



**WORKFORCE**DEVELOPMENT  
COUNCIL

# Statewide Rapid Response Activity

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# 2019 Hawaii WARNs

July 1, 2019 WDC takes over administration and monitoring of STATEWIDE Rapid Response Activity

| Hawaii County   | City & County of Honolulu   | Maui County  | Kauai County  |
|---|---|--|---|
| <ul style="list-style-type: none"><li>Charter Communications (OTWC) **</li><li>Payless Shoes **</li></ul> <p>WDC Oversight<br/>FY 2018 – 4 WARN</p> | <ul style="list-style-type: none"><li>Payless Shoes **</li></ul> <p>WDC Oversight<br/>FY 2018 – 24 WARN</p> | <ul style="list-style-type: none"><li>Payless Shoes **</li></ul> <p>WDD Oversight<br/>FY 2018 – 1 WARN</p> | <ul style="list-style-type: none"><li>Kai Management Services</li></ul> <p>WDD Oversight<br/>FY 2018 – 1 WARN</p> |

\* Local AJC Rapid Response Sessions (to be) Conducted

\*\* Informational flyer provided in lieu of Rapid Response session

# 2019 Rapid Response Outreach

## (No WARNs - News Reports)

| Statewide   | City & County of Honolulu   | Maui County  |
|---|---|--|
| <ul style="list-style-type: none"> <li>• Mokulele Southern Airways **               <ul style="list-style-type: none"> <li>○ No WARN - less than 50 workers</li> <li>○ Already laid off when news broke</li> </ul> </li> <li>• Charlotte Russe**               <ul style="list-style-type: none"> <li>○ Three stores closed</li> <li>○ No WARN                   <ul style="list-style-type: none"> <li>▪ less than 50 workers at each store (?)</li> </ul> </li> <li>○ Already laid off when news broke</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>➤ PierThirty USA               <ul style="list-style-type: none"> <li>○ Café Lani</li> <li>○ Gokuku</li> <li>○ Tempura Ichidai</li> </ul> </li> <li>• Gymboree               <ul style="list-style-type: none"> <li>○ declined services</li> </ul> </li> <li>• St. Francis School *</li> <li>• Charlotte Russe **</li> </ul> | <ul style="list-style-type: none"> <li>• Maui MacNet *</li> <li>• Kapalua Golf Course</li> <li>• Charlotte Russe **</li> </ul> |

\* Local Rapid Response Sessions (to be) Conducted

\*\* Informational Flyer sent in lieu of Rapid Response session

➤ WARN Act Violation


# Rapid Response - Planning for July 1, 2019

WDC Administration and Oversight of Statewide Rapid Response Activity

Statewide Rapid Response Coordinator currently expanding infrastructure

- Developing statewide policy and procedure guidance
- Developing and expanding local Rapid Response Team capacity
- Creating dedicated Rapid Response webpages on the WDC website
  - ❑ Public facing – Information for Businesses and Job Seekers
    - Rapid Response Services, the WARN Act, WARN postings
  - ❑ Internal - Password protected for Rapid Response Teams
    - Statutes, Rapid Response forms, local and national links, training materials, best practices

# Developing Early Intervention Strategies

- Layoff Aversion - early identification of business challenges to prevent or minimize unemployment, anytime during the business cycle
  - Labor Market Information (LMI)
  - Trade Adjustment Assistance (TAA) Petition Determinations
  - Business Engagement and Networking
- 
- Three parallel white lines of varying lengths are positioned diagonally on the right side of the slide, extending from the middle towards the bottom right corner.

# Expanding Infrastructure & Activity

## – Business Engagement

- Develop outreach plan that promotes AJCs as the go-to workforce development resource
  - Match business hiring needs with affected workers that have similar skill sets
  - Direct communication with employers about business needs and AJC capacity
  - Information about statewide programs and services
    - Training/employment skills development
    - Working with individuals with disabilities
    - Work opportunity tax credits (private sector employers)
    - Specialized services

# WARN Act Administration

WDC Website: Public-facing Webpage

State law governing the WARN Act (for Businesses and Employees), public WARN postings

HRS §394B-9: Dislocated Worker

Under Hawaii law HRS §394B-9, covered establishments (industrial, commercial, or other business entities) with 50 or more employees in the preceding 12-month period must provide at least 60 days' advance notice of a bankruptcy, divestiture, partial closing, closing, or relocation to 1) each affected employee and to the 2) director of the Hawaii Department of Labor and Industrial Relations (DLIR).

