - Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs.
 - Improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable and stackable).
- University of Hawaii Maui College is the youth service provider, however, their role is not addressed.
- Also, not mentioned are other veterans' programs/WDD. Jobs for Veterans State Grant program should be included in coordinated services for veterans.

REQUESTED REVISION #2:

- The revision did not answer the question.

The development of a Local Plan that established an improved local workforce development system evolves over time. The Board articulates in the Local Plan strategies to provide outreach to engage target populations in order to provide them with access to workforce development services. The purpose of workforce development services is specifically to increase their access to employment by providing the education, training and support services they need to acquire the skills, knowledge and credentials necessary for employment. By targeting these populations, each will achieve the bulleted items above.

Once the state develops and disseminates the common intake/assessment process, core partners will come together to apply it in the context of coordinated service delivery. The key pieces of this process is to provide all participants of the workforce development system an individualized, customized services plan, which includes a robust referral network with comprehensive support services.

The first step in developing strategic partnerships is to establish the partnership, which is described in the Local Plan. Once these partnerships are developed, a more articulated plan for how they will play out within the workforce development system can be articulated. Jobs for Veterans and other programs for veterans will be included in the partnerships to increase access and improve services to services for veterans; and the Ku'ina Program at the University of Hawai'i Maui College will be included in the partnerships to increase access and improve services to youth.

4.2 Describe how the local board will facilitate the development of career pathways, consistent with the Career Pathways Definition. [WIOA Sec. 108(b)(3)]

DEFICIENT

REQUESTED REVISION #1:

- The plan does not differentiate Adult Education from Postsecondary. Recommend an underlined subheading for Adult Education since it is a separate entity. In addition, the model should identify Maui's campus and not McKinley's (pg. 68).
- The role of the local board as described is minimal at best. What is the role of the local board in this process?

REQUESTED REVISION #2:

- Does not describe the role of the local board.
- The question is "describe how the local board will facilitate the development of career pathways..." The response seems to say the state model will be used, which does not answer the question.
- The pathway pictured clearly says "MCSA McKinley Campus Student Pathway." It does not say "MCSA Community School for Adults Pathway." If the pathway is used for all the MCSA campuses, it should be titled more accurately.

The description in the Local Plan is the statewide career pathways model. The Board will support the implementation of this model in Maui County by requiring core partners to utilize this model in their delivery of services, but driven by the sector priorities identified for Maui County.

The Community School for Adults on Maui County is called McKinley Community School for Adults, which is the fiscal agent, and implements the same program components program-wide; therefore, the Board cannot give them another name or differentiate them from McKinley Community School for Adults.

4.3 Describe how the county board will utilize co-enrollment, as appropriate, in core programs and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable) to maximize efficiencies and use of resources. [WIOA Sec. 108(b)(3)]

DEFICIENT

REQUESTED REVISION #1:

- Indicate when and how often the local board, through its MCWDB Executive Director, is working with the core partners to facilitate:
 - Expanded access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment.
 - Development of career pathways and co-enrollment in core programs to improve access to activities leading to a recognized postsecondary credential including an industry-recognized certificate or certification.
- Specify how this will produce efficiencies and improve use of resources.
- Where and will these arrangements be incorporated (e.g. MOU, Operations Manual, Participant handbooks).

REQUESTED REVISION #2:

- Indicate when and how often the local board, through its MCWDB Executive Director, is working with the core partners to facilitate:
 - Expanded access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment.
 - Development of career pathways and co-enrollment in core programs to improve access to activities leading to a recognized postsecondary credential including an industry-recognized certificate or certification.
- Specify how this will produce efficiencies and improve use of resources.
- Where and will these arrangements be incorporated (e.g. MOU, Operations Manual, Participant handbooks).
- Expanding access?
- The response did not include “when and how often” the local board will be working with the Core Partners.
- The response did not include how the local board will facilitate development of career pathways – is it by making necessary improvements that is identified in the annual review of the MOU?

