



# Military & Veteran Affairs Committee

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Workforce Development Council (WDC) Update

Virtual Meeting, Wed Oct 28, 2020

by Mark Olds

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STATE OF HAWAII  
1959  
U.S. DEPARTMENT OF LABOR & INDUSTRIAL RELATIONS  
KUPU O KA HAWAII  
KUPU O KA HAWAII

# Pandemic Economy

## **HOSPITALITY** **Tourism**

50,000  
hotel rooms

30,000  
Pre-pandemic daily visitor  
arrivals

1,000  
current arrivals 8.26.20

10.4 billion  
**10.4 million**  
visitors 2019

\$18 billion  
economic activity 2019



**Photo: Aaron K. Yoshino**

# WORKFORCE DEVELOPMENT UPDATE

- THE EFFECTS OF THE PANDEMIC ON JOB REGENERATION

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## Topics and themes

- Update on managing the COVID-19 environment on Oahu
- Update on unemployment and job losses
- Regenerating jobs during a pandemic: a patient process

# HAWAII PANDEMIC ECONOMY

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# 224 DAYS

STAY AT HOME / WORK FROM HOME  
CITY & COUNTY OF HONOLULU

MAYOR KIRK CALDWELL EMERGENCY ORDER 2020-02, MARCH 23, 2020

CURRENT EMERGENCY ORDER NO. 2020-29, OCTOBER 21, 2020, IN EFFECT

### Mayor's Emergency Order 2020-29

Order implementing Tier 2 of COVID-19 recovery framework

October 21, 2020

### Designated Businesses and Operations – Tier 2 Required Conditions

Honolulu's COVID-19 Recovery Framework

October 21, 2020

### Mayor's Eighth Proclamation

COVID-19 - Novel Coronavirus

October 21, 2020

### Mayor's Emergency Order 2020-28

Amendment to Order implementing Tier 1 of COVID-19 recovery framework

October 15, 2020

### Update to Honolulu's COVID-19 Recovery Framework

Plan to reduce the spread of COVID-19 in Honolulu

October 15, 2020

### Mayor's Emergency Order 2020-27

Order implementing Tier 1 of COVID-19 recovery framework

September 23, 2020



### Guidance Memorandum

Honolulu's COVID-19 Recovery Framework

September 23, 2020

### Mayor's Sixth Supplemental Proclamation

COVID-19 - Novel Coronavirus

September 23, 2020

### Honolulu's COVID-19 Recovery Framework

Plan to reduce the spread of COVID-19 in Honolulu

September 23, 2020



# HONOLULU REOPENING STRATEGY

Tier	TIER 1	TIER 2	TIER 3	TIER 4
Case Count (7 day average)	>100	50-100	20-49	<20
Test Positivity Rate	>5%	2.5-5%	1-2.49%	<1%

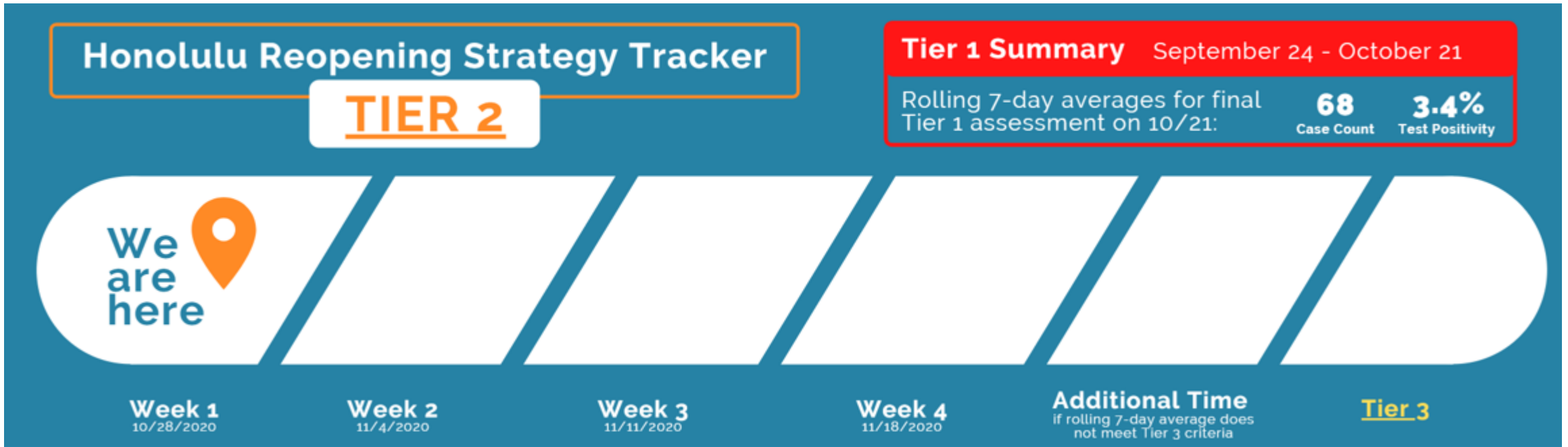
## Sectors and Businesses:

	TIER 1	TIER 2	TIER 3	TIER 4
<u>Essential Businesses</u>	Allowed	Allowed	Allowed	Allowed
<u>Social Gatherings</u>	5 people	5 people	10 people	25 people
<u>Parks, Beaches, Trails, Camping</u>	5 people	5 people	10 people	25 people
<u>Outdoor sports (no permit)</u>	5 people	5 people	10 people	25 people
<u>Outdoor organized team sports (permit)</u>	Closed	Closed	Closed	Allowed
<u>Pools</u>	Allowed	Allowed	Allowed	Allowed
<u>Shooting and Archery Ranges</u>	5 people	5 people	Allowed	Allowed
<u>Golf Courses</u>	Hawaii Golf Phase 2	Hawaii Golf Phase 2.5	Hawaii Golf Phase 3	Allowed
<u>Certain Real Estate</u>	5 people	5 people	10 people	25 people
<u>Car Dealerships</u>	5 people, appt only	5 people, appt only	Allowed	Allowed
<u>Automated Service Providers</u>	Allowed	Allowed	Allowed	Allowed
<u>Mobile Service Providers</u>	Allowed	Allowed	Allowed	Allowed
<u>Retail and Service (Includes Essential Businesses)</u>	50% Capacity	50% Capacity	Allowed	Allowed
<u>Indoor Malls</u>	Allowed	Allowed	Allowed	Allowed
<u>Spiritual Services</u>	50% capacity	50% capacity	Allowed	Allowed
<u>Funerals</u>	10 people	10 people	25 people	25 people
<u>Restaurants (At the discretion of the City &amp; County of Honolulu)</u>	5 people, same household, 50% capacity	5 people	10 people	25 people

