

**JOSH GREEN, M.D.**

**GOVERNOR**

**SYLVIA LUKE**

**LIEUTENANT GOVERNOR**

# 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**

**Thursday, June 29, 2023**

**9:30 A.M. – 12:30 P.M.**

**Online via Zoom**

**JADE T. BUTAY**

**DIRECTOR**

**WILLIAM G. KUNSTMAN**

**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

**MEMBER ATTENDEES:**

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

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

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

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

Brian Tatsumura, Braint808LLC; Chair, Employer Engagement Committee

Cheryl Cross, Principal Owner, C.A. Cross & Associates, LLC, Vice-Chair, Employer Engagement Committee Ian Kitajima, President, PICHTR, Chair, Youth Services Committee

Cary Miyashiro, President, Quad D Solutions LLC; Chair, Sector Strategies & Career Pathways 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, Mariott Hawaii and French Polynesia

Jason Chang, Chair, Oahu WDB; President, Queen’s Medical Center

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

Dion Dizon, Business Representative, International Brotherhood of Electrical Workers

Rona Fukumoto, President & CEO, Lanakila Pacific

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)

Jade Butay, Director, Department of Labor and Industrial Relations

Helen Sanpei, (Designee for Keith Hayashi, Superintendent, Department of Education)

Scott Murakami, (Designee for James Tokioka, Director, DBEDT)

**MEMBERS ABSENT:**

Gerald Schmitz, Vice President, Lendlease DOD Communities, Vice-Chair, Special Projects Committee

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

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

Scott Collins, Hawaii Island Division Chief, HGEA

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

Kira Higa, Director of Human Resources, RCUH

Chuck Shima, Training Coordinator, Plumbers Union Local 675

Senator Stanley Chang, Hawaii State Senate

Representative Andrew Garrett, Hawaii State House of Representatives

Mayor Richard Bissen, Maui County Mayor

Mayor Rick Blangiardi, Honolulu County Mayor

Governor Josh Green, Governor of Hawaii

Lea Dias, Administrator, Division of Vocational Rehabilitation, Dept. of Human Services

Erika Lacro, (Designee for David Lassner, President, University of Hawaii System)

**GUESTS:**

Dale Fujimoto, Department of the Attorney General

Harrison Kuranishi, Executive Director, Oahu Workforce Development Board

Raymond Duong, Budget Analyst, Oahu Workforce Development Board

Chris Lum Lee, Principal Guard and Chief Administrative Officer, TriSec, Inc.

Iain Wood, President, Ship Repair Association of Hawaii, CEO, Pacific Shipyards International

Travis Niederhauser, Hawaii Area Manager, Phoenix International Holdings, Inc.

Manu Bermudes, Vice President of Human Resources, Hawaiian Dredging Construction Company

Derek Kanehira, Senior Vice President, Human Resources, Alexander and Baldwin

Robert Lietzke, Vice President, Indo-Pacific Western Region, Booz Allen Hamilton

Edmund Aczon, Executive Director, Hawaii Carpenters Apprenticeship and Training Fund

Mike Anderson, Regional Director, Inland Boatman’s Union of the Pacific

Tui Scanlan, President, IATSE Mixed Local 665

Carla Kurokawa, Manager, Employment and Training, Alu Like, Inc.

**STAFF:**

Bennette Misalucha, Workforce Development Council, 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

Lisa Simmons, DLIR Workforce Development Division, Employment Service Specialist

Jaimee Tabangay, DLIR Workforce Development Division, Employment Service Specialist

Tricia Malloy, DLIR Workforce Development Division, Program Specialist

Jayson Muraki, DLIR Workforce Development Division, Employment & Training

Jacque Dacay, DLIR Workforce Development Division, Job Training Specialist

Jay Ishibashi, DLIR Workforce Development Division, Program Specialist

May Ferrer, DLIR Workforce Development Division, Program Specialist

Czarina Stoddard, DLIR Workforce Development Division, Secretary

Mily He, DLIR Workforce Development Division, Intern

Madisyn Beirne, DLIR Workforce Development Division, Intern

Lia Jimenez, DLIR Workforce Development Division, Intern

Matthew Jung, DLIR Workforce Development Division, Intern

Katrina Ramos, DLIR Workforce Development Division

Daven Kawamura, DLIR Workforce Development Division

# Call to Order…………………………………………..………………….Chair Alan Hayashi

The Workforce Development Council meeting was called to order at 9:31 a.m. by Chair Alan Hayashi.

