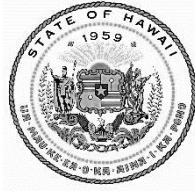


DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



ANNE PERREIRA-EUSTAQUIO
DIRECTOR

JOANN A. VIDINHAR
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS
ADMINISTRATOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
WORKFORCE DEVELOPMENT DIVISION**

830 PUNCHBOWL STREET, ROOM 329
HONOLULU, HAWAII 96813
<http://labor.hawaii.gov/wdd/>
Phone: (808) 586-8877 / Fax: (808) 586 8822
Email: dlir.workforce.develop@hawaii.gov

**HAWAII WORKFORCE DEVELOPMENT
COUNCIL MEETING
Thursday, May 12, 2022
9:30 A.M. – 12:30 P.M.
Online via Zoom**

Due to the COVID-19 pandemic, protecting the health and welfare of the community is a priority. The meeting was held remotely, with Board members and staff participating via an online meeting venue. The Department of Labor and Industrial Relations office, 830 Punchbowl Street, Room 329 was made available to the public and board members as an on-site location.

MINUTES

MEMBER ATTENDEES:

Alan Hayashi, WDC Chair, Consult 808
Brian Lee, WDC Vice Chair, Hawaii Laborers-Employers Cooperation & Education Trust Fund
Jason Brand, Brand Industrial Group
Yvette Gibson, Hawaii Pacific Health, Chair of Sector Strategies and Career Pathways Committee
Ian Kitajima, Oceanit, Chair of Youth Services Committee
Sean Knox, WDC Assistant Vice Chair, Hawaii Employment Services
Cary Miyashiro, Quad D Solutions, LLC
Sheryl Nojima, Gray, Hong, Nojima, and Associates
Brian Tatsumura, Briant808LLC, Chair of Employment Engagement Committee
Tim Wong, (Designee for Jason Chang, Chair, Oahu WDB, Queen's Medical Center)
Rossella Guardascione, Chair, Hawaii County Workforce Development Board
Jackie Kaina, Chair, Kauai Economic Development Board
April Acquavella, Hawaii Carpenters Apprenticeship & Training Fund
Chuck Shima, Plumbers Union Local 675
Karen Wong, Lanakila Pacific

Winona Whitman, ALU LIKE Inc. Employment & Training Program
Representative Jackson Sayama, Hawaii State House of Representatives
Senator Stanley Chang, Hawaii State Senate
Andy Kawano, (Designee for Mayor Rick Blangiardi, City & County of Honolulu Mayor)
Nalani Brun, (Designee for Mayor Derek Kawakami, Kauai County Mayor)
Douglass Adams, (Designee for Mayor Mitch Roth, Hawaii County Mayor)
JoAnn Inamasu, (Designee for Mayor Mike Victorino, Maui County Mayor)
Helen Sanpei, (Designee for Keith Hayashi, Superintendent, Department of Education)
Erika Lacro, (Designee for David Lassner, President, UH)
Dr. Kim Yang-Seon, (Designee for Mike McCartney, Director, DBEDT)
Deputy JoAnn Vidinhar, (Designee for Anne Perreira-Eustaquiao, Director, DLIR)
Maureen Bates, Administrator, Division of Vocational Rehabilitation, Dept. of Human Services

MEMBERS ABSENT:

Kira Higa, Research Center UH (RCUH)
Jason Ito, Kyo-Ya Management Company, Chair of Special Projects Committee
Ken Loui, Pacific Marine, Chair of Military and Veterans Affairs Committee
Shannon Okinaka, Hawaiian Airlines, Chair of Performance Measures & Financial Accountability Committee
Leslie Wilkins, Chair of Maui County WDB, Maui Economic Development Board
Jason Bradshaw, Iron Workers Stabilization Fund
Governor David Ige, Governor of Hawaii

GUESTS:

Doris Dvonch, Dept. of the Attorney General
Dina Yoshimi, Hawaii Language Roadmap, UH Manoa
Faustino Dagdag, Leeward Community College & SHRM Hawaii
Vangie Casinas, HIDOE, Career and Technical Education
Jesse Floyd, Developmental Disabilities Council
Keith DeMello, Ulupono Initiative
Kelly Ueoka, Pacxa
Linda Puppolo, Maui County Workforce Development Board
Nicole Kurashige, Oahu Workforce Development Board
Pat Anbe, Waipahu Community School for Adults
Patrick McNamee, General Aviation Council of Hawaii
Rona Fukumoto, Lanakila Pacific
Scott Collins, HGEA
Stacey Ferreira, Senate Ways & Means
Sylvia Carter, HIDOE, Adult Education
Trang Malone, CVS Health
Warren Kawano, Hawaii P-20 Partnerships for Education - Career & Technical Education
Paul Marx, Paul W Marx & Associates
Tina Matsuo, Waipahu Community School for Adults
Erin Yagi, Hawaii P-20 Partnerships for Education
Jean Schneider, Pacxa
Parker Spencer

STAFF:

Allicyn Tasaka, DLIR Workforce Development Division
Maricar Pilotin-Freitas, DLIR Workforce Development Division
Jarret Yip, DLIR Workforce Development Division
Erick Pascua, DLIR Workforce Development Division
Harrison Kuranishi, DLIR Workforce Development Division
Jeri Arucan, DLIR Workforce Development Division
Jayson Muraki, DLIR Workforce Development Division
Joni Heatherly, DLIR Workforce Development Division
Jay Ishibashi, DLIR Workforce Development Division
Carol Kanayama, DLIR Workforce Development Division
Katrina Ramos, DLIR Workforce Development Division
Daven Kawamura, DLIR Workforce Development Division

I. Call to Order and Chair’s Updates from February 11, 2022 to May 12, 2022

Chair Alan Hayashi called the meeting to order at 9:31 a.m. Roll call was taken, and quorum was declared.

Chair Hayashi announced that the Hawaii Career Acceleration Navigator (HI CAN) demonstration has been deferred to a later meeting date.

Chair Hayashi thanked Yvette Gibson and Jason Ito for their leadership as Committee Chairs. Also, Sheryl Nojima and Karen Wong will be terming off the board and were thanked for being Vice Chairs of the Employer Engagement and Finance committees, respectively.

A. New Appointments to the Workforce Development Council effective July 1, 2022:

Shelli Ihori, Hawaii Pacific Health	Kelly Ueoka, Paxca
Eileen Caldwell, Marriott International	Rona Fukumoto, Lanakila Pacific
Cheryl Cross, HR Consultant	Dion Dizon, Hawaii State AFL-CIO
Trang Malone, CVS Health	Scott Collin, HGEA
Keith DeMello, Ulupono Initiative	Lorna Woo, International Union of Painters & Allied Trades
Gerry Schmitz, Lendlease Corporation	

Sean Knox and Shannon Okinaka were confirmed by the Senate to serve another term. Chair Hayashi thanked the newly confirmed members and returning members.

B. New Committee Chairs and Vice Chairs Effective July 1, 2022

With consideration of committee leaders ending their services on the WDC, Chair Hayashi presented an updated list of chairs and vice chairs for each committee, effective July 1, 2022:

Special Projects Committee
Chair: Sean Knox
Vice Chair: Gerald (Jerry) Schmitz

Employer Engagement Committee
Chair: Brian Tatsumura

Vice Chair: CherylCross

Performance Measures and Financial Accountability Committee

Chair: Shannon Okinaka

Vice Chair: Kelly Ueoka

Sector Strategies and Career Pathways Committee

Chair: Cary Miyashiro

Vice Chair: April Acquavella

Youth Services Committee

Chair: Ian Kitajima

Vice Chair: Winona Whitman

Military and Veterans Affairs Committee

Chair: Ken Loui

Vice Chair: Trang Malone

The organizational chart of the new committee chairs and vice chairs that are effective July 1, 2022, can be found at the link below:

<https://labor.hawaii.gov/wdc/files/2022/05/Updated-WDC-Board-Committees-Organization-Chart-Eff-7.1.2022-as-of-4.19.22-1.pptx>

Chair Hayashi reminded all board members should be aware of our conflict-of-interest policy, which the Executive Director will disseminate again through email. Generally, a board member cannot be involved in any decision-making activity, discussion, or voting regarding a matter that would provide any financial benefit to the member or to his or her immediate family. If you have any questions as to whether you have a real, implied, or potential conflict of interest, please let us know immediately and we will determine the appropriate course of action together.