Co-enrollment is part of the career pathways model that is described by the state and will be implemented locally. This will allow for participants of the workforce development system to receive education, job training and support services simultaneously. Specifically, it will allow participants to be enrolled in adult education concurrently with postsecondary program. In addition, Integrated Education and Training models, which will be a requirement of AEFLA, will further allow for co-enrollment strategies. It is a requirement that IET models include the attainment of an industry-recognized credential, and illustrate to the participant the notion of stackable certificates (i.e., how they advance along a career path as they obtain credentials).

The Board will continue to work with core partners (as described earlier in the Local Plan) to improve coordination of services, expand access to services, facilitate the implementation of career pathways. As the Board and core partners convene to review progress, necessary improvements to the system will be articulated in the partner MOUs, which will be reviewed annually.

4.5 Describe one-stop delivery system in the local area, consistent with the One-Stop Center Definitions including:

- a. How the county board will ensure the continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers, and workers and jobseekers. [WIOA Sec. 108(b)(6)(A)]

DEFICIENT

REQUESTED REVISION #1:

- The one-stop system described is vague. What are the criteria that the board will use for delivery of services? Selection of location? Staffing of the center? Common identifier? Competency of staff? Continual improvement? Will there be an effort to design service delivery around the customers' needs rather than by program? The negotiated performance measures cannot be the only criteria the board will use.
- It would be helpful to the reader to expand the explanation of what services are available through the comprehensive one-stop and the various satellite centers; be specific. Explain what is done for Molokai, more than saying it is case by case.
- Which of the strategies of the State's Rural Outreach Service Initiative is the board going to use?
- The WIOA One-Stop is required to be effective July 1, 2017. Core programs need to be housed together in the Comprehensive One-Stop.

REQUESTED REVISION #2:

- Submit the design of the One-Stop system once formulated.
- The Board cannot side-step the question of "How the county board will ensure the continuous improvement of eligible providers of services through the system" by saying it will use state or federal guidance, as there are specific decisions that the County must make.

The MCWDB is currently in the midst of developing its design for Maui County's American Job Center in conjunction with its required partners indicated in WIOA Sec. 121(b)(1). The criteria utilized will follow guidance noted in WIOA Sec. 121, TEGL 15-16 from USDOL Employment & Training Division, and WIOA Bulletins 12-16 and 13-16 released by the State of Hawaii WDC, as well as additional direction provided by the Hawaii State Workforce Development Council and the US Department of Labor in upcoming meetings/conferences. A meeting to discuss the one-stop with WDC is scheduled for the afternoon of Friday, February 24, 2017 in Honolulu on the island of Oahu. A site visit and tour of Oahu's one-stop center is scheduled separately on the morning of the same day. Site visits to two One-Stop Centers in Northern California have been scheduled to coincide with an upcoming convening hosted by USDOL Region 6 to be held from February 27 to February 28, 2017.

An MOU between the one-stop providers will be developed as required by WIOA, and while the final design has not yet been decided upon, the intent is to offer comprehensive services on each of the islands composing Maui County. A comprehensive RFP will be released, and dependent upon responses to the RFP and availability of funds, this may include satellite centers on Lanai, Molokai, and in Hana.

In accordance with the timeframe laid out in TEGL 15-16 requiring all operating one-stop operators to have been competitively procured by July 1, 2017, MCWDB will have an RFP will be prepared and ready to be released by March 31, 2017.

b. Describe how the local board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology, and through other means.
[WIOA Sec. 108(b)(6)(B)]

DEFICIENT

REQUESTED REVISION #1:

- Please correct labeling for this section.
- The question is not answered; how will the board facilitate access to services through the One-Stop delivery system? What about Unemployment Insurance on Molokai?
- Describe DVR services to be provided on an “as needed basis.” How does that work? How will technology be used to serve remote and rural areas?

