



**WORKFORCE**DEVELOPMENT  
COUNCIL

# STATE UNIFIED PLAN SUMMIT

**Date: Thursday, November 2, 2023**

**Time: 8:30am – 12:10pm**



*“The spirit of communal unity and cooperation”*

# BAYANIHAN



# The National Governors Association

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## Founding

The May 1908 meeting of President Theodore Roosevelt and governors led to the creation of the National Governors Association.



*Photo: The first meeting of the nation's governors, convened by President Theodore Roosevelt in Washington D.C., 1908.*

## What We Do

The National Governors Association (NGA) is the bipartisan organization of the nation's governors. Through NGA, governors identify priority issues and deal with matters of public policy and governance at the state, national and global levels.

The NGA Center for Best Practices is the only research and consulting firm that directly serves governors and helps governors and executive branch leaders develop and implement innovative solutions to public policy challenges. Our Government Relations team ensures that states are a strong voice in Washington, D.C. We also provide management consultative services to both new and incumbent governors, their senior executive staff and trusted advisors.



# The NGA Center for Best Practices

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## Services:

- Customized Technical Assistance
- Facilitation & Strategic Planning Support
- Multi-State Consortia and Peer Learning
- Research & Published Reports

## Program Areas:

- Behavioral Health
- Children & Families
- Cybersecurity
- Energy
- Environment
- Healthcare Delivery
- Homeland Security
- Infrastructure
- K-12 Education
- Land Management, Agriculture, Wildlife, & Rural
- Postsecondary Education
- Public Health
- Public Safety & Legal Counsels
- **Workforce Development & Economic Policy**





**WORKFORCE**DEVELOPMENT  
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# Workforce Development Partners Presentations

## Part I



**WORKFORCE**DEVELOPMENT  
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# DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

## Workforce Development Division

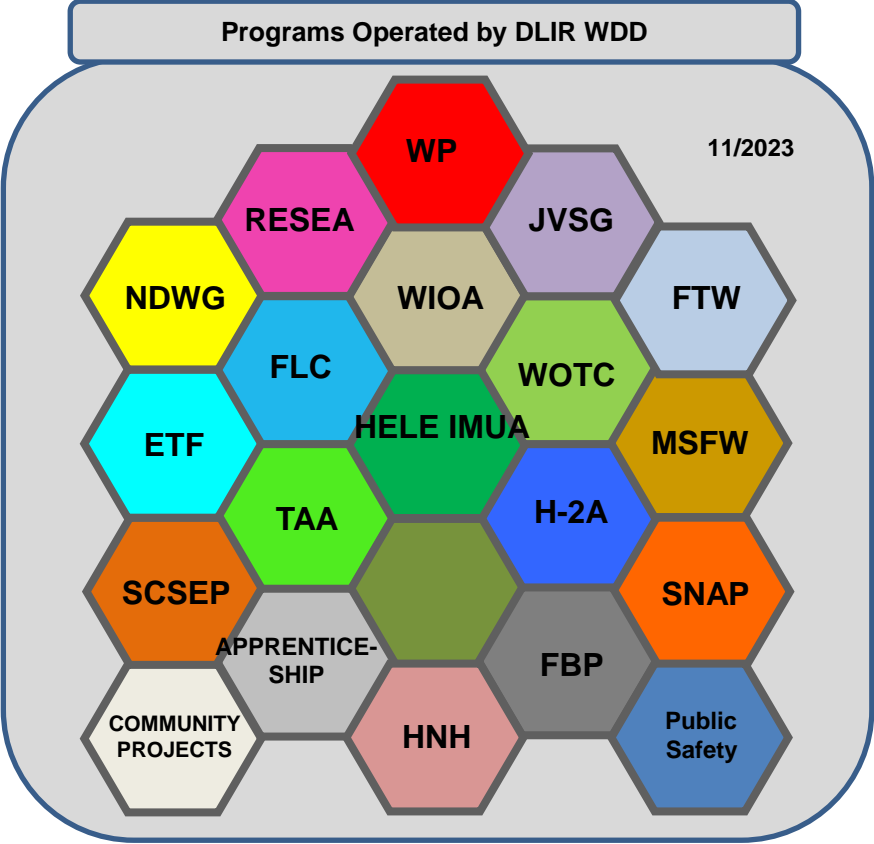
# Workforce Programs Overview

Department of Labor & Industrial Relations  
Workforce Development Division  
November 2, 2023



STATE OF HAWAII  
**DLIR**  
DEPARTMENT OF LABOR  
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# Programs operated by Department of Labor and Industrial Relations, Workforce Development Division



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# Federally-funded programs



## Title I WIOA

- Adult
- Dislocated Worker (DW)
- Youth
- Rapid Response
- Eligible Training Provider List (ETPL)

## Title III WIOA

- Wagner Peyser (WG)
- Workforce Information Grant (WIG)
- Migrant Seasonal Farmworker (MSFW)



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# WIOA Titles FYI

**Title I** - Workforce Development Activities authorizes job training and related services to unemployed or underemployed individuals.

**Title II** - Adult Education and Literacy authorizes education services to assist adults in improving their basic skills, completing secondary education and transitioning to postsecondary education. Partners include Hawaii DOE Community School for Adults.

**Title III** - Amendments to the Wagner-Peyser Act to integrate the US Employment Services into the One-Stop system authorized by WIOA.

**Title IV** - Amendments to the Rehabilitation Act authorizes employment related vocational rehabilitation services to individuals with disabilities to integrate vocational rehabilitation services into the One-Stop system. Partners include Hawaii DHS Vocational Rehabilitation.



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# Federally-funded programs cont.

- Work Opportunity Tax Credit (WOTC)
- Jobs for Veterans State Grant (JVSG)
- Federal Bonding
- Reemployment Services and Eligibility Assessment (RESEA)
- Trade Adjustment Assistance (TAA)
- Senior Community Service Employment Program (SCSEP)
- Foreign Labor Certification
- Ticket to Work



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# Flow of federal funding

U.S. Dept. of Labor (USDOL) Employment and Training Administration (ETA)



State of Hawaii Dept. of Labor and Industrial Relations (DLIR)  
Workforce Development Division & Workforce Development Council

- Manages governance structure
- Grant signatory
- Grant oversight and reporting



Local County Workforce Boards (LWDB)

- City and County of Honolulu
- County of Maui
- County of Hawaii
- County of Kauai



Workforce Development Division Branches

- Oahu Branch
- Maui Branch
- Hawaii Island Branches (Hilo and Kona)
- Kauai Branch



County Service Providers \*Competitively procured

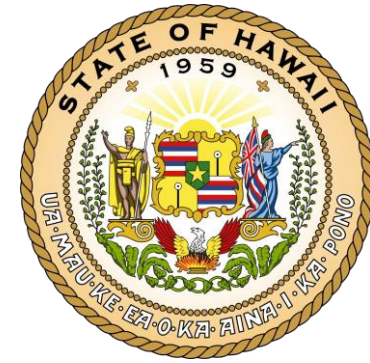
- City and County of Honolulu
- Goodwill Industries of Hawaii



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# State-funded programs

- Registered Apprenticeship (SAA)
- First-to-Work (FTW)
- SNAP E&T - Supplemental Nutrition Assistance Program  
Employment and Training
- Hele Imua Internship Program



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# Adult Program

To provide career services, training services, and support services to individuals, especially those individuals with barriers to employment, so they can succeed in the workforce.

## Benefits

- Comprehensive assessment, Individual Employment Plan (IEP) Development
- Resume writing assistance
- Assistance with virtual job search via Hirenet Hawaii
- Referrals to partner programs
- Job search assistance and referrals
- Subsidized training and education opportunities

## Eligibility

An individual must: (1) be 18 years of age or older; (2) be a U.S. citizen or non-citizen authorized to work in the U.S.; and (3) for males only, meet the military selective service registration requirement. Priority of service must be given to recipients of public assistance, other low-income individuals, individuals who are basic skills deficient, and veterans.

For more info visit

<https://www.dol.gov/agencies/eta/workforce-investment/adult>



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# Dislocated Worker Program (DW)

The Dislocated Worker program is designed to help workers get back to work as quickly as possible and overcome barriers to employment. When individuals become dislocated workers as a result of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors, the Dislocated Worker program provides services to assist them in re-entering the workforce.

## Benefits

- Comprehensive assessment, Individual Employment Plan (IEP) Development
- Resume writing assistance
- Assistance with virtual job search via Hirenet Hawaii
- Referrals to partner programs
- Job search assistance and referrals
- Subsidized training and education opportunities

## Eligibility

- Has been terminated or laid off, or who has received a notice of termination or layoff, from employment; and
- Is eligible for or has exhausted entitlement to unemployment compensation; and
- Is unlikely to return to a previous industry or occupation or customer has exhausted UI.

For more info visit

<https://www.dol.gov/agencies/eta/workforce-investment/dislocated-workers>



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# Youth Program

WIOA Title I Youth Program provide services to eligible youth who face barriers to education, training, and employment. The WIOA Youth Program can service both in-school and out-of-school youth, but the primary focus of these programs are on out-of-school youth.

## Benefits

- Tutoring services
- Alternative secondary school services
- Work experience programs
- Comprehensive assessment, Individual Employment Plan (IEP) Development
- Guidance counseling
- Mentoring
- Financial literacy
- Referrals to partner agency programs and community resources
- Subsidized education and training opportunities

## Eligibility

### Out-of-school Youth 9 (age 16-24)

- School drop out
- Low-income
- Basic skills deficient or English language learner
- Justice-involved
- Homeless
- Foster care
- Pregnant or parenting
- Has a disability

### In-school Youth 9 (age 16-24)

- Attending school
- Not younger than 14 y/o **AND**
- Eligible based on the criteria for out-of-school youth



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For more info visit <https://www.dol.gov/agencies/eta/youth/about>



# Rapid Response

Rapid Response is a pro-active business-focused, and flexible strategy that responds to layoffs and business closures by quickly coordinating services and providing immediate aid to companies and affected workers.

Rapid Response teams will work with employers and any employee representative(s) to quickly maximize public and private resources to minimize disruptions associated with job loss. Rapid Response can provide customized services on-site at an affected company, accommodate any work schedules, and assist companies and workers through the painful transitions associated with job loss.

## Benefits

### For Job seeker

- Career counseling and job search assistance
- Resume assistance
- Labor market information (LMI)
- Unemployment Insurance
- Training opportunities
- Referral to other community resources

### For Employer

- Incumbent worker training
- Public relations assistance
- Public assistance resources

## Eligibility

- Employers and employees of businesses who foresee significant changes to their workforce are advised to provide the State advanced notice as part of the Worker Adjustment and Retraining Notification Act (WARN) and are eligible for services.

For more info visit

<https://labor.hawaii.gov/wdc/rapid-response-services-for-businesses-employers/>



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# Wagner-Peyser (WP)

Wagner-Peyser is the Public Workforce System known as Employment Service located within the State's One-Stop operating system, American Job Centers of Hawaii. It's mission is to facilitate the match between jobseekers and employers by delivering labor exchange services established by WIOA with priority to Veterans. Labor exchange services include career counseling, development of an individual employment plan, and job search and placement assistance for job seekers and recruitment and technical assistance for employers.

## Benefits

### For Job seeker

- Employment services and career counseling
- Referral to other applicable workforce programs and training opportunities
- Development of individual employment plan (IEP)
- Labor market information
- Resume writing assistance
- Job search and placement assistance

### For Employer

- Recruitment services
- Development of job order requirements
- Coordination of job fairs

## Eligibility

- Any individual authorized to work in the U.S.
- Any employer authorized to conduct business in the U.S.

For more info visit <https://www.hirenethawaii.com/vosnet/lmi/default.aspx>



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# Workforce Innovation Grant for States (WIGS)

Develop and disseminate essential state and local Labor Market Information (LMI) with the following deliverables: maintaining database and website; developing employment projections to determine in-demand jobs; provide staff training; and publish annual economic analysis report.

## Benefits

### For Job seeker

- LMI data helps job seekers make informed career decisions and job searches

### For Employer

- guides employers on the going wage rates for occupations, what industries and occupations are in-demand, what the supply is for their job openings

## Eligibility

- n/a

For more info visit

<https://www.hirenethawaii.com/vosnet/lmi/default.aspx>



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# Migrant Seasonal Farm Worker (MSFW)

Under the Wagner-Peyser Act regulations, states have a responsibility to provide employment services, benefits and protections to migrant and seasonal farmworkers (MSFWs) on a basis that is qualitatively equivalent and quantitatively proportionate to services provided to non-MSFWs

## Benefits

### For Job seeker

- Labor exchange services including job search and placement assistance
- Career counseling
- Referrals to partner agency programs and community resources

### For Employer

- Assistance with job postings
- Employer recruitment events and job fairs
- Similar to WP employer services

## Eligibility

- On the date of application for enrollment, an individual must be either a(n):
- Eligible seasonal farmworker adult;
- Eligible migrant farmworker adult;
- Eligible migrant and seasonal farmworker youth; or
- The dependent of a migrant and seasonal farmworker;

### **AND**

- A low-income individual who faces multiple barriers to economic self-sufficiency as defined in section 6 of TEGL 18-16 and FOA page 11. . For the purposes of determining eligibility, grantees do not need to demonstrate that an individual is either chronically unemployed or underemployed. Similarly, grantees are not required to document that an individual faces multiple barriers to economic self-sufficiency.

For more info visit

<https://www.dol.gov/general/topic/training/migrantfarmworkers>

# Jobs for Veterans State Grant (JVSG)

Provides individualized career services to veterans & other eligible persons w/significant barriers to employment; help employers fill workforce needs with veterans.

There are both Disabled Veteran Outreach Program (DVOP) and Local Veterans Employment Representative (LVER) staff to support JVSG.

## Benefits

Comprehensive assessment, Individual Employment Plan Development, resume writing, navigating through HireNet Hawaii, referrals to partner programs, job search assistance, and job referrals.

## Eligibility

For DVOP services-must be a veteran (active duty over 180 days beyond training time) and have Significant Barrier to Employment that includes, but is not limited to: Vietnam-era veteran; 18-24 years old; wounded, ill, or injured service member receiving care at Warrior Transition Unit; receiving VA Disability Compensation or have a pending VA claim; homeless or at risk of homelessness; incarcerated or formerly incarcerated; lacking high school diploma; low-income, or receiving public assistance, housing, or TANF.

For LVER services, veterans targeted are any veteran with active duty more than 180 days.

\*\*Veterans receive **Priority of Service** where veterans and eligible spouses are given priority over non-covered persons for the receipt of employment, training and placement services provided under a qualified job training program.

For more info visit

<https://labor.hawaii.gov/wdd/job-seekers/vets/>



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# Senior Community Service Employment (SCSEP)

SCSEP provides unemployed, low-income individuals who are 55 years and older and who have poor employment prospects with the opportunity to engage in training through part-time community service assignments. Through these assignments, participants will be able to develop skills and experiences which they may be able to utilize to transition into unsubsidized employment.

## Benefits

### For Job seeker

- Subsidized income for work-experience hours
- Work-readiness trainings
- Soft skills training
- Employment counseling

### For Employer

- Opportunity to train potential candidates to fill vacancies
- Agency collaboration

## Eligibility

- 1) Age 55 years and older
- 2) Low income (Family income does not exceed 125% of Federal Poverty Guidelines)
- 3) Unemployed
- 4) Hawaii resident

For more info visit <https://labor.hawaii.gov/wdd/employers/wotc/>



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# Work Opportunity Tax Credit (WOTC)

The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain targeted groups who have consistently faced significant barriers to employment.

## Benefits

### For Employer

Receive tax credit for eligible employees within the target group.  
Employer makes the final hiring decision on candidates that may be referred.

## Eligibility

Eligible employees from the following target groups

- Unemployed Veterans (including disabled veterans)
- Temporary Assistance for Needy Families (TANF) Recipients
- Food Stamp (SNAP) Recipients
- Designated Community Residents (living in Empowerment Zones or Rural Renewal Counties) \*None in Hawaii
- Vocational Rehabilitation Referred Individuals
- Ex-Felons
- Supplemental Security Income Recipients
- Summer Youth Employees (living in Empowerment Zones)
- Qualified Long-Term Unemployment Recipient

For more info visit <https://labor.hawaii.gov/wdd/employers/wotc/>



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# Federal Bonding Program

The Fidelity Bonding Demonstration Grant program provides bonds at no cost to the employer and provides job opportunities for formerly incarcerated individuals whose jobs require bonding but because of their criminal background, are commercially unbondable.

## Benefits

### For Job seeker

Provides job opportunities for people who may not qualify for jobs because they found to be commercially unbondable. They have the chance to show that they can be a productive worker

### For Employer

The program offers bond coverage at no cost, which assists employers in recruiting and retaining qualified workers. The employer profits from the worker's skills and abilities without taking the risk of potential theft or dishonesty. The bond has no deductible and reimburses the employer for any loss due to employee theft within the specified six-month period.

## Eligibility

The program requires that the employer must have a specific date set when the applicant will begin work, the applicant must be of legal working age and formerly incarcerated; commercially unbondable, and federal taxes must be automatically deducted from the paycheck.

For more info visit <https://labor.hawaii.gov/wdd/employers/fedbond/>



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# Foreign Labor Certification (FLC)

Foreign Labor Certification programs are designed to ensure that the admission of foreign workers to the United States on a permanent or temporary basis will not adversely affect the job opportunities, wages and working conditions of U.S. workers.

## Benefits

### For Job seeker

Protection under the Migrant and Seasonal Agricultural Protection Act (MSPA)

### For Employer

Although this can be a costly measure for employment, employers may be able to find workers from foreign countries to fill their labor shortage.

## Eligibility

Follow programmatic requirements of applicable FLC program whether it be H-2A, H-2B, Permanent Certification

For more info visit <https://www.dol.gov/agencies/eta/foreign-labor>



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# Trade Adjustment Assistance (TAA)

TAA is a federal program established under the Trade Adjustment Assistance Reauthorization Act of 2015 that provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports. The TAA program offers a variety of benefits and reemployment services to help unemployed workers prepare for and obtain suitable employment. Workers may be eligible for training, job search and relocation allowances, income support, and other reemployment services.

## Benefits

### For Job seeker

- Career and Training Guidance
- Individualized Employment Plan
- Trade Readjustment Allowances
- Training
- Employment & Case Management Services
- Job Search Allowances
- Relocation Allowances

## Eligibility

TAA certified petition. Must meet eligibility deadlines. Eligibility requirements for training assistance - must meet six (6) conditions. 1) There is no suitable employment available for the adversely affected worker 2) The worker would benefit from appropriate training 3) There is a reasonable expectation of employment following completion of such training 4) Training is reasonably available to the worker within the labor market area 5) Worker is qualified to undertake and complete the training and maintain financial responsibility for self in training 6) The requested training is suitable and available at a reasonable cost

For more info visit <https://labor.hawaii.gov/wdd/employers/taa/>



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# Registered Apprenticeship

Registered Apprenticeship Programs (RAPs) are programs that are registered with DLIR which is the State Apprenticeship Agency that is recognized by the USDOL Office of Apprenticeship for Federal purposes. RAPs are structured occupational training programs that combine on-the-job training and related instruction where apprentices (workers) learn practical and conceptual skills that are required for a specific occupation, craft or trade.

## Benefits

### For Job seeker

Being an apprentice means you have been hired by an employer and will be earning wages while you are in Training. Then when all components are met and successfully completed wages increase. Being in a Registered Apprenticeship Program means guaranteed employment.

### For Employer

Registered Apprenticeship Programs are designed and tailored to the needs of employers and businesses. RAPs help employers 1) Develop highly skilled and highly productive employees, 2) Reduce turnover rates, 3) Increase productivity, 4) Lowers the cost of recruitment, 5) Increases safety in the workplace, 6) Creates a more diverse workforce and a new pool of workers, 7) and creates career pathways.

## Eligibility

With the sheer number of apprenticeship programs available in Hawai'i, there are no set standards for all apprenticeships. However, most programs have the following minimum requirements:

1. Be at least 16 years of age
2. Be a High School graduate or have GED
3. Pass an industry test for occupation
4. Be physically fit for occupation

See website below for more information.

For more info visit <https://labor.hawaii.gov/wdd/job-seekers/apprenticeship/>



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# Thank you!



