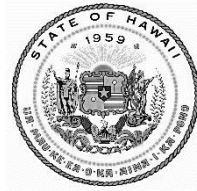


JOSH GREEN, M.D.
GOVERNOR

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**

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**HAWAII WORKFORCE DEVELOPMENT
COUNCIL MEETING
Wednesday, November 30, 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.

MINUTES

MEMBER ATTENDEES:

Alan Hayashi, WDC Chair, 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

Ian Kitajima, Oceanit; Chair, Youth Services Committee

Brian Tatsumura, Braint808LLC; Chair, Employer Engagement Committee

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

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

Rona Fukumoto, President & CEO, Lanakila Pacific

Cheryl Cross, Principal Consultant, Cleared DOD

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

Leslie Wilkins, Chair, Maui County WDB; Vice President, Maui Economic Development Board

Rossella Guardascione, Chair, Hawaii County WDB; Director of Human Resources, Kona Beach Hotel

Jackie Kaina, Chair, Kauai Economic Development Board

Chuck Shima, Training Coordinator, Plumbers Union Local 675

Winona Whitman, ALU LIKE Inc. Employment & Training Program
Scott Collins, Hawaii Island Division Chief, HGEA
Lorna Woo, Director, Government Affairs, International Union of Painters and Allied Trades, District Council 50
Doug Adams, (Designee for Mitch Roth, Hawaii County Mayor)
Maureen Bates, Administrator, Division of Vocational Rehabilitation, Dept. of Human Services
Dion Dizon, Hawaii State AFL-CIO
Dr. Yang-Seon Kim, (Designee for Mike McCartney, Director, DBEDT)
Eileen Caldwell, Director of Human Resources, Marriott Hawaii and French Polynesia
Trang Malone, Advisor, Workforce Initiatives, CVS Health
Andy Kawano, (Designee for Rick Blangiardi, Oahu County Mayor)
JoAnn Inamasu, (Designee for Mike Victorino, Maui County Mayor)
Helen Sanpei, (Designee for Keith Hayashi, Superintendent, Department of Education)

MEMBERS ABSENT:

Anne Perreira-Eustaquio, Director, Department of Labor and Industrial Relations
David Lassner, President, University of Hawaii System
Shelli Ihori, Associate Director, Workforce Development at Hawaii Pacific Health
Derek Kawakami, Kauai County Mayor
Jason Chang, Chair, Oahu WDB; President, Queen's Medical Center
Shannon Okinaka, Hawaiian Airlines; Chair, Performance Measures & Financial Accountability Committee
Kira Higa, Director of Human Resources, Hawaiian Telcom & RCUH
April Aquavella, Training Coordinator, Hawaii Carpenter's Apprenticeship & Training Fund
Gerald Schmitz, Vice President, Lendlease DOD Communities
Jason Brand, President, Brand Industrial Group
Representative Jackson Sayama, Hawaii State House of Representatives
Senator Stanley Chang, Hawaii State Senate
Governor David Ige, Governor of Hawaii

GUEST:

Doris Dvonch, Deputy Attorney General
Ka'ala Souza, Digital Equity Consultant, Ka'ala Souza Training & Consulting
Chloe Marklay, Reporter/MMJ, KITV4 Island News
KITV4 Island News

STAFF:

Harrison Kuranishi, DLIR Workforce Development Division, WDC Interim Executive Director
Maricar Pilotin-Freitas, DLIR Workforce Development Division, Administrator
Jarrett Yip, DLIR Workforce Development Division, Program Officer
Erick Pascua, DLIR Workforce Development Division, Workforce Development Manager
Bill Kunstman, DLIR, Public Information Officer
Debby Lee, DLIR Administrative Services Office, Accountant
Lina Rivera, DLIR, Accountant

Lisa Simmons, DLIR Workforce Development Division, Employment Service Specialist
Jacque Dacay, DLIR Workforce Development Division, Job Training Specialist
Edgar Fernandez, DLIR Workforce Development Division, Program Specialist
Jayson Muraki, DLIR Workforce Development Division, Employment & Training
Carol Kanayama, DLIR Workforce Development Division, Program Specialist
Tricia Malloy, DLIR Workforce Development Division, Program Specialist
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 9:30 a.m. by Chair Alan Hayashi.