<https://www.oneoahu.org/reopening-strategy>

<b>Tier</b>	<b>TIER 1</b>	<b>TIER 2</b>	<b>TIER 3</b>	<b>TIER 4</b>
<b>Case Count (7 day average)</b>	<b>&gt;100</b>	<b>50-100</b>	<b>20-49</b>	<b>&lt;20</b>
<b>Test Positivity Rate</b>	<b>&gt;5%</b>	<b>2.5-5%</b>	<b>1-2.49%</b>	<b>&lt;1%</b>
<u>Zoos, Sea Life Attractions, Aquariums, Museums, Botanical Gardens</u>	5 people, 50% capacity indoor areas	5 people, 50% capacity indoor areas	10 people	25 people
<u>Other Commercial Attractions</u>	5 people, outdoor only	5 people	10 people	25 people
<u>Arcades</u>	Closed	25% capacity	50% capacity	50% capacity
<u>Bowling</u>	5 people, 50% capacity	5 people	10 people	25 people
<u>Tours &amp; Skydiving</u>	5 people	5 people	10 people	25 people
<u>Recreational Boating (personal)</u>	5 people	5 people	10 people	25 people
<u>Commercial Recreational Boating</u>	25% capacity	25% capacity	50% capacity	50% capacity
<u>Helicopter Tours</u>	Closed	50% capacity	Allowed	Allowed
<u>Legal Short-Term Rentals</u>	Closed	Allowed	Allowed	Allowed
<u>Transportation for Non-Essential Activities</u>	50% capacity	50% capacity	50% capacity	50% capacity
<u>Hair &amp; Nail Salons, Barbershops</u>	Allowed	Allowed	Allowed	Allowed
<u>Personal Care Services</u>	Outdoors only	Allowed	Allowed	Allowed
<u>Pet Services</u>	Allowed	Allowed	Allowed	Allowed
<u>Business Offices</u>	Remote Encouraged	Remote Encouraged	Remote Encouraged	Remote Encouraged
<u>Conference/Breakrooms</u>	Spaced 6 ft apart	Spaced 6 ft apart	Spaced 6 ft apart	Spaced 6 ft apart
<u>Movie Theaters</u>	50% capacity	50% capacity	50% capacity	50% capacity
<u>Group Fitness Classes</u>	5 people outdoors	10 people outdoors 5 people indoors	10 people outdoors 10 people indoors	25 people outdoors 25 people indoors
<u>Gym and Fitness Facilities</u>	Outdoor	25% capacity	50% capacity	50% capacity
<u>Bars and Night Clubs</u>	Closed	Closed	Closed	TBD
<u>Drive-In Services</u>	Closed	Allowed	TBD	TBD

<https://www.oneoahu.org/reopening-strategy>



- Today is 7 days on Tier 2.
- On November 18, if rolling 7-day average of new case count is 50 - 100 and the test positivity rate is 2.5% - 5.0%, Oahu moves to Tier 3 on November 19.
- Each movement to the next tier is a phased reopening with less restrictions on the public.