1. **Remarks from incoming Workforce Development Council (WDC) chair Ken Loui**

Alan Hayashi called upon Ken Loui to give some remarks as the incoming chair of the WDC. Firstly, he thanked Jade Butay Director of the Department of Labor and Industrial Relations (DLIR) as well as the in-person council members that came from the outer islands including Doug Adams and Eileen Caldwell. He also thanked outgoing chair Alan Hayashi and the other outgoing members, as well as welcomed the new incoming members and the new Executive Director Bennette Misalucha.

# Approval of Minutes

# April 28, 2023 Meeting Minutes

Chair Hayashi requested a motion to approve the minutes for the April 28, 2023 meeting. Dion Dizon moved to approve the minutes of the April 28, 2023 meeting. Cary Miyashiro seconded the motion. There were no objections or abstentions. The motion to approve the minutes was approved unanimously.

# Remarks by Governor’s Office

There was no available representative to give remarks from the Governor’s Office

# Remarks from Department of Labor and Industrial Relations Director Jade Butay

Jade Butay wanted to thank all the members of the WDC, with emphasis on Alan Hayashi and the other outgoing members for all they’ve done in the past years they have been with the WDC. Jade also let the council know that he has been able to attend many commencements over the summer including the Carpenters apprenticeship, Electricians apprenticeship, and the Ohana of Excellence Academy at Waipahu High School.

# Welcome for the incoming council members effective June 30, 2023

# Alan Hayashi wanted to welcome the new members that will be effective on June 30, 2023. The new members include Robert Lietzke, Derek Kanehira, Manu Bermudes, Carla Kurokawa, Edmund Aczon, Mike Anderson, Tui Scanlan.

# Reports and Updates from Executive Director Bennette Misalucha from the period of April 28, 2023, to June 29, 2023

# Bennette gave updates to the council. The updates can be found at the following link: <https://labor.hawaii.gov/wdc/files/2023/06/BOARD-REPORT_EXEC-DIR_June-2023-Board-meeting.pdf>

# Bennette also took this time to thank all the outgoing members that were present and take pictures for the WDC newsletter.

# Presentation on the Ship Repair Sector by Ship Repair Association Hawaii (SRAH)

# President of Ship Repair Association Hawaii, Iain Wood presented on the Ship Repair Association of Hawaii. The presentation can be found at the following link: <https://labor.hawaii.gov/wdc/files/2023/06/SRAH-WFDC-FINAL.pdf>

* Cheryl Cross asked if there are any available numbers in regard to the impact on the workforce, if work goes to another drydock, region, etc.
	+ Iain didn’t have any solid numbers to share but recalled a 2019 study through the GIA grant to study the economic impact if ships were shipped to the west coast rather than Hawaii. Per the study 75-80% of the workforce is navy-centric on service combatant ships
* Bennette Misalucha wanted elaboration on what exactly are the challenges facing drydock five.
	+ Iain discussed some problems that may come up including that if the drydock construction schedule doesn’t hold true the submarines will be moved to drydock four (which is currently dedicated to surface ships).
	+ A mitigation strategy includes the building of a floating drydock which is set to be built by 2034 or 2035.
	+ Bennette to have a follow-up meeting to talk with Iain and Travis on how the WDC can help mitigate potential problems.
* Ken Loui asked what the potential of growing the sector/industry in Hawaii from where it is now to five – ten years from now.
	+ Iain let Ken know that the growth of the industry and future workload depends on how well performance goes. As if the performance goes down there is no guarantee that the ships won’t just be relocated to other docks.
* Ian Kitajima asked where the WDC can help in regard to the building of drydock five as it is critical to keep it to keep the ship repair industry alive and thriving in Hawaii.
	+ Alan Hayashi called upon Manu Bermudes an incoming member that was previously the HR director at BAE Systems to give insight on the building trades side of the drydock construction.
	+ Manu informed that at Dredging the contract that they were awarded can run anywhere from three to five years and a big struggle being experienced right now is difficulty recruiting for Engineers that have certain criteria or skillsets that can’t be found here in Hawaii.
* Mike Anderson wanted to know what the end goal exactly is, if it is to add an entirely new drydock or to facilitate the accommodation of larger ships and a larger drydock.
	+ The total amount of drydocks will stay the same, currently drydock three isn’t accommodating for the long-term goals of the Navy and will be filled in and replaced with drydock five. With a long-term goal of adding the floating drydock later.

