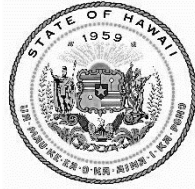


JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS
ADMINISTRATOR

**STATE OF HAWAII
KA MOKU'ĀINA O HAWAI'I
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
WORKFORCE DEVELOPMENT DIVISION
KA 'OIHANA PONO LIMAHANA**

830 PUNCHBOWL STREET, ROOM 329
HONOLULU, HAWAII 96813

<http://labor.hawaii.gov/wdd/>

Phone: (808) 586-8877 / Fax: (808) 586 8822

Email: dijr.workforce.develop@hawaii.gov

**HAWAII WORKFORCE DEVELOPMENT
COUNCIL MEETING
Thursday, March 2, 2023
1:00 P.M. – 4:00 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.

MINUTES

MEMBER ATTENDEES:

Alan Hayashi, WDC Chair, Owner/Principal, Consult 808

Brian Lee, WDC Vice-Chair, Executive Director, Hawaii LECET Fund

Sean Knox, President, Hawaii Employment Services; Chair, Special Projects Committee

Cary Miyashiro, President, Quad D Solutions LLC; Chair, Sector Strategies & Career Pathways Committee

Ken Loui, Vice President, Pacific Marine; Chair, Military and Veterans Affairs Committee

Brian Tatsumura, Braint808LLC; Chair, Employer Engagement Committee

Kelly Ueoka, President, Pacxa, Vice-Chair, Performance Measures & Financial Accountability Committee

Trang Malone, Workforce Initiatives Manager, CVS Health, Vice-Chair, MVAC

Cheryl Cross, Principal Owner, C.A. Cross & Associates, LLC, Vice-Chair, Employer Engagement Committee

Winona Whitman, ALU LIKE Inc. Employment & Training Program, Vice-Chair, Youth Services Committee

April Acquavella, Consultant, Just Works, Vice-Chair, Sector Strategies and Career Pathways Committee

Jason Brand, President, Brand Industrial Group

Eileen Caldwell, Director of Human Resources, Marriott Hawaii and French Polynesia

Scott Collins, Hawaii Island Division Chief, HGEA

Keith Demello, Senior Vice President of Communications & External Affairs, Ulupono Initiative

Dion Dizon, Committee on Political Education Director, Hawaii State AFL-CIO
Rona Fukumoto, President & CEO, Lanakila Pacific
Rossella Guardascione, Chair, Hawaii County WDB; Director of Human Resources, Kona Beach Hotel
Shelli Ihori, Associate Director, Workforce Development at Hawaii Pacific Health
Jackie Kaina, Chair, Kauai Economic Development Board
Leslie Wilkins, Chair, Maui County WDB; Vice President, Maui Economic Development Board
Lorna Woo, Director, Government Affairs, International Union of Painters and Allied Trades, District Council 50
Nalani Brun, (Designee for Derek Kawakami, Kauai County Mayor)
Doug Adams, (Designee for Mitch Roth, Hawaii County Mayor)
Governor Josh Green, Governor of Hawaii
Jade Butay, Director, Department of Labor and Industrial Relations
Helen Sanpei, (Designee for Keith Hayashi, Superintendent, Department of Education)
Joshua Kaakua, (Designee for David Lassner, President, University of Hawaii System)
Dr. Yang-Seon Kim, (Designee for Chris Sadayasu, Director, DBEDT)

MEMBERS ABSENT:

Ian Kitajima, President, PICHTR, Youth Services Committee
Shannon Okinaka, Hawaiian Airlines; Chair, Performance Measures & Financial Accountability Committee
Gerald Schmitz, Vice President, Lendlease DOD Communities, Vice-Chair, Special Projects Committee
Jason Chang, Chair, Oahu WDB; President, Queen's Medical Center
Kira Higa, Director of Human Resources, RCUH
Chuck Shima, Training Coordinator, Plumbers Union Local 675
Senator Stanley Chang, Hawaii State Senate
Representative Jackson Sayama, Hawaii State House of Representatives
Mayor Richard Bissen, Maui County Mayor
Mayor Rick Blangiardi, Honolulu County Mayor
Maureen Bates, Administrator, Division of Vocational Rehabilitation, Dept. of Human Services

GUEST:

Doris Dvonch, Deputy Attorney General
Bennette Misalucha, Former State Senator
Lea Dias, Administrator (Temp. Assigned), Division of Vocational Rehabilitation
Harrison Kuranishi, Executive Director, Oahu Workforce Development Board
Hikari Omuro, Planner, Oahu Workforce Development Board
Josiah Akau, Chairman of the Board of Directors, Kinai 'Eha
Pat Anbe, Principal, Waipahu Community School for Adults
Stacy Ferreira, Budget Chief, Committee on Ways & Means, Hawaii State Senate
Tina Matsuo, Program/ Curriculum Coordinator, HIDEO
Wanelle Kaneshiro, Workforce Development Director, HIDEO
Cameron Deptula, Special Assistant, Office of the Governor

STAFF:

Maricar Pilotin-Freitas, DLIR Workforce Development Division, Administrator
Jarrett Yip, DLIR Workforce Development Division, Program Officer
Bill Kunstman, DLIR, Deputy Director
Lisa Simmons, DLIR Workforce Development Division, Employment Service Specialist
Jaimee Tabangay, DLIR Workforce Development Division, Employment Service Specialist
Edgar Fernandez, DLIR Workforce Development Division, Program Specialist
Sheila Buyukacar, DLIR Workforce Development Division, Job Training Specialist
Leila Shar, DLIR Workforce Development Division, Job Training Specialist
Debby Lee, DLIR Administrative Services Office, Accountant
Lina Rivera, DLIR, Administrative Services Office, Accountant
Tricia Malloy, DLIR Workforce Development Division, Program Specialist
Jayson Muraki, DLIR Workforce Development Division, Employment & Training
Carol Kanayama, DLIR Workforce Development Division, Program Specialist
Jacque Dacay, DLIR Workforce Development Division, Job Training Specialist
Jay Ishibashi, DLIR Workforce Development Division, Program Specialist
Korynn Grenert, DLIR Workforce Development Division, Intern
Katrina Ramos, DLIR Workforce Development Division
Daven Kawamura, DLIR Workforce Development Division

I. Call to Order.....Chair Alan Hayashi
The Workforce Development Council meeting was called to order at 1:01 p.m. by Chair Alan Hayashi.

II. Approval of Minutes

A. November 30, 2022, Meeting Minutes

Chair Hayashi requested a motion to approve the minutes for the November 30, 2022, meeting. Brian Lee moved to approve the minutes of the November 30, 2022, meeting. Cary Miyashiro seconded the motion. Cheryl Cross mentioned a change in her company name that has been relayed to staff for use on following minutes. There were no objections. The motion to approve the minutes was approved unanimously.

B. June 28, 2022, Meeting Minutes

Chair Hayashi requested a motion to approve the minutes for the June 28, 2022, meeting. Brian Lee moved to approve the minutes of the June 28, 2022, meeting. Cary Miyashiro seconded the motion. There were no objections or abstentions. The motion to approve the minutes was approved unanimously.

III. Remarks by Governor Josh Green on Workforce Development Initiatives

Governor Green mentioned that although businesses survived through the COVID-19 pandemic at times it was touch and go and some areas of the workforce have either vanished or changed. Some things that will be done by Governor Green’s team include a major move to return tax dollars to the middle class, which should help small businesses. Although not directly related to Workforce Development it is meant to take pressure off so people can focus on their career. A lot of investment is going to be going into training for the health-related fields since it is

shorthanded to support and sustain healthcare for the people of Hawaii. Cultivation of talent from within the state so we don't need to recruit from the mainland is a big point, so loan forgiveness and housing support is important. Having people stay here and not having the need to recruit people from other places is the goal. Harm reduction and trauma informed care are also things that are being worked on that don't necessarily impact workforce development on the surface level, but some trauma noticed such as overwork and isolation was a big deal and a lot of the workforce was lost. Burnout is a big deal in many professions.

Chair Alan Hayashi reiterated to the governor that the WDC is the governors board for workforce development, and it is appointed by the governor, and that the WDC is standing by to assist in any capacity.

