

# WIOA CORE & MANDATORY PARTNERS MEETING

**Monday, October 7, 2019**

**Martha Ross, Consultant to facilitate & coordinate Hawai'i's WIOA  
Unified State Plan 2020-2023**

## III. A. INTRODUCTIONS

- **Martha Ross, Consultant**

Mahalo. Background, Ground Rules (prepare, participate & listen, email or call me if having timeline problem, collaborate, if you use an acronym today – state what it stands for), ask questions anytime, please sign-in and list your email and phone. **Today:** Get to know each other, discuss early plan thinking, get-on-same page, review timeline, and prepare to move forward with plan together.

- **Joy Gold, Recorder**

- **Hawai'i's WIOA Core & Mandatory Partners** - Name, organization, Core Program or Mandatory Partner, years with workforce development system & who in your organization is responsible for writing plan section(s).

### III. B. WIOA VISION (Handout 1)

- To increase access and opportunities to employment, education, training, and support services to employment. WIOA aims to promote stronger alignment of workforce, education, vocational rehabilitation and other human service systems in order to improve the structure and delivery of services to individuals. TEGL 19-14
- WIOA Vision and System Update: WIOA drives towards providing high-quality services for individuals and employers, and that means state and local boards, one-stop (AJC) operators and partners really have to focus on increasing coordination of programs and resources to make sure that we have a comprehensive system that provides services to all job seekers, workers, and businesses.

### III. B. WIOA'S THREE HALLMARKS OF EXCELLENCE

- The needs of businesses and workers drive workforce solutions, and local boards are accountable to communities in which they are located.
- American Job Centers provide excellent customer service to all job-seekers and employers, and focus on continuous improvement.
- The workforce system supports strong regional economies, and plays an active role in community and workforce development.

### III. C. EARLY THINKING SURVEY RESPONSES

- **12. Check the Core Program or Mandatory Partner you represent..**

**Number of responses: 8**

Adult, Dislocated Worker, Youth (WIOA Title 1) - 1

Adult Education and Family Literacy (WIOA Title II) - 4

Wagner-Peyser Act (W-P Act as amended by WIOA Title III) - 1

Vocational Rehabilitation (WIOA Title IV) - 1

Unemployment Insurance Division – Mandatory Partner - 1

Jobs for Veterans State Grants (JVSG) – only as Federal monitor-not state implementers - 1

# SURVEY RESPONSES: HAWAI'I'S VISION

## **CURRENT**

- All employers have competitively-skilled employees, and all residents have sustainable employment and self-sufficiency.

## **WHAT IF ANYTHING WOULD YOU CHANGE FOR 2020-2023**

- 6 said - keep as is
- “All” may not be realistic
- Add “residents wanting employment,” not everyone does

# SURVEY RESPONSES: HAWAI'I'S GOALS

## CURRENT

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

## WHAT GOALS WOULD YOU CONTINUE & WHAT GOALS WOULD YOU ADD FOR 2020-2023

- **Keep all of the current - 8**

- **What goals to add:**

To build strong partners and show positive outcomes - 1

Better coordination of services to employers – 1

Not sure - 3/Not my area – 1 (1- perhaps addressing the need for a living wage here in Hawai'i)

No additions – 2 (current goals still in progress)

## SURVEY RESPONSES: DATA & ANALYSIS POINTS THAT DRIVE VISION, GOALS & ALIGNMENT OF STRATEGIES FOR PROGRAMS TO SUPPORT ECONOMIC GROWTH – SOME KEY DATA/ANALYSIS POINTS THAT DRIVE DECISIONS ABOUT ALIGNMENT

- All 8 had responses – Relative to economic conditions, workforce characteristics & workforce development activities
- **My follow-up questions:**
  - ☐ All seemed to know Hawaii Workforce Infonet(HIWI) & DBEDT as sources for economic & workforce.
  - ☐ **Are there other sources you have found useful?** For example, 1 – emphasized feedback from communities at events
  - ☐ **Do you use past performance measures as data/analysis of workforce activities?**
  - ☐ **What opportunities do you have to identify data/analysis points you would use across all programs to align strategies for programs? Can you think of new ways to do this? Do you have opportunities to talk together?**