A. Update on the WDC Executive Director Recruitment

Interviews with several candidates were conducted, but procedural difficulties with the current administration and the coming transition of the governing administration. The processing was paused to have the new administration involved with the selection and hiring of the new Executive Director.

B. Workforce Development Diploma for apprenticeship and pre-apprenticeship

Cary Miyashiro let the board know that he will be meeting with the apprenticeship and training coordinators association in February to try to get the unions to accept the workforce development diploma (WDD) as a high school equivalency. Edmund Aczon from the Hawaii Carpenters Apprenticeship and Training Fund is currently trying to crosswalk the WDD with their pre-apprenticeship program.

Helen Sanpei let the board know that the WDD program was originally to prepare students for the workforce, so it wasn't intended to be a high school equivalency originally. She let the board know that her team can have an in-depth presentation so that the details of the program can be brought to the attention of the board.

C. Value of the WDC

Chair Hayashi is preparing for the meeting with the new Governor in late January or February, so he wants the chairs to start thinking about what the value of the WDC is and what the committees bring to the table, and how to be more effective for the economy, the governor, helping the state move forward.

Brian Tatsumura brought up the CDL certification to the board, currently it is offered through the community colleges and Roberts Hawaii through an apprenticeship program. Brian has been working with the Hawaii Trades Academy (HTA) to become part of the ETP list.

II. Approval of Minutes

A. October 4, 2022, Meeting Minutes

Chair Hayashi requested a motion to approve the minutes for the October 4, 2022, meeting. Brian Lee moved to approve the minutes of the October 4, 2022, meeting. Cary Miyashiro seconded the motion. There were no objections or abstentions. The motion to approve the minutes was approved unanimously.

III. The Future of Workforce

Bill Kuntsman was unavailable to provide any comments on behalf of former director Anne for the future of workforce. Alan mentioned a comment of former director Anne that the demand for workforce will be declining as the pool of workers will be increasing with the federal funding for UI running out.

IV. Workforce Resiliency Initiative Update

Ka'ala Souza updated the board on the Workforce Resiliency Initiative. His presentation can be found at the link below:

<https://labor.hawaii.gov/wdc/files/2023/01/Update-report-on-Digital-Literacy-training.pdf>

Alan Hayashi asked about the grant that Ed Case provided, Ka'ala let Alan and the board know that he is unaware as of now after his contract ended with the WDC. Alan made a note to look into the TEGE for the digital literacy grant.

V. Standing Committee Reports for the Period of October 5, 2022, to November 30, 2022

A. Employer Engagement Committee

Brian Tatsumura presented more information on the CDL-A certification and the HTA. The success rate for CDL-A certification from HTA is 85%. Their goal is not to compete with the community colleges but to compliment the current arrangements at the community colleges. The academy is funded both privately and federally.

Brian also brought up the Opportunities Population subcommittee and the special populations that the workforce system is looking to prioritize. Some including veterans & eligible spouses, disabled individuals, English language learners, OOS youth, etc.

The Kinaole program was presented and the difficulties that were encountered was explained. During the 2021-22 academic year 62 students were enrolled, 27 being seniors. 19 out of those 27 got employment. Unfortunately, the dropout rate was higher as the resources weren't available. The 2022 academic year will have 25 students.

Brian brought up the WOTC (Work Opportunity Tax Credit) program and wanted to get conversations going on how to get it to be more efficient.

B. Sector Strategies and Career Pathways Committee

Cary Miyashiro presented updates from the Sector Strategies and Career Pathways committee to the board. The committee had multiple presenters leading to Career Pathways during the two meetings that were held.

The presenters included Sheldon Oshio who presented on academies in elementary school, Richard Fajardo who explained the Exploratory Wheel, which is a career pathway focus design, Gail Izumigawa who presented on wall-to-wall academies in High School, Stacie Higgins who spoke about Pathway Alignment, James Urbaniak who talked about the teacher induction center, and Dr. Janet Kim who presented on UH-College of Educations' teacher Licensure Programs.