Also, for the newly appointed board members, the Governor's Boards and Commissions is requesting that new board members take care of Oath of Office forms. The Executive Director will be contacting you with the forms and information. Please get that back to us as soon as possible.

II. Approval of Minutes

A. November 18, 2021, Meeting

Chair Hayashi requested a motion to approve the minutes for the November 18, 2021, meeting. Sean Knox moved to approve the minutes of the November 18, 2021, meeting. Cary Miyashiro seconded the motion. There were no objections or abstentions. The motion to approve the minutes was approved unanimously.

A. February 10, 2022, Meeting

Chair Hayashi requested a motion to approve the minutes for the February 10, 2022, meeting. Brian Lee moved to approve the minutes of the February 10, 2022, meeting. Yvette Gibson seconded the motion. There were no objections or abstentions. The motion to approve the minutes was approved unanimously.

III. Executive Session

Chair Alan Hayashi used Chair’s prerogative to move the Executive Session forward, all current board members that were present were put into Executive Session. Chair Hayashi explained the purpose of the Executive Session is to discuss the evaluation of the Executive Director, and if agreed, to extend the position another year to June 30, 2023.

The WDC board members entered Executive Session at 9:52 a.m.

The Executive Session ended at 10:21 a.m.

Chair Hayashi reconvened the public portion of the meeting. Vice Chair Brian Lee provided an overview of the performance evaluation process and outcomes. The performance review was conducted by the Executive Committee members using previously utilized evaluation tool rating of 1 to 5 in the categories of accountability, building trust, facilitating change, communication, prioritization, teamwork, critical thinking, customer/stakeholder focus, initiative, and goal accomplishment. Executive Director Allicyn Tasaka’s average rating was 4.3 points out of 5 points.

Members wishing to review the evaluation tool can do so by contacting Doris Dvonch, Deputy Attorney General, at (808) 586-1450.

Vice Chair Lee made a motion to accept the evaluation of the Executive Director as reviewed and based on the evaluation to extend Allicyn Tasaka in her capacity as Executive Director (with no salary increase) to June 30, 2023. The motion was seconded by Cary Miyashiro. Chair Hayashi conducted a roll call vote, and the motion was approved 23 in favor and one in opposition. The motion passed.

IV. Presentation on the personnel and training needs of the aviation industry

Patrick E. McNamee, from the General Aviation Council of Hawaii provided an overview of the aviation industry. In 2017, there were 609,000 pilots across the country. At one time there were over 800,000 pilots but over time not enough pilots are being trained. Pilots face mandatory retirement at age 65 years. Delta Airlines purchased a flight school to train their own pilots. Mr. McNamee said that Hawaiian Airlines has 1,200 pilots, and will need many more as pilots reach the mandatory retirement age. Over the next 3 years, 754,000 mechanics will be needed. Flight attendants are in constant recruitment. Aviation Managers who operate the airports, which is like managing a little city (i.e., fuel, security safety, etc.). There is no training available for this position in Hawaii and is basically on-the-job-training.

- Brian Lee asked if there is enough flight simulation/ flight training equipment on the

island. Mr. McNamee stated that flight simulators are not the answer; he connected the leading causes of aircraft accidents to the misuse of flight simulators. Pilots must have actual air-time as part of the training.

- Chair Hayashi asked Cary Miyashiro to reach out and start the conversation with Mr. McNamee about possible career pathway goals.
- Vangie Casinas from the DOE Career Technical Education office stated that the transportation pathway was unveiled and the aviation maintenance technology program is stalled because of the lack of qualified teachers.