HAR §12-506: Plant Closing Notification and Dislocated Workers

If a business violates WARN Act provisions, HAR §12-506 authorizes the State (designated entity) to pursue financial penalties that help dislocated workers transition to their new lives in an orderly manner.



# UPDATE

## Kauai and Hawaii Island Dislocated Worker Grant Activity

Grant ends June 30, 2020

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# KAUAI COUNTY

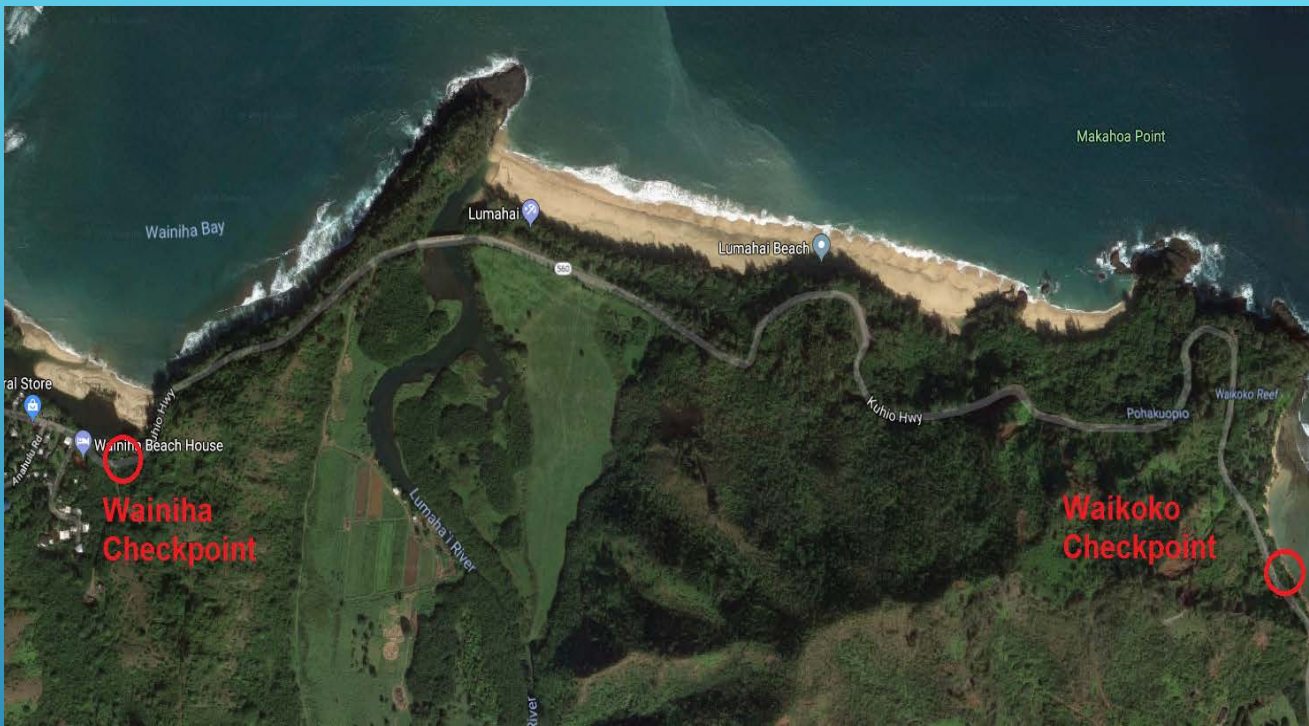
## North Shore Flooding

April 13-16, 2018

- ✓ 49.69 inches rain in 24 hours
- ✓ 12 landslides on north shore Kuhio Hwy
- ✓ 446 people evacuated by helicopter

- Daily convoy schedules still dictate north shore residential life
- No tourism beyond Hanalei

- USDOL approved \$500,000 Emergency Dislocated Worker Grant (DWG)
- WDC submitted Grant Modification Request to include damage from Hurricane Lane (August 2018) in the disaster recovery effort





*“Mea ‘ai on Wheels” Humanitarian assistance to save lives, alleviate suffering, and maintain human dignity in the aftermath of emergencies.*

- Feed approximately 60+ flood-affected individuals with nutritious dinners 5 days per week.
- Primary recipients include the elderly, those without kitchen access, and folks with serious medical conditions.
- Employ up to four (4) flood-affected residents in meaningful work
- Close gaps in employment and reduces further financial loss.



