HAWAII WORKFORCE DEVELOPMENT COUNCIL

BOARD RETREAT

Saturday, September 23, 2023

9:00a.m. – 2:00p.m.

Comments from break-out groups

Key:

- **** = Highest priority
- *** = High priority
- ** = Medium priority
- * = Priority

#1 WDC as Policy Advisor –

How might we advise on policy?

1. ****Housing –
    a. Break down by socio-economic need
        i. Doctors
        ii. Teachers
        iii. Construction
        iv. Technology
        v. Other skilled trade shortages = CTE (Career and Technical Education)
    b. *Subsidies for housing?
    c. Workforce housing on public land
    d. *"Affordable housing"

     i. Distinguishable from "low income"
  e. Act 92 Sect 2 – workforce housing in high demand areas
     i. Worker shortage
  f. Dwelling unit revolving fund
  g. Workforce Innovation and Opportunity Act (WIOA) and Wagner Peyser are set and have rules and regulations in place

2. ***Childcare
  a. Engage employers

3. ***Pathway to skilled trades
  a. Non-post-secondary (education) focus = lacking / no more
  b. Losing skilled trades
  c. WDC diploma certificate
     i. Work with unions
     ii. High school non-grads / Not GED
  d. Do you need high school diploma for all trades in order to get a job?
  e. How can we support our business with policies for training and retention?

4. Education

5. **Increase relevancy with Government
  a. More meetings and communication

6. Incorporate indigenous and cultural knowledge and values

7. Clarify that we advocate for the workforce to increase relevancy

8. **Build relationship with policy advisors, legislators, governor so WDC will be perceived as "go-to" advisor on workforce issues
  a. WDC is unique with public + private + labor collaboration

#2 WDC as a Convener –

How might we engage (convene) critical stakeholders?

1. *Utilize other entities (City and County and other community organizations as supporters)

2. Work from WIOA framework – work from there
  a. Populations
  b. Prepare these

i. Opportunity populations
    ii. Justice served
    iii. Veterans
3. How to do this?
    a. **State pre-apprenticeship
    b. ***RAP = Registered Apprenticeship
    c. ***Internships – pre-apprenticeships
4. Step back – what about mission statement
    a. Can we bring stakeholders together?
    b. Common ground – developing relationships is a process-driven activity
5. What do we share?
    a. Employees
6. Ideas –
    a. *More diversity in the council
        i. Hospitality
        ii. Finance
    b. **Multi-industry conferences
7. Issues –
    a. We stay too broad
    b. Business red tape = code
    c. Collaborate with teachers and end users
8. How might we convene stakeholders
    a. Look at areas – industries
        i. Hospitality = #1
        ii. Defense = #2
9. Point – all socio-economics need to be served
    a. Top, middle, bottom
    b. Middle = allocate resources
    c. ****Work closely with Sector Strategies
    d. *Outreach and communication are critical
    e. Identify barriers that prevent participation
    f. **Transition funneling to get off – welfare (?)
    g. *Teaching credentials

   h. **Convening takes resources – so if we need to be in control of our own destiny = own budget
10. **Buy in from Mayor and local workforce board

#3 WDC as Workforce Analyst

Analysis – *utilize Artificial Intelligence (AI)

1. **Housing - sustaining families with quality jobs
2. Cross reference market metrics with labor / conduct market analysis by sector
3. Capitalize on sector needs based on analysis by sector (as mentioned above), identify available resources
4. Establish metrics and compressed time frame to make actions happen asap
5. ***Identify relevant data sources
6. **Disperse info to sectors
    a. i.e. - Let the rubber hit the road

Before analysis can happen, we need to do the groundwork

1. *Identify sector priorities
    a. *Augment how AI can help or harm (reduce jobs)
    b. *Identify sector "leads"
2. Manpower = macro
3. Manning = micro
4. Understand what existing docs and says (?)
    a. Structure = straight line forecast
    b. Big data = employer needs and wants
    c. How is it being applies?
5. **Data workshop homepage
    a. **Department of Business and Economic Development (DBEDT) = aggregate data
6. Where – expand concept!
7. *Labor economist

How might we facilitate the analysis of data?