V. Updates on the Department of Labor and Industrial Relations (DLIR) from February 11, 2022 to May 12, 2022

DLIR Deputy Director JoAnn Vidinhar extended her thanks on behalf of the Department to Patrick McNamee for the presentation on the aviation industry, and to the outgoing committee Chairs and Vice Chairs. Deputy Vidinhar welcomed the new members that will be joining the board on July 1.

Deputy Vidinhar shared that during the legislative session, through the approval of the budget bill, \$5.2 million and seven positions were received for fiscal year 2023 for a statewide internship program. The program will place 300 interns and 30 Department of Education students across State Departments. The IT internship pilot program, that was held in the state executive branch, which placed 40 IT students in state government positions will be ending soon.

VI. Discussion regarding 2022 legislative bills relating to workforce development

Vice Chair Lee went over the legislative bills that relate to workforce development, and these can be found at the link below:

<https://labor.hawaii.gov/wdc/files/2022/05/2022-WDC-Legislative-Tracking-Report-for-5.12.2022.pdf>

VII. Executive Committee Report

The Executive Committee met on May 6. The committee chairs shared discussions they had on projects and short- and long-term goals. The committees would like more time to discuss. The Executive Committee will continue to work with the committees and plan to have recommendations at the next WDC meeting on August 11.

VIII. Board Committee Reports regarding the period from February 11, 2022 to May 12, 2022

A. Employer Engagement Committee

Chair Brian Tatsumura presented a report of the April 14, 2022, Employer Engagement Committee meeting to the board. It can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2022/05/EMPLOYER-ENGAGEMENT-COMMITTEE-REPORT-for-WDC-BOARD-MEETING-5.12.2022-Rev.pdf>

B. Sector Strategies and Career Pathways Committee

Chair Yvette Gibson presented a report from the April 25 2022, Sector Strategies and Career Pathways Committee meeting to the Board. It can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2022/05/Final-SECTOR-STRATEGIES-COMMITTEE->

[REPORT-for-WDC-BOARD-MEETING-5.12.2022.pdf](#)

C. Military & Veterans Affairs Committee

Chair Ken Loui was out of state. The written report for the Military & Veterans Affairs Committee can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2022/05/FINAL-MVAC-COMMITTEE-REPORT-for-WDC-BOARD-MEETING-5.12.2022.pdf>

D. Performance Measures & Financial Accountability Committee

Chair Shannon Okinaka had a work conflict. The written report for the Performance Measures & Financial Accountability Committee can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2022/05/Final-PERFORMANCE-FINANCE-ACCOUNTABILITY-COMMITTEE-REPORT-for-WDC-BOARD-MEETING-5.12.2022.pdf>

E. Youth Services Committee

Chair Ian Kitajima has held meetings on April 26, 2022 and on May 10, 2022, to discuss short- and long-term goals and projects. The committee will continue discussion at another meeting scheduled May 24, 2022. The written report can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2022/05/YOUTH-SERVICES-COMMITTEE-REPORT-for-WDC-BOARD-MEETING-5.12.2022.pdf>

F. Special Projects Committee

Chair Jason Ito was not available, however incoming Chair Sean Knox presented a report from the committee meetings held on January 24, 2022, and February 28, 2022. The written report can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2022/05/FINAL-SPECIAL-PROJECTS-COMMITTEE-REPORT-for-WDC-BOARD-MEETING-5.12.2022.pdf>

IX. Reports related to the Workforce Innovation and Opportunity Act (WIOA) Program Highlights from each County's Workforce Development Board from February 11, 2022 to May 12, 2022

A. Hawaii County Workforce Development Board

Chair Rossella Guardascione presented a report for the Hawaii County Workforce Development Board. The written report can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2022/05/Final-Request-HAWAII-COUNTY-WDB-UPDATE-REPORT-for-WDC-Board-Mtg-5.12.2022.pdf>