The Workforce Development Diploma is something Chair Miyashiro is trying to get into the minimum requirements for the apprenticeship programs testing prior to entering apprenticeship. Cary and the rest of the committee are attempting to get the unions together to get this task done.

Cary also let the board know about the upcoming Sector Strategies and Career Pathways committee meeting and the presentation from Asa Quesenberry the founder of SkyScape Japan.

C. Performance Measures and Financial Accountability Committee

Kelly Ueoka updated the board on updates from the Performance Measures and Financial Accountability committee. The committee went over the budget for PY19, 20, and 21. PY20 has closed as of 6/30/22, the allocations for PY22 were shared and PY19 recaptured fund expenditures.

A discussion on creating a subcommittee to assist on various subjects was discussed. The local areas were given an opportunity to speak for each counties development and if any assistance is needed.

D. Military & Veterans Affairs Committee

Ken Loui updated the committee on updates for the Military & Veterans Affairs committee. The committee welcomed Trang Malone as their Vice Chair. Two programs sponsored by DOD were talked about.

Skillsbridge is a program that is sponsored by the DOD that allows transitioning service members to develop skills training with the civilian workforce. Trang went over the Skillsbridge programs that CVS Health pilots; these include a store manager in training program, business intel analyst program, service operations supervisor program, the store manager in training program has just gotten approval to work with U.S. army reservists.

The second program talked about is the IBAS (Industrial Base Analysis and Sustainment) program. It is a program to make sure that there is a trained and skilled workforce to support DOD needs.

The committee is looking to restart the military spouse subcommittee once they find someone interested in chairing the subcommittee.

E. Youth Services Committee

Ian Kitajima let the board know that the Youth Services committee has not met since summer. Since the Youth services committee has not met lately Ian went over some projects from others that are focused on youth. Including the design thinking workshop with Shanty Asher the Pacific Islander liaison which brought 80 Micronesian students from seven different high schools together, the focus was to have the students value their culture and to think of the future.

Leslie Wilkins let the board know about the emergent program to grow the next generation of aerospace career pathway.

Winona let the board know that on December 6th there will be a meeting for the National Native American Employment and Training council youth work group. They have been in hiatus since there hasn't been renomination of council members.

F. Special Projects Committee

Sean Knox gave updates on the Special Projects committee. The unified state plan should be starting soon there will be a consultant hired, there is a private sector member that has still not signed and sent in their oath of office, so it has been on hold.

The Special Projects committee also discussed the boards current strategic plan which is until 2024. A permanent Executive Director will be named sometime in 2023 after the new administration comes into effect. Planning has begun to draft an RFP for a consultant.

VI. Reports Related to the Workforce Innovation and Opportunity Act (WIOA) Program Highlights from each County's Workforce Development Board for the period of October 5, 2022, to November 30, 2022

A. Hawaii County Workforce Development Board

Rossella Guardascione gave an update for the Hawaii County Workforce Development Board, their last meeting was on October 4, 2022, where they welcomed Kiera Wong as Deputy of Corporation Council for County Research and Development department.

They approved the following: WIOA PY2022 annual plan for administration, adult, dislocated worker, youth; policy procedure for 7-20 reporting incidents of fraud, program abuse, criminal misconduct; revision to policy procedures 5-20.

The next board meeting will be held on December 5th, 2022.

B. Maui County Workforce Development Board

Leslie Wilkins gave the board updates from the Maui County Workforce Development Board. She thanked Mayor Victorino for his support and welcomed mayor elect Rick Bissen. She also thanked JoAnn Inamasu and Chase Nomura for their work. The next board meeting will be held December 14th, 2022.

Leslie mentioned the Maui County CEDS (Comprehensive Economic Development Strategy) so that clusters/sectors of economy can be seen and how they are projected to grow to align them with workforce development efforts. Alan Hayashi asked that when the projection is known that it be sent to Brian Tatsumura and the Employer Engagement committee.

