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# STATE OF HAWAII

# DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

# WORKFORCE DEVELOPMENT DIVISION

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**EMPLOYER ENGAGEMENT COMMITTEE MEETING**

**Thursday, July 14, 2022**

**1:00 P.M. – 2:30 P.M.**

**Online via Zoom**

**ANNE PERREIRA-EUSTAQUIO**

**DIRECTOR**

**JOANN A. VIDINHAR**

**DEPUTY DIRECTOR**

**MARICAR PILOTIN-FREITAS**

**ADMINISTRATOR**

*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.*

# MINUTES

**ATTENDEES:**

Brian Tatsumura, Committee Chair, BrianT 808 LLC

Cheryl Cross, Committee Vice-Chair

Deborah Leong Yep, UHA Health Insurance

April Acquavella, Hawaii Carpenters Apprenticeship Training

Lorna Woo, IUPAT District Council 50

Erin Yagi, Hawaii P20

Alison Lee, State Vocational Rehabilitation Office

Derek Kanehira, Alexander & Baldwin Senior Vice President of Human Resources

Dion Dizon, Hawaii State AFL-CIO

Warren Kawano, Hawaii P20

Rona Fukumoto, Lanakila Pacific

Rien Vidad, Leeward Community College

Karen Arakawa, Maui American Job Center, Manager

Courtney Suma, Kapolei High School

**STAFF:**

Harrison Kuranishi, DLIR Workforce Development Division, WDC Interim Executive Director

Erick Pascua, DLIR Workforce Development Division, Manager

Jay Ishibashi, DLIR Workforce Development Division, Program Specialist

Katrina Ramos, DLIR Workforce Development Division

Daven Kawamura, DLIR Workforce Development Division

# Call to Order……………………………………………Committee Chair Brian Tatsumura

The Employer Engagement meeting was called to order at 1:02 p.m. by Committee Chair Brian Tatsumura.

# Approval of Minutes for the April 14, 2022, Employer Engagement Committee Meeting

Committee Chair Tatsumura requested a motion to approve the minutes for the April 14, 2022, meeting. Cheryl Cross moved to approve the minutes of the April 14, 2022, meeting. Derek Kanehira seconded the motion. There were no objections or abstentions. The motion to approve the minutes was approved unanimously.

# Message from Workforce Development Council Chair Alan Hayashi

Brian Tatsumura spoke on behalf of Alan Hayashi. Chair Tatsumura welcomed Cheryl Cross as the Vice Chair of the Employer Engagement committee. Chair Tatsumura also announced to the committee that Allicyn Tasaka has retired as Executive Director and Harrison Kuranishi has been appointed as the interim WDC Executive Director.

# Updates from Workforce Development Division (WDD)

Harrison Kuranishi gave an update on the Workforce Development Division. The presentation can be found at the link below:

<https://labor.hawaii.gov/wdc/files/2022/07/EE-Presentation.pptx>

Harrison Kuranishi also shared a couple of videos that can be found at the links below:

<https://www.canva.com/design/DAFEeHHoQpk/JT2sHIKAY1OsGaYJ5r5A1w/watch?utm_content=DAFEeHHoQpk&utm_campaign=designshare&utm_medium=link&utm_source=publishsharelink>

<https://www.canva.com/design/DAFEyV9RWE4/Ox4LryAu9YW1On2yy_lHRQ/watch?utm_content=DAFEyV9RWE4&utm_campaign=designshare&utm_medium=link&utm_source=publishsharelink>

<https://app.frame.io/reviews/ebd874d7-4c10-4f17-8201-74e89e747249/2e75b27c-6eaf-4ba9-b465-c160d7b4a89c>

<https://app.frame.io/reviews/6889a0e0-d37c-48eb-9efb-781481bbaeff/71272ac0-6b9a-4d69-90a8-77a7e34dfe86>

<https://app.frame.io/reviews/5594fd39-ab1a-4678-ba93-07e19cd080ec/13abb2c6-be64-494c-a1a9-5fe6e3304750?version=7c4887b7-777c-4846-9e28-1f67746118bb>

Cheryl Cross requested the process of choosing and the amount given to RKT, Harrison responded to Cheryl and informed her that the information is public and will be shared with her.

Deborah Leong Yep asked about how the students are selected; Erick Pascua answered, saying a recruitment was issued through the Colleges and the UH system on a first come, first served basis. State Agencies requested how many interns they need to match the applicants.

# Report from the Opportunities Population Subcommittee

Evan Nakatsuka was unavailable to present an update on the Opportunities Population Subcommittee.

# Upcoming Committee Survey

Chair Tatsumura talked about the Committee Survey asking about feedback and more participation from members. There was no feedback during the meeting, but chair Tatsumura mentioned he is open to receive emails about feedback.

# Recap of visit to the American Job Center (AJC)

Cheryl Cross spoke about the visit she had with Alan Hayashi. Cheryl Cross noted that one of the most impressive things she found is how much time and effort put into figuring out the environment for the population being served, making sure it’s comfortable for students, etc.

# Committee discussion on trends impacting the Workforce in Hawaii and US Mainland

Derek Kanehira led the discussion on the trends that are impacting the Workforce in Hawaii and the US Mainland.

Karen Arakawa mentioned that they have many job openings but a very small percentage of applicants comparatively. She mentioned that some people that were laid off during the COVID-19 pandemic created their own businesses while many others left the islands.

Derek Kanehira brought up the trend of the baby boomers in the workforce delaying their retirements after the financial crises in Hawaii, with many retiring in 2020 due to COVID-19. Brian Tatsumura chimed in with something from his personal life knowing multiple people retiring since COVID-19 happened.

April Acquavella said that in the beginning of the pandemic there was a surge but, now it is relatively back to pre-pandemic amounts of applicants. A shortage of applicants has never really been a problem, but retention is still some kind of challenge in the sense of applicants not understanding the full scope of the work entailed and the volatile nature of the construction industry being highly sporadic. Derek Kanehira mentioned the structured format “career track” may be part of the appeal of apprenticeships.

Dion Dizon mentioned that over at the AFL-CIO they don’t have apprenticeship programs themselves, but they have unions that do. A challenge faced with their maritime career pathways is people not wanting to go away from home, as well as in the hotel sector losing 1/3 of staff in the beginning of the pandemic.

Dion Dizon brought up that a part of the problem is the lack of succession planning, Derek Kanehira said that as someone in HR succession planning has been taking up more and more of his time.

Deborah Leong-Yep mentioned that investing into the work environment is very important, and that she has two terminations due largely to the lack of succession plan.

Derek Kanehira brought up the fact that we are now working in an unconventional world with an unconventional workforce. He also brought up the fact that most younger workers are not looking to stay with a company forever, but they want to learn and gain a good foundation and skill set.

Rona Fukumoto let the committee know that Lanakila Pacific has started making career ladders with smaller steps that have helped retain employees but still knows people won’t stay forever. However, it has made the employees that leave, advocates that keep them in mind.

Cheryl Cross proposed a subcommittee that focuses on focus group design thinking over at the AJC.

# Announcements and Public Testimonies

There were no announcements or public testimonies.

# Adjournment

Committee Chair Tatsumura adjourned the meeting at 2:27 p.m.