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**UNIVERSITY OF HAWAII**

# UH System Strategic Plan, 2023-2029

## Workforce Development Imperative Update

*Hawai'i Workforce Development Summit,  
November 2, 2023*

**Alan Rosenfeld, PhD**  
**Associate Vice President for Academic Programs  
and Policy**



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SYSTEM

Strategic Plan 2023-2029

# Hawai'i's University for Today and Tomorrow

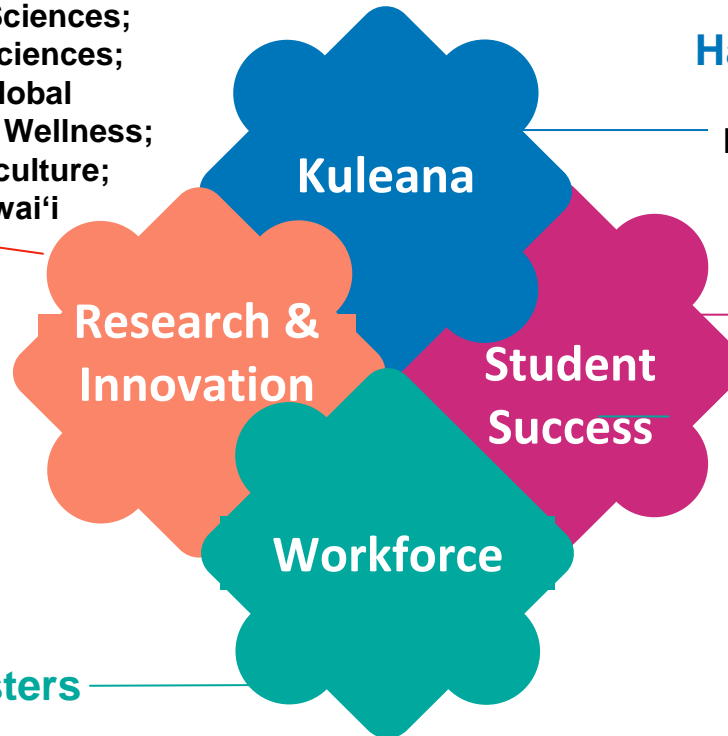


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# Frameworks for the Four UH Imperatives

## Cluster Working Groups

Climate Resilience, Energy and Sustainable Ecosystems; Ocean Earth and Atmospheric Sciences; Astronomy and Space Sciences; Data Sciences and Global Cybersecurity; Health and Wellness; Food Security and Agriculture; Asia-Pacific and Hawai'i



## Hawai'i Papa O Ke Ao

Leadership group leading Kuleana imperative through three working groups.

## Hawai'i

## Graduation Initiative

with infusion of Hawai'i P-20 and Department of Education (DOE) collaboration to drive System and campus actions.

## Systemwide Clusters

- ✓ **Education** • UH, Dept. of Education, Hawai'i P-20
- ✓ **Healthcare** • UH, Healthcare Association of Hawai'i
- ✓ **IT** • UH Information Technology Services, Chief Information Officer Council, Council of Chancellors
- ✓ **Skilled Trades** • UH Community Colleges





# Workforce Committee Membership

**Alan Rosenfeld**, Associate Vice President for Academic Programs and Policy, UH System

**Della Teraoka**, Acting Vice President for Community Colleges and Associate Vice President for Community Colleges, UHCC System

**Steve Auerbach**, Interim Director of Innovation and Commercialization, UH System

**Will Castillo**, Associate Professor and Senior Workforce Coordinator, Leeward CC

**Dan Doerger**, Director of Workforce Innovation, UHCC System

**Warren Kawano**, Career Pathways Strategy Director, Hawai'i P-20

**Karen Lee**, Chancellor, Honolulu Community College

**Laura Lees Nagle**, Dean of Career and Technical Education, UH Maui College

**Dave McDonald**, Vice Chancellor for Administration, UH West O'ahu

**Kara Plamann Wagoner**, Director of Institutional Research, Analysis and Planning Office, UH System

**Kalei Rapoza**, Vice Chancellor for Administrative Affairs, UH Hilo

**Stephen Schatz**, Executive Director, Hawai'i P-20 , UH System and State Director of Career and Technical Education, UH System

**Wendy Sora**, Director of the Career Center, UH Mānoa



# Workforce Action Item Assessment

## Sample Illustration of Process

- Scaling down to manageable number of action items
- Prioritizing for immediate implementation
- Identifying longer-term projects
- Non-selected items will continue to move forward

Objective	Implementation Action Item	X	X	X	X	X	X	X	X	X	X	
Statewide Needs	Host annual systemwide convenings for each focus area to engage in collaborative problem solving and curricular redesign (AY 23-24).	Year 1-2 priority	Year 1-2 priority	Start now for implementation later	Year 1-2 priority	Year 1-2 priority	Year 1-2 priority	Year 1-2 priority	Year 1-2 priority	Is this being done now?	Year 1-2 priority	Year 1-2 priority
Statewide Needs	Underrepresented groups are equally represented among graduates of UH programs that prepare for key place-based occupations in select sectors.	Start now for implementation later	Start now for implementation later	Year 1-2 priority	Start now for implementation later	Year 1-2 priority	Start now for implementation later	Year 1-2 priority	Year 1-2 priority	Year 1-2 priority	Start in a future year	Start now for implementation later
Statewide Needs	Develop process to monitor and report on the post-graduation success of students. (SWN)	Start in a future year	Start now for implementation later	Start now for implementation later	Start in a future year	Start now for implementation later	Year 1-2 priority	Undecided	Year 1-2 priority	Year 1-2 priority	Start in a future year	Start now for implementation later
Statewide Needs	Address the teacher shortage in Hawai'i.	Year 1-2 priority	Undecided	Year 1-2 priority	Year 1-2 priority	Year 1-2 priority	Undecided	Year 1-2 priority	Year 1-2 priority	Year 1-2 priority	Year 1-2 priority	Year 1-2 priority
Statewide Needs	Develop a system-wide transcript for the Community Colleges. <i>Engage industry professionals as instructors for</i>	Start now for implementation later	Start now for implementation later	Start now for implementation later	Undecided	Start now for implementation later	Should not pursue	Start in a future year	Start in a future year	Start in a future year	Start in a future year	Start now for implementation later

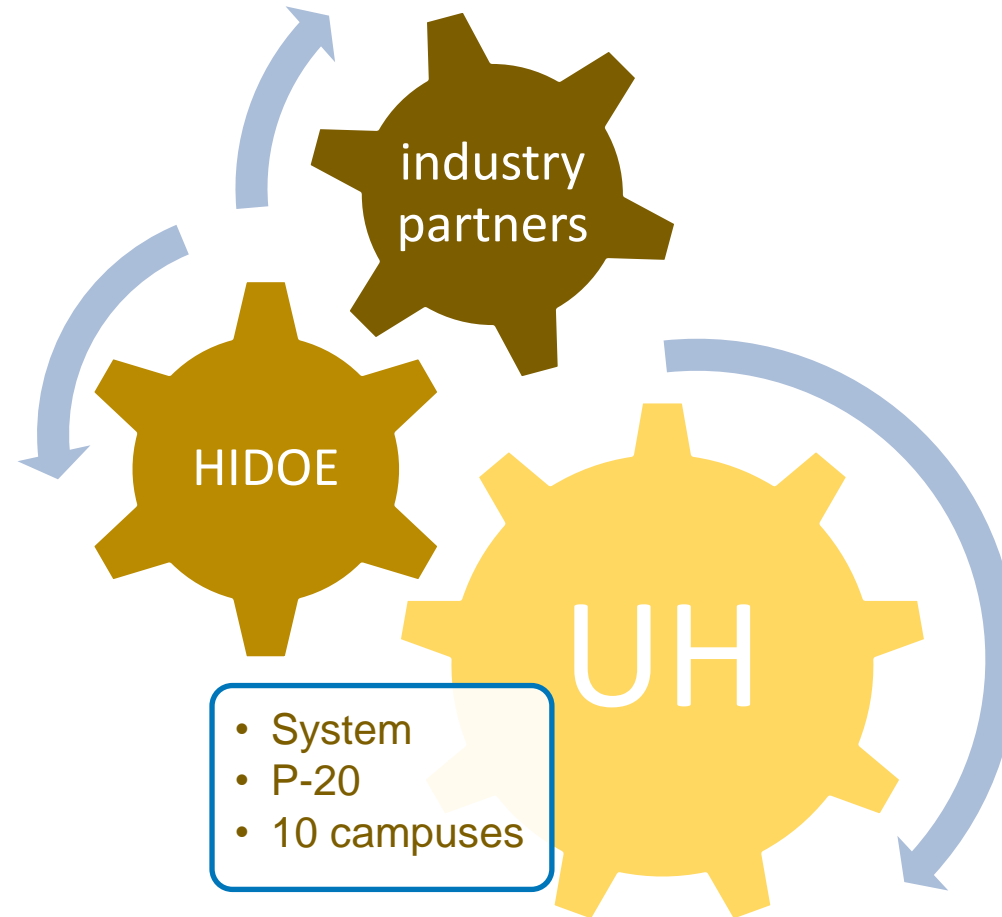


## Situating UH in a Wider Context

Students/  
graduates



Workforce/  
community



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**GOOD JOBS HAWAII**



# Good Jobs Hawai'i

*Accelerating Hawai'i's Workforce for a  
Better Future*

Thursday November 2, 2023



# About Good Jobs Hawai'i

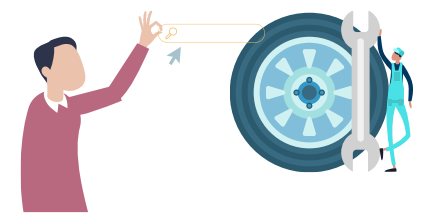
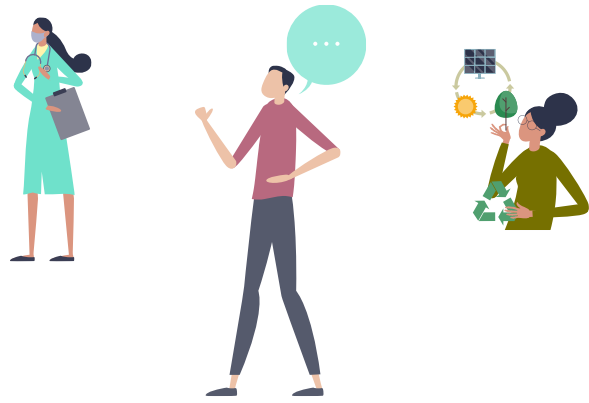
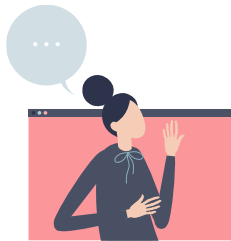
- \$35 million workforce development initiative that provides **free skills training** and **job placement support** for high demand, well paying jobs. So far, about \$15 million has been used.
- Coalition of educators, businesses and community partners.
- Help people in Hawai'i get high quality jobs while employers meet their needs for a skilled workforce.
- One of 32 workforce initiatives awarded nationally (500+ applications) through the American Rescue Plan Act.



# Good Jobs Hawai'i Pathways to Careers



*Supports Participants*





# Initial Key Industry Sectors



**HEALTHCARE**



Healthcare Association  
of Hawaii



Chamber of Commerce  
HAWAII



**TECHNOLOGY**



Chamber of Commerce  
HAWAII



**CLEAN ENERGY/  
SKILLED TRADES**



HAWAII  
STATE  
ENERGY  
OFFICE



**CREATIVE  
INDUSTRIES**



creative industries  
HAWAII



**Good Jobs**  
HAWAII



# Outcome Data Update

- Since launch, 1900 residents have enrolled in a Good Jobs Hawaii training
  - Healthcare: 1079 (57%)
  - IT: 269 (14%)
  - Clean Energy/Skilled Trades: 219 (12%)
  - Creative Industries: 27 (1%)
  - Other Sectors (Funded by HCP): 306 (16%)
- ≈50% have completed their trainings (some trainings are still ongoing)
- Job Outcomes are within 6 months; full data forthcoming

# Lessons Learned Impacting Future Workforce Development

- Importance of Sector Partnerships
  - Strong sector leads
  - Mentoring sector leaders through the process
- Job/Internship Placements Can be Time Consuming
  - Making the right match for both the employee and the industry partner takes time
  - Need strong intermediaries to coordinate the work AND help participants with employability skills
- Data Collection
  - Data collection, especially across systems (i.e., HIDOE to UH to workforce) takes coordination, time, and resources



# Key Supporters

U.S. Economic Development Administration

U.S. Department of Education

City and County of Honolulu

Ascendium Education Group

Harold K.L. Castle Foundation

Hawai'i Community Foundation

Hawai'i Workforce Funders Collaborative



**For more information**

**goodjobshawaii.org**

**Dan Doerger**

**ddoerger@hawaii.edu**





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# HAWAII P-20

# Workforce Related Initiatives

Hawai'i P-20 Partnerships for Education

November 2, 2023





# HAWAI'I GRADUATES for HAWAI'I'S FUTURE

STATE OF HAWAI'I EDUCATION ATTAINMENT GOAL



2023





Universal access to high-quality early learning opportunities

---



Universal preparation of every K-12 student throughout their education for college, career, and citizenship

---



Universal access to postsecondary opportunity and success

---



Universal education and training of Hawai'i residents to fill and create living wage jobs available across the state





# Regional Career Pathways

- Working directly with individual high schools to build a high quality career pathways to college and careers.
  - Current schools: Kapolei, Pearl City, Leilehua, Waimea, Kealakehe
  - Past schools: Waianae, Kalaheo, Kohala, Olomana, Castle

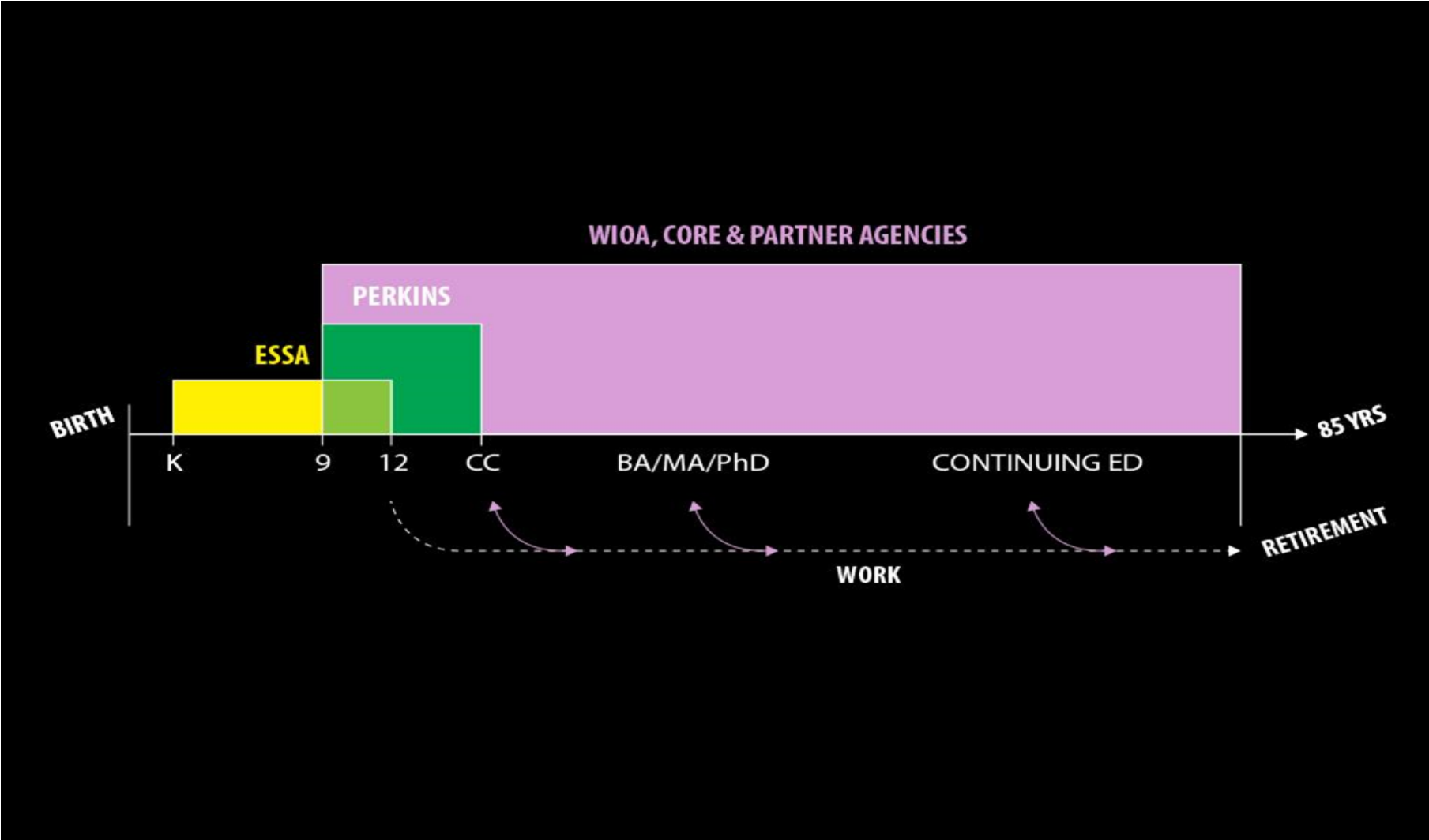


# Strengthening Career & Technical Education for the 21st Century Act (Perkins V)

- Improve the quality and relevance of CTE programs.
- Help students gain the skills and knowledge necessary for success in the 21st-century workforce.
- Promote collaboration between educational institutions, employers, and other stakeholders.
- Eligible Agencies: HIDOE, UHCC
- Nationally: \$1.4 billion
- Hawai'i: \$6.97 million



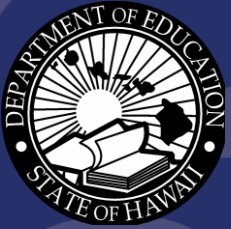
# ESSA, Perkins, WIOA





**WORKFORCE**DEVELOPMENT  
COUNCIL

# DEPARTMENT OF EDUCATION K-12



*HAWAII STATE*

**Department of Education**

# **Workforce Development in Public K-12 Education**

**Workforce Development Summit  
November 2, 2023**

**Wanelle Kaneshiro**

*Director, Workforce Development Branch*



# Hawai'i State Department of Education

## Who We Are

### 295 PUBLIC SCHOOLS

- 15 Complex Areas
- 258 HIDOE, 37 charter
- 173 elementary, 41 middle, 35 high, 46 mixed grades

### 42,000 EMPLOYEES

- 22,000 salaried, including 12,600 teachers
- 20,000 part-time/casual

### 168,000 STUDENTS

- 80,500 elementary school
- 35,500 middle school
- 52,000 high school
- 50% eligible for free or reduced-cost school meals





# Hawai'i State Department of Education

## Vision, Mission, and Nā Hopena A'o

### OUR VISION

Hawai'i's students are educated, healthy, and joyful lifelong learners who contribute positively to our community and global society.

### OUR MISSION

We serve our community by developing the academic achievement, character, and social-emotional well-being of our students to the fullest potential. We work with partners, families, and communities to ensure that all students reach their aspirations from early learning through college, career, and citizenship.





# Hawai'i State Department of Education

## 2023-2029 Strategic Plan

### Priority I: High-Quality Learning for All

Goal 1.1: All students experience rigorous, high-quality learning that results in equitable outcomes for all learners.

Goal 1.2: All students learn in a safe, nurturing, and culturally responsive environment.

**Goal 1.3: All students graduate high school prepared for college and career success and community and civic engagement.**

### Priority II: High-Quality Educator Workforce in All Schools

### Priority III: Effective and Efficient Operation at All Levels







# Hawai'i State Department of Education

## 2023-2029 Strategic Plan

### Priority I: High-Quality Learning for All

### Priority II: High-Quality Educator Workforce in All Schools

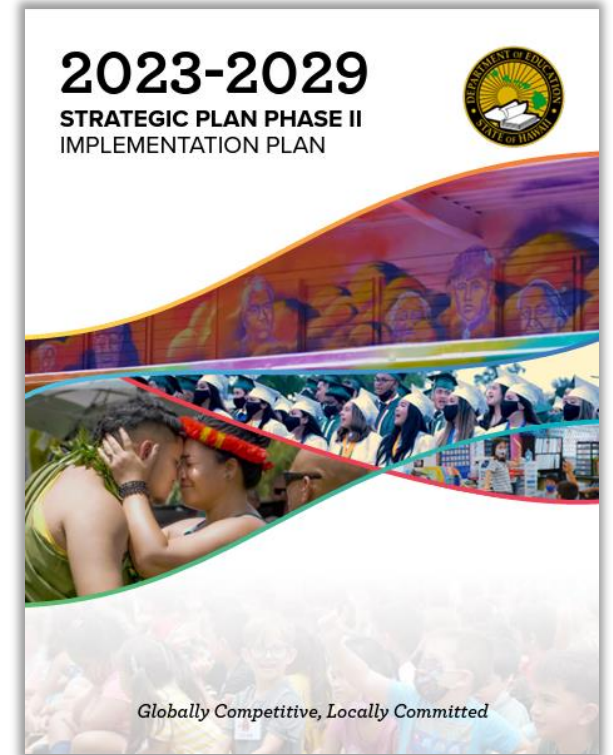
**Goal 2.1:** All students are taught by effective teachers who are committed to quality teaching and learning for all.

Goal 2.2: All schools are fully staffed by effective support staff who are committed to providing quality services to support students.

Goal 2.3: All schools are led by effective school administrators who are committed to supporting all staff and students.