# Presentation on Agriculture in Hawaii and the initiatives to ensure a sustainable workforce

# Keith DeMello and Jason Brand presented on the Agriculture Sector in Hawaii and the initiatives that are happening to ensure a sustainable workforce. The presentation can be found at the following link:

# <https://labor.hawaii.gov/wdc/files/2023/06/WDC-Ag-in-Hawaii-06-29-23.pdf>

# Bennette Misalucha wanted to highlight what Ian Kitajima is doing and how he is trying to bridge the gap between technology and agriculture.

# Ian observed that many young people want to go into agriculture but eventually they can’t stay in after a while because the economics don’t make sense.

# Ian will be traveling to Korea along with ~20 educators from Hawaii to see the agriculture, technology, education, and industry there. Korea is similar to us with the challenges they face of not having enough labor, but they are still trying to sustain themselves.

# From a government standpoint, programs have been created to create the next generation of agricultural entrepreneurs.

# Sean Knox wanted clarification on one of the slides regarding labor statistics and revenue, Sean was wondering how much percentage includes the seed companies.

# Jason Brand let him know that they are greater than 50% of employment and revenue. He brought up the fact that they provide economies of scale that other smaller farmers are benefiting from. As the worth of bringing in a full container and selling 50/50 to seed company and local is greater.

# There are many pros and cons of the large seed companies, but in general from the industry standpoint is not to shrink them but to grow the other 50% that includes the local farmers.

# Reports from Workforce Innovation and Opportunity Act (WIOA) Core Partners Updates from the period of April 28, 2023, to June 29, 2023

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

Helen Sanpei gave an update on the community school for adults where they are continuing to provide career foundations curriculum and they are expanding to Special Ed. They are currently creating the career foundations program for the Department of Public Safety. A workforce preparation program is being designed for inmates prior to their release.

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

Lea Dias or any other representative was not available to give an update on the Division of Vocational Rehabilitation.

# Workforce Development Division (Dept. of Labor & Industrial Relations)

Jarret Yip gave updates from the Workforce Development Division. The presentation can be found at the following link:

<https://labor.hawaii.gov/wdc/files/2023/06/WDC-presentation-for-June-29-2023.pdf>

# Standing Committee Reports for the period of April 28, 2023, to June 29, 2023

# Employer Engagement Committee

# Brian Tatsumura reported on behalf of the Employer Engagement Committee that they have not met, and the next meeting is scheduled for July 13th, the first meeting with the new Committee Chair Cheryl Cross.

# Sector Strategies and Career Pathways Committee

# The Sector Strategies and Career Pathways Committee met on June 1st. Presenters included Gary Chun the principal of Ohana of Excellence Academy at Waipahu High School, Randy Higa from Workforce Transition Center, and Tui Scanlan president of IATSE Local 665.

# Gary and Randy presented on the Special Education workforce pathway at Waipahu Highschool, from the presentation a meeting with Lea Dias at the Department of Vocational Rehabilitation is set to see if it’s possible to duplicate the pathway at different schools.

# Tui Scanlan gave a presentation on his union, IATSE local 665. Cary is also working with him to have a partnership and build a career pathway.