REQUESTED REVISION #2:

- The revision needs to address the design of services in remote areas in collaboration with partners. Once the services are designed and planned, MOUs can be drawn.
- Criteria must be in the local plan, not enough to say it will be in the RFP.
- DVR services to be provided on an “as needed basis” – how does that work?
- DVR services are provided as stipulated on the VR client’s Individual Plan for Employment (IPE). The only services that are listed on an IPE are the services that a client requires to prepare for; obtain and/or maintain; and/or advance in employment.
- How will technology be used to serve remote and rural areas is not addressed.

The labeling in the Local Plan has been corrected. The formatted numbering inadvertently became altered during the development of the Plan.

The Board will establish criteria to facilitate access to services through the one-stop in the RFP solicitation for a new one-stop provider (Spring 2017 for a July 1, 2017 implementation). In the selection of a new one-stop provider and negotiation of MOU’s with core partners through this process, the Board will determine how services will be provided by core partners, including UI. Currently, services on Molokai and Lanai are provided on an “as-needed” basis, meaning when these services are identified as necessary for a workforce development participants, arrangements are made to provide access to these services. This may change with the establishment of a new one-stop provider; resources will need to be considered in terms of how feasible it is to provide “comprehensive” and “full-time” services county-wide.

c. Describe how entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.
[WIOA Sec. 108(b)(6)(C)]

DEFICIENT

REQUESTED REVISION #1:

- Please correct labeling for this section.
- It is not sufficient to say that the AJC will be compliant. Explain how it will be achieved.
- The local plan does not include a description of complying with the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities.
- Lacks details as to what entities, programs, service in One-Stops.

REQUESTED REVISION #2:

- It still does not address bullet points 3 & 4.
- Obtain training/guidance, as needed, if ADA staff is unavailable.
- When will the policy be developed? It is a current requirement, so if there is no policy, it must become a priority.
- The question relates only to the programs and services that the Board provides. Businesses are not part of this requirement.
- DVR should be listed as a resource to contact for information regarding compliance with WIOA Section 188 regarding the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities.

The labeling in the Local Plan has been corrected. The formatted numbering inadvertently became altered during the development of the Plan.

The Board will work to develop a policy to ensure the one-stop delivery system, including one-stop operators and the one-stop partners, comply with WIOA, Section 188 and applicable provisions of the ADA of 1990.

Maui County does not have an ADA person who monitors or visits business to give suggestions on if they are meeting ADA requirements or not. Business can pay a private consultant to do this type of work or The Hawaii Disability Rights Center is a non profit that can give training and guidance on ADA compliance. Their website is: www.hawaiiadisabilityrights.org DCAB at the State only reviews plans for City buildings, but they have no way of enforcing this.

d. Describe the roles and resource contributions of the one-stop partners and if memoranda of understanding or resource sharing agreements are used, provide a summary of those agreements. [WIOA Sec. 108(b)(6)(D)]

DEFICIENT

REQUESTED REVISION #1:

- Please correct labeling for this section.
- How will the Board ensure that the MOU will be updated regularly? Who on the Board is responsible for it? Having a 16-year old MOU shows that services and expectations have not been upgraded or amended to reflect program changes.
- Since it appears that the One-Stop system design is still uncertain, provide a timeline for finalizing the system design, partner roles, contributions and MOUs.
- The local plan does not describe the role and resource contributions of the One-Stop partners nor if an MOU will be utilized.
- Lacks details as to what entities, programs, services in One-Stops. Dependent on the identifying partners.

REQUESTED REVISION #2:

- Provide a preliminary plan for roles and possible resource contributions of the One-Stop partners. The preliminary plan will be subject to changes while collaborating with the partners, but it provides a starting point.
- There must be more information available at this time to add to this response. 4.5a does not answer this question.
- Still does not answer how the Board will ensure that MOUs will be updated regularly. There needs to be a process.
- The response did not address how will the Board ensure that the MOU will be updated regularly? Who on the Board is responsible for it?

