



WORKFORCEDEVELOPMENT
COUNCIL

WORKFORCE DEVELOPMENT COUNCIL'S QUARTERLY BOARD MEETING

Tuesday, November 28, 2023

9:30am – 11:30am



WORKFORCEDEVELOPMENT
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WELCOME NEW MEMBERS



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EXECUTIVE DIRECTOR'S REPORT



WORKFORCE DEVELOPMENT COUNCIL

Report

Bennette E. Misalucha
Executive Director

Status of Projects: State Unified Plan

- Deadline for submittal to DOL is March 4, 2024

- NOVEMBER/DECEMBER

- Nov 2: Facilitated Workforce Summit
- WDC to Pull all data together from Future of Work and Economic Data from DBEDT
- Contractor to conduct additional interviews when contract commences.
- WIOA Core Partners to write their portion of the Plan.
- **December 30: WIOA Partners to submit plan to the Contractor.**
- Finalize Performance Goals and Assessment and Strategy

- JANUARY

- **Jan 15, 2024: First Draft of Plan completed.**
- Jan 15: Draft Plan posted for public comment.
- Jan 15 to 31: Actively Solicit community feedback from stakeholders.
- Conduct Community briefings on each island.

- FEBRUARY

- February 1-15: Briefings with Governor, Legislature, and key stakeholders
- February 15: End of Community feedback period
- February 15-29 – Drafting of Final Version
- **February 27 – Final Version of Plan**

- MARCH

- **March 4: Submit Plan to Department of Labor Portal**

MEETING WITH COUNTY MAYORS

November 3, 2023

Meeting with Honolulu City and County Mayor Rick Blangiardi (also in attendance was Oahu Workforce Development Board Chair Jason Chang)

October 20, 2023

Meeting with Big Island Mayor Mitch Roth (also in attendance were WDC Council member Keith de Mello, Doug Adams, Executive Director Sherri Ann Cacho and Board Chair Rossella Guardascione.

October 18, 2023

Meeting with Maui Mayor Richard Bissen. (Also in attendance were Council member Tui Scanlan, Maui Board Chair Leslie Wilkins, Executive Director Chentelle Rowland, and Economic Development Director Luana Mahi

September 1, 2023

Meeting with Kauai Mayor Derek Kawakami. (Also in attendance were Council member Kelly Ueoka, County of Kauai Economic Development Director Nalani Brun, and Kauai Economic Development Executive Director Jackie Kaina).

FOCUS FOR NEXT QUARTER

- Completion of the State Unified Plan
- Board Composition
- Strengthen Committee Alignment
- Possible Legislative Agenda for workforce needs (housing, child care etc)

MAHALO



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**MAUI WILDFIRES RECOVERY
UPDATES FROM THE
DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS**



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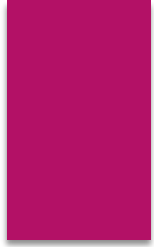
**PRESENTATION FROM
COUNCIL MEMBER AND
PRESIDENT, IATSE LOCAL 665
TUI SCANLAN**

Creative Industries in Hawaii Workforce Development Council

*TUI SCANLAN, PRESIDENT
IATSE LOCAL 665*

*PRESIDENT@IATSE665.ORG
808.596.0227 EXT 8463*





Link to YouTube video -

<https://youtu.be/8uJVKYsEfmY?si=LDR1i5YHeybsWhBd>



Hot Points

The Creative Industry in Hawai'i is an underutilized economic driver that can create career pathways to quality, thriving wage jobs for underserved/historically excluded communities by providing craft specific, industry standard safety and skills training.

PRODUCTION

DIRECTOR

CAMERA

SCENE

TAKE



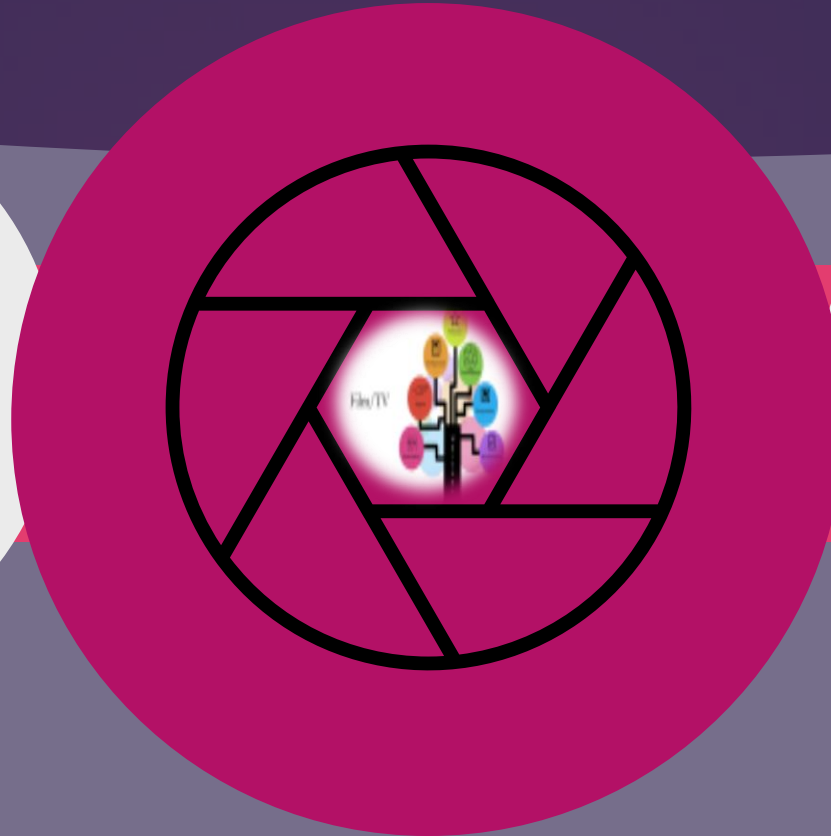
Creative Industries = more than Film & TV