C. Oahu Workforce Development Board

There was nobody available to give an update for the Oahu Workforce Development Board.

D. Kauai County Workforce Development Board

Jackie Kaina gave a small update on Kauai County. Jackie talked with Nalani and was thankful that they are still included in the board, even if they no longer manage the WIOA grant.

VII. Reports from WIOA Core Partners Updates for the period of October 5, 2022, to November 30, 2022

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

Helen Sanpei gave an update on Adult Education and Career Pathways. Waipahu and McKinley received their Workforce Development Coordinator positions this past year and are preparing the workforce programs. Enrollment in both schools have been increasing post covid. Maui campus is being temporarily moved to Maui High in preparation for the move to the civic center which will house the library, dags, and adult education.

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

Maureen Bates gave the board an update on DVR. Maureen mentioned that the retention rates/earning rates in the first quarter of PY2022 have seen progress compared to PY2020. 20% to 34.7% retention rate and 451 weekly earnings better align with WIOA reported numbers. There is no longer a waitlist, which makes it easier to attract and engage participants.

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

Maricar Pilotin-Freitas presented the updates for the board. She mentioned that this will be the last meeting for the current administration and the Director/Deputy Director, so she extended thanks to them. Hawaii apprenticeship week was held November 14th to the 17th where the partnership proclamation with the city and county was signed with Mayor Blangiardi. During that week there was also a sponsored job fair event with the different trades and apprenticeship programs. Two WDD sponsored job fairs events happened on October 26th and November 17th with priority for veterans and to help fill shortages in the state system, respectively.

During the past legislative session WDD received \$5 million to provide internships. 30 state agencies requested interns, there are 150 interns available, 17 starting on December 1st. As of now the interns will only be going to state agencies since the processes are already in place.

The QUEST grant which was to provide and expand the internship program to vulnerable communities. Partnerships with Helen Sanpei and Alu Like Inc. are hopefully going to happen to provide services to those groups. Budgeting is in the process, so all regulations are followed before deployment of the funding to partners.

OmniTrac will be providing surveys to improve HICAN. The surveys will be sent out to individuals in the community to see how to improve. Participation in the survey is encouraged as employers.

Kauai has their first OJT with a dislocated worker, youth participants are enrolled.

H.U.B summit will be happening on December 13th – 15th which are free virtual workshops as long as the participants have access to zoom. Primary targets being WIOA participants but open to all public. Day one is workplace skills, day two is finding the right job for you, day three is topics regarding employment services.

VIII. Roundtable sharing by members relating to Industry Impact of Economy, COVID-19 Pandemic, Industry Sector Concerns, and Workforce Status and Projections

Keith DeMello shared a project that they are in the middle of at Ulupono Initiative. They initiated a system to exercise the local food in Hawaii. Focusing on the local food producers in Hawaii. They are mapping out to find leveraging opportunities where the highest degree of impact can be felt and help local food production. The disconnect between the funding and the prioritization of said funding is one of the biggest challenges.

Ken Loui gave a small update about ship repair; more work is being lobbied to be sent to Hawaii. Qualified welders are in demand in Hawaii and around the U.S.

Chuck Shima gave a small update about the difficulties that they ran into for the apprenticeship program. Not having a high school diploma was a barrier. They are looking into ways to get a minimum requirement. Exposure of the trade is another problem but since schools have been getting back to in-class the plumbers are getting invited to job fairs.

Dion Dizon let the board know that lots of the unlicensed work unions are still looking for employees. The Native Hawaiian education council did a soft launch of their database making the information available and looking to normalize the language.

IX. 2023 Meeting Schedule

- A. Meeting schedule will be sent out later but most likely to be held Quarterly on the Second Tuesday of the Month from 9:30 a.m. - 12:30 p.m.
- B. Next full board meeting is going to be planned around the governor's availability sometime around late January to mid-February.

X. Announcements and Public Testimony (if any)

There were no announcements or public testimonies.

XI. Adjournment

Chair Alan Hayashi adjourned the meeting at 12:23 p.m.