The labeling in the Local Plan has been corrected. The formatted numbering inadvertently became altered during the development of the Plan.

See response for 4.5a.

The MOU will be developed as part of the negotiation process with a new one-stop provider Spring 2017. The Board will ensure that core partners as well as other services providers include in the MOU how their services will directly support the vision and goals of Maui County's Local Plan as well as resources contributions and a link to negotiated performance targets.

The description of the one-stop delivery system is how it currently operates, along with potential considerations for the future. The Board will determine the criteria for selecting a new one-stop provider through the RFP solicitation. A selection for design of a one-stop system will be based on available resources.

- e. Describe how one-stop centers are implementing and transitioning to an integrated technology-enabled intake and case management information system for core programs and programs carried out by one-stop partners. [WIOA Sec. 108(b)(21)]

DEFICIENT

REQUESTED REVISION #1:

- Please correct labeling for this section.
- The local plan does not describe how One-Stop centers are implementing and transitioning to an integrated technology-enabled intake and case management information system.

REQUESTED REVISION #2:

- The MOU is not enough to articulate access to case management information system. The local board will need to develop policies and procedures. When will that be accomplished?
- Does not describe how One-Stop Centers are implementing and transitioning to an integrated technology system.

The labeling in the Local Plan has been corrected. The formatted numbering inadvertently became altered during the development of the Plan.

The Board's role is to support statewide common intake and assessment system, and through MOUs with the core and required partners, there will be an agreement that all partners in the American job system/network will utilize this intake and assessment system to coordinate their referrals and services.

Currently, WIOA Title I & III are using Hirenet case management system where they enter participant information, activities and services. Through MOUs, the other required and core partners will be given access to view participant's records to avoid duplication of services with the understanding that confidentiality requirements will be adhered.

- 4.6 Describe the process and criteria for issuing individual training accounts. [WIOA Sec. 108(b)(19)]

DEFICIENT

REQUESTED REVISION #1:

- Will an American Job Center satellite center be available on Lanai?
- What is the ITA limit? What is the eligibility criteria for an ITA? No criteria listed

REQUESTED REVISION #2:

- Preliminary ITA criteria and process will be needed for 7/1/17 implementation.

The MCWDB does not currently have the resources to implement a full-time satellite center on Lanai.

The labeling in the Local Plan has been corrected. The formatted numbering inadvertently became altered during the development of the Plan.

The Maui County Workforce Development Board (MCWDB) does not currently have a process or criteria in place for issuing individual training accounts. MCWDB is currently in the process of creating a policy and criteria for individual training accounts. During its February 14, 2017 meeting, MCWDB approved the creation of a Governance Committee to draft its bylaws, policies, and procedures. The committee will be appointed by June 30, 2017, and a process and criteria for issuing individual training accounts to be provided through the one-stop delivery system, in accordance to WIOA Sec. 108(b)(19), will be drafted and approved by the board by December 31, 2017.

4.7 If training contracts are used, how will the use of such contracts be coordinated with individual training accounts; and how will the local board ensure informed customer choice in the selection of training programs, regardless of how the training services are to be provided. [WIOA Sec. 108(b)(19)]

DEFICIENT

REQUESTED REVISION #1:

- Please correct labeling for this section.
- What is the local board's role in ETP's, please explain.
- Indicate whether training contracts are used. If yes, explain how these contracts are coordinated with individual training accounts and how the local board is ensure that customer choice is informed.

REQUESTED REVISION #2:

- Please correct the beginning of the second paragraph (cut and pasted from the previous response). Does not address the Board's role in ETP's.
- Training contracts can include OJTs, work experience, etc. A preliminary process will be needed by July 1, 2017.
- The local boards must have their own ETPL policy as the local board are the first-line of approval for both the providers and their programs. The last paragraph is inaccurate.
- Cannot tell if training contracts are being used – but I assume not.