## SURVEY RESPONSES: 2 – 3 BARRIERS TO ACHIEVING FULL ALIGNMENT ACROSS PROGRAMS & HOW YOUR PLAN TO ADDRESS THE BARRIERS

- System policies: Each agency has its own procedures, which often includes a lot of meetings and paperwork which delays the rollout of service and programs. To address this barrier, we are trying to simplify the process , however, that happens at the higher state level which is difficult to change.
- UI is committed to partnering and collaborating with all workforce development programs to meet and sustain the vision and goals.
- Understanding: another barrier is having a complete understanding of what each partner is doing so we are not duplicating services. One way to eliminate this barrier is to communicate regularly with partners.

## SURVEY RESPONSES: 2 – 3 BARRIERS TO ACHIEVING FULL ALIGNMENT ACROSS PROGRAMS & HOW YOUR PLAN TO ADDRESS THE BARRIERS cont'd...

- Improved communication between partners. Attempt to be more available to communicate needs and services between partner organizations.
- The cross training
- One barrier seems to be data sharing. Currently we are working with Hawaii DXP (P20) to assist with developing a plan and/or process for data sharing.
- Meeting our first obligation to ALU LIKE and its WIOA Indian and Native American Program Grant Plans and then balancing after that with the alignment strategies. More discussions & brainstorming sessions will have to follow.
- 1. Availability of employer training sites for module 2 of our Workforce preparation program, 2. A better understanding of the needs of the businesses & worker training requirements.

## SURVEY RESPONSES: 2 – 3 BARRIERS TO ACHIEVING FULL ALIGNMENT ACROSS PROGRAMS & HOW YOUR PLAN TO ADDRESS THE BARRIERS **cont'd...**

- MCSA (McKinley Community School for Adults) will continue to seek to establish an increase in the number of partnerships with the local business as well communicate through the WDC this need.

## SURVEY RESPONSES: NEW FUNDING STREAMS OR RESOURCE PARTNERS YOU PLAN TO PURSUE IN 2020-2023

- UI'S goal is to maximize the potential of its Reemployment Services and Eligibility Assessment (RESEA) funding through an enhanced RESEA plan - 1
- No New funding streams, unsure of resource partnerships at this time – 1
- No new funding streams, pursuit of new resource partners is on-going. - 1
- Current Federal funding sufficient for our needs at this time - 1
- We plan to pursue partnerships with the businesses located within school boundaries bus – 1
- None – 1
- Not sure/Not my area - 2

## SURVEY RESPONSES: WHAT NEEDS TO BE INCLUDED IN PLAN TO ADDRESS POSSIBLE ECONOMIC DOWNTURN?

- UI Division will need to make sure that resources are in place to handle high workloads to address clients needs and build strong partnerships to facilitate reemployment.
- Cost of living here makes it difficult to get people employed. Clients don't want minimum wage or entry level employment because it will mean they will lose their services (housing and financial). They would rather be unemployed then lose their services, because ultimately that would mean they have a fulltime job, but be houseless and barely able to support their families. The cost of living is higher than minimum wage and entry level positions, and though this may be a separate issue from WIOA, it is still intertwined.

## SURVEY RESPONSES: WHAT NEEDS TO BE INCLUDED IN PLAN TO ADDRESS POSSIBLE ECONOMIC DOWNTURN?

Cont'd...

- Continuing to combine education and workforce training for our participants that will result in higher skilled employees making higher wages.
- More opportunities for students to access classes and further their career or academic goals. Historically, we have a higher enrollment when less jobs are available and unemployment is high.
- Encourage our students to pursue their high school equivalency credentials in preparation for future job availability or college entrance. The ability to identify new business opportunities that are in the community and plan to support the educational components necessary to prepare the workforce for these new jobs.

## SURVEY RESPONSES: WHAT NEEDS TO BE INCLUDED IN PLAN TO ADDRESS POSSIBLE ECONOMIC DOWNTURN?

Cont'd...

- Staff training and the capacity of the AJC's to expand hours of operation beyond 4:30 pm, in addition AJC must ensure space is available to house additional staff as needed.