Goal 2.4: Complex area and state offices are comprised of effective staff whose work is aligned to support student learning.

### Priority III: Effective and Efficient Operation at All Levels





# Workforce Readiness

Preparing Students for Success

***Workforce Success***

Institute of  
Higher  
Education

Technical  
Training

Military

Workforce

***High School Graduates***



# Workforce Readiness

## Preparing Students for Success

### Curriculum and Instruction

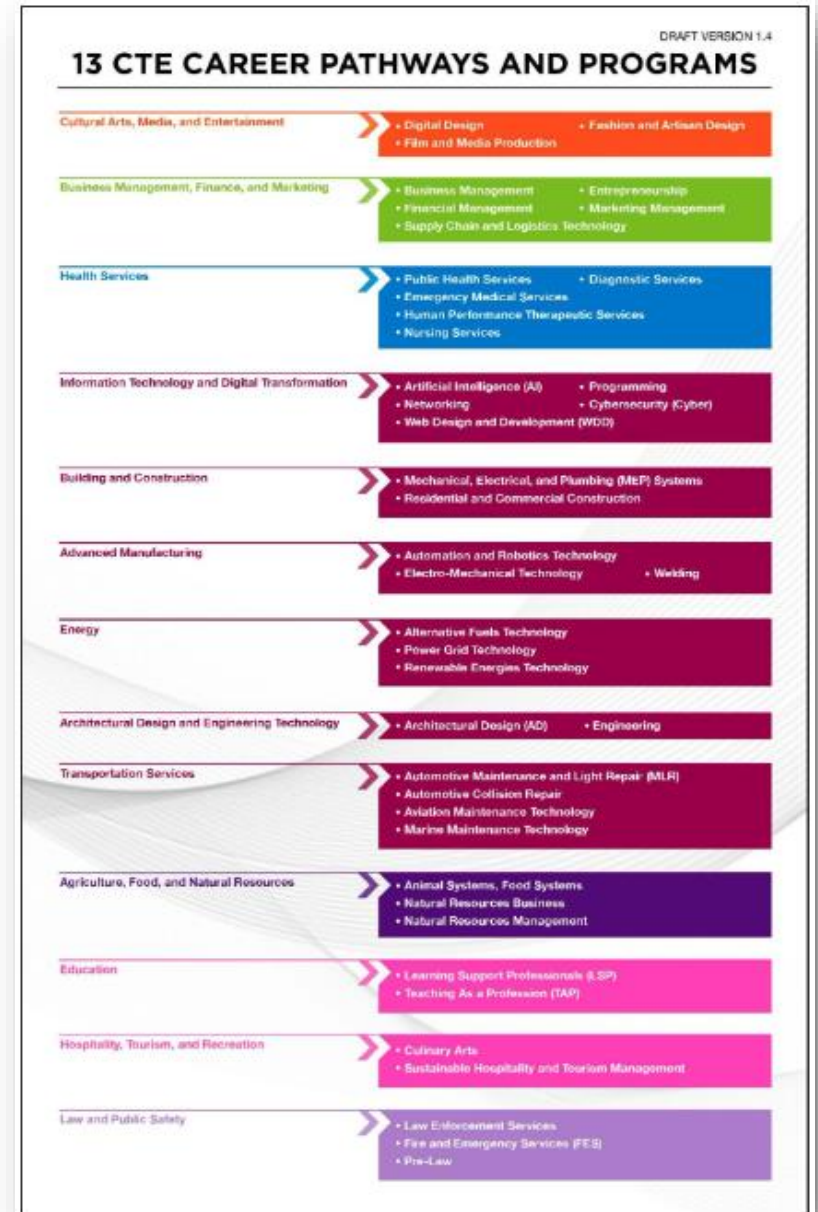
- 13 career pathways
- Each pathway has 2-5 programs of study
- Career academies

### Extracurricular Activities

- Career and Technical Student Organizations (CTSO)

### Work-Based Learning Opportunities

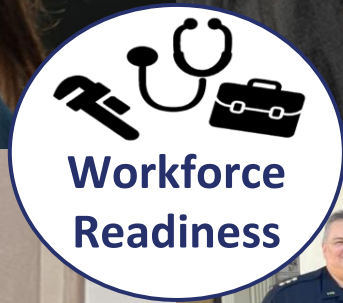
- Training provided by industry partners
- Teacher externships
- Student internships





# Workforce Readiness

Industry Partners → Work-Based Learning



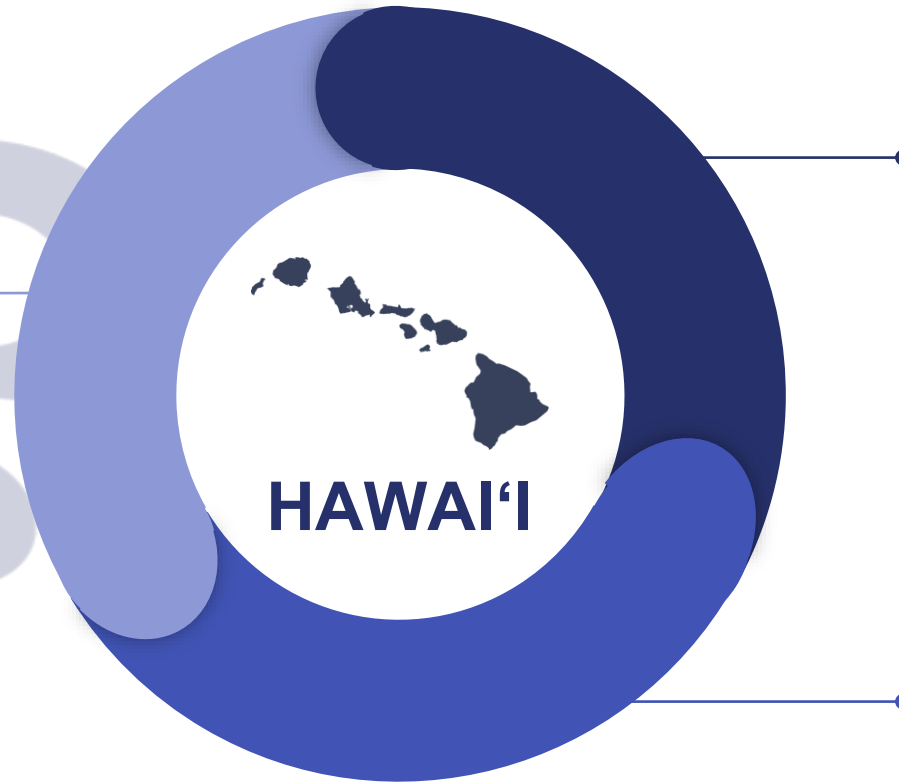


# Globally Competitive, Locally Committed

## Ensuring a Thriving Hawai'i

### PreK-12 Education

Hawai'i's public school system will provide an array of PreK-12 models to ensure all students have access to a high-quality education and preparation for college, career and community success.



### Economic & Social Development

Investment in growing our economy and enhancing the prosperity and quality of life for all residents to journey toward their dreams with confidence and dignity.

### Workforce Development

Together with continuing education, it fuels growth, ensuring that employees have the competitive skills, knowledge and attitudes to support current, emerging and future businesses and industries.



# *Mahalo!*





**WORKFORCE**DEVELOPMENT  
COUNCIL

# CHAMBER OF COMMERCE HAWAII



# **State Unified Plan Meeting**

November 2, 2023





Hawaii's Sector Partnerships are industry-led, community-supported collaboratives that strengthen local economies, prepare and connect Hawaii's young people to careers in high-demand industries, and build local, skilled talent pipelines.

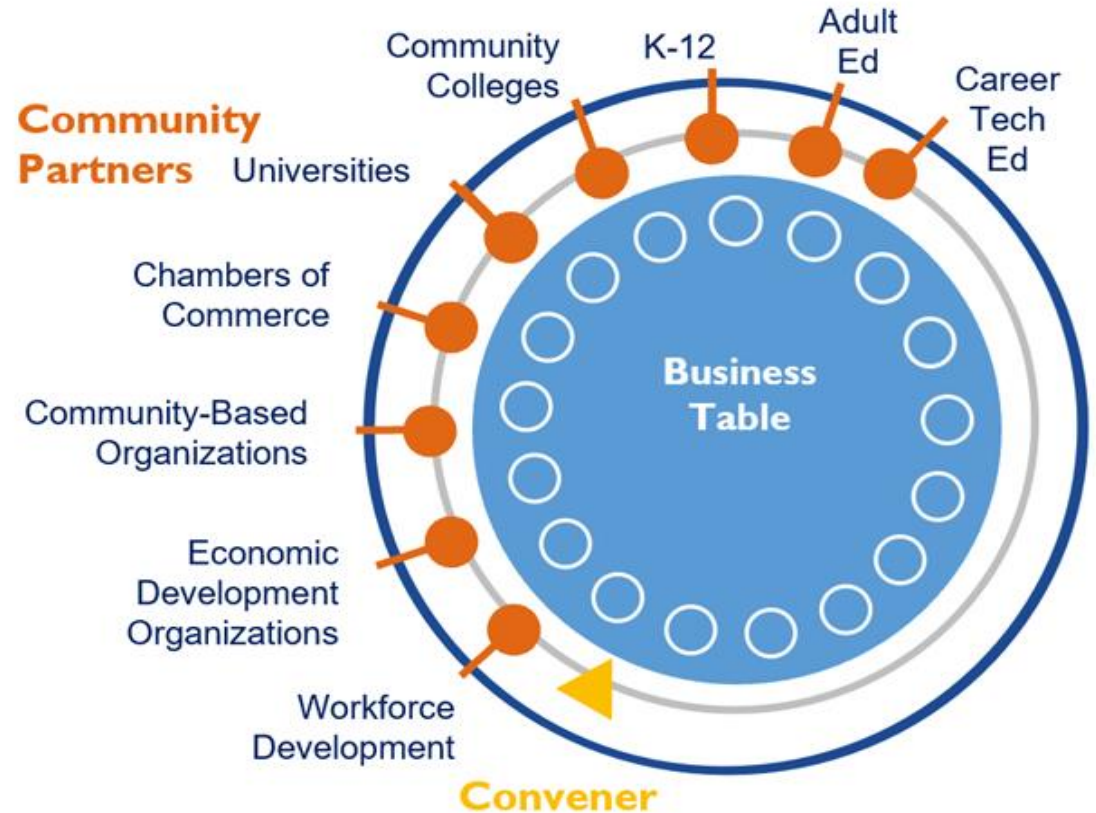
# Sector Partnerships are Industry-led

**Industry-driven** public/private collaboratives that address Hawaii's workforce development opportunities.

**Support partners** leverage their resources to take collective action.

Third-party **convener** facilitates (COCH & DLIR/SMS). This work is grant-funded.

**Best practice nationally** and required for Good Jobs and QUEST grants.



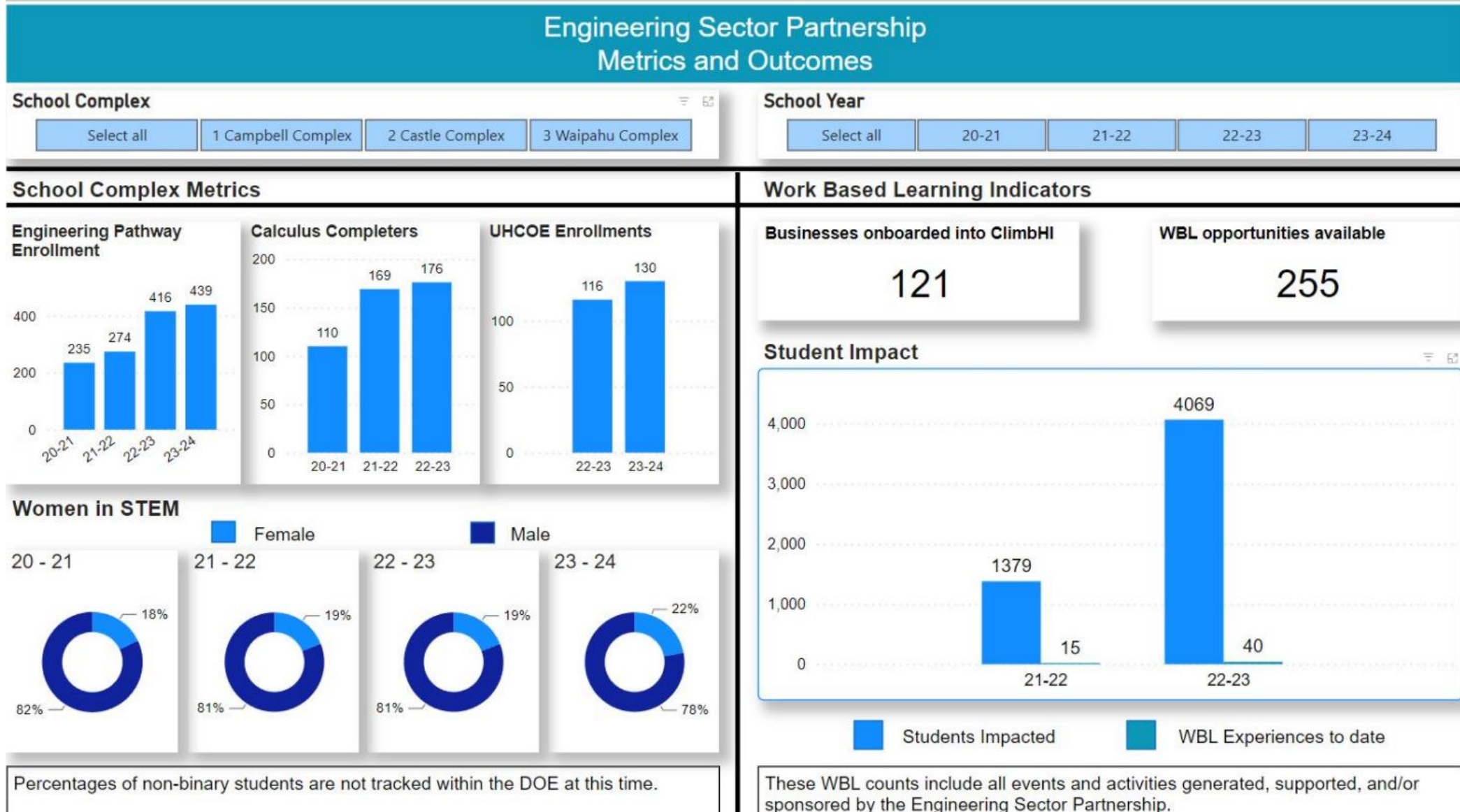


# Sector Partnerships in Hawai'i

SECTOR	CONVENER	ESTABLISHED	PRIORITY WORKGROUPS	
<b>Healthcare</b>	Healthcare Association of Hawaii (HAH)	2018	1. Career Awareness 2. Training & Transitions to Employment 3. Curriculum Support	
<b>Technology</b>	Chamber of Commerce Hawaii	2022	1. Career Awareness 2. Training & Transitions to Employment 3. Alignment Between Education & Industry	
<b>Clean Energy/ Skilled Trades</b>	Hawaii State Energy Office (HSEO)	Fall 2023	TBD	
<b>Creative Industries</b>	Hawaii Creative Industries Division	Fall 2023	TBD	
<b>Engineering</b>	Chamber of Commerce Hawaii	2018	1. Career Awareness 2. Women in STEM	3. Math Readiness 4. Talent Recruitment & Retention
<b>Natural Resources</b>	KUPU	2022	1. Career Awareness 2. Connecting Students to 'Āina & Community 3. Investing in College & Career Prep., Access, & Transitions	



# Metrics & Outcomes - Engineering



These WBL counts include all events and activities generated, supported, and/or sponsored by the Engineering Sector Partnership.

# Funders & Conveners

## Funders:



## Conveners:



\* Note Natural Resources is convened by Kupu.

# Closing Requesting

- Sector Partnership **funding cliff** coming Sept 2024 (10 months) when some grants end.
- This jeopardizes Chamber of Commerce and SMS Research's role in Sector Partnerships.
- To date, funding has been 100% grants and philanthropic donations. Not sustainable.
- Most state's use WIOA funds to drive Sector Partnerships.
- Requesting to partner with DLIR to see how WIOA funds can be carved out annually.



**WORKFORCE**DEVELOPMENT  
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# HAWAII WORKFORCE FUNDERS COLLABORATIVE



# Hawai'i Workforce Funders Collaborative

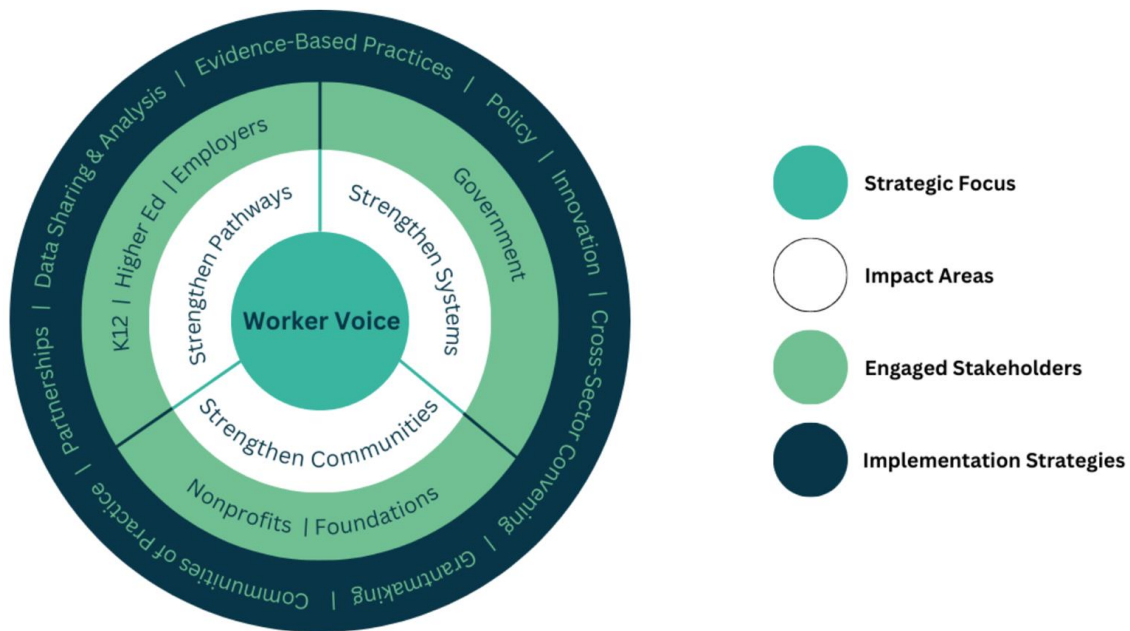


# Who are We?



- Learning community to educate and align philanthropy on emerging narratives in workforce development
- Pooled impact fund that serves as both fundraisers and grant makers to fund initiatives, test new approaches, and sharing best practices and results across system

# What do we do?



We fund projects that impact one or more of the following areas:

- **Strengthen Pathways:** We fund programs that provide learners with more options, visibility, and support to gain the skills needed to obtain the quality job of their choice.
- **Strengthen Communities:** We fund community-based organizations that deliver career navigation and support services that enable learners and workers to succeed where they are and contribute to their communities.
- **Strengthen Systems:** We invest in public systems that ensure equity of opportunity. We share results and best practices of our work with policymakers to help the system work better for everyone.

## By elevating the voice of workers and learners, we can support the build of a human centered education and workforce system:

- Opportunity for quality, meaningful work with family sustaining wage
- Agency to choose a career pathway based on criteria that is important to you
- Flexibility to choose a training pathway that works best for you; serves everyone regardless of where you live or where you are in your career

People in Hawai'i describe a good job as one that helps achieve three deeper goals:



**To be home in Hawai'i**

*Having enough to survive and thrive, while deepening roots in the islands*

**To make a contribution**

*Fulfilling obligations to family, and responsibilities to others  
Including colleagues, Community, and Hawai'i*

**To have good health**

*Supporting a positive self-concept, personal health, and relationships with others*

# What next?

## Hawai'i Worker Equity Lab

- Utilizing human centered design to prototype what is needed from system to deliver “good jobs”

## Data Sense-Making

- How do we measure the opportunity or barriers to good jobs by community?

## Stakeholder engagement

- What toolkits, reports, supports do different stakeholders need to help workers find and retain good jobs?