Marine Ecosystems directly impacted by the flooding: Watersheds from Limahuli Stream, Manoa Stream, Wainiha River, Lumahaʻi River, Waipa Stream, Waiʻoli Stream, Hanalei River, Kalihiwai River, Anahola Stream and Waikomo Stream.

- Debris assessment and documentation.
- Debris removal.
- Debris recycling and disposal
- Employ up to four (4) flood-affected residents in meaningful work
- Close gaps in employment and reduce further financial loss.

## KAUAI DISASTER RECOVERY PROJECTS











# HAWAII ISLAND

## Volcanic Eruptions

May 3, 2018 – Stalled, but ongoing

- Est. 703 homes destroyed
  - More than 7,936 acres of land covered
  - 4,008 million cubic feet of lava produced by 24 Fissures
- 
- WDC submitted Grant Modification Request to permit disaster recovery work on private farmland
  - USDOL approved \$3.5M Emergency Dislocated Worker Grant (DWG)





Feb. 15, 2019 aerial view shows where the 2018 lava flow crossed Highway 132 and where PGV has cut a road through the cooled lava near Highway 132 in Puna.

Photo by Hollyn Johnson,  
Tribune-Herald



*Eco-Retreat & Permaculture Center on the Big Island*



Manages demonstration farm, gardens, native and food plants, nursery and orchards. Also hosts agriculture internships that teach transferrable skills.

- Restore infrastructure.
- Rehabilitate sanctuary lands.
- Rehabilitate cacao orchard against long-horned beetle invasion.
- Re-establish cacao root stock to re-supply local chocolate makers.
- Teach community members to make bean-to-bar chocolate and other cacao products.
- Employ up to six (6) dislocated residents in meaningful work
- Close gaps in employment and reduces further financial loss.



**COLLEGE OF TROPICAL AGRICULTURE AND HUMAN RESOURCES**

*The founding college of the University of Hawai'i, established 1907*

A partnership between federal, state, and local governments responsible for providing science-based information and educational programs in agriculture, natural resources, and human resources.

- Propagate two established papaya varieties; one is resistant to papaya ringspot virus.
- Transplant seedlings to the field until flowers are produced.
- Technicians conduct hand-crosses of papaya flowers to produce the desired hybrid seeds.
- Distribute to papaya growers for planting in commercial fields.
- Employ up to four (4) dislocated residents in meaningful work
- Close gaps in employment and reduces further financial loss.

# HAWAII COUNTY DISASTER RECOVERY PROJECTS

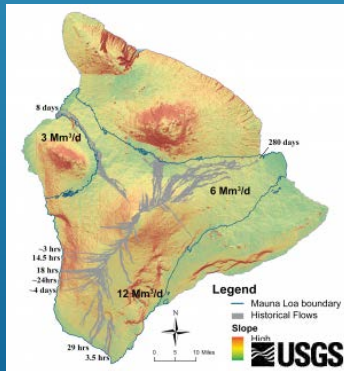












- ✓ The American Job Center (AJCH) staff determine individuals eligible for temporary employment.
- ✓ The AJCH staff refer eligible individuals and business owners to the HiEmployment.
- ✓ Hi-Employment matches eligible individuals with business of record on approved worksite.
- ✓ Hi-Employment pays employees.

# Summary:

## Growing the WDC Rapid Response Infrastructure

- Develop policy and procedure for consistent statewide service delivery
- Develop local AJC pro-active and early intervention strategies
  - Layoff Aversion - early identification of business challenges to prevent or minimize unemployment, anytime during the business cycle
  - Labor Market Information (LMI)
  - Trade Adjustment Assistance (TAA) Petition Determinations
- Fold in Business Outreach Plan to promote AJCs as the go-to workforce development resource
- Create dedicated public-facing webpages
  - Rapid Response
  - WARN Act Administration