# Pandemic Economy

*Update on unemployment  
and job losses*



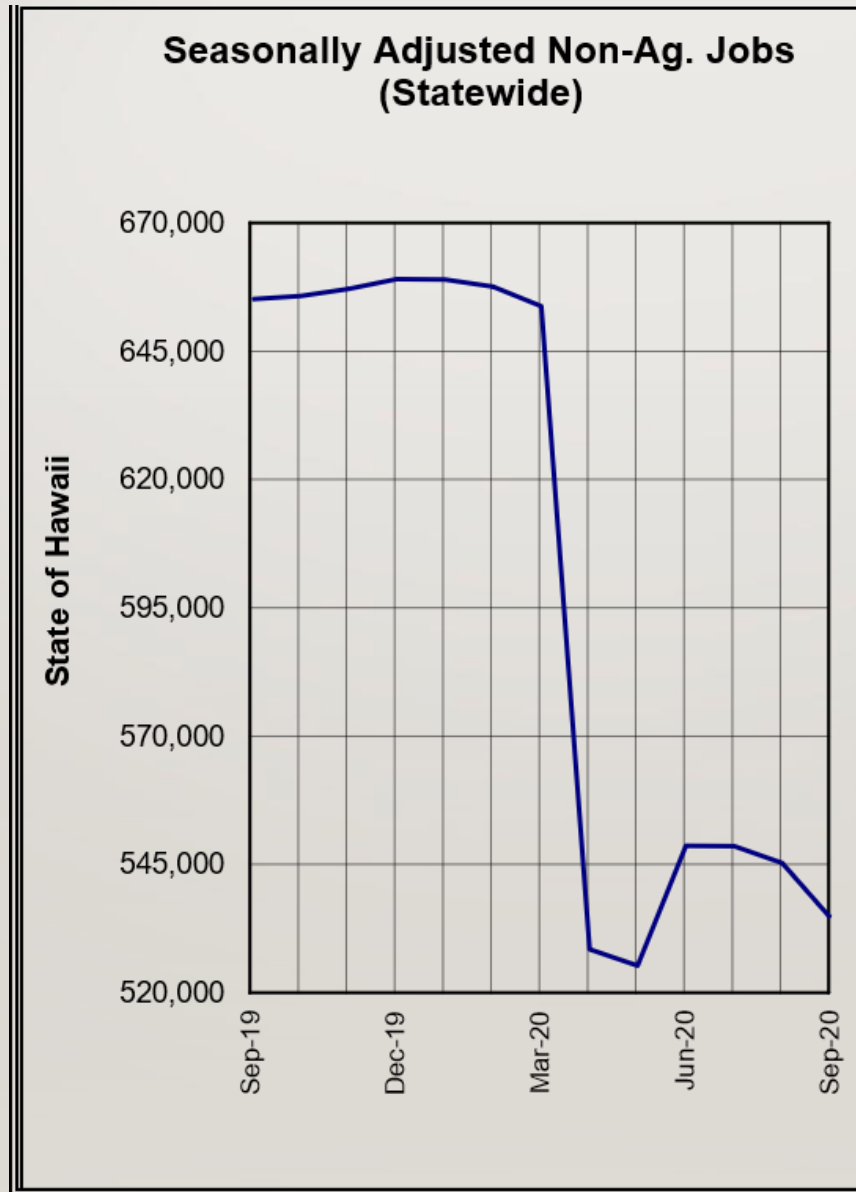
Photo: Aaron K. Yoshino

# HAWAII UNEMPLOYMENT RATE

	<u>Hawaii</u>	<u>U.S.</u>
March	2.4% (T-2 <sup>nd</sup> )	4.4%
April	23.8% (ranked 49)	14.7%
May	23.5% (ranked 50)	13%
June	13.4% (ranked 44)	11.2%
July	13.5% (ranked 46)	10.2%
Aug	13.0% (ranked 50)	8.4%
Sept	15.1% (ranked 51)	7.9%



<https://www.hirenethawaii.com/>  
and Go To HIWI



Hawaii Job County by Industry 2020	Mar	Apr	May	Jun	Jul	Aug	Sep	
<b>TOTAL NONAGRICULTURAL</b>								- decrease + increase
<b>WAGE &amp; SALARY JOBS</b>	656,700	528,600	528,000	548,800	541,200	538,400	533,500	-19%
<b>Total Private sector</b>	526,900	412,200	412,700	432,600	425,000	422,200	414,400	-21%
<b>Goods-Producing</b>	51,900	46,800	49,100	49,600	48,900	48,400	48,800	-6%
<b>Service-Providing</b>	604,800	481,800	478,900	499,200	492,300	490,000	484,700	-20%
<b>Trade, Transportation &amp; Utilities</b>	<b>121,700</b>	103,000	104,100	105,600	105,800	105,500	103,300	-15%
<b>Information</b>	8,400	7,600	7,500	7,300	7,300	7,500	7,600	-10%
<b>Financial Activities</b>	29,300	27,300	27,500	27,700	27,400	27,900	27,500	-6%
<b>Professional &amp; Business Services</b>	74,300	64,500	65,700	68,300	66,700	66,300	66,100	-11%
<b>Education &amp; Health Services</b>	87,800	82,200	83,200	82,400	82,700	82,800	82,600	-6%
<b>Leisure and Hospitality</b>	125,800	57,100	50,700	66,300	61,000	58,500	53,300	<b>-58%</b>
<b>Government</b>	<b>129,800</b>	116,400	115,300	116,200	116,200	116,200	119,100	-8%
<b>Federal Government</b>	34,800	34,100	33,900	34,200	33,900	35,500	34,700	-3%
<b>State Government</b>	76,200	63,700	62,900	63,200	63,200	61,800	65,500	-14%
<b>Local Government</b>	18,800	18,600	18,500	18,800	19,100	18,900	18,900	+5%

<https://www.hirenethawaii.com/> and Go To HIWI

# WARN

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Chapter 394B, Hawaii Revised Statutes