# Contact us

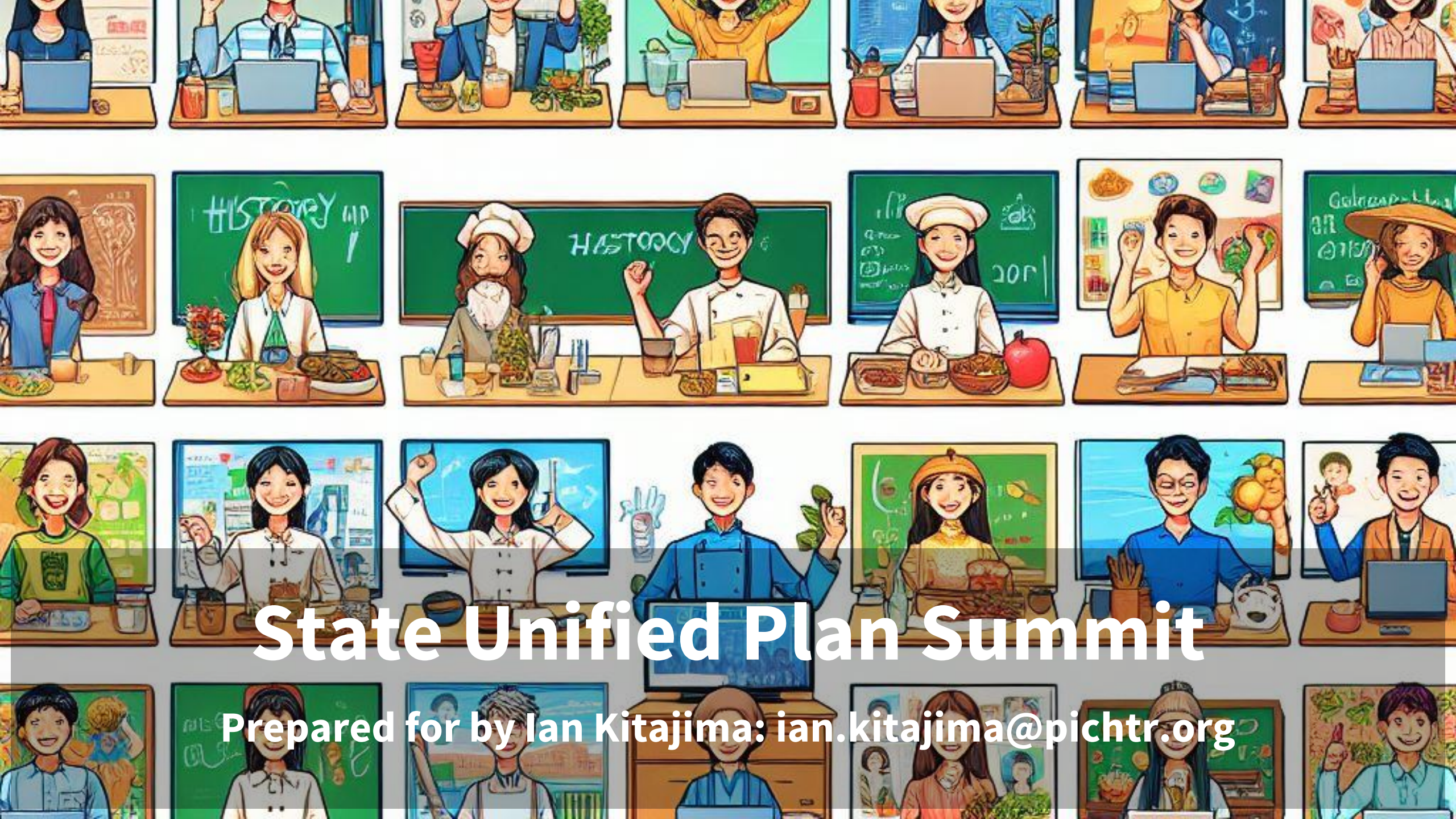
[matt@hawaiiwork.org](mailto:matt@hawaiiwork.org)

<https://www.hawaiiwork.org>



**WORKFORCE**DEVELOPMENT  
COUNCIL

# DESIGN THINKING HAWAII



# State Unified Plan Summit

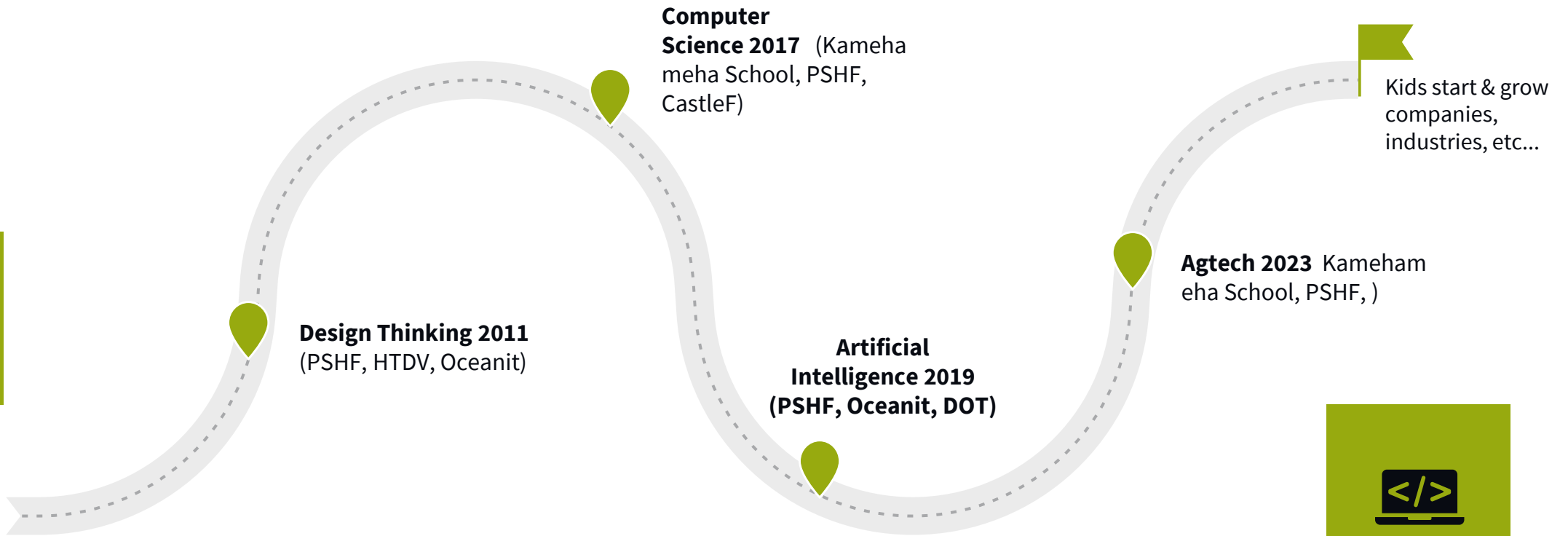
Prepared for by Ian Kitajima: [ian.kitajima@pichtr.org](mailto:ian.kitajima@pichtr.org)



# Movements



June 2001



**Design Thinking 2011**  
(PSHF, HTDV, Oceanit)

**Computer Science 2017** (Kamehameha School, PSHF, CastleF)

**Artificial Intelligence 2019**  
(PSHF, Oceanit, DOT)

**Agtech 2023** Kamehameha School, PSHF, )

Kids start & grow companies, industries, etc...



**MasterBuilder + AI**



**Culture & Coding**

**Mindset** - if you plan for...



1 year, plant **Kalo**

**Mindset** - if you plan for...



10 years, plant **Koa**

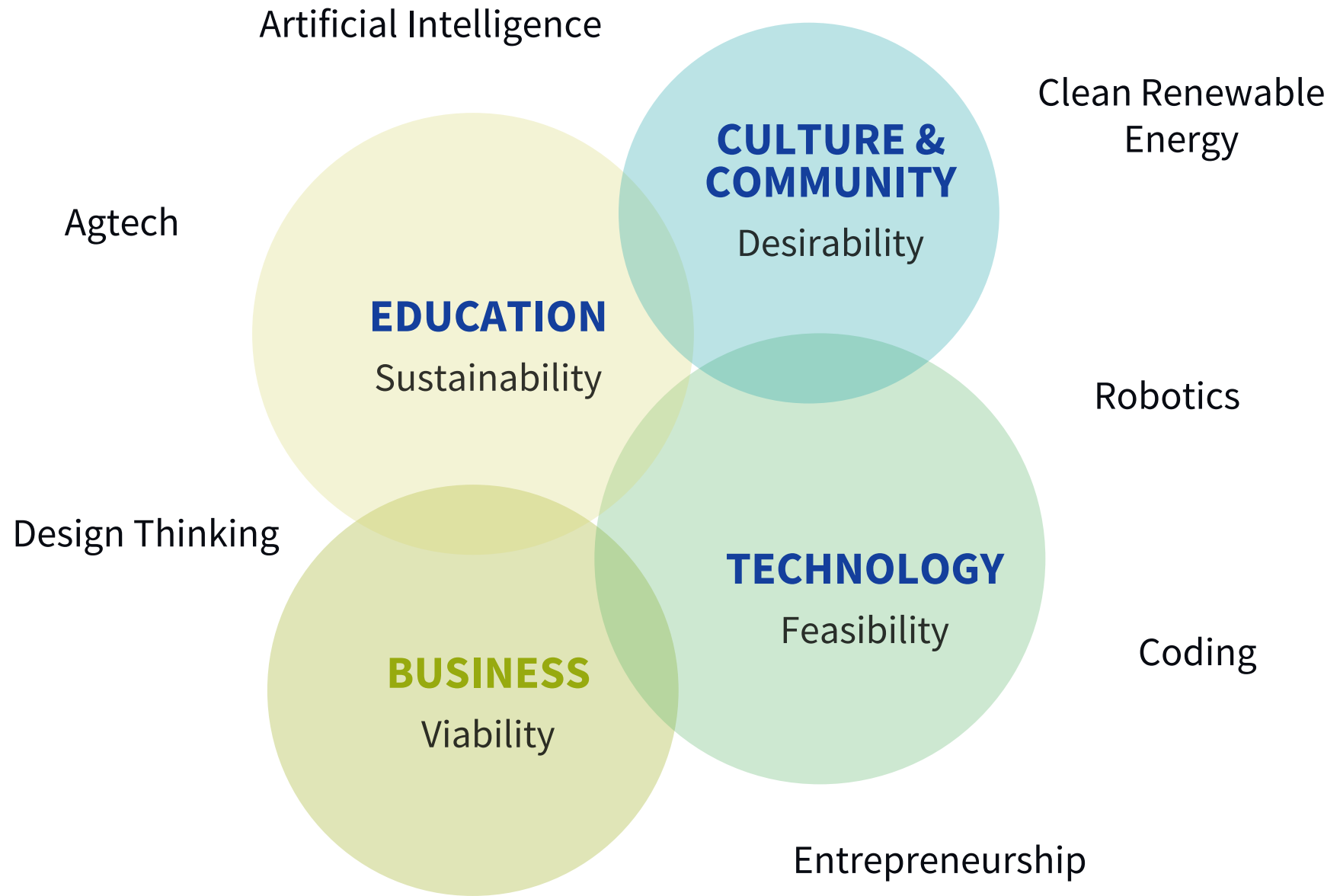
**Mindset - if you plan for...**



100 years, teach the children  
**Aloha 'āina**

# 4 Elements

Hydrogen molecules that don't like to come together



## Theory of change

---

if we apply these theories to real-world projects, HCD, entrepreneurship, and innovations like AI, they will be successful, and over the next 50 years they will create a more adaptable and resilient Hawaii.



the mindset shift

“The best way to predict  
the future is to                      it,”

Alan kay

# Review

## 1. Design Thinking

1. **12th Annual Bootcamp at Mililani High School**
2. **4th Annual Design for Civic Leadership**
3. Pacific Island Student Leaderships (2 complete, 1 planned)
4. Future Farmers Leadership II at Waipahu Intermediate. Hawaii News Now
5. Design Thinking for Executives (3X)
6. Kapalama Elementary School (50 teachers)

## 2. Artificial Intelligence

1. Real Projects: Smart Intersection. Waipahu High + NEC + DOT. Hawaii News Now. Project Video. Phase II in November
2. Waipahu High Artec AI workshop. November
3. CS Edu Week - Artec AI workshop. December

## 1. Computer Science

1. Master Builder: Nanakuli Waianae Teachers (23); ALP Hawaii Island Teachers (7); Hahaione Elem (7), Leilehua High (30)
2. Real World: Waipahu High robotics team programs SIRbot for Zippy's

## 2. Agtech (Culture & Coding)

1. Workshops: Leilehua, KS Kapalama, Kaneohe Elem, Maili,
2. Agtech kickoff at Leilehua High School. Five part, two-hour series. [Hawaii News Now](#)
3. Trips to Korea: March, July, November

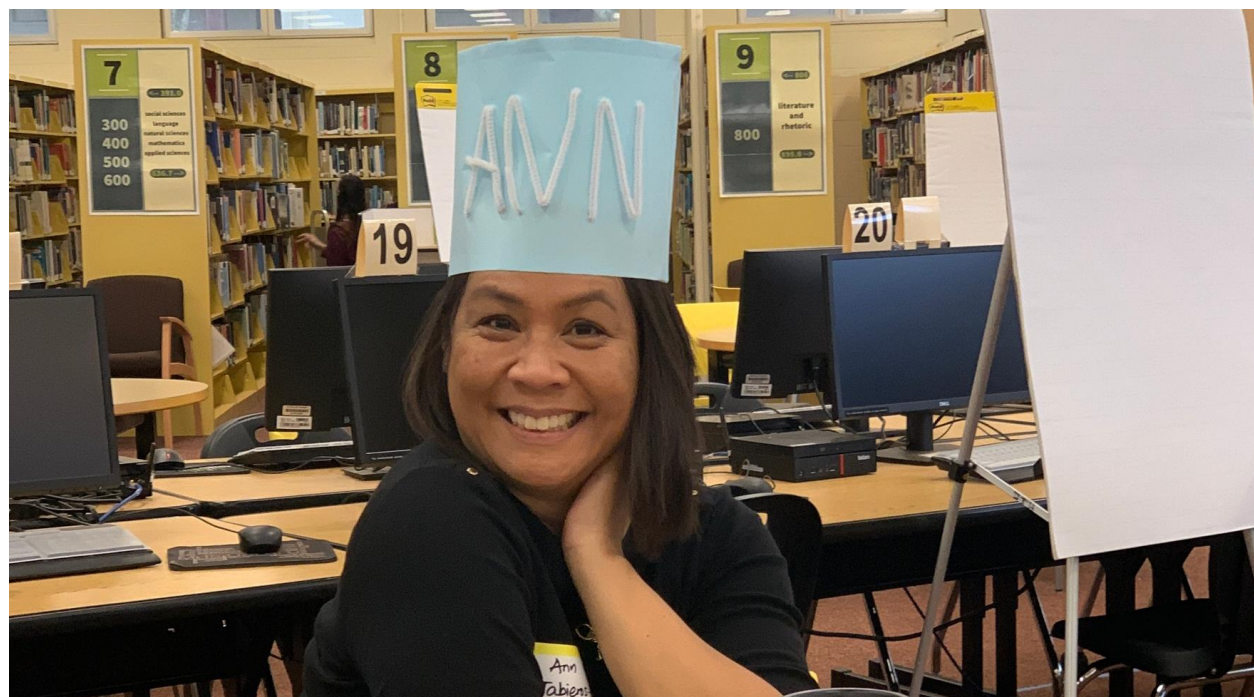
## 3. Events

Onizuka Day of Discovery, AFCEA Technet, Schools of the Future, Leilehua Day of Innovation, Hawaii Food & Wine Festival, Kanoelani Elem' STEAMFAST,



12th Annual at Mililani High. March 2023

# Design Thinking



Waipahu Intermediate Leadership. January 2023

# Design Thinking



Kapalama Elementary. March 2023

# Design Thinking



Pacific Island Students II Feb 2023, III in December

# Design Thinking





99 students, 15 schools



FACILITATED BY DESIGN THINKING HAWAII

# DESIGN FOR CIVIC LEADERSHIP IV

September 23, 2023

Copyright © 2023 Design Thinking Hawaii



## 4th Design for Civic Leadership

### IRIS OKAWA

Born and raised on the North Shore of Oahu – a former teacher, member of the Hawaii State Bar Association, and strong community advocate – Iris Riyoko Okawa was a proud graduate of Waialua High.