# With the help of Helen Sanpei and Adult education, a meeting with Pacific Resources for Education and Learning (PREL). Using the career foundation to educate incoming COFA personnel on what is necessary to work in the United States.

# Military and Veterans Affairs Committee

# Ken Loui gave an update from the Military and Veterans Affairs Committee (MVAC). The next scheduled meeting was on April 20th. At the last meeting there was a presentation on Armed Services YMCA from Executive Director Laurie Moore going over the services they provide. The military spouse committee was also “restarted” with new chair Erin Henderschedt. Ken let the council know that the MVAC will have a “opening” since he will be moving out of the chair position.

# Youth Services Committee

# Ian Kitajima gave the update on Youth Services Committee. The Youth Services committee hasn’t met since the last meeting.

# Ade Ogunniyi gave a presentation at the meeting about Vivistop Honolulu which is a creative lab and the Honolulu Tool Library which is a lending library for tools.

# Isaia Souza also presented at the meeting about how to become a creator/entrepreneur via online businesses and how the younger generation is preparing for future work.

# Ian also let everyone know that both he and Winona are terming out, so the Youth Services committee are not going to have a Chair or Vice-Chair.

# Special Projects Committee

# Sean Knox gave the report for the Special Projects committee. The last meeting was June 8th unfortunately the July 11th meeting was cancelled per scheduling issues. At the June 8th meeting the Special Projects Committee went over the unified state plan, the timeline of the WDC strategic plan, and the board makeup for compliance with federal guidelines.

# Performance Measures and Financial Accountability Committee

# Kelly Ueoka gave an update on the Performance Measures and Financial Accountability committee. He was able to meet with Shannon Okinaka and is currently reading through the materials that were given to him from Shannon.

# Reports Related to the WIOA Program Highlights from each County’s Workforce Development Board for the period of April 28, 2023, to June 29, 2023

# Hawaii County Workforce Development Board

Doug Adams reported on the Hawaii County Workforce Development Board since Rossella was not available to report. They met at the beginning of June, which allowed them to bring in the new board members. They have been approved and are from both sides of the island. They are at the end of transitioning the WIOA program into Research and Development.

An RFP is going to be going out for the one stop operator once the Executive Director is in place as a civil servant.

# Maui County Workforce Development Board

Leslie Wilkins gave the board updates from the Maui County Workforce Development Board.

* Leslie wanted to thank Bennette for taking time out of her time during the federal monitoring to visit the Maui AJC, WDD offices, and meet with Luana Mahi. Some board members were lost, the healthcare sector has an interim placement from the executive director of the long-term healthcare facility.
* There is a Job fair planned for July 6th and 7th and outreach is happening for the employers for guidance, letting them know that WIOA is not only for job seekers but also for employers.
* Leslie reported that contrary to last year when there were no return funds there are unfortunately some funds that will be being returned. Maui county will be following Hawaii counties lead and changing the Executive Director position to a Civil Service position.

# Oahu Workforce Development Board

# Jason Chang gave an update from the Oahu Workforce Development Board. The one-stop operator recertification has been an important task. Board member placements have been happening, two vacancies remain. With the board members being placed committees have been getting revitalized.

# Kauai County Workforce Development Board

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

# Mahalo to all outgoing council members that will be terming out as of June 30, 2023

Jade Butay and Alan Hayashi wanted to thank the members that are terming out for their commitment to the workforce of Hawaii. The members include Brian Tatsumura, Ian Kitajima, Brian Lee, Chuck Shima, Winona Whitman, Shannon Okinaka, Kira Higa, and Alan Hayashi.

# Announcements and Public Testimony (if any)

Alan Hayashi called upon Scott Murakami new designee for the Department of Business, Economic Development & Tourism (DBEDT), Scott wanted to extend his thanks to Yang-Seon Kim who was the designee on behalf of DBEDT for many year.

# Next Meeting Schedule

The next meeting is tentatively scheduled for August 17, 2023 @ 9:30 AM to 11:30 AM.

# Adjournment

Chair Alan Hayashi adjourned the meeting at 12:02 p.m.