The committees presented a brief overview of the committee and what they have been working on. Prior to the committee's presentation there was a brief presentation from WDC Vice-Chair Brian Lee on the labor impact and the value of non-college degree programs. Brian Lee brought up that many people don't fit into the college track and that the building trades are rewarding for those that would rather work with their hands and books aren't the way for them. There were recent studies that union apprenticeships are the "new" bachelor's degree as the earnings of the people that have a union journeyman license is comparable or even better than that of someone with a bachelor's degree. Brian also mentioned with the build back better plan and the inflation reduction recently, infrastructure needs a lot of help. Governor Green asked what the priority of possible executive action would be to streamline things to help the housing challenges. Brian let him know that it would be the building codes and environmental regulations are what mainly stand in the way for smaller companies as the risks are too large.

A. Employer Engagement Committee

Brian Tatsumura gave the presentation for the Employer Engagement Committee, the main points he brought up were the need for CDL certified drivers, focusing on the partnership with the Hawaiian Trades Academy, and the WOTC (Work Opportunity Tax Credit) program; more information can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2023/03/Employer-Engagement-Committee-Presentation.docx>

Governor Green asked if there is enough staffing to keep the ball moving, Brian let him know that as of now he doesn't have an answer but in the future he will reach out.

B. Sector Strategies and Career Pathways Committee

Cary Miyashiro presented on behalf of the Sector Strategies and Career Pathways committee and the things that are being worked on right now such as, the employment of those with barriers, career areas with shortages, a Linguistic Pathway strand, etc. More information can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2023/03/SSCP-Committee-Presentation.docx>

Governor Green mentioned that during the elections he had the opportunity to go around to many different places and talk to many communities. Governor Green noticed that progress is being made by the COFA populations in school, but it is very incremental. Governor Green has found

that out of the statewide population of ~1.5 million people there are 450-480 thousand people paying taxes and the number of retirees doesn't make up the difference which shows that there are many people available that may be sitting on the fence that programs Cary and the committee are working with can help.

C. Military & Veterans Affairs Committee

Ken Loui presented for the Military and Veterans Affairs Committee. Ken spoke about the committees' goals and objectives as well as the initiatives that will be on the forefront in 2023. More information can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2023/03/MVAC-03-2023-Summary.docx>

Vice-Chair Trang Malone brought up the info session for the Skillbridge program that is coming up on the 8th of March on skillbridge.osd.mil.

Governor Green asked if there are any patterns that are presenting themselves, Ken Loui let the Governor and the board know that typically many servicemen come and stay if it's feasible.

D. Special Projects Committee

Sean Knox explained why the Special Projects committee came to be and what the committee has worked on since forming in early 2022. More information can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2023/03/Special-Projects-Committee-Presentation.docx>

Governor Green asked Sean what the highest yield actions that administration can make i.e., job training, affordable housing, etc. and where Sean exactly places everything on the pyramid. Sean let him know that he doesn't feel right answering that question as he relies on the other board members and thinks the answer should be a combined effort from the whole board.

E. Performance Measures and Financial Accountability Committee

Kelly Ueoka presented on behalf of the Performance Measures and Financial Accountability Committee and brought up topics from the last committee meeting. One key talking point during the last committee meeting included the possible conception of multiple subcommittees to more clearly define what success for the committee is. Some possible subcommittees include recruitment information and community outreach, outreach to youth organizations and addressing students, gauge how employers react to new laws, and more. Too get a better idea of how to better utilize funding so less funding is getting returned.

Kelly also talked about how over at Pacxa has started a workforce development program taking people with at least a high school diploma getting them industry recognized credentials, it was meant to help them get the credentials they need to get started in the industry with credentials. Governor Green asked where Pacxa got the resources to fund the program, Kelly let him know that it was all funded in-house and it isn't really a source of revenue. After the credential was received the participants were to be socialized to Pacxa's partners but ultimately they were all hired by Pacxa themselves.

F. Youth Services Committee

Winona Whitman presented for the Youth Services committee. Information can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2023/03/3-2-2023-WDC-Youth-Services.docx>

Governor Green let the council know that he met with Director Hartsock and that she has a two-

year plan in place which is a large achievement in the short time period. He asked a general question of how people will receive trauma informed approaches and care as it is spread out into the departments and private sector if it is going to be spread into the private sector. Stacy Ferreira answered by saying she is hopeful that the state will set a good example and implementation will go smoothly. There is lots of support in the taskforce between 40-60 members both from the private and public sector, which hopefully will help the rolling out of trauma informed care.