Entertainment Industry Sectors



Stagecraft



Film/TV



Tradeshow &
Convention





STAGECRAFT

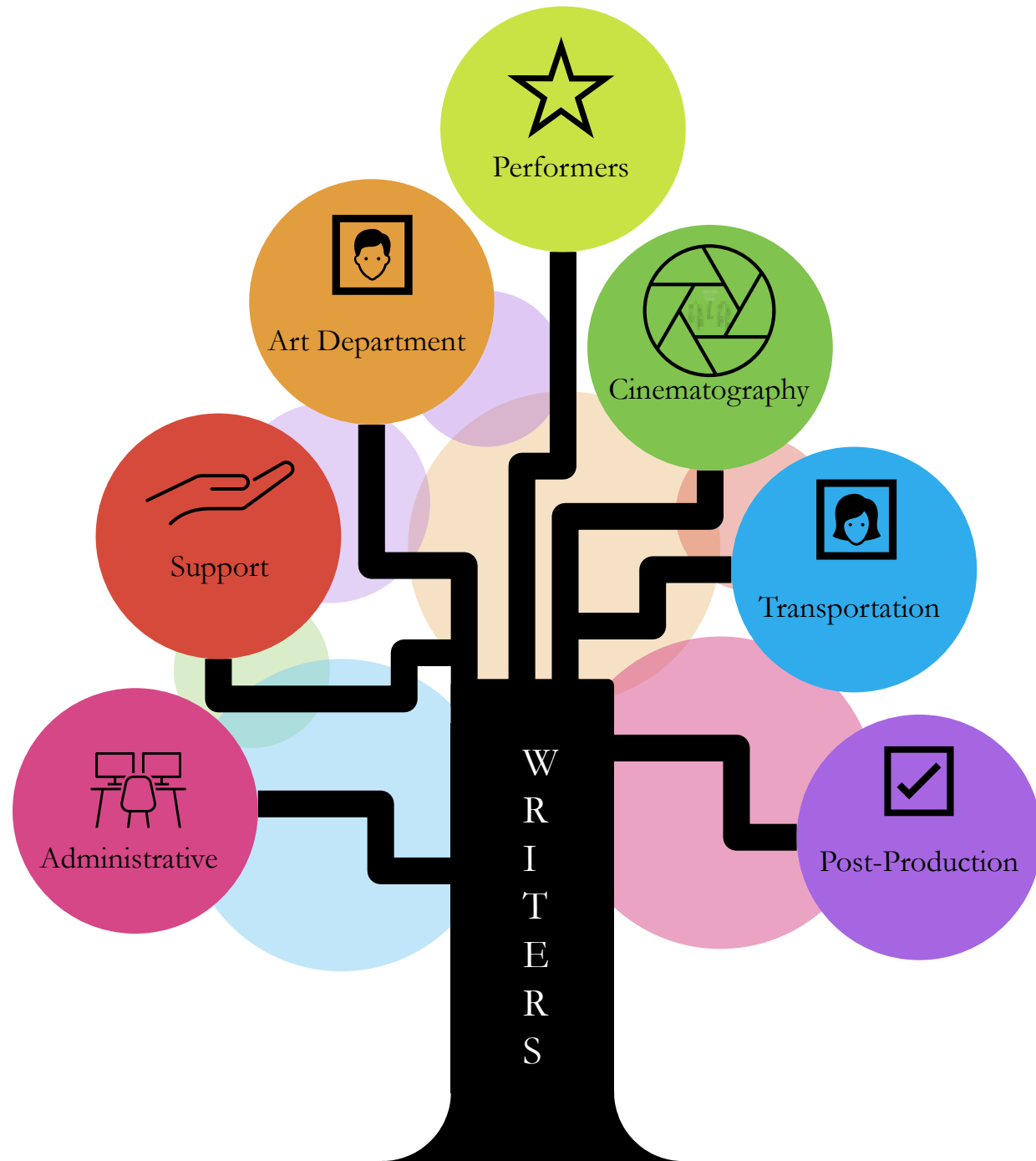
NEW JERSEY
BOY

LET THE
LIVE

SEPTEMBER 13-25, 2022

BroadwayInHawaii.com

Film/TV



CINEMATOGRAPHY

Director of Photography

Grip

1st Unit/Main
Filming Unit

- Key Grip
- Company 2nd/
BB
- Dolly Grip(s)
- Grips

Off
Production/
Rigging

- Key Rigging
Grip
- Rigging 2nd/ BB
- Rigging Grips
- Welder
- Seamstress/Sail
maker

Camera

- Operator
- 1st Asst
- 2nd Asst
- Loader
- Remote Head
Tech