1. Outsource

2. Big proposal efforts have data analysis – Broadband NTIA
3. UH – needs funding but will produce analysis
4. Issue = too many data points
    a. Solution – boil it down
    b. We don't – we receive it from agencies, groups – who could be the spokesperson?

#4 WDC as Broker

Broker partnerships

1.) 2 years
    a. ***Availability and affordability of workforce housing
        i. Key stakeholders – how?
            1. "Developers"
            2. Employers
            3. Construction
            4. Develop and use WDC to develop partnerships legally
            5. Liaisons at state
                a. Job?
                b. Program?
                c. Person vs. group?
        ii. ***Focus on housing
        iii. Identify the stakeholders
        iv. Be at the table during discussions
    b. **Early education and childcare (pre-K)
        i. Key stakeholders
            1. PACT
            2. Pre-schools
            3. Employers
    c. Availability of workforce
        i. Key stakeholders – how?
            1. Department of Education (DOT)
            2. *DBEDT
            3. University of Hawaii and community colleges

4. Union apprenticeships
5. Paid on-the-job training proved by the employer
6. HS outreach
7. Climb HI
8. Vocation Rehabilitation advocacy to get more people with disabilities into the workforce

d. ***Stronger collaboration between state agencies – all islands perspectives

e. **Expand the idea of partnerships to include non-traditional workforce

f. *Lower the age of workers to 16

g. *Increase work experience opportunities

h. *Promoting Job Corps by establishing a "Connector" role

i. Engaging / strengthening relationship with homeless / foster youth / re-integration services

j. (Challenge) = businesses do not see State as a business partner

    i. Hands are tied -→ WDC create liaisons

        1. Jobs

        2. Business sector

        3. Partner state jobs

#5 WDC as a Community Voice

1. **Engage the community
   a. Get the word out about American Job Center (AJC) and workforce
   b. Focus on grassroots efforts
2. **Giving voice to the grassroots rather than the "power bases" = inclusion
   a. Prioritize them
3. ***Be more active in legislature / community meetings
4. **Make sure the voice is backed by data and statistics so its compelling
   a. Local stories
   b. Use AI
5. The local perspective – value-based
   a. Aina, Aloha, etc.

      b. HRS5-7.5 Law of Aloha Spirit

6. ***Conduct community outreach periodically to know what the community is thinking
      a. Focus groups
      b. Example = Undercover Boss

7. Collaborative effort from the ground up
8. *Understanding State Plan to align with local plans
9. *Ensuring sub-committee and local workforce boards are communicating to WDC
10. **Action / goal-oriented beyond the meetings
      a. **Inviting the right voices to be at the table
11. Coordinate WDC efforts by state departments
12. **AJC – employers don't know it exists and how it can serve all industries
      a. Solution – engage community through Employer Engagement Committee
13. Military spouses – underserved
      a. (They have) high degrees
      b. Certification – make this fast-tracked
14. **Actions speak louder than words – highlight actions taken and their effect on the community

#6 WDC as a Capacity Builder

How might we address the State's capacity to respond to workforce issues?

1. **Fix the inefficiencies (problems) with the State's hiring process / streamline
2. RAP = Registered Apprenticeship Program / Process – simplify
3. Subset of needs per population
      a. Compare (?) talent development plans by skill, by industry
      b. Stacking certs – on-the-job is better
4. Work on 1 sector at a time
      a. Which ones?
5. **Forecast beyond immediate (needs), (look for) emerging
6. "Tiger team" – rapid response ready to deploy

7. Strengthen Workforce Development Boards
8. MOU IFA – Infrastructure Acts
    a. Partner collaboration
    b. AJC – more partners, reduce red tape
    c. **ITA – Individual Training Accounts
        i. Meet occupational / individual needs
            1. *Specific populations
                a. For example - their work schedules
9. **Apprenticeship opportunities
    a. RAP – process improvement
10. *Career resources / fairs
    a. Financial literacy
    b. Digital literacy
11. * Revisit MQ's (minimum requirements?) for jobs
12. * Refine hiring process
13. *Create outreach
14. **Utilize AJC
15. Manpower needs?
16. Manning sufficient or short
17. Align development with needs
18. ***Identify work that does not need college degrees / rely on experience