The labeling in the Local Plan has been corrected. The formatted numbering inadvertently became altered during the development of the Plan.

The Maui County Workforce Development Board (MCWDB) does not currently have a process or criteria in place for issuing individual training accounts. MCWDB is currently in the process of creating a policy and criteria for individual training accounts, which will describe the Board's role in the State's Eligible Training Provider List (ETPL). During its February 14, 2017 meeting, MCWDB approved the creation of a Governance Committee to draft its bylaws, policies, and procedures. The committee will be appointed by June 30, 2017, and a process and criteria for issuing individual training accounts, which will include the Board's role in the ETPL, to be provided through the one-stop delivery system, in accordance to WIOA Sec. 108(b)(19), will be drafted and approved by the Board by December 31, 2017.

The Board will encourage training providers, particularly those in in-demand industries, in Maui County who would like to be included within the ETPL to establish an account with the State. WDC will review these submissions and verify information by following the ETPL statewide policy and local procedures (once established). Once the registration is approved, training providers will be able to include specific training programs to be listed on the ETPL.

4.8 Describe the process utilized by the local board to ensure that training provided is linked to in-demand industry sectors or occupations in the local area, or in another area to which a participant is willing to relocate. [WIOA Sec. 134(c)(3)(G)(iii)]

DEFICIENT

REQUESTED REVISION #1:

- Please correct labeling for this section.
- The answer does not track with the ETP process.
- What is the review process to ensure offered training is linked to in-demand industries.
- The local plan incorrectly refers to "Employer" instead of "Eligible" Training Provider lists which should consist of locally in-demand occupations. The response fails to discuss provisions for access to training for demand occupations in another area to which a participant is willing to relocate.

REQUESTED REVISION #2:

- Did not address requested revisions
- Still don't think they answered these two elements of the requested revisions:
 - What is the review process to ensure offered training is linked to in-demand industries.
 - The local plan incorrectly refers to "Employer" instead of "Eligible" Training Provider lists which should consist of locally in-demand occupations. The response fails to discuss provisions for access to training for demand occupations in another area to which a participant is willing to relocate.
- This question refers to how the Board will review the applications for the ETPL and ensure that the training provided is linked to in-demand industries. This question does not refer to ETAs.
- The last revision question is not answered.
- The response fails to discuss provisions for access to training for demand occupations in another area to which a participant is willing to relocate.

The labeling in the Local Plan has been corrected. The formatted numbering inadvertently became altered during the development of the Plan.

The Maui County Workforce Development Board (MCWDB) does not currently have a process or criteria in place for issuing individual training accounts. MCWDB is currently in the process of creating a policy and criteria for individual training accounts, which will describe the Board's role in the State's Eligible Training Provider List (ETPL). During its February 14, 2017 meeting, MCWDB approved the creation of a Governance Committee to draft its bylaws, policies, and procedures. The committee will be appointed by June 30, 2017, and a process and criteria for issuing individual training accounts, which will include the Board's role in the ETPL, to be provided through the one-stop delivery system, in accordance to WIOA Sec. 108(b)(19), will be drafted and approved by the Board by December 31, 2017.

The Board will encourage training providers, particularly those in in-demand industries, in Maui County who would like to be included within the ETPL to establish an account with the State. The State will review these submissions and verify information by following the ETPL statewide policy and local procedures (once established). Once the registration is approved, training providers will be able to include specific training programs to be listed on the ETPL.

4.9 Describe how the local board will coordinate workforce investment activities in the local area with rapid response activities carried out in the local area (as described in section 134(a)(2) A). [WIOA Sec. 108(b)(8)]

DEFICIENT

REQUESTED REVISION #1:

- Please correct labeling for this section.
- The answer only focuses on the State's process. Describe the local board's role.