# WORKER ADJUSTMENT AND RETRAINING NOTIFICATION (WARN)

- A Worker Adjustment and Retraining Notification (WARN) is required when a business with 50 or more full-time workers (not counting workers who have less than 6 months on the job and workers who work fewer than 20 hours per week) is laying off at least one (1) person at a **single site of employment**, or employs a combined 50 or more workers at several locations, and who work at least a combined 4,000 hours per week, and is a private for-profit business, private non-profit organization, or quasi-public entity separately organized from regular government.
- Businesses that employ a Hawaii workforce are required to provide the Hawaii Department of Labor and Industrial Relations (DLIR) a WARN at least 60 calendar days in advance of covered **plant closings** and **mass layoffs**.
- WARNs assure that timely assistance can be provided to affected workers, their families, and communities by the local **Rapid Response Dislocated Worker Team**.
- Chapter 394B, Hawaii Revised Statutes

June 22, 2020

Mr. Scott Murakami, Director  
Deputy Director Anne E. Perreira-Eustaquio  
State of Hawaii Department of Labor and Industrial Relations  
830 Punchbowl Street, Room 321  
Honolulu, HI 96813

DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE  
2020 JUN 24 AM 10:26

Dear Mr. Murakami and Ms. Perreira-Eustaquio:

This letter serves as notification that the Four Seasons Resort Maui (the "Hotel") will be extending a temporary furlough of employees at the business operations located at 3900 Wailea Alanui Drive, Wailea, Maui, HI 96753, due to unforeseen business circumstances caused by the COVID-19 pandemic and associated government mandated business closures and stay-at-home orders. The furloughs began on or about March 25, 2020.

The initial government stay-at-home order, travel prohibitions, mandatory 14-day quarantine period and limitations on non-essential businesses began in March 2020 and were set to expire after a short period. Since that time, however, the government orders were extended multiple times for reasons beyond our control. Many of our operations will remain significantly limited for an indefinite period of time for these reasons, which are beyond our control. Accordingly, we have had to reassess our initial understanding of the circumstances facing the Hotel given new and unforeseeable information about the severity and duration of the adverse effects of the COVID-19 pandemic on our business, which unfortunately, now appear will be longer and more substantial than was previously foreseeable.

As a result, we have made the decision to extend the furlough status of employees on furlough for an indefinite period of time effective June 19, 2020. As a result, the entire furlough period may last longer than six months. Approximately 1,023 employees will be affected. Attached is a list of the job titles/classifications of the positions to be affected, and the number of affected employees in each job title/classification.

Bumping rights do not exist. There are no unions affiliated with the affected employees.

We were unable to provide you with notice of these furlough extensions earlier because the length and extent of the adverse business circumstances resulting from the COVID-19 pandemic, and the fluid nature of its effects on our community, business, and industry, were not foreseeable when employees were placed on a temporary layoff.



June 17, 2020 – [TMobile](#)  
June 19, 2020 – [JTB Hawaii Group Companies](#)  
June 22, 2020 – [Trump International Hotel Waikiki](#)  
June 23, 2020 – [Hertz](#)  
June 24, 2020 – [Andaz Maui Wailea](#)  
June 24, 2020 – [Four Seasons Resort Wailea](#)  
June 25, 2020 – [Hyatt Regency Waikiki](#)  
June 26, 2020 – [Hyatt Regency Maui Resort & Spa](#)  
June 29, 2020 – [Four Seasons Resort Hualala](#)  
June 30, 2020 – [Ruth Chris Steak House Maui](#)  
June 30, 2020 – [Sun Noodle](#)  
July 2, 2020 – [TMobile](#)  
July 2, 2020 – [DFS Group LP](#)  
July 2, 2020 – [The Maintenance Group LLC](#)  
July 6, 2020 – [The Laylow Waikiki](#)  
July 8, 2020 – [Hilton Grand Vacations Honolulu](#)  
July 8, 2020 – [Hilton Grand Vacations Waikoloa](#)  
July 8, 2020 – [United Airlines](#)  
July 10, 2020 – [CareResource Hawaii Maui](#)  
July 10, 2020 – [Hyatt Centric Waikiki Beach](#)  
July 13, 2020 – [Miyako Restaurant](#)  
July 15, 2020 – [Halepuna Waikiki](#)  
July 15, 2020 – [Halekulani](#)  
July 16, 2020 – [Sea Life Park](#)