## HMW support students to help our communities to practice Aloha?

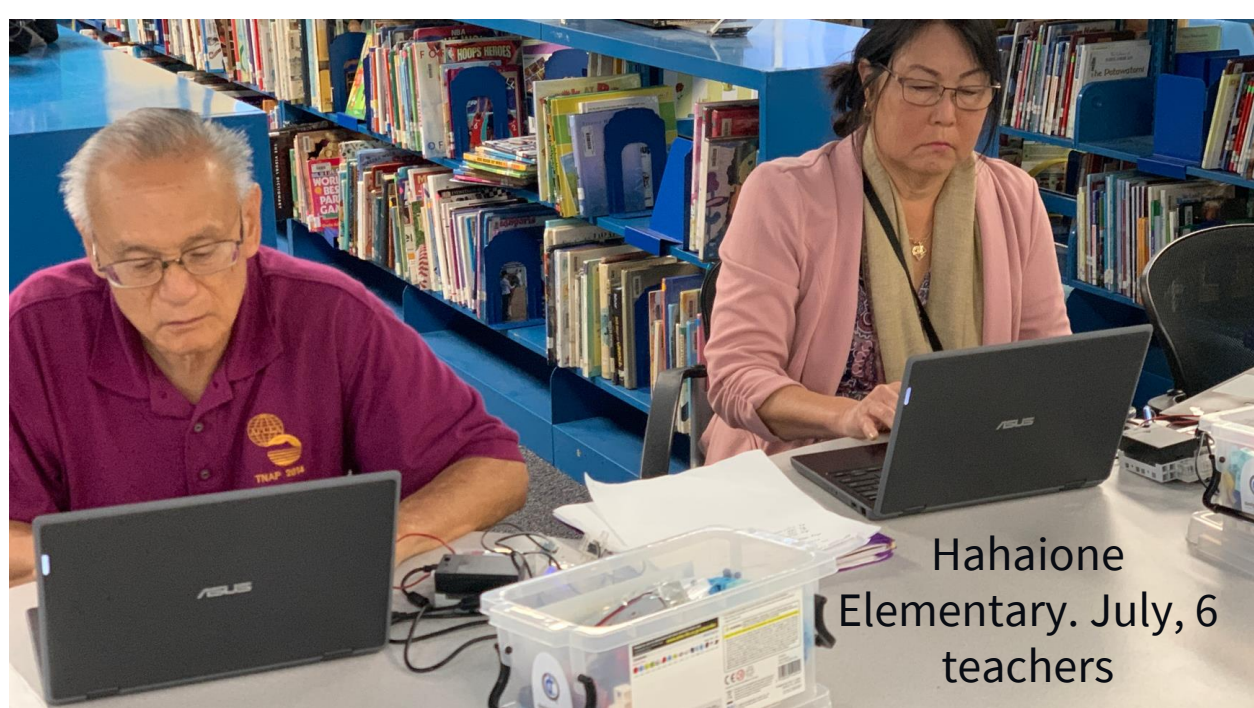
Funding announcement at the end of day





# Computer Science (5)

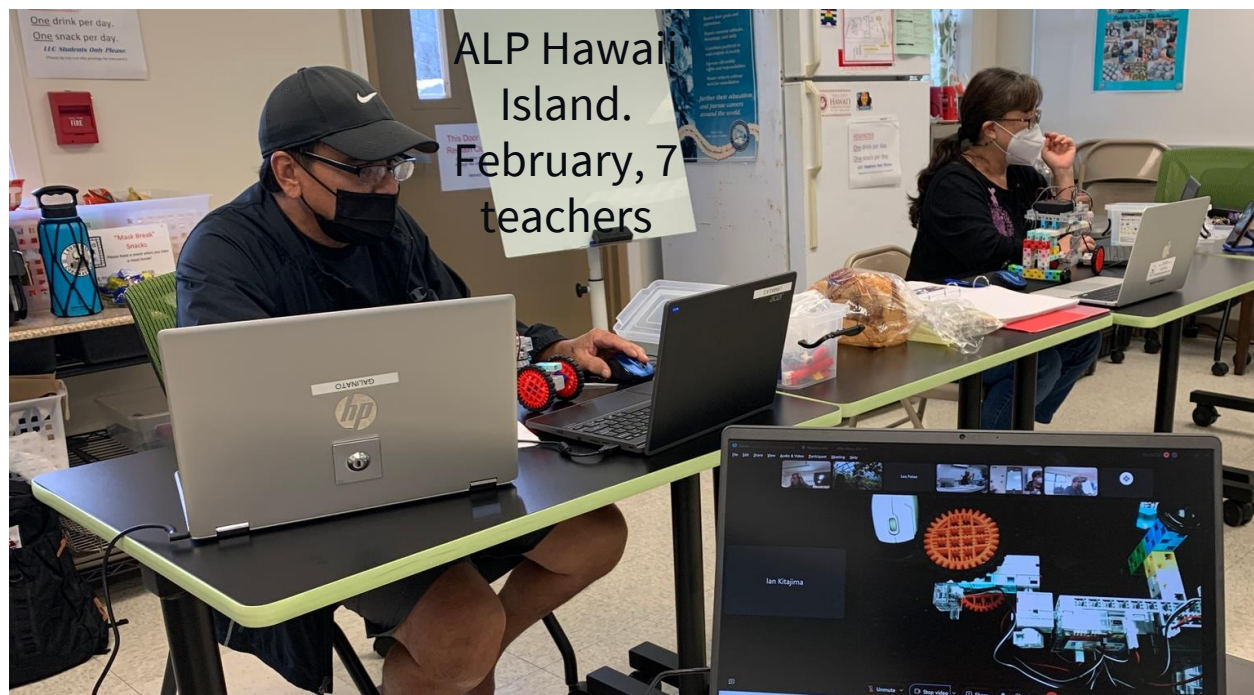
## Master Builder Challenge



Hahaione  
Elementary. July, 6  
teachers



Nanakuli  
Elementary.  
January, 23  
teachers



ALP Hawaii  
Island.  
February, 7  
teachers

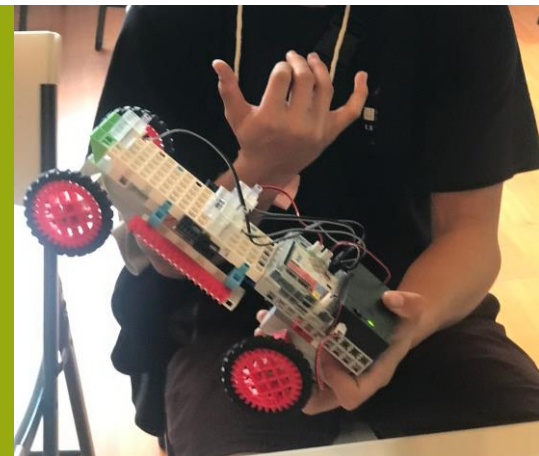


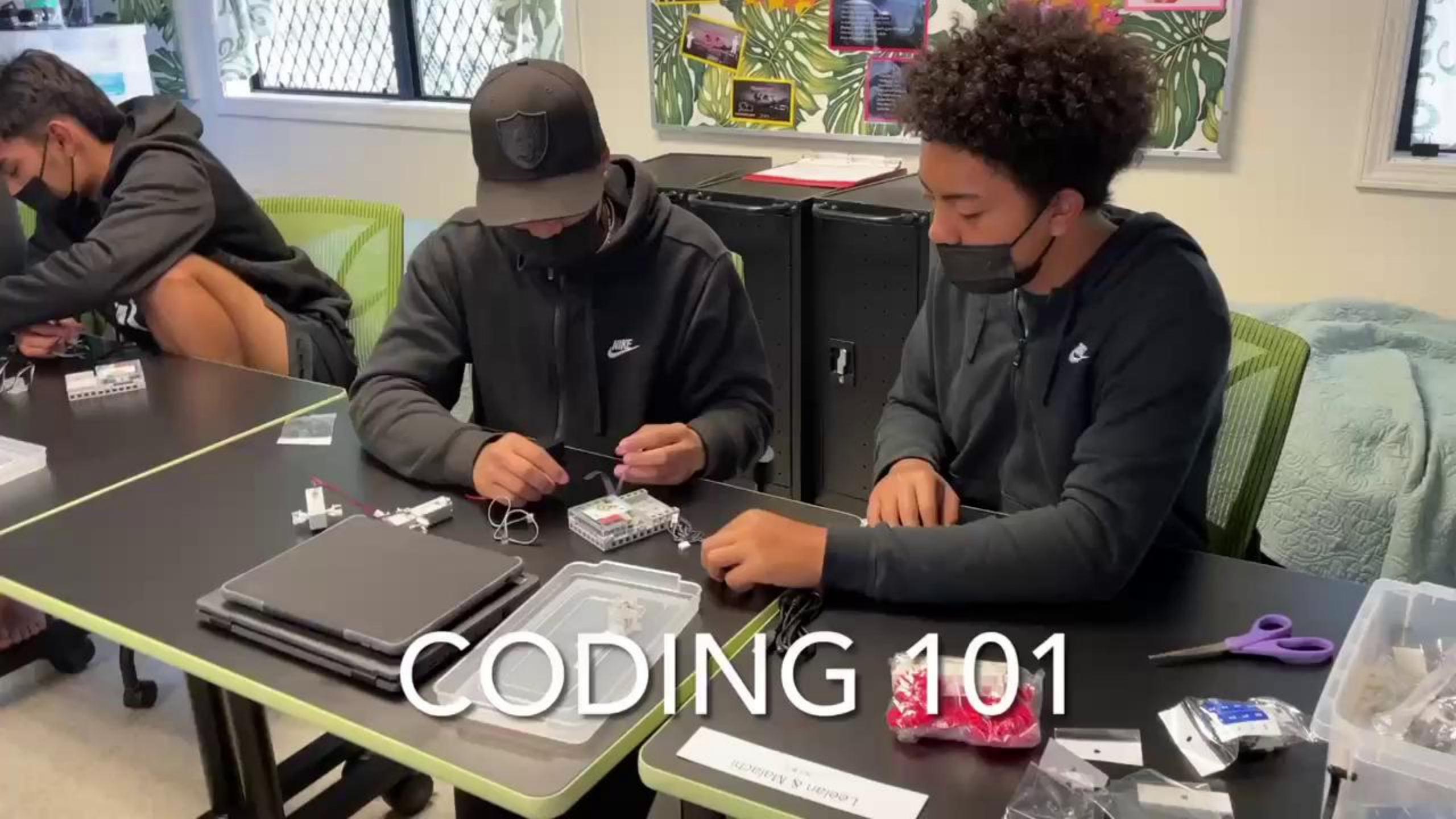
# Master Builder Challenge

at Leilehua High

Learn, Build, Code

## MasterChef





# CODING 101

Leelan S. Madaan

# Serving Robots. Feb 2023

Waipahu High School robotics teacher Justin Kanemoto trained his students to program a serving robot

How do you create the careers of the future?



AI Master Builder Challenge

# Artificial Intelligence

Waipahu High Period 3 in November

CS Education Week in December

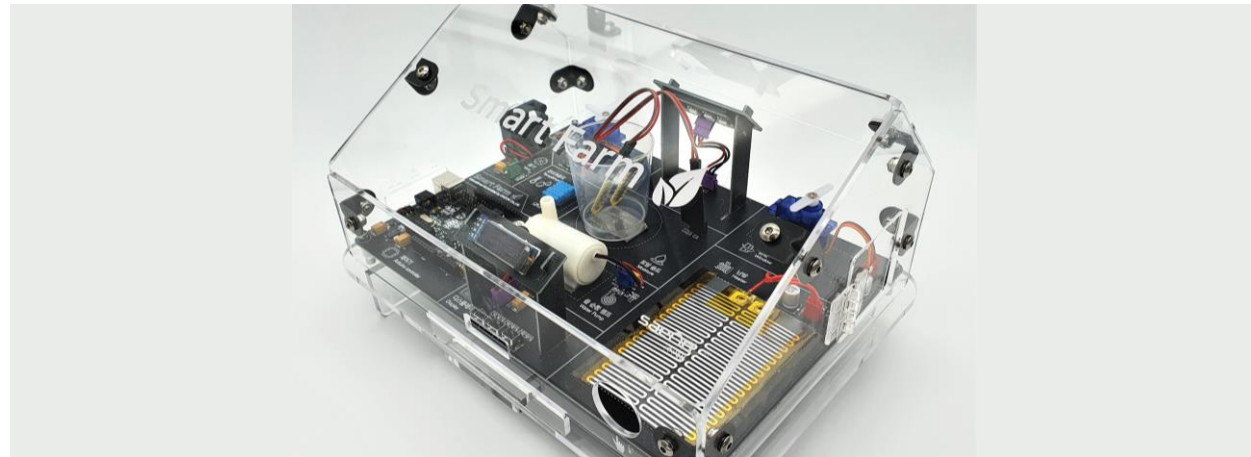


# Culture & Coding

Attract young people into Agriculture

Culture + **AINA** + Coding

Kamehameha Schools is also a founding partner



# Agtech (5)

Culture & Coding



**KS Kapalama Campus,  
June 2023, 20 teachers**



**Mali Community  
Center, Sept 2023,  
17 teachers**



**Kaneohe Elementary, June  
2023, 21 teachers**

# Agtech

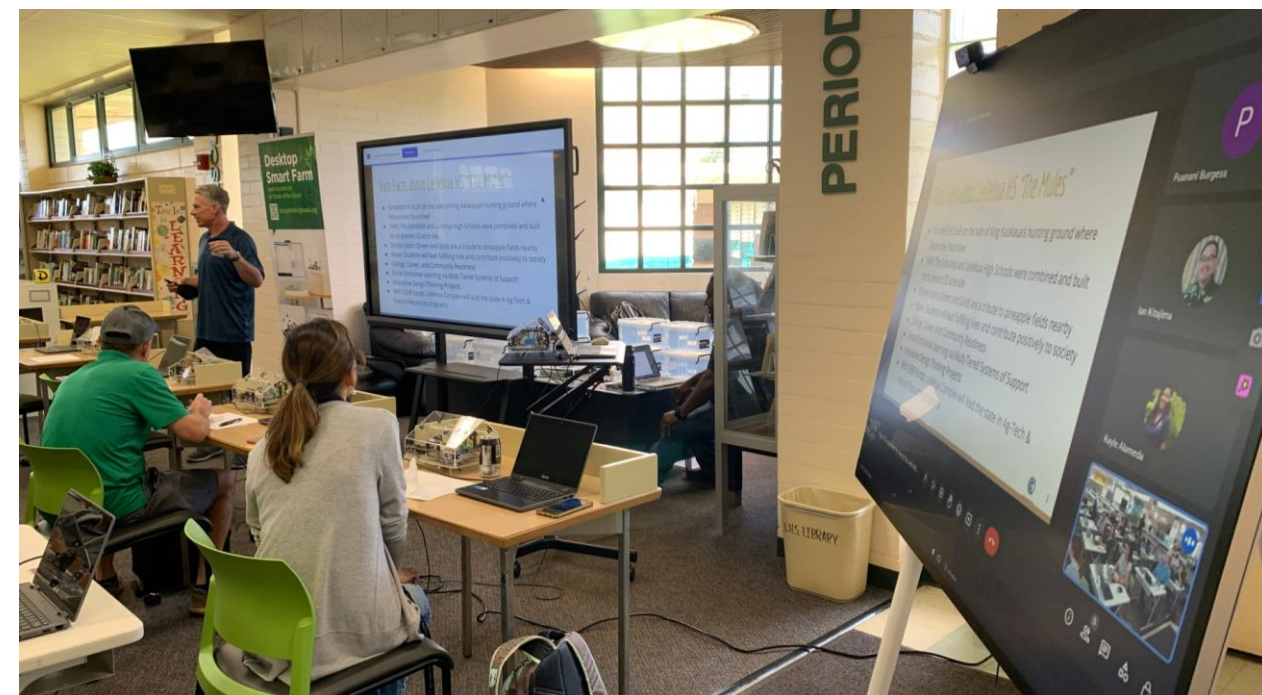
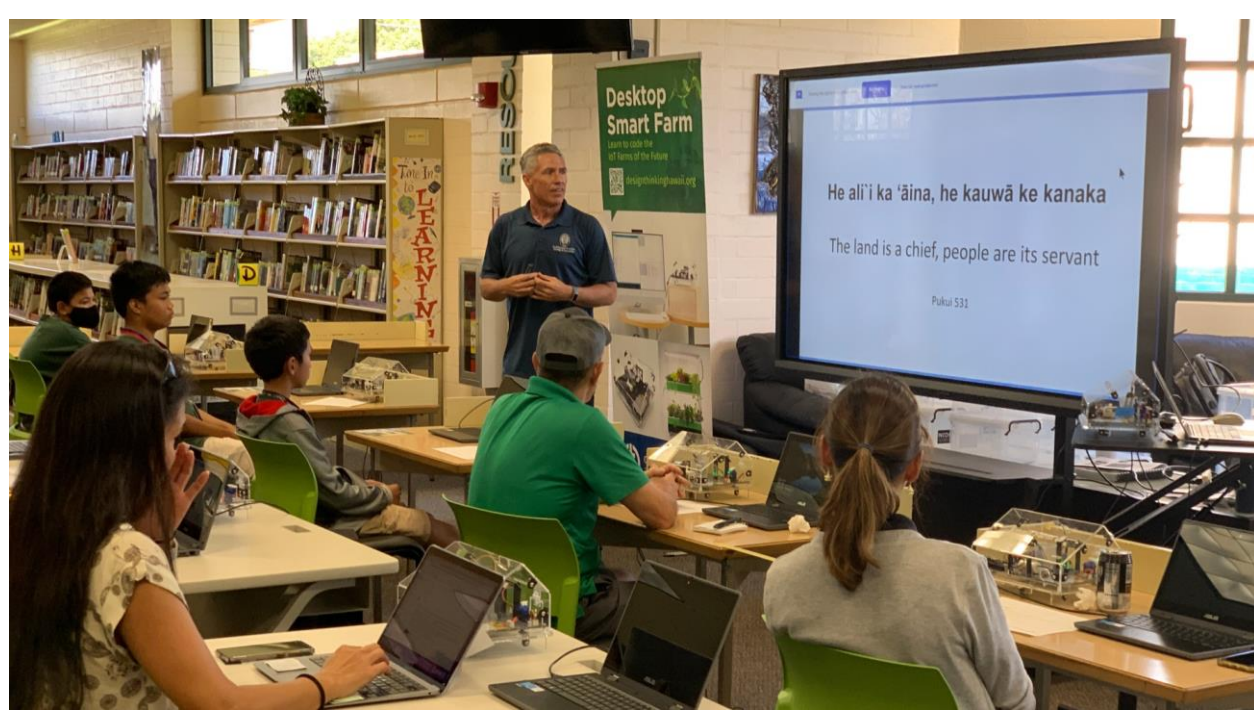
Waipahu Intermediate. July 2023, 25  
teachers & students

Culture & Coding



# Leilehua Complex kickoff of Culture & Coding

February 6, 2023







# State Unified Plan Summit

Prepared for by Ian Kitajima



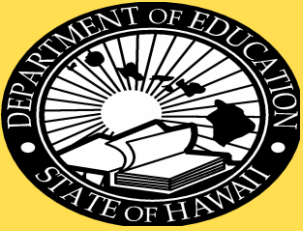
**WORKFORCE**DEVELOPMENT  
COUNCIL

# Workforce Development Partner Presentations Part II



**WORKFORCE**DEVELOPMENT  
COUNCIL

# DEPARTMENT OF EDUCATION ADULT EDUCATION



OFFICE OF  
**Curriculum & Instructional  
Design**

**Overview of the Hawaii  
Department of Education's  
AEFLA Program**

**11/2/23**



# Hawaii **WIOA**★ State Plan

Workforce Innovation and Opportunity Act (WIOA)

Title I Workforce Development Activities (DLIR)

Title II Adult Education Family Literacy Act (AEFLA)  
(DOE)

Title III Wagner-Peyser Act (DLIR)

Title IV Rehabilitation Act (DHS DVR)



# Adult Education Family Literacy Act AEFLA



2.2 – 2.4 million dollars  
annually

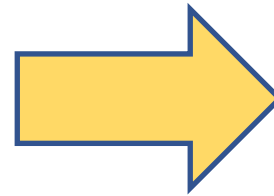
Eligible service provider



McKinley  
Community  
School for Adults



WAIPAHU COMMUNITY  
SCHOOL FOR ADULTS  
WAIPAHU | WAHIAWA | WINDWARD | HILO | KONA



Eligible Agency

AEFLA

Administered  
by the Office of  
Curriculum and  
Instructional  
Design



17.5%



# AEFLA Services

## Eligible service provider

82.5%

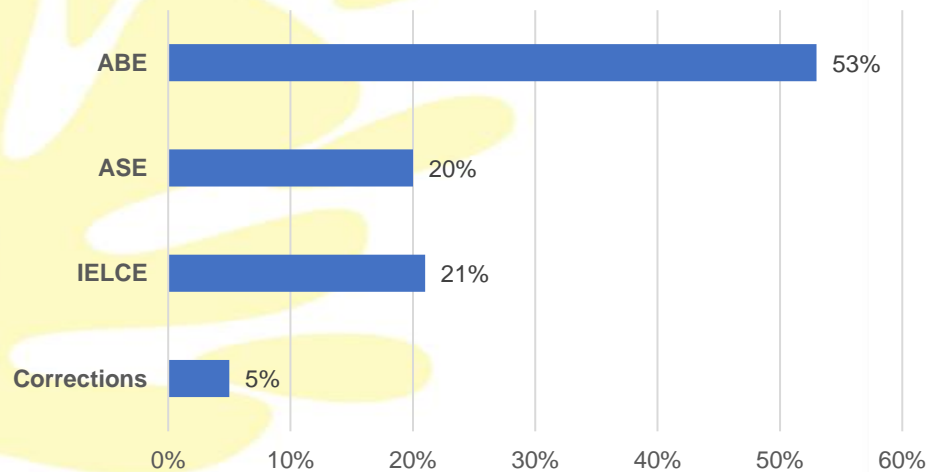


McKinley  
Community  
School for Adults



WAIPAHU COMMUNITY  
SCHOOL FOR ADULTS  
WAIPAHU | WAHIAWA | WINDWARD | HILO | KONA

## AEFLA Funds Usage



## AEFLA Services

- ABE – Adult basic education, basic skills instruction below high school level
- ASE – Adult secondary education, high school level instruction
- IELCE – Integrated English Literacy and Civics Education
- ELA – English language acquisition instruction
- Corrections – AEFLA services to incarcerated participants



# AEFLA Enrollment 2022-2023

## Eligible service provider

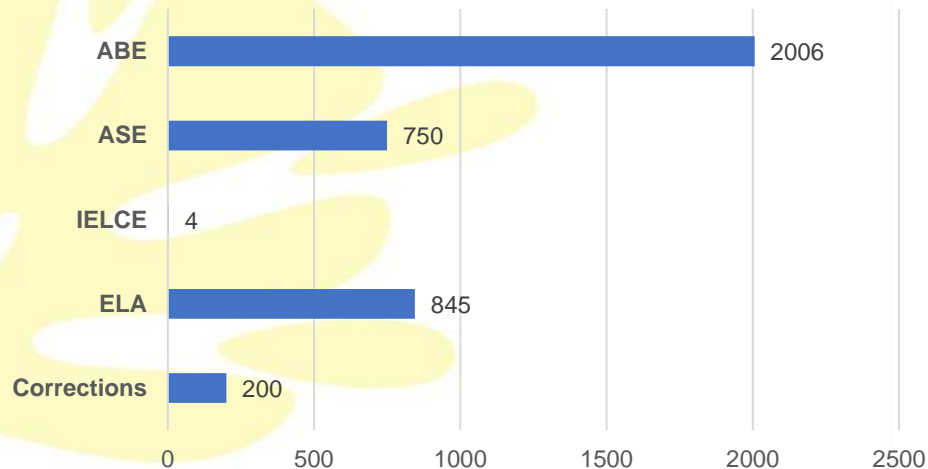


McKinley  
Community  
School for Adults



WAIPAHU COMMUNITY  
SCHOOL FOR ADULTS  
WAIPAHU | WAHIAWA | WINDWARD | HILO | KONA

AEFLA Enrollment 3,805



## AEFLA Services

- ABE – Adult basic education, basic skills instruction below high school level
- ASE – Adult secondary education, high school level instruction
- IELCE – Integrated English Literacy and Civics Education
- ELA – English language acquisition instruction
- Corrections – AEFLA services to institutionalized participants