# SURVEY RESPONSES: INTERNAL STRENGTHS & WEAKNESSES OF HI'S WORKFORCE DEVELOPMENT SYSTEM

## Internal Strengths

- Partners who are dedicated to their clients' needs.
- Strong support of the WIOA program from leadership.
- We have a lot of partners & they are awesome partners.
- Ongoing collaborative gatherings and statistical data that can be provided.
- We have a common career pathway that integrates key partners and businesses that provides directions for our students and workforce.
- The leveraging of funds between agencies to provide a holistic approach in helping the customers.

## Internal Weaknesses

- Partners looking out for their best interest & not the interest and support of the whole.
- We have limited diversity in workforce opportunity. Much of our workforce is based on a service-economy, but these jobs don't pay a living wage. For example, education, health & hospitality jobs are at the top of industry distribution and these jobs barely, if at all, pay a living wage.
- Possibly effective and efficient data sharing among agencies. The data collection system.
- The need to connect and understand more about the needs of neighbor islands and how to best assist them.
- Funding limitations narrow the options for better training. Technology is not used to its full potential.



## SURVEY RESPONSES: EXTERNAL OPPORTUNITIES AVAILABLE & THREATS FACING HI'S WORKFORCE DEVELOPMENT SYSTEM

### **External Opportunities**

- RESEA participation of all WIOA partners.
- Additional employer partnerships.
- Perhaps a strategic plan from Hawai'i's businesses may assist with better planning and preparation for the education and training of our students.
- Will give more thought to this.

### **External Threats**

- Future economic downturn.
- President.
- Technology which opens competition. This allows employers to hire non-resident workers to perform the tasks.

### III. D. WHO ARE HAWAI'I WORKFORCE DEVELOPMENT SYSTEM CUSTOMERS IN 2020-2023? (1. Is this list complete?) (2. Review the Resources - Handout 2 – Are these the key entry point resources for customers?)

#### **Job Seekers, Workers**

- Youth, Individuals with personal challenges to work, Adults in need of basic skills, Workers seeking career changes or advancement.
- WIOA priority target populations – veterans and eligible military spouses and individuals facing barriers to employment: displaced homemakers, individuals with disabilities; low income individuals; Indians, Alaska Natives, & Native Hawaiians; older individuals; ex-offenders; homeless individuals or homeless children or youth; youth in or who have aged out of foster care; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; single parents; individuals within 2 years of exhausting lifetime Temporary Aid to Families & Children eligibility; long-term unemployed individuals, eligible farmworkers.

#### **Businesses, Employers, Industries, Sector**

- High growth
- High demand
- Other:

III. E. HAWAI'I's VISION AND GOALS 2020-2023, & III. F. DATA AND ANALYSIS AVAILABILITY – discussed in survey responses and will revisit in future meeting.

### III. G. NEXT STEPS AND TIMELINE FOR HAWAI'I'S WIOA UNIFIED STATE PLAN 2020-2023 (JULY 1, 2020 – JUNE 30, 2023)

- Homework – Review early guidance on WIOA 2020-2023 State Plan from U.S. Department of Labor Employment & Training Administration (DOLETA). (9/24/2019 presentation) - **distribute**
- Review timeline for plan submission (**Handout 3**) - Questions
- Identify barriers, if any, to timely plan completion, and discuss ways to remove barriers.

### III. G. NEXT STEPS AND TIMELINE FOR HAWAI'I'S WIOA UNIFIED STATE PLAN 2020-2023 (JULY 1, 2020 – JUNE 30, 2023) cont'd...

- Next steps –
- A. Core Programs & Mandatory Partners review above early plan guidance, review 23 categories of data & analysis projections & enter timeline into your calendars.
- B. I will be following up with Core and Mandatory Partners Plan Lead by phone & email to help move forward.
- C. Similar to 2018 WIOA Plan Modification template (**Handout 4**) I will prepare & email you a plan template to fill in, after U.S. DOL gives guidance.
- D. I am gathering stakeholder input in each county in October & November.
- **Our Next meetings:** End of October, Early November, Early December. Set end of October meeting now, or will send email poll. Set all?

# MAHALO FOR YOUR TIME & PARTICIPATION

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