✓ 227 – number of WARNs received by DLIR, March 2020 thru October 2020

✓ All WARNs are posted here: <https://labor.hawaii.gov/wdc/real-time-warn-updates>





# REGENERATING JOBS IN HAWAII

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# REGENERATING JOBS IN HAWAII

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## Hawaii Business Pivot Grant program

- ✓ 2,500 small business grants up to \$10,000
- ✓ Start date, October 22, 2020

# THE GRANT APPLICATION IS NOW OPEN

Register to attend a pivot grant workshop, find services on the marketplace, or sign up to be a marketplace vendor.

[GRANT APPLICATION](#)

[ABOUT US](#)

- ✓ Small businesses
- ✓ Non-profits
- ✓ Up to \$10,000 grants
- ✓ [www.governor.hawaii.gov](http://www.governor.hawaii.gov)
- ✓ [www.hawaiibizpivot.org](http://www.hawaiibizpivot.org)

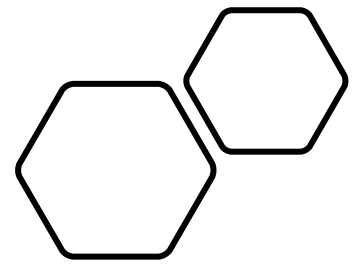


# REGENERATING JOBS IN HAWAII

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Hawaii contracts ProLink Health Care to surge critical skill nurses

- ✓ \$14 million in CARES Act funds will hire 200 skilled nurses to staff Hawaii's hospitals for 4 months



- Governor meets some of the 200 skilled nurses recruited from CONUS
- Supported by \$14 million in CARES Act funds

# REGENERATING JOBS IN HAWAII

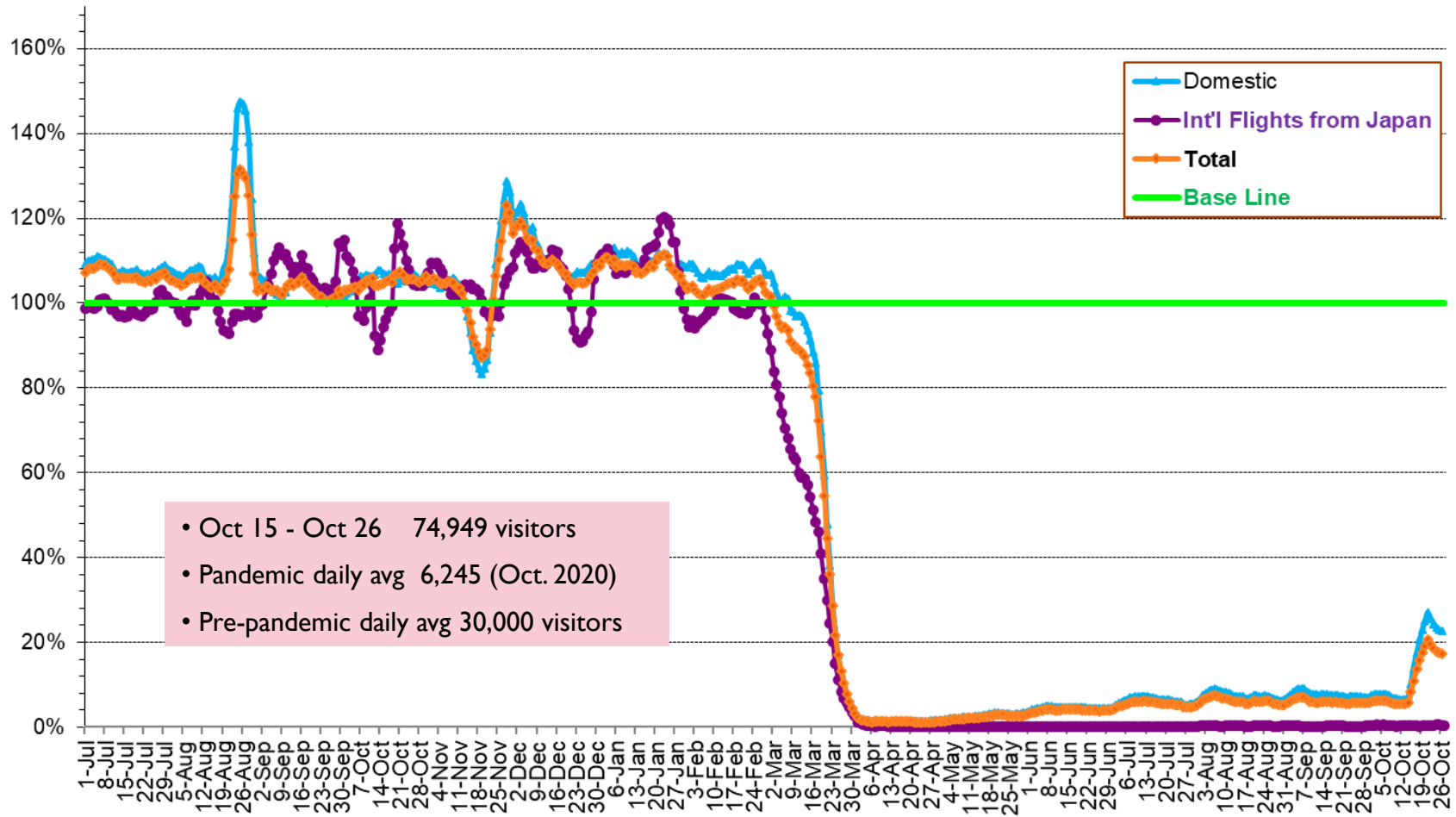
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## Safe Travels Hawaii Program