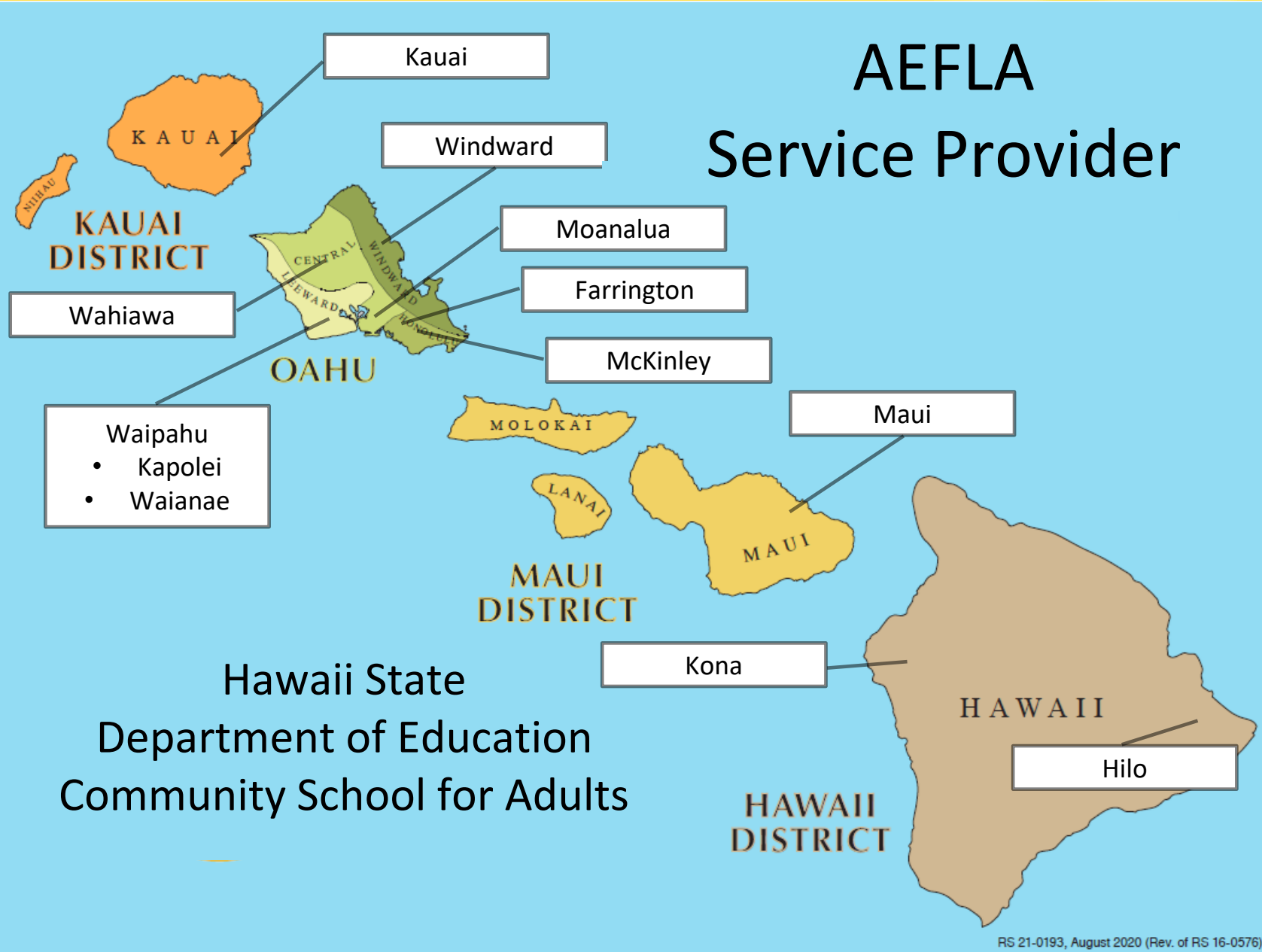


# Hawaii Department of Education McKinley and Waipahu Community Schools for Adults

<b>McKinley Campuses</b>	<b>Island</b>	<b>Waipahu Campuses</b>	<b>Island</b>
McKinley	Oahu	Waipahu	Oahu
Farrington	Oahu	Wahiawa	Oahu
Moanalua (Corrections)	Oahu	Windward	Oahu
Maui	Maui	Hilo	Hawaii - East
Kauai	Kauai	Kona	Hawaii - West



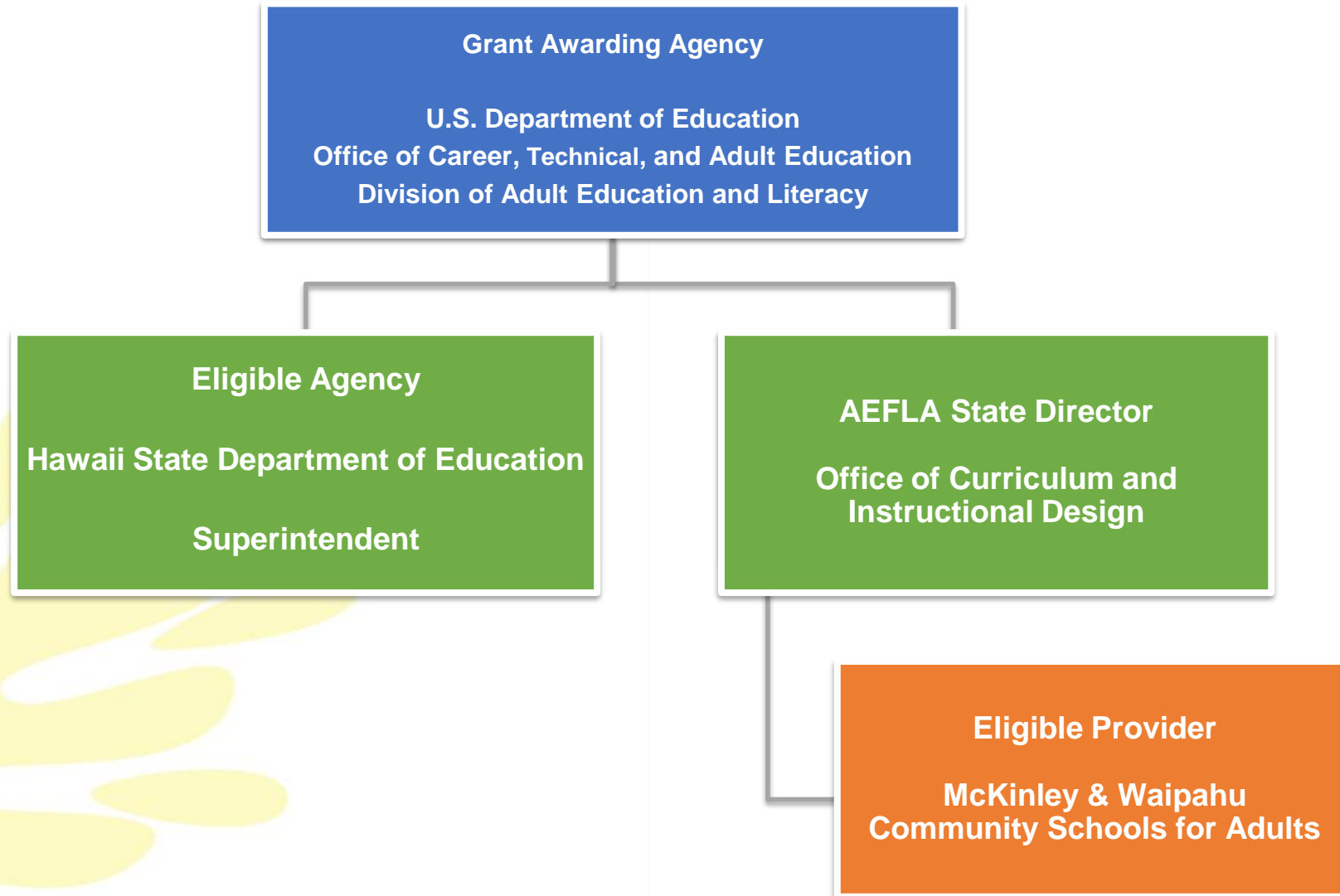
# AEFLA Service Provider



Hawaii State  
Department of Education  
Community School for Adults



# AEFLA Organizational Structure





## AEFLA Purpose

From the U.S. Department of Education AEFLA Fact Sheet

The program's purpose is to provide educational opportunities below the postsecondary level for individuals 16 or older who:

- are not currently enrolled in school;
- lack a high school diploma; or
- lack the basic skills to function effectively in the workplace and their daily lives.



# AEFLA Activities

## 29 USC §3272

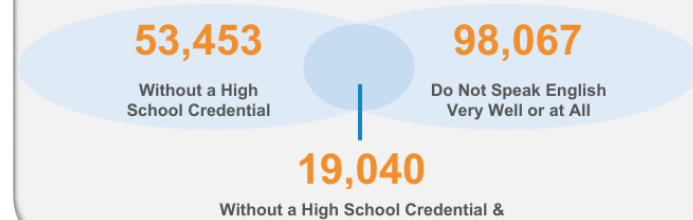
The term "adult education and literacy activities" means programs, activities, and services that include:

- Adult education
- Literacy
- Workplace adult education and literacy activities
- Family literacy activities
- English language acquisition activities
- Integrated English literacy and civics education
- Workforce preparation activities
- Integrated education and training



# Hawaii Adult Population & AEFLA Facts

## OUR ADULT EDUCATION POPULATION



## CHALLENGES

**2,671**

Adults 18 to 64 Without High School Diploma and Unemployed

**20,623**

Adults 18 to 64 Without High School Diploma and Not in Labor Force

**15,204**

Adults 18 to 64 Without High School Diploma and on Public Assistance

**756**

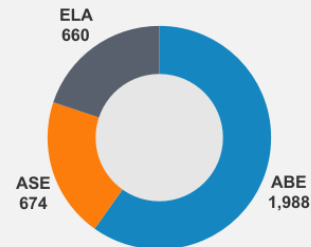
Youth 16 to 24 Without High School Diploma, Not Enrolled in School, and Unemployed

**6%**

Percentage of Children Living in Household Headed by Adult Without High School Diploma

## OUR ENROLLMENT

**Total: 3,322**



Adult student populations, as defined by the National Reporting System (NRS):

**Adult Basic Education (ABE):**  
Grade Levels 0 to 8.9

**Adult Secondary Education (ASE):**  
Grade Levels 9 to 12

**English Language Acquisition (ELA):**  
For those adults whose native language is not English

Number of enrolled students served in correctional educational programs: **207**

## OUR PERFORMANCE



High School Credentials awarded to those enrolled in our program:

**345**

Individuals enrolled in Integrated Education and Training programs:

**121**

Individuals improving one or more skill levels:

**979**

\*\*\*\* indicates data not available at time of printing.

## OUR FUNDING

**\$2,390,300**

FEDERAL

**\$2,982,479**

NON-FEDERAL



# Hawaii AEFLA Activities

## Corrective Action Plan Deliverables

Monitored in September 2022 and 2023 by the U.S.  
Department of Education

---

- The corrective action plan from the 2022 monitoring to be completed July 2024
- A second corrective action plan from the September 2023 monitoring is pending
- Implementation of a competition for AEFLA funds in 2024 to meet WIOA state plan requirements

## Program Evaluation

To establish professional development and technical  
assistance supports for the eligible service provider

---

- Evaluate implementation of:
  - content standards required by AEFLA
  - Integrated Education Training program
  - digital literacy skills

## Outreach

TV and digital outreach promotion and market research

---

- Provide outreach promotion of AEFLA services with a goal to increase enrollment
- Market research services:
  - identify eligible populations
  - collect data for program improvement



Vision for Success  
Transforming Schools & Results

Teaching & Learning  
Curriculum, Instruction & Testing

Beyond the Classroom  
Student Programs & Services

Parents & Students  
Resources & Tools

Connect with Us  
About the Department

Home > Teaching And Learning > Adult Education Family Literacy Act

## Adult Education Family Literacy Act (AEFLA)

The Hawaii State Department of Education's Office of Curriculum and Instructional Design is the AEFLA grant recipient for the State of Hawaii.

SHARE THIS:

### Overview

The Adult Education Family Literacy Act (AEFLA) is the most significant federal investment in adult education and literacy. The AEFLA program is authorized as Title II of the [Workforce Innovation and Opportunity Act \(WIOA\)](#). It is administered by the Office of Career, Technical, and Adult Education (OCTAE) at the U. S. Department of Education.

The Hawaii State Department of Education (Department) [Office of Curriculum and Instructional Design](#) is the AEFLA grant recipient for the State of Hawaii.

Hawaii receives approximately 2.3 million dollars annually to provide adult education services. [The amount each state receives](#) is based on a formula established by Congress.

The local eligible provider of adult education services is [McKinley](#) and [Waipahu](#) Community School for Adults.

Overview and translations below:

- [English](#)
- [Cebuano](#)
- [Chinese \(Simplified\)](#)
- [Chinese \(Traditional\)](#)
- [Chuukese](#)
- [Hawaiian](#)
- [Ilocano](#)
- [Japanese](#)
- [Korean](#)
- [Marshallese](#)
- [Samoa](#)
- [Spanish \(LA\)](#)
- [Tagalog \(Filipino\)](#)
- [Thai](#)
- [Tongan](#)
- [Vietnamese](#)

### Purpose of AEFLA

Under AEFLA, the program of Basic Grants to States is the primary source of federal support for basic skills programs. The program's purpose is to provide educational opportunities below the postsecondary level for individuals 16 or older who:

- are not currently enrolled in school;
- lack a high school diploma; or

### Ho'oha'aheo



The Department's primary publication featuring successes across our public schools.

[View all Ho'oha'aheo Newsletters](#)





# Mahalo



**WORKFORCE**DEVELOPMENT  
COUNCIL

# DEPARTMENT OF BUSINESS ECONOMIC DEVELOPMENT AND TOURISM



# LABOUR ECONOMICS

Work Leads to Jobs:

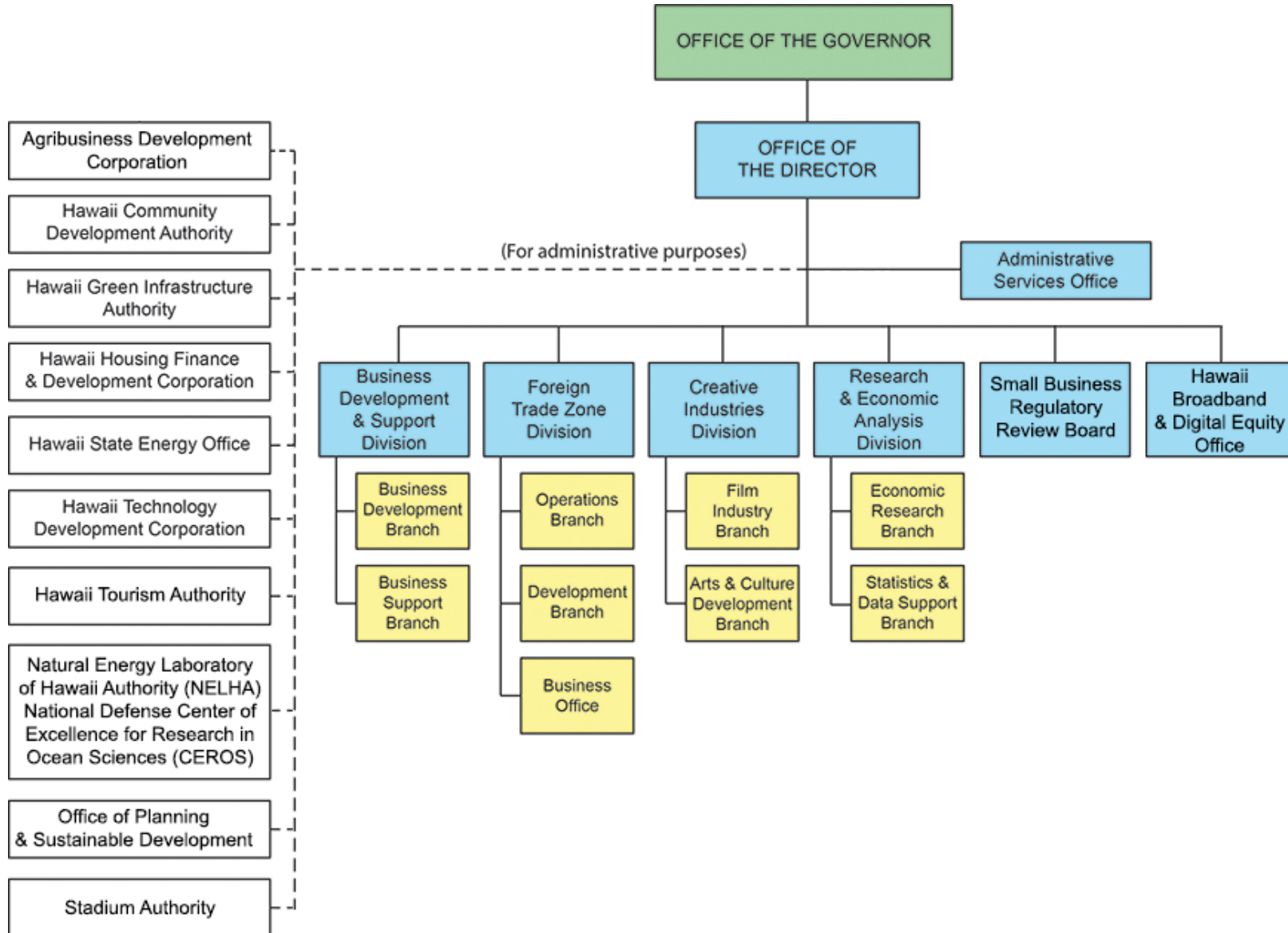
*Derived From Consumers' Demand or Anticipated Demand for Goods and/or Services that are provided by Businesses*



## DBEDT's Enabling Statute: 201-2 HRS

To make broad policy determinations with respect to economic development in the State and to stimulate through research and demonstration projects those industrial and economic development efforts that offer the most immediate promise of expanding the economy of the State.

Shall have jurisdiction over state planning under chapter 225M and the Hawaii State Planning Act under chapter 226. Due to the inherently interdependent functions of development, planning, and land use, these functions shall not be transferred by executive order, directive, or memorandum, to any other department, nor shall these functions be subject to review or approval by any other department.



# DBEDT Program Impact on Hawaii's Workforce

## Revenue – Diversification and New Business Opportunities

- BDSD – Loan Program, Business Support Programs, Trade Missions, Sister State Agreements that enhance trade
- HTDC – Accelerator, Incubation, Technology, and Accelerator Programs
- NELHA – Ocean/Blue Economy
- ADC – Value Added Food Innovation
- FTZ – Strengthening Hawaii's Supply Chain
- CID – Strengthening Hawaii's creative sectors (Studios and Tax Credits)
- HSEO - Clean Renewable Energy Solutions
- HTA – Marketing Tourism in Hawaii
- Stadium Authority – Entertainment Venue in Hawaii

## Expenses – Reducing the costs for Hawaii's Workforce

- HHFDC - Affordable Workforce Housing
- HCDA – Community Development Projects
- HGIA – Reducing cost of consumer level clean energy solutions.
- HBDEO – Reducing the costs of broadband access
- SBRRB – Ensuring government policies do not adversely impact Hawaii small business.

# Increasing Business Activities

Loan Programs

Targeted Tax Credits

Provide facilities for business and collaboration and synergy

Provides access to land and business facilities

Policy that supports business growth and diversification

Strengthen and reduce the costs in Hawaii's supply chain

*We helps Hawaii businesses by assuming risks and exposure that businesses cannot take on.*

# DBEDT Research and Planning Roles

## Research

- READ – Research Economic Analysis Division
  - Hawaii Data Book
  - Economic Forecasts
  - Hawaii Census Data
  - Unemployment Insurance Filing
  - Daily Passenger Counts
  - Visitor Industry Statistics

## Planning

- Office of State Planning
  - Coastal Zone Management Program
  - Environmental Review Program
  - GIS Program
  - Land Use Commission
  - Statewide Sustainability Program
  - Special Plans Branch
  - TOD



Relevant for all EDA  
Grants:

Comprehensive  
Economic Development  
Strategies (CEDS)



# Workforce Housing and Other Cost of Living Related Programs

---

- HHFDC – Workforce Housing Pilot Project
- SLH 2023, Act 92, 2

[Public-Hearing-Notice-15-309-HAR-11.21.23-word-DW-fixed-CN-10.26.23.pdf \(hawaii.gov\)](#)





# LABOUR ECONOMICS

## Work Leads to Jobs:

*Derived From Consumers' Demand or Anticipated Demand for Goods and/or Services that are provided by Businesses*



**WORKFORCE**DEVELOPMENT  
COUNCIL

# DEPARTMENT OF HUMAN SERVICES

Division of Vocational Rehabilitation (DVR)

# **DIVISION OF VOCATIONAL REHABILITATION**



**Rus Pascual-Kestner,  
Acting VR Assistant Administrator**

**Office: 808-586-9740**

**Email: [rpascual-kestner@dhs.hawaii.gov](mailto:rpascual-kestner@dhs.hawaii.gov)**

November 4, 2023

**Mission:**

VR exists to serve its participants. We work as a team so participants can achieve their hopes and aspirations for meaningful employment through timely and individualized vocational rehabilitation services.

**Vision:**

Move forward to Work.

**Values:**

**R.I.S.E.**

Respect for the individual

Integrity

Service with Compassion

Empowerment

# Workforce Innovation & Opportunity Act of 2014 (WIOA)

Title IV Amends the Rehabilitation Act of 1973, and authorizes vocational rehabilitation services for individuals with disabilities.