Josiah Akau chimed in saying that if employees are going through a lot of issues it doesn't matter what kind of job they get it won't work. Trauma informed care is very important and on the note of how it will be received, he let the governor know that until the people know what trauma informed care is, people don't even know the trauma they are enduring.

Alan Hayashi gave some time to the rest of the council members to have a chance to convey anything to the Governor. Leslie Wilkins reiterated the council is a private sector led body, and to let the Governor know that she shouldn't feel afraid to call upon the council.

IV. Discussion and Board approval on candidates for the Workforce Development Council Executive Director Position

Brian Lee let the council know that there is currently a person in mind and all that is being worked on as of now is the compensation level and other terms.

The announcement of the Executive Director will be deferred to the next Full Board meeting which will be held as an emergency meeting following the emergency meeting held for the Executive Committee when a candidate for the Executive Director position is named.

V. Standing Committee Reports for the Period of November 30, 2022, to March 2, 2023

Chair Alan Hayashi chose to skip this talking point as the Committees have already given an extensive update/report earlier in the meeting.

VI. Reports Related to the Workforce Innovation and Opportunity Act (WIOA) Program Highlights from each County's Workforce Development Board for the period of November 30, 2022, to March 2, 2023

A. Hawaii County Workforce Development Board

Rossella Guardascione gave an update for the Hawaii County Workforce Development Board, their last meeting was on February 23rd, 2023, being their first meeting for 2023. The local area plan was approved at the meeting and the American Job Center on Hawaii island is being relocated and that will be finalized on or before March 13th. Their next board meeting will be held on April 13th, 2023.

B. Maui County Workforce Development Board

Leslie Wilkins gave the board updates from the Maui County Workforce Development Board. She let the council know that a new Executive Director, Luana Mahi was appointed by new Mayor-Elect Richard Bissen. She thanked Chase Nomura for being the Executive Director and happily let the council know that Chantelle Rowland and Tiffany Iida were retained. Their first meeting is scheduled around the end of March. At the meeting they will update their plan and

will be using the Maui County CEDS (Comprehensive Economic Development Strategy) to update the local plan.

C. Oahu Workforce Development Board

There was no representative available to give an update for the Oahu Workforce Development Board.

VII. Reports from WIOA Core Partners Updates for the period of November 30, 2022, to March 2, 2023

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

Helen Sanpei gave an update on Adult Education and Career Pathways. She let the council know that Dan Miyamoto is the acting Director for Hawaii State DOE Curriculum Innovation Branch. He reported that the USDOE office of career, technical, and adult education did monitoring of our AEFLA Program in September 2022 and issued the monitoring report to the superintendent this February. A corrective action plan will be submitted as of now procedures are being put in place to be in compliance.

The state AEFLA program also completed an audit coordinated by the departments internal audit office and state auditor's office as part of federal audit requirements for programs/entities receiving more than \$750 thousand in federal funds.

Helen ended her report by letting the council know that both Waipahu and McKinley community school for adults have seen an increase in enrollment since COVID.

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

Lea Dias gave the report for the Division of Vocational Rehabilitation. She started by letting the council know that Maureen Bates has announced her resignation and her last day was March 3rd. A replacement will be identified for the council at a later date. The report can be found at the following link:

https://labor.hawaii.gov/wdc/files/2023/03/WDC-03_02_2023-DVR-report.docx

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

Maricar Pilotin-Freitas presented the updates from Workforce Development Division for the council. She mentioned the QUEST grant which to provide and expand the internship program to vulnerable communities. Besides the Title 1 programs each local area should receive additional funding to provide services to the marginalized populations. Partnering with the Chamber of Commerce to further expand the sector partnership since they have a connection to the employers. An RFP will be issued to provide outreach.

Maricar also mentioned the Hele Imua program which was funded by the state legislature. The program helps provide an opportunity for students to explore jobs. The eligible interns include recent college graduates or current college students soon to graduate. Host agencies are listed on the presentation.

Maricar gave updates on WIOA and shared the expenditures for PY21, Debby Lee wanted to clarify that the zero amount for Kauai is because it is reporting the contracted amount. It should

be \$63,044.

