



Turning Point

Kim Payton, Ph.D. Organizational Psychologist

BOARD CERTIFIED IN ORGANIZATIONAL PSYCHOLOGY, ABPP

PROPOSAL FOR STRATEGIC PLANNING SERVICES

STATE OF HAWAII

WORKFORCE DEVELOPMENT COUNCIL

830 Punchbowl Street, Suite 417,

Honolulu, Hawaii 96813

August 5, 2019

Purpose

As reported in the 2019 Hawaii's Statewide Business Services Framework Plan, and approved by the WDC, employers play a very important role in creating a more effective workforce development system for the future by

- Becoming aware of, valuing and making use of workforce development services such as considering non-traditional hires;
- Participating in the development of career pathways through which a consistent pipeline can be created to provide the talent that is essential to their business success;
- Providing consistent business intelligence to coordinating bodies so the workforce development system can become and stay relevant to their needs.

Deliverables

- Facilitate either an all-day or two (2) half-day sessions the week of October 8 to 11, 2019. board strategic planning sessions focused on engaging WDC board members who are employers and business representatives as active "champions" of the statewide public workforce development system.
- Provide written updates and presentations to the WDC Executive Committee and full board meetings anticipated in December 2019 and March 2020. There may be other meetings, as needed.
- The consultant will produce a final board strategic plan for approval by the WDC Executive Committee and full board.

Process and Timing

1. September –

- Review relevant documents including:
 - Hawaii's Unified State Plan
 - WIOA requirements mandated by Public Law 113-128 Section 134 (a)(3)(A) (i); 20 CFR 678.435; 34 CFR 361.435; 34 CFR 463.435; and Training and Employment Guidance Letter 16-16.

- 2019 Hawaii's Statewide Business Services Framework Plan
- Interview 6 sets of key informants: WDC staff, WDC Board Chair, Dillingham American Job Center Business Development Team etc.
- Design and administer a pre-strategic planning survey to Board members.
- 2. **October** –
 - Conduct strategic planning workshop(s)
 - Draft strategic plan
- 3. **November** – Present plan to staff and make revisions
- 4. **December** – Presentation to WDC Executive Committee
- 5. **March 2020** – Presentation to WDC Board

Fees

The fee for this service will be \$10,400.00 plus tax, invoiced in five increments:

- September 2019 – \$4,200
- October 2019 – \$3,600
- November 2019 - \$1,200
- December 2019 - \$ 600
- March 2020 - \$ 800

Qualifications

- Kim Payton, Ph.D. is licensed in the State of Hawaii as an industrial organizational psychologist and certified by the American Board of Professional Psychologists. He has provided organization development services to organizations in Hawaii for the last 35 years working with government, not for profit and for profit organizations in most every industry. See www.kimpayton.com for a client list.
- Dr. Payton provided consultation to:
 - Work Hawaii as it set up the first One Stop Center on O'ahu and as such is familiar with the One Stop concept and the complexities of co-locating the services of various agencies.
 - Change strategy consultation over a seven-year period to the previous Superintendent of the DOE in support of the "Race to the Top" transformation and as such is familiar with the culture of DOE.
 - Provided strategic planning facilitation to President Marcy Greenwood at the University of Hawaii along with a variety of other organization development engagements providing a familiarity with the U.H. culture
 - Provided organization development consultation to the Director of the Department of Human Resources as well as to other divisions in DHS providing an understanding of the DHS culture.
 - In 2018 facilitated the development of the 2019 Hawaii's Statewide Business Services Framework Plan.
- Certificate of vendor compliance attached.