Title III Wagner-Peyser Act

Title II Adult Education & Literacy Act

Title I Workforce Development Activities

# Reporting Structure

## STATE



Department of Human Services  
(DHS)



Division of Vocational Rehabilitation  
(DVR)



## FEDERAL

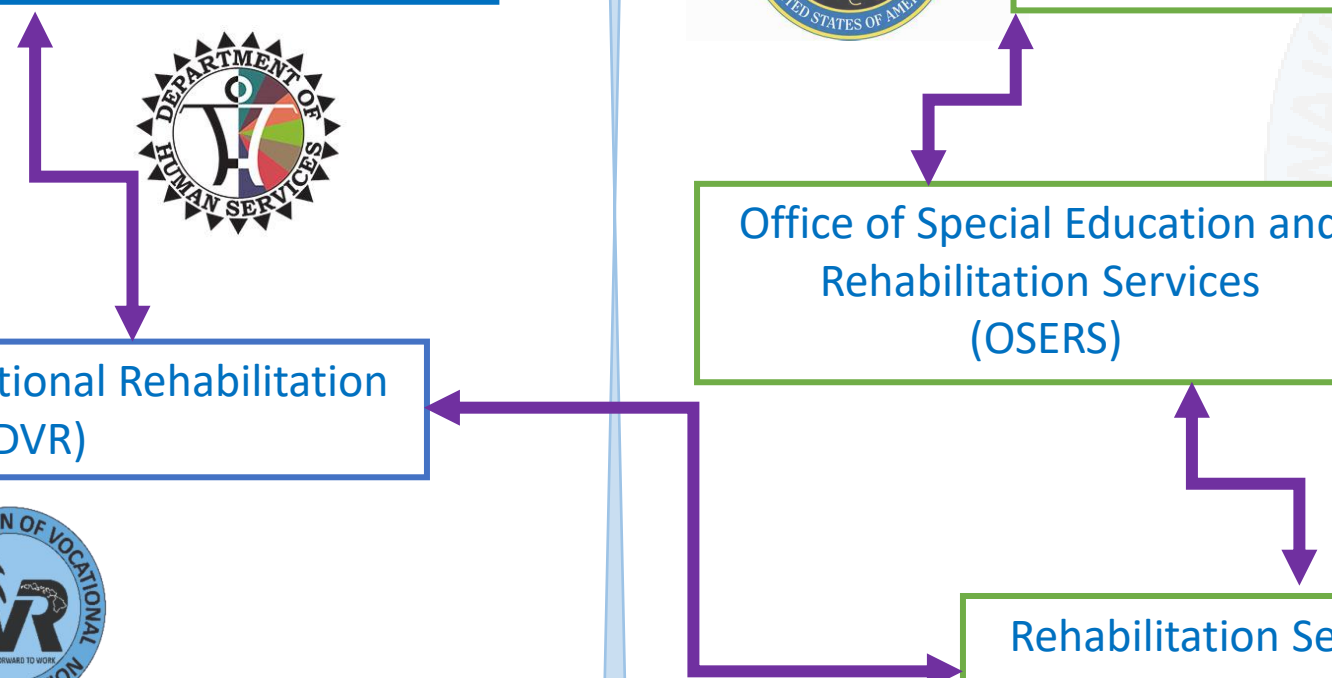
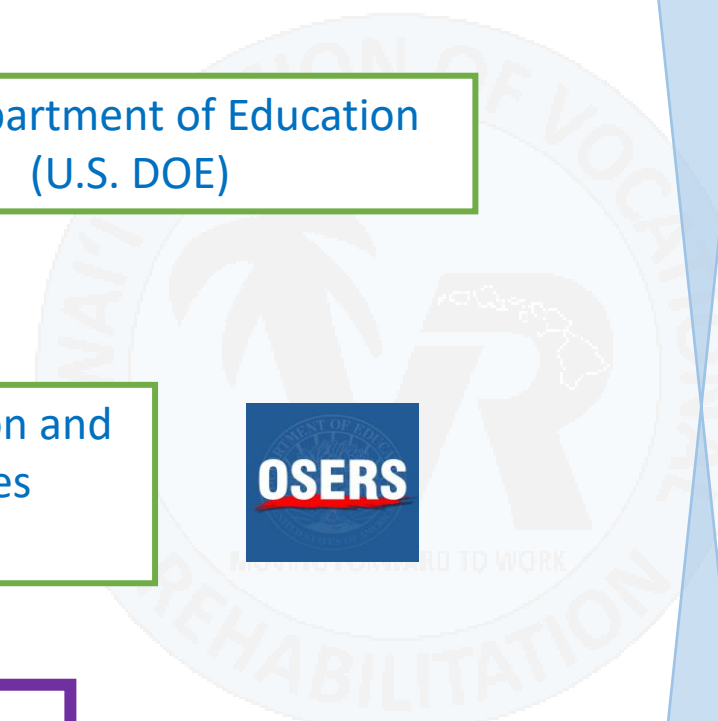


U.S. Department of Education  
(U.S. DOE)

Office of Special Education and  
Rehabilitation Services  
(OSERS)



Rehabilitation Services Administration  
(RSA)



# VR GRANTS

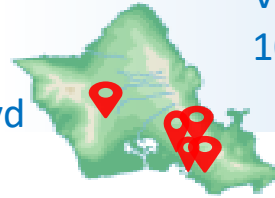
<b>HMS 802 VOC REHAB</b>	<b>FEDERAL</b>	<b>STATE</b>
<b>Vocational Rehabilitation Services</b>	<b>\$13.2M</b>	<b>\$3.5M</b>
<b>Older Individuals Who Are Blind</b>	<b>\$225K</b>	<b>\$25K</b>
<b>Supported Employment (SE) Adults &amp; Youth</b>	<b>\$150K</b> <b>\$150K</b>	<b>----</b> <b>\$16K</b>
<b>Independent Living Part B</b>	<b>\$348K</b>	<b>\$37K</b>
<b>HMS 238 DISABILITY DETERMINATION</b>		
<b>Disability Determination-SSA</b>	<b>\$7-8M</b>	<b>----</b>



# VR OFFICES



Lihue  
3060 Eiwa St



Kapolei  
601 Kamokila Blvd

Oahu  
600 Kapiolani Blvd

SBB - Ho'opono  
1901 Bachelot St

DDB  
1580 Makaloa St

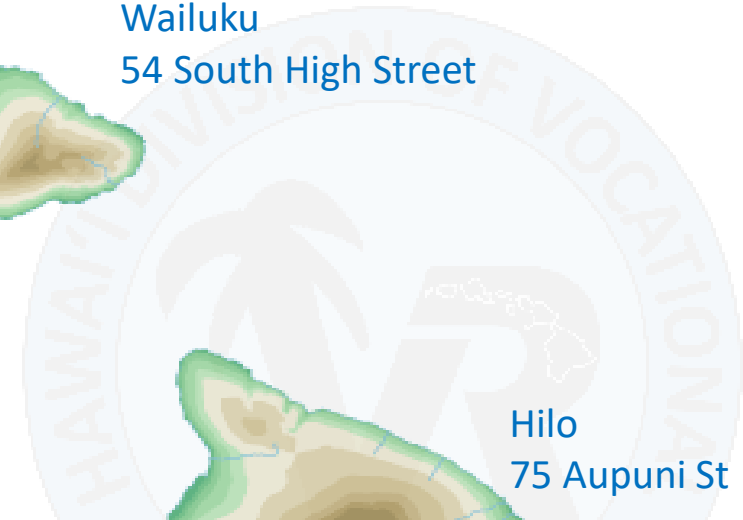
VR Admin  
1010 Richards St



Kaunakakai  
55 Makaena St

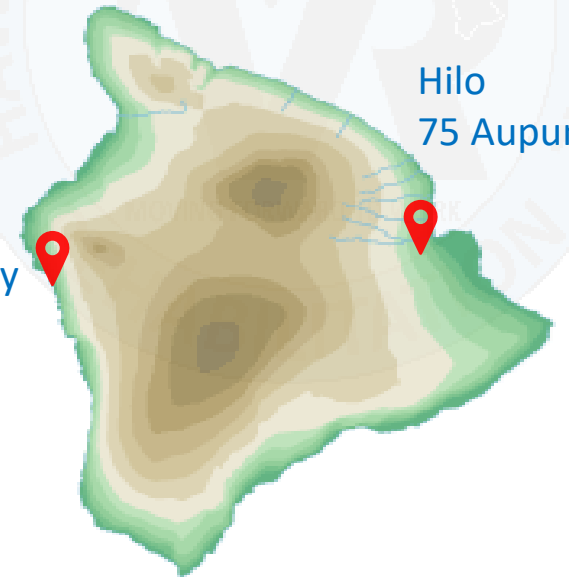


Wailuku  
54 South High Street

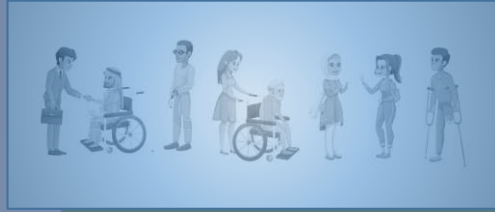


Hilo  
75 Aupuni St

Kona  
75-5722 Kuakini Hwy

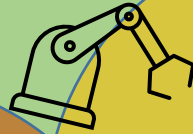


# VR SERVICES



Post-Secondary Training

Rehabilitation/Assistive Technology



Counseling & Guidance



Transportation



Job Placement & Follow-up



43 Blind Vending Stands



Personal Adjustment Training New Vision Program



OIB



## Student with Disabilities



### Pre-Employment Services

1. Job Exploration Counseling
2. Work-based Learning Experiences
3. Postsecondary Educational Counseling
4. Instruction in Self-Advocacy
5. Workplace Readiness Training



# Partnerships

## State/Local Agencies

Department of Health (DOH)

- Developmental Disability Division (DDD)
- Child & Adolescent Mental Health Division (CAMHD)
- Adult Mental Health Division
- Department of Education (DOE)
  - Office of Special Supports
- Department of Labor and Industrial Relations (DILR)
  - Workforce Development Division (WDD)
  - American Job Center (AJC) partner Veteran's Services

American Job  
Center (AJC)

Consumer  
organizations of  
persons with  
disabilities

## Boards/Councils/Stakeholders

- Advocacy Groups
  - National Federation of the Blind of Hawaii (NFB)
  - Hawaii Association of the Blind (HAB)
- Deaf and Hard of Hearing Advisory Board (DHHAB)
- Developmental Disability Council (DDC)
- State Education Advisory Council (SEAC)
- State Rehabilitation Council (SRC)
- Statewide Independent Living Council (SILC)
- Workforce Development Council (WDC)
- Hawaii State Committee of Blind Vendors (HSCBV)

Businesses  
in our  
Community

## The University of Hawaii (UH)

- Center on Disability Studies (CDS)
- Pacific Disability Center
- Hawaii P20-Data Exchange Partnership

## Centers on Independent Living

- Access to Independence
- Aloha Independent Living Hawaii

## Community Rehabilitation Programs/Providers (CRP)

# Success Story!



The seal of the State of Hawaii is faintly visible in the background on the left side of the image. It features a central figure holding a torch and a shield, surrounded by the text "STATE OF HAWAII" and "1959".

**Thank you!**

**Rus Pascual-Kestner,  
Acting VR Assistant Administrator**

**Office: 808-586-9740**

**Email: [rpascual-kestner@dhs.hawaii.gov](mailto:rpascual-kestner@dhs.hawaii.gov)**





**WORKFORCE**DEVELOPMENT  
COUNCIL

# DEPARTMENT OF TRANSPORTATION

# Workforce Development Partners Presentation

Part II

Department of Transportation

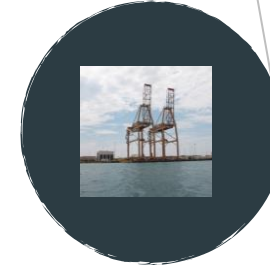
# Priorities



Safety



Housing



Cost of Living & Economy



Preservation/  
Resilience/ Adaptation



Education

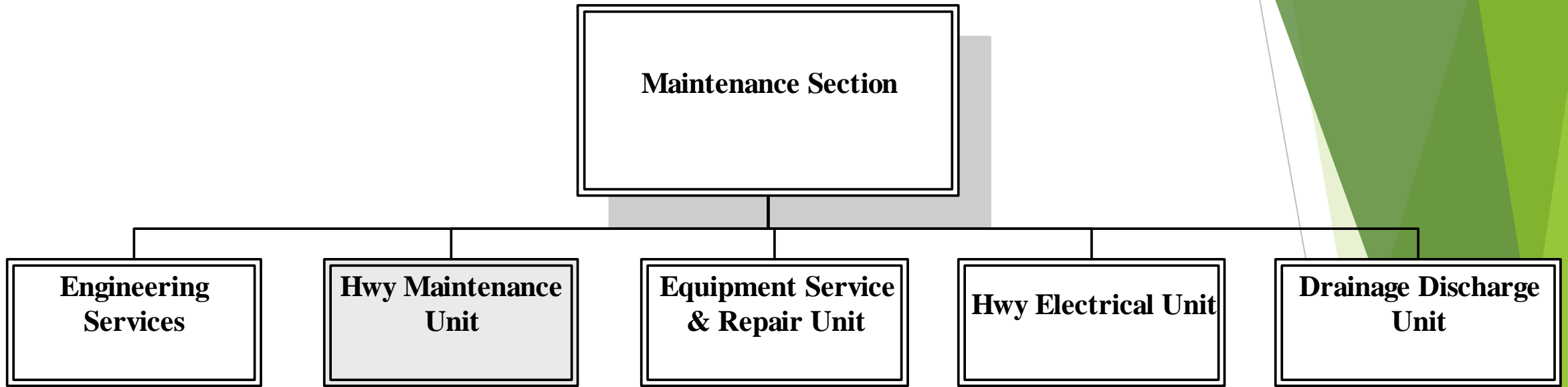


Energy &  
Food Security



# MULTI-SKILLED WORKER

Highways Oahu District- Maintenance Section

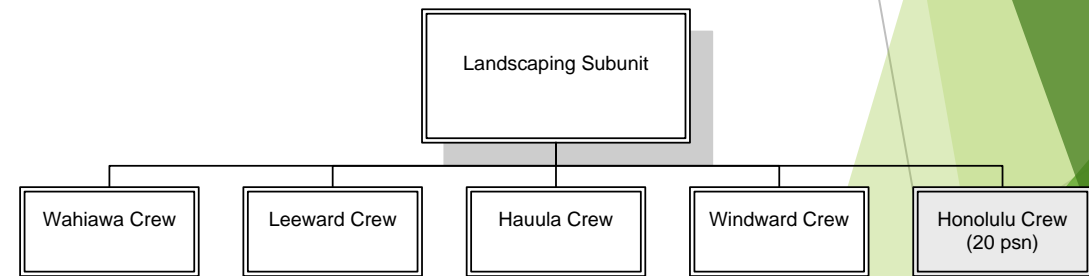


## Background (Highways)

- ▶ The function of the Maintenance Section is to provide for the maintenance, repairs and alterations of existing roadways, structures, traffic control devices, landscaping and other pertinent highway facilities.

# MSW program concept

- ▶ The Multi-Skilled Worker (MSW) concept: change existing inflexible, specialized crew structure of the district and create a more flexible, versatile structure capable of providing a wider range of immediate response, for longer periods of time.



# MSW Training

1

Training: provide classroom and OJT in the various trade disciplines such as sign repair, asphalt pavement repair, masonry, carpentry, truck driving, heavy equipment operation and other related skill areas.

2

OJT: Trade Crews to provide. Landscape Crews Rotate amongst Trade Crews over a three month period.

3

The goal of training: provide yearly initial training for existing and new workers; eventually serve as an ongoing refresher training mechanism for the MSW crew(s) every other year.

# Leadership Training





# Engineer I through III Progression

Level	Degree of Supervision	Complexity of Tasks	Size of tasks	Development Focus
Engineer I (SR-18)	High level of supervision, directed daily tasks. Instructions, guidance and review are specific in nature.	Basic	Simple sub-tasks or new concepts within Branch/section	Learning
Engineer II (SR-20)	High level of supervision, more independent with daily tasks	Basic	Focused tasks within Branch/Section function	Learning
Engineer III (SR-22)	Medium level of supervision, expected independence on basic tasks	Basic	Lead on small sub-tasks of projects	Learning

# Engineers I, II and III Technical Skills

## What You Bring

- Engineering degree
- Limited knowledge of Federal and State regulations
- Knowledge of basic transportation concepts

## What You Build Towards

- Practical/improved engineering and transportation concepts
- Learning about HWY processes
- Learning/reinforcing understanding of Federal and State regulations
- How to keep project records

## What is Your Next Step

- PE License
- Managing projects and programs
- Thorough understanding of:
  - Project delivery and project development
  - HWY policy and objectives
  - Planning documents
  - Federal and State regulations and policies



# Engineers I, II and III Soft Skills

## What You Bring

- None to limited knowledge of HWY organizational structure/protocols
- None to limited knowledge of public and stakeholders, involvement and coordination requirements

## What You Build Towards

- Understanding of:
  - HWY structure and protocols
  - Function of branches and other agencies
- Building relationships within HWY

## What is Your Next Step

- Role of stakeholders in HWY processes
- Work outside section and branch, expanded interactions with stakeholders

# Engineer IV Progression

Level	Degree of Supervision	Complexity of Tasks	Size of tasks	Development Focus
Engineer IV (SR-24)	Mostly independent. General instructions, guidance and review. Work objectives are discussed. Unusually difficult problems brought to the supervisor.	Moderate	Whole projects	Refinement of technical skills

# Engineer IV Technical Skills

## What You Bring\*

- PE License
- Knowledge of and ability to locate, evaluate, select, and apply standard guides, methods, and techniques
- Coordinates with other branches to complete elements of project delivery
- Complete project development for projects
- Manages projects and programs

## What You Build Towards

- Complete understanding of HWY programs-- process, inputs, outputs, and influence on project delivery
- Understanding of how to develop and deliver projects

## What is Your Next Step

- Understanding of:
  - Policies and their impacts on assignments and HWY processes overall
  - Budgeting process
  - Financing

\*or ability and/or comparable level of knowledge and experience from outside the HDOT

# Engineer IV Soft Skills

## What You Bring

- Knowledge of HWY structure/processes
- Understanding of public's role with HWY projects
- Ability to communicate project concepts outside branch
- Participates in project meetings

## What You Build Towards

- Improved supervisory skills
- Ability to represent HWY at meetings with attendees from outside HWY
- Ability to work with others outside HWY
- Refinement of communicating project and program concepts and section objectives and functions

## What is Your Next Step

- Ability to manage and delegate tasks
- Head of Unit
- Increased supervisory responsibility
- Building relationships outside of HWY
- Working more with senior staff
- Ability to ensure a unit carries out its functions and objectives



# Education

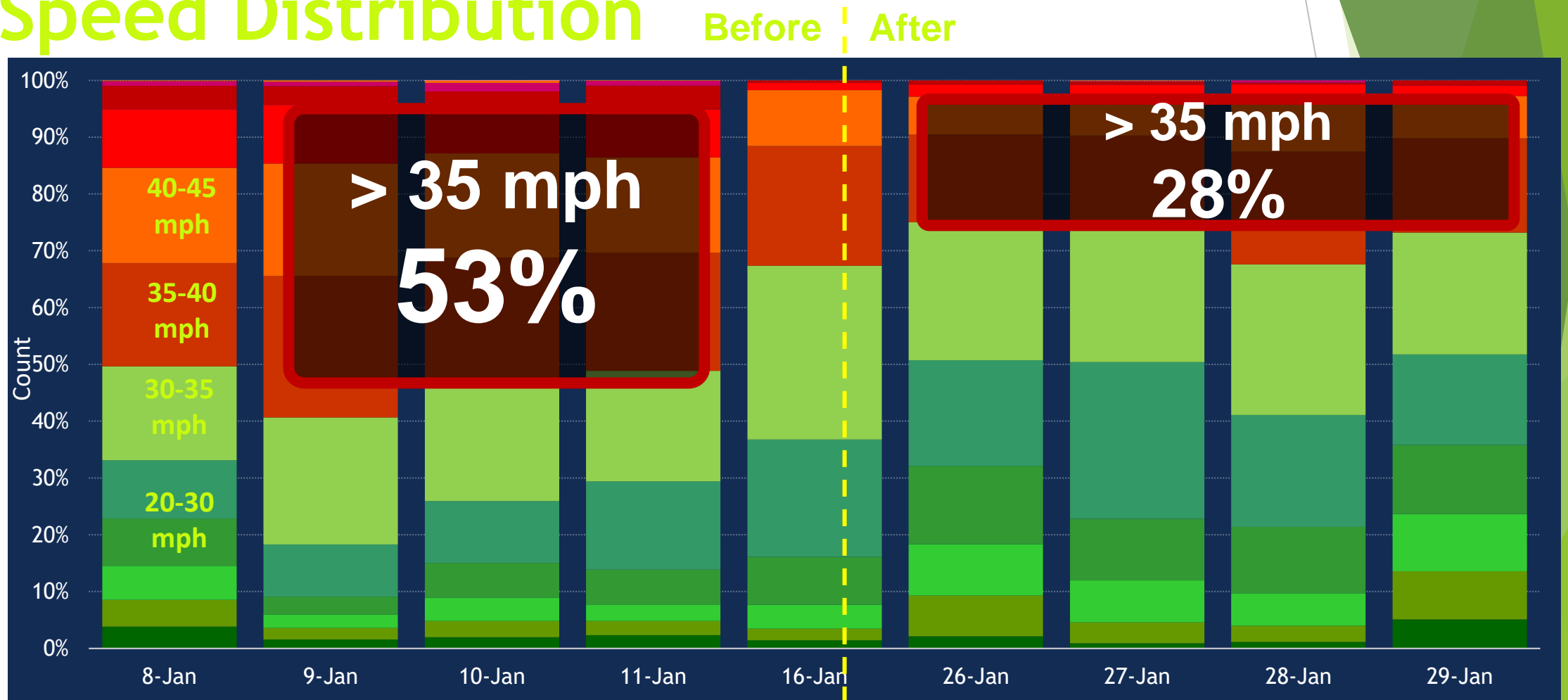
Working with students to create connections to communities and for future recruiting.