- ✓ Program implemented with the first pre-travel tests on October 15, 2020
- ✓ Japan visitors approved for pre-travel testing starting November 6, 2020

## 7-Day Moving Average Ratio

(100% = passenger count is the same this year as it was last year on the same date)



- Oct 15 - Oct 26 74,949 visitors
- Pandemic daily avg 6,245 (Oct. 2020)
- Pre-pandemic daily avg 30,000 visitors

Note: Total includes all domestic and international flights excluding inter-island flights and flights from Canada.

Source: Department of Business, Economic Development & Tourism

### Reason for Trip by Arrival Airport – Transpacific Screened Passengers

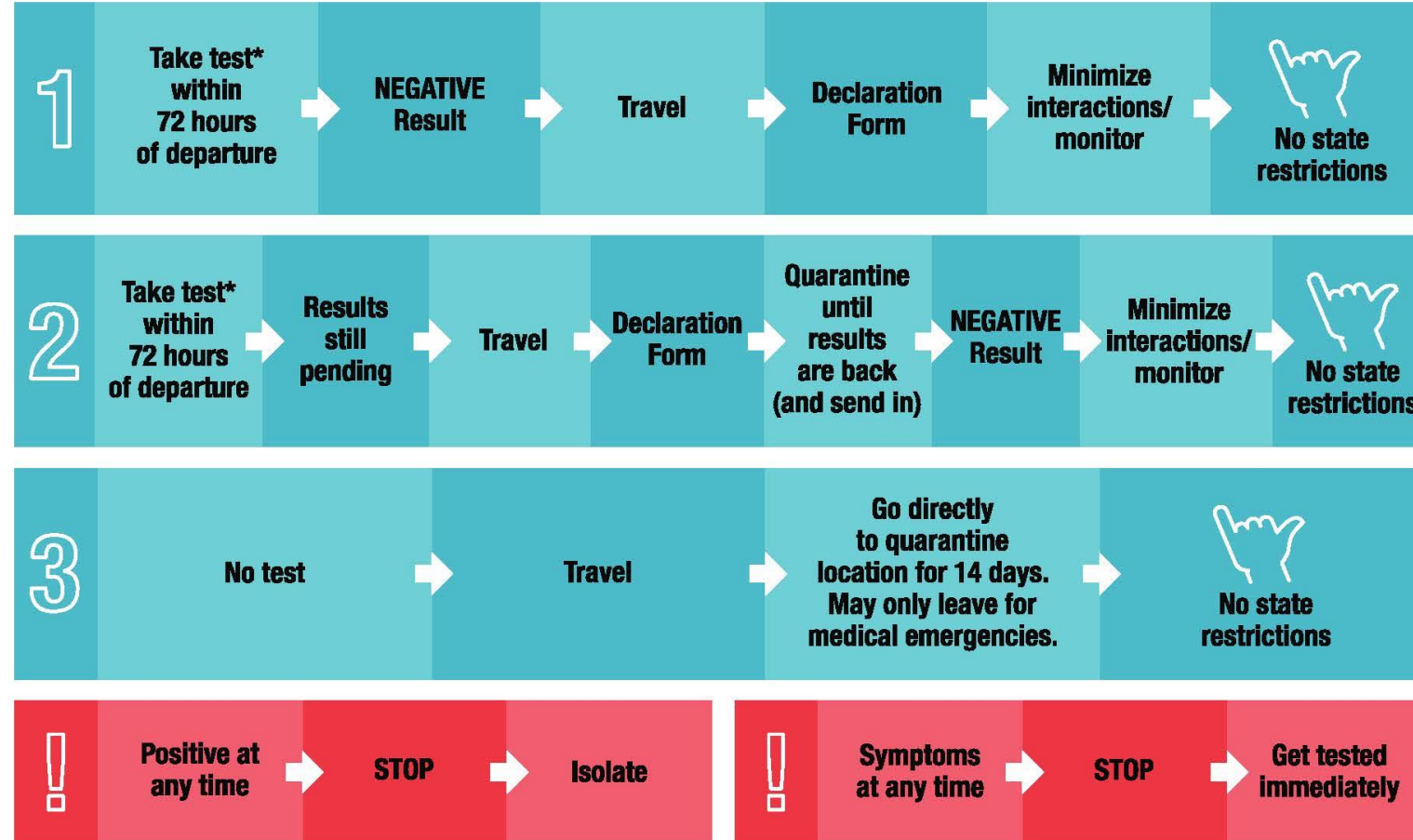
Oct 26	Honolulu (HNL)	Kahului (OGG)	Kona (KOA)	Līhu‘e (LIH)	Grand Total
Airline Crew	267	66	40	32	405
Corporate Meeting	2	0	1	0	3
Essential Worker	139	28	12	9	188
Honeymoon	17	9	0	9	35
Incentive Trip	3	1	0	0	4
Intended Resident	79	32	22	12	145
Military or Federal Government	125	1	0	2	128
Other	73	17	12	5	107
Other Business	118	40	30	11	199
Pleasure/Vacation	532	467	130	193	1,322
Returning Resident	860	168	133	50	1,211
To Attend School	11	0	0	0	11
To Get Married	0	0	1	2	3
Transit	325	1	0	0	326
Visiting Friends or Relatives	465	114	50	32	661
<b>Grand Total</b>	<b>3,016</b>	<b>944</b>	<b>431</b>	<b>357</b>	<b>4,748</b>



# FLYING INTO HAWAI'I?



Take a pre-travel test or quarantine for 14 days. Here are your options:



\*Any FDA-authorized Nucleic Acid Amplification Test performed by a CLIA certified lab

# REGENERATING JOBS IN HAWAII

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## Hawaii Business Pivot Grant program

- ✓ 2,500 small business grants up to \$10,000

## Hawaii contracts ProLink Health Care to surge critical skills nurses

- ✓ \$14 million in CARES Act funds will hire 200 skilled nurses to staff Hawaii's hospitals

## Safe Travels Hawaii Program

- ✓ Pre-travel test beginning October 15, 2020
- ✓ Japan visitors approved for pre-travel testing starting November 6, 2020



COVID-19  
IT'S SERIOUS STUFF!

**NEXT MEETING  
To Be Determined**

Log in to like or comment.