B. Maui County Workforce Development Board

Executive Director Linda Puppolo presented a report for the Maui County Workforce Development Board since Chair Leslie Wilkins was unable to attend. The written report can be found at the following link: <https://labor.hawaii.gov/wdc/files/2022/05/Final-Request-MAUI-WORKFORCE-DEVELOPMENT-BOARD-UPDATE-REPORT-for-WDC-Board-Mtg-5.12.2022.pdf>

C. Oahu Workforce Development Board

Vice Chair Tim Wong presented a report for the Oahu Workforce Development Board since Chair Jason Chang was not available. The written report can be found at the following link: <https://labor.hawaii.gov/wdc/files/2022/05/Final-Oahu-WDB-Report-to-WDC-for-5.12.2022.pdf>

D. Kauai County

WDD Administrator Maricar Pilotin-Freitas explained that the State is continuing to provide services for adult, dislocated worker, youth and Wagner Peyser programs at the American Job Center on Kauai. WDD is training staff and working on a waiver for the USDOL to approve to ensure continuity of services for jobseekers and employers on Kauai.

X. Reports from WIOA Core Partners Updates from February 11, 2022 to May 12, 2022

A. Adult Education and Career Pathways (Dept. of Education and University of Hawaii)

Helen Sanpei, designee for DOE Superintendent Keith Hayashi presented a report for the Adult Education and Career Pathways. The written report can be found at the following link: <https://labor.hawaii.gov/wdc/files/2022/05/REV-HIDOE-AEFLA-Update-to-WDC-for-May-12-2022.pdf>

B. Division of Vocational Rehabilitation (Dept. of Human Services)

Administrator Maureen Bates presented a report for the Division of Vocational Rehabilitation. The written report can be found at the following link: <https://labor.hawaii.gov/wdc/files/2022/05/Final-Quarterly-Report-from-DVR-for-WDC-Mtg-5.12.2022.pdf>

C. Wagner-Peyser Act and Workforce Development Division (Dept. of Labor & Industrial Relations)

Program Officer Jarret Yip presented a report for the Workforce Development Division. The written report can be found at the following link: <https://labor.hawaii.gov/wdc/files/2022/05/WDD-Report-WDC-Board-5.12.2022.pdf>

XI. Roundtable sharing by members relating to industry impact of COVID-19 pandemic and any sector concerns

Paxca President Kelly Ueoka shared how COVID-19 affected the IT industry, in the beginning it was actually in a way positive with the abundance of people doing remote work and need for cyber security. Paxca established a new Workforce Development division and hired a Workforce Development Director. They created the workforce section within Paxca to train people to learn and acquire certifications to qualify for jobs and remain in Hawaii. Paxca was able to fill vacancies through this program and have taken high school graduates who passed an aptitude test and do on-the-job-training while earning certificates and hiring them starting at \$50,000 with benefits.

Brand Industrial Group President Jason Brand explained that these are exciting times for the agriculture industry. Local demand is increasing and the state is working toward 30% of locally produced products by 2030. On the flip side, he talked about scalability and supply chain challenges. There are multiple negative effects on agriculture due to COVID-19, many farms were started two years ago, and that made the expense side for agriculture go up, such as the

price of fertilizer, and farms going bankrupt and/or shrinking their crops, as well as dealing with the high cost of labor compounded by labor shortages. Many farms have automated their systems for economical reasons.

Ian Kitajima shared that the COVID-19 rapid antigen test kit developed by Oceanit received FDA emergency use authorization. Less than 2% of companies that submitted for FDA approval have gotten approved.

Yvette Gibson shared a short update for the healthcare industry, training during pandemic slowed down to focus on more experienced workers in the healthcare industry, now training is more prevalent.

XII. 2022 Meeting Schedule

Meetings are held quarterly on the second Thursday of the month from 9:30 a.m. – 12:30 p.m. Next meetings are scheduled for August 11th and November 17th. An extra possible meeting for strategic planning and setting short- and long-term goals may be scheduled in June.

XIII. Announcements and Public Testimonies

There were no announcements or public testimony.

XIV. Adjournment

Chair Alan Hayashi adjourned the meeting at 12:17 p.m.