## Education, continued

- ▶ Collaborating with the University of Hawaii and Hawaii Pacific University on pilot projects:
  - ▶ Nimitz V2E
  - ▶ Fort Weaver Plastic Road Pilot
- ▶ Working with high schools on safety projects in their communities.



# Raised Crosswalks: Change in Speed Distribution



# Equitable Access: Partnerships



[https://www.youtube.com/watch?v=yxodx\\_xCMGE](https://www.youtube.com/watch?v=yxodx_xCMGE)







# Equitable Access: Construction Career Days





Equitable Access: Historically Underutilized Businesses



**WORKFORCE**DEVELOPMENT  
COUNCIL

**ALOHA UNITED WAY**

# Aloha United Way

[www.auw.org](http://www.auw.org)

## Key Programs

### ALICE Initiative

Financial stability

Affordable and Accessible housing for residents

ALICE wage work opportunities

Policy and program supports to help working families stay in Hawaii

### Safety Net Services

Supporting programs to meet emergency needs

### AUW 211

211 Information & Referral Helpline

Substance Use Disorder Helpline  
Hawaii CARES

2·1·1



# Aloha United Way

[www.auw.org](http://www.auw.org)

## ALICE Initiative

- Three year Partnership with The Hawai'i Community Foundation
- 17 grantees working together to improve financial and holistic outcomes for ALICE families
- ALICE is Asset Limited, Income Constrained, Employed.
  - It means a household's income cannot cover all basic expenses, leaving a family financially vulnerable.
- ALICE includes 44% of Hawaii's residents
- Initiative focuses on increasing financial stability, housing for residents, increasing opportunities for ALICE wage work and reducing costs, via policy and programs.
- Strategies include: policy advocacy, system change framework, shared metrics and holistic data, collaboration and partnerships across sectors, and building awareness of ALICE.

2·1·1



# Aloha United Way

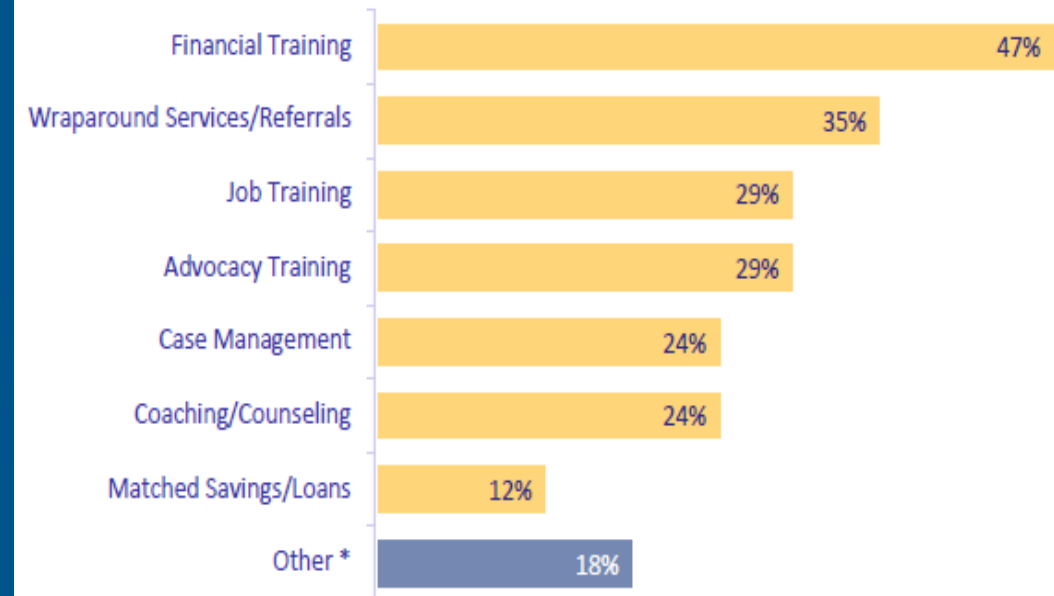
[www.auw.org](http://www.auw.org)

17 ALICE Initiative agencies

15,741 individuals served in Year 1 (2022-2023)

- Catholic Charities Hawai'i
- Council for Native Hawaiian Advancement
- Family Promise of Hawaii
- Feed The Hunger Fund
- Goodwill Industries of Hawaii, Inc.
- Hawai'i Appleseed Center for Law and Economic Justice
- Hawaii Children's Action Network
- Hawaii HomeOwnership Center
- Hawaiian Community Assets
- IHS, The Institute for Human Services
- Institute for Native Pacific Education and Culture
- Kokua Kalihi Valley Comprehensive Family Services
- Legal Aid Society of Hawaii
- Parents and Children Together
- Partners in Development Foundation
- Waikiki Community Center

*Types of direct services and activities offered*



Aloha Harvest  
Aloha Medical Mission  
American National Red Cross  
Catholic Charities Hawai'i  
Domestic Violence Action Center  
Family Promise of Hawaii  
Gregory House Programs  
Hale Kipa  
Hawaii Foodbank  
Helping Hands Hawaii  
IHS, The Institute for Human Services  
Kokua Kalihi Valley Comp. Family Services  
Lanakila Pacific  
Mental Health Kokua  
Project Vision Hawaii  
Residential Youth Services & Empowerment (RYSE)  
St. Francis Healthcare Foundation of Hawaii  
Susannah Wesley Community Center  
The Mediation Center of the Pacific  
The Salvation Army Hawaiian & Pacific Islands Division  
United States Veterans Initiative - Hawaii (U.S. Vets)  
Waianae District Comprehensive Health  
Waikiki Community Center  
Waikiki Health  
Waimanalo Health Center  
Women in Need (WIN)  
YMCA of Honolulu  
YWCA O'ahu

# Aloha United Way Safety Net Partners

**Food insecurity, Rent & Utilities, Shelter and Disaster response**

- ❖ 2 year unrestricted Safety Net Grants
- ❖ Federal contract administration for EFSP and HUD PSH
- ❖ AUW administers to align data and outcomes to meet federal grant requirements and increase services and cross-sector partnerships in Hawaii.
- ❖ Non-profit capacity building and single audit and reporting supports



# AUW 211: Information & Referral Service

- ❖ AUW 211 Hours: 7 days a week 7:00am – 10:00pm
- ❖ Statewide: Resources for 211 and SUD programs available for every County
- ❖ Geo-Located: Callers who are physically within the state of Hawaii
- ❖ Local, Trauma Informed, Culturally Competent: Staffed by Hawaii residents for Hawaii Residents
- ❖ Anonymous: Zip Code, Age, Gender (identity)
- ❖ “One Stop Shop:” Calls average 3 resources per call
- ❖ Digital Equity: Access to programs & services for all
- ❖ Special Programs: Community Partnership and SNAP Pre-Screening

Find assistance with food, housing, utilities, SNAP pre-screening, substance abuse, mental health, transportation, domestic violence, legal and financial aid, as well as support and care programs for kēiki and kūpuna.



Access more than 4,000 programs and 1,300+ agencies. Caring experts are waiting to assist you.



Dial 2-1-1



Interpretation services available in more than 180 languages



AUW211.org available 24 hours/day to search database.



Text 877-275-6569 and include zip code for more targeted service.



Email us at [info211@auw.org](mailto:info211@auw.org)



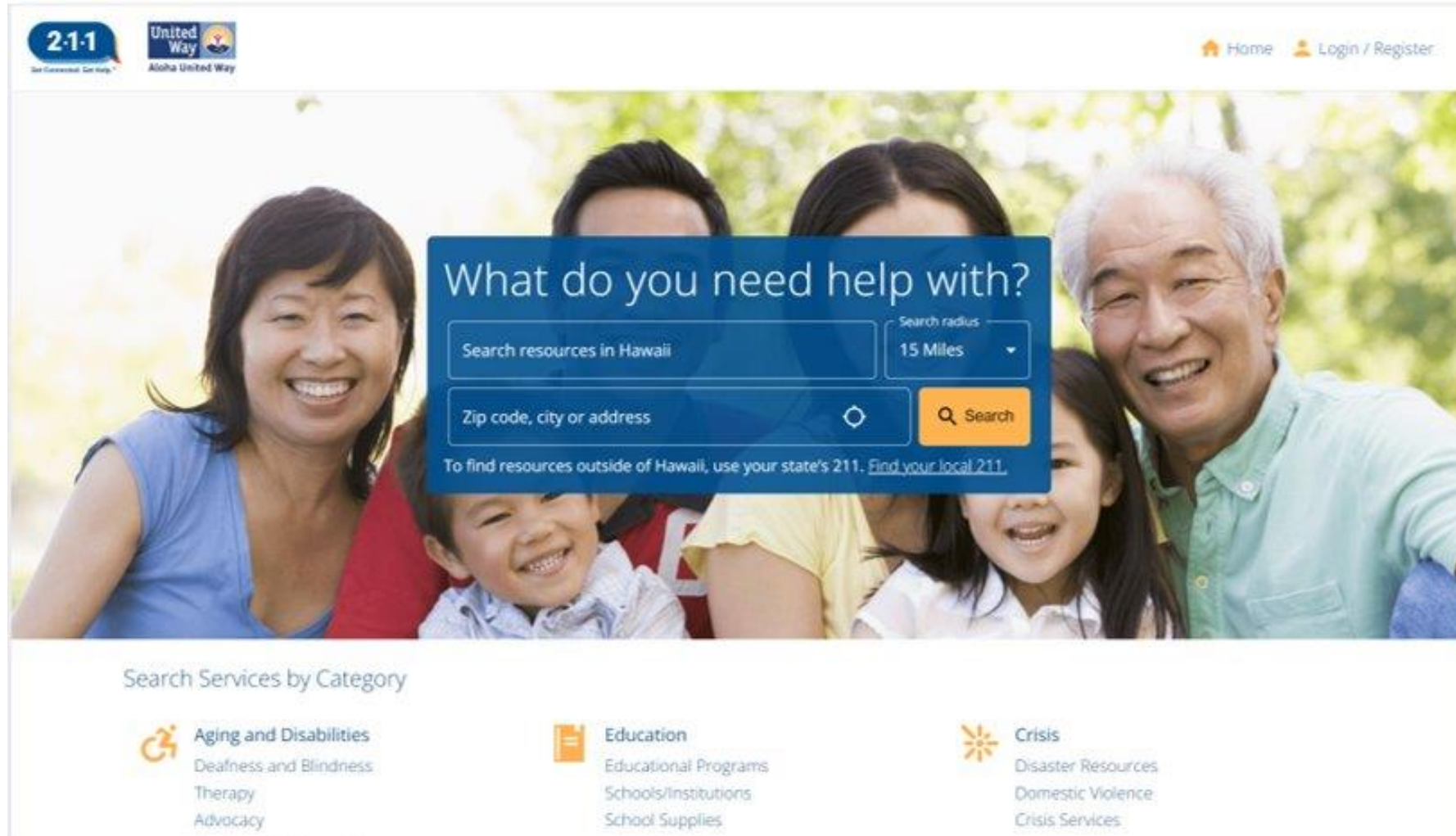
# Substance Use Disorder Helpline (SUD): Hawaii CARES



- ❖ Member of the Hawaii CARES Continuum, in partnership with Alcohol and Drug Abuse Division (ADAD) of the Department of Health
- ❖ Hours: Monday-Friday; 7am-10pm (Weekends and Holidays; 7:00am-5:00pm)
- ❖ No wrong door: The HAWAII CARES Crisis line -warm transfer  
Clients and providers can call 211 directly and choose option 7
- ❖ AUW 211 S.U.D. CARE Coordinators conduct a screening with the client and refer to a Substance Use Disorder program/service using the state provider database
- ❖ CARE Coordinators work collaboratively with I&R Community Resource Specialists to support clients with co-occurring health/human service needs



# AUW211 Search Engine: search.AUW211.org



The screenshot shows the AUW211 Search Engine website. At the top left, there are logos for "2-1-1" and "United Way Aloha United Way". At the top right, there are links for "Home" and "Login / Register". The main content area features a large image of a diverse group of people smiling. Overlaid on this image is a search form with the heading "What do you need help with?". The form includes a text input field containing "Search resources in Hawaii", a "Search radius" dropdown menu set to "15 Miles", and another text input field for "Zip code, city or address". A "Search" button is located to the right of the second input field. Below the search form, there is a note: "To find resources outside of Hawaii, use your state's 211. [Find your local 211.](#)". Below the search form, the section is titled "Search Services by Category" and lists three categories: "Aging and Disabilities" (with sub-items: Deafness and Blindness, Therapy, Advocacy), "Education" (with sub-items: Educational Programs, Schools/Institutions, School Supplies), and "Crisis" (with sub-items: Disaster Resources, Domestic Violence, Crisis Services).

2-1-1  
United Way  
Aloha United Way

Home Login / Register




## What do you need help with?

Search resources in Hawaii Search radius 15 Miles

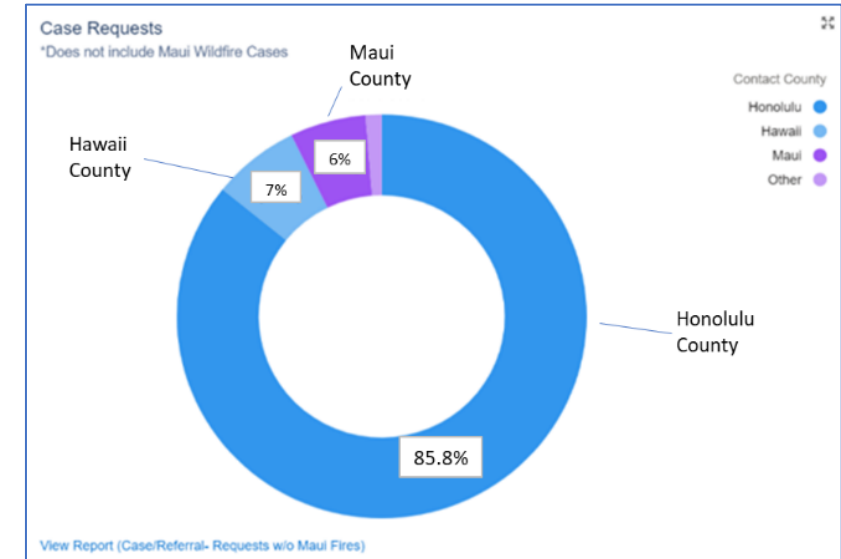
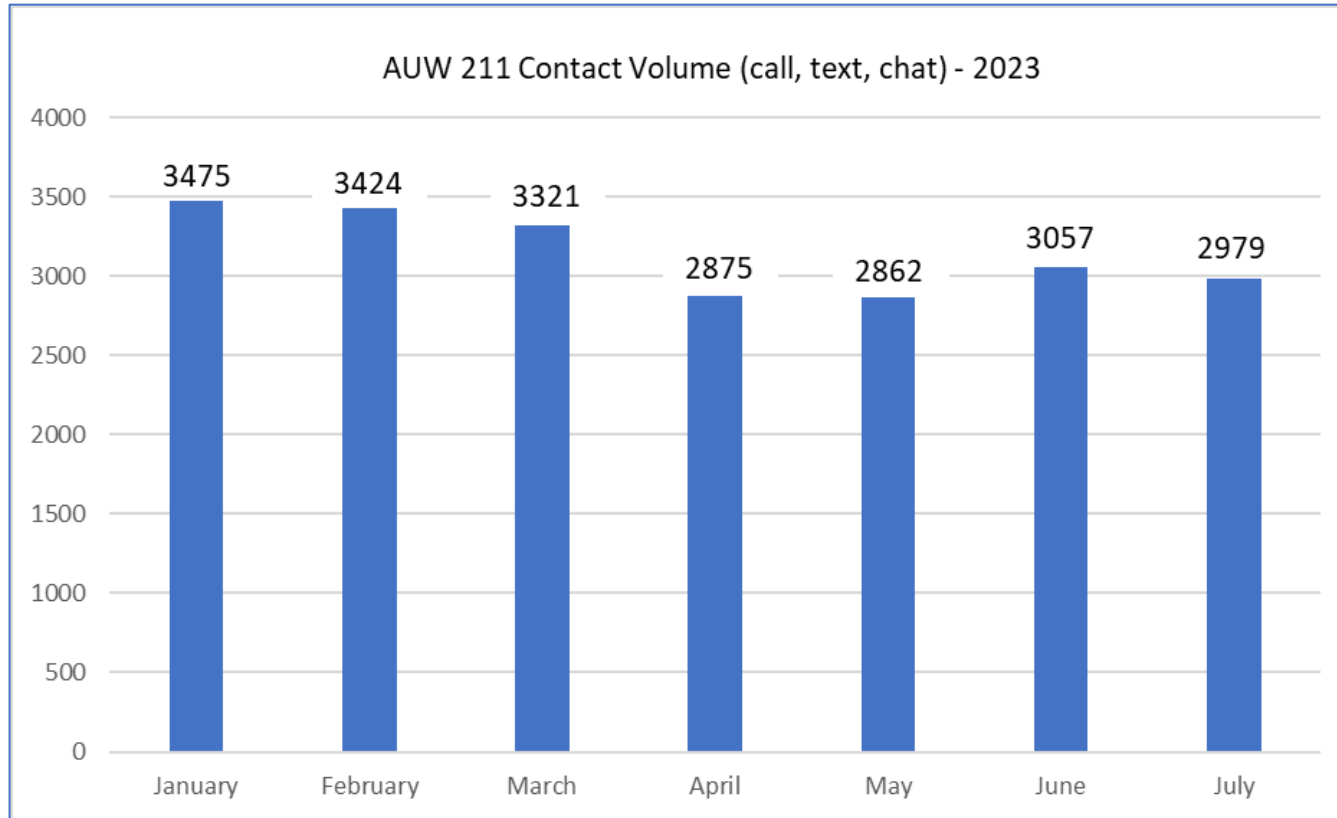
Zip code, city or address Search

To find resources outside of Hawaii, use your state's 211. [Find your local 211.](#)

### Search Services by Category

-  **Aging and Disabilities**
  - Deafness and Blindness
  - Therapy
  - Advocacy
-  **Education**
  - Educational Programs
  - Schools/Institutions
  - School Supplies
-  **Crisis**
  - Disaster Resources
  - Domestic Violence
  - Crisis Services

# AUW211 Information & Referral: 2023 Pre-Fire Snapshot



#### Top 5 Requests:

1. Utility Assistance
2. Rent Payment Assistance
3. Homeless Shelters
4. Food Pantry
5. SNAP / SNAP Pre-Screening

Kupuna Callers (55+): 35%

Calls Answered within 30 Seconds: 93.64%

# Aloha United Way

[www.auw.org](http://www.auw.org)

Suzanne Skjold, Chief Operating Officer  
[suzanne@auw.org](mailto:suzanne@auw.org)

Jennifer Pecher, VP of 211 and Community Response  
[jpecher@auw.org](mailto:jpecher@auw.org)

Kayla-Keehu Alexander, VP of Community Impact  
[kkeehu@auw.org](mailto:kkeehu@auw.org)

2·1·1





**WORKFORCE**DEVELOPMENT  
COUNCIL

# HAWAII PACIFIC HEALTH

# Innovative Approaches to Workforce Development

Carl Hinson

Director, Workforce Development

**HAWAII  
PACIFIC  
HEALTH**

KAPI'OLANI  
PALI MOMI  
STRAUB  
WILCOX

# Clinical Education for Teens



**HAWAII  
PACIFIC  
HEALTH**

**KAPI'OLANI  
PALI MOMI  
STRAUB  
WILCOX**

# High School Programs

## Medical Assistant

Cohorts: 5\*  
Schools: 13  
Students: 107

## Nurse Aide

Cohorts: 14\*  
Schools: 7  
Students: 237

## Patient Service Representative

Cohorts: 1  
Schools: 1  
Students: 16

## Phlebotomy

Cohorts: 4  
Schools: 2  
Students: 83

## Surgical Instrument Processing Technician

Cohorts: 2  
Schools: 2  
Students: 14

*\*Additional cohorts in process*



# Academic Health Center



# Academic Health Center



# Health Careers Summer Internship

- Started in 2004 with 1098 intern participants
- 6-week, paid summer internship
- Outstanding high school juniors and seniors and college students
- Gain first-hand experience in the health care industry
- Learn more about hospital systems and explore the many careers in health care



Thank you

**HAWAII  
PACIFIC  
HEALTH**

KAPI'OLANI  
PALI MOMI  
STRAUB  
WILCOX



**WORKFORCE**DEVELOPMENT  
COUNCIL

***MAHALO!***