Maricar also showed the cost per participant over the local areas, as well as the enrollment numbers. The cost includes the supplies, staffing costs, and the training cost this including OJT (on-the-job Training) where they are reimbursed up to 50% of the wages, classroom training, work-based learning.

Maricar let the council know that the Digital Work Skills Initiative has been submitted and showed a timeline for how it will be deployed. The partnerships will include the American Job Center, Libraries, Adult Education, and DBEDT.

The upcoming job fairs include the Molokai Community Resource Fair on March 18th at the Lanikea Center, Kauai Job Fair on April 12th at the Kauai Memorial Convention Hall, and a Federal Job Fair on April 18th at Keehi Lagoon Memorial.

More information can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2023/03/WDC-Meeting-3-2-23.pdf>

VIII. Comments from board members as to matters relating to Sector Strategies

Cheryl Cross mentioned that she looks forward to reaching across for the different committees and to working as a collective. Brian Lee mentioned that as a state board if there are any plans to have a meeting with any more than two people make sure that it is acceptable with the sunshine laws.

Sean let the council know that the Special Projects committee is moving forward with an RFP for a facilitator for the strategic plan. The timeline should hopefully be for the strategic plan to go down in August or September, then the facilitator providing a comprehensive report off of it.

Jason Brand let the council that similar to the restaurant industry the Agricultural sector has been short for a while. They are currently trying to hire 60 people across the Kunia area running into transportation issues and just generally running into problems that as a business they haven't had to face before. Jason mentioned CDL drivers are interesting because they cannot find drivers even at \$34/hour. Alan mentioned on the point of transportation Jason may want to reach out to the city, Roger Morton's group to speak of the issues with the bus and how it's an integral part of your workday.

Ken Loui mentioned that the contract for drydock five will be awarded later in the month and will most likely generate 1000's of jobs for the state. The threat of China is pressing and there has been more importance put on Hawaii's geographic location.

Kelly Ueoka brought up the decimation of the tech workforce, and how there are difficulties of the demand in Hawaii is starting to pick up but the staffing will be a challenge. He mentioned that for the specialized workers needed in Hawaii the only real plausible way of obtaining employees would be to steal them from customers.

Dion Dizon mentioned the untouched markets of pre and post production with UH West Oahu

having a creative media program and making it a point that it's an excellent opportunity to bridge the students/graduates to the pre and post production work. She also mentioned the COFA population, the newest immigrant population, and how to engage them better. The labor of love project helps learn the needs and getting more intimate with the student population, mentorship is a big ask so work with the Palama settlement and other organizations is happening.

Leslie Wilkins let the council know that in Maui the pipeline for pre and post production is incredible but it is dependent on the deployment of broadband resources. She also added on points to Kelly's earlier talking point about the big tech layoffs. There are big needs for the IT industry in Hawaii, she pointed out the numbers, on average in the year of '22 2200 job openings in IT were unfilled while only ~200 graduate with computer science from UH.

Joshua Kaakua brought up Good Jobs Hawaii to the council which focus on four sectors; Healthcare, IT, Creative Industries, and Clean Energy.

The IT sector focusing on entry level industry certified credentials available to all Hawaii residents similarly to Pacxa. The Creative Industries sector will be led by DBEDT, and it is a new sector so there will be a call to employers in the next six months. The Clean Energy sector is being looked at broadly to include skills trades in the same bucket, including transportation, electricians, plumbers, etc.

Good Jobs Hawaii is a collective so UH is a part of it but some other key members include the Chamber of Commerce Hawaii, Healthcare Association of Hawaii, and Hawaii state energy office.

Jarret Yip mentioned that with the Hele Imua internship program has a list of ~40-50 interns waiting for placement into a state agency. With the QUEST program when the funds are made available to the counties, internship will be a possibility with the City.

IX. Announcements and Public Testimony (if any)

Brian Tatsumura brought up the fact that with the ~50% of people that don't graduate from college, businesses might need to change the job descriptions they have. Many companies are starting to look at changing the need of degree to accept work experience as well.

X. Next Meeting Schedule

The next meeting tentatively scheduled meeting is on May 11, 2023. There may be an emergency meeting announcing the Executive Director after an Executive Committee meeting naming and approving the Executive Director.

XI. Adjournment

Chair Alan Hayashi adjourned the meeting at 3:37 p.m.