REQUESTED REVISION #2:

- "Rapid Response is a stateside strategy..." should be changed to "statewide"
- Since Maui County is in the midst of a Rapid Response event, this response should be more detailed. Is the State, the only entity that the local board has worked with? That is what this answer implies.

The labeling in the Local Plan has been corrected. The formatted numbering inadvertently became altered during the development of the Plan.

Rapid Response is a stateside strategy designed to respond to business layoffs and closings by coordinating services and providing immediate aid to affected business and their workers. When Rapid Response is necessary in Maui County, local workforce staff will work with state staff as a team to assist employers and employee representatives to maximize public and private resources in order to minimize disruptions associated with job loss. Rapid Response in Maui County will provide customized services on-site at an affected business, accommodate work schedules, and assist employers and employees through employment transition. Rapid Response in Maui County will be carried out by state and local workforce development agencies in partnership with the local American Job Center where many services will be offered, from resume and interview workshops, career counseling, and job search to re-skilling and job training.

Section 5: Compliance

5.2 Describe the competitive process and criteria (such as targeted services, leverage of funds, etc.) to be used to award sub-grants and contracts for WIOA Title I Adult, Dislocated Worker, and Youth services; provide the names of contracted organizations, and the duration of each contract. [WIOA Sec. 108(b)(16)]

DEFICIENT

REQUESTED REVISION #1:

- This is an incomplete description of the process. For instance, how does the Board evaluate the applicants? There must be other criteria than listed in the answer. Also, list federal provisions that apply.
- Provide a timeline for development of the RFP, RFP review, RFP award, contract execution, etc.

REQUESTED REVISION #2:

- What is happening to the Adult and DW programs after March 31, 2017?
- A timeline for development of the RFP, RFP review, RFP award, contract execution, etc. was not provided.

MCWDB does not currently have a board-approved process or criteria in place to be used to award subgrants and contracts. During its February 14, 2017 meeting, the board created a Governance Committee to draft its bylaws, policies, and procedures. Among those policies to be drafted is its policy and procedure to be used to award sub-grants and contracts. The Governance Committee will be appointed by June 30, 2017, and the policy and procedure will be completed and approved by the full MCWDB by December 31, 2017.

The process and criteria to be developed will include a competitive bid process utilizing a Request for Proposal (RFP) to provide comprehensive employment and training programs on a year-round basis to eligible individuals as described in Public Law 113-128, also known as the Workforce Innovation and Improvement Act, and any amendments thereto and all subsequent versions thereof.

The RFP will include requirements related to program design and program elements as described in WIOA Sec. 129(c) and WIOA Sec. 134(c) and related sections of the Code of Federal Regulations. Evaluation criteria will include, but not be limited to, a review of the proposed program design, delivery of services, inter-agency collaboration, evaluation, and projected performance outcomes.

The board is bound by the procurement rules of the Hawaii Public Procurement Code (HRS 103D) and procurement rules of the County of Maui. Current contracts are in place with the following providers:

WIOA Youth Program:

University of Hawaii

Duration of Contract: January 1, 2016 – March 31, 2017

The WIOA Youth Program contract was awarded with a sole and exclusive option for the Board to extend the contract awarded for an additional 12 month period. At its February 14, 2017 meeting, the Board exerted its authority to extend the contract to December 31, 2017.

Adult and DW Programs:

State of Hawaii, Department of Labor and Industrial Relations

Duration of Contract: January 1, 2016 – March 31, 2017

5.10 Describe indicators used by the local board to measure performance and effectiveness of the local fiscal agent (where appropriate), contracted service providers and the one-stop delivery system, in the local area. [WIOA Sec. 108(b)(17)]

DEFICIENT

REQUESTED REVISION #1:

- No performance measures are listed. How will you measure the One-Stop delivery system? For customer service? For hours available? For how many are served? For effective follow-up? Service providers, invoicing, record keeping, etc. There are numerous metrics than may be used.
- The response did not describe the indicators to measure performance. If they have yet to be determined, specify a timeline for its development.

REQUESTED REVISION #2:

- Did not address the requested revisions.

The Board will develop criteria to measure performance of the workforce development system by December 31, 2017. The criteria will include achieving negotiated performance targets, number served (particularly related to target populations), retention and persistence, transition outcomes, and administration.

5.11 Provide a description of the replicated cooperative agreements, as defined by WIOA 107(d)(11), in place between the local board and the Department of Human Services' Division of Vocational Rehabilitation Services with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination. [WIOA Sec. 108(b)(14)]

DEFICIENT

REQUESTED REVISION #1:

- Provide a timeline and plan to accomplish this.
- No MOU with DVR has been negotiated in the past.

REQUESTED REVISION #2:

- The RFP for the One-Stop operator has no bearing on the development of the MOUs with the partner agencies. The local board will develop the MOUs – not the One-Stop operator.
- Replace the response as Maui doesn't have any Replicated Cooperative Agreements at this time, but will either enter into an cooperative agreement or include the items from the Rehabilitation Act of 1973, subparagraph (A) of section 101(a)(11) in the MOU with DVR.

New MOU's with core partners, including DVR, will be negotiated through the RFP solicitation of a new one-stop provider when MOUs are negotiated with partner agencies through this process. These MOU's will be in place by July 1, 2017.

5.13

(a) Attach the following to the Local Board Plan:

- (1) The Local Board's Bylaws as *Attachment F*
- (2) The Local Board's Conflict of Interest Policy as *Attachment G*

(b) State any concerns the local board has with ensuring the compliance components listed below are in place prior to October 31, 2016. Copies of documents are not required at this time but may be requested during monitoring.

- Administration of funds
- Agreement between all counties and other local governments, if applicable, establishing the consortium of local elected officials
- Agreement between the Local Elected Officials and the Workforce Development Board
- Code of Conduct
- Approved Budget
- Memorandum of Understanding and/or Resource Sharing Agreements, as applicable
- Required policies on the following topics
 - Financial Management including cost allocation plan, internal controls, cash management, receipts of goods, cost reimbursement, inventory and equipment, program income, travel reimbursement, audit requirements and resolution, annual report, property management, debt collection, procurement, allowable costs
 - Program Management including equal opportunity for customers, supportive services, needs related payments, file management, eligibility, self-sufficiency criteria, individual training accounts, layoff assistance, priority of services, grievance for eligible training providers list, transitional jobs, stipends, training verification/refunds
 - Risk Management including records retention and public access, public records requests, monitoring, grievance, incident, disaster recovery plan
 - Board Policies including board appointment, board resolutions

ATTACHMENT F:

- (5) **The attachment is included and satisfies the request.**
- (0) **The attachment does not satisfy the request.**
- (2) **The attachment is missing.**

REQUESTED REVISION #1:

- The bylaws is outdated and refer to the old PL Workforce Investment Act. Please provide a timeline for new bylaws to be in place.

REQUESTED REVISION #2:

- The link could not be accessed – provide a copy of the attachment.
- Please provide a timeline for the Board to approve the bylaws.

Here is a link to the newly drafted proposed bylaws for the MCWDB: Maui WDB bylaws - 2017 proposed.docx

ATTACHMENT G:

(5) The attachment is included and satisfies the request.

(0) The attachment does not satisfy the request.

(2) The attachment is missing.

REQUESTED REVISION #1:

- The conflict of interest is really inadequate, it refers to WIA and does not include conflict of interest to other that board members and Youth Council (which may not be in existence). What about other conflicts? Service providers, employees, etc. Please provide an action plan and timeline to put it into place.

REQUESTED REVISION #2:

- The link could not be accessed – provide a copy of the attachment

Here is a link to the newly drafted proposed bylaws for the MCWDB: Maui WDB bylaws - 2017 proposed.docx, which includes a draft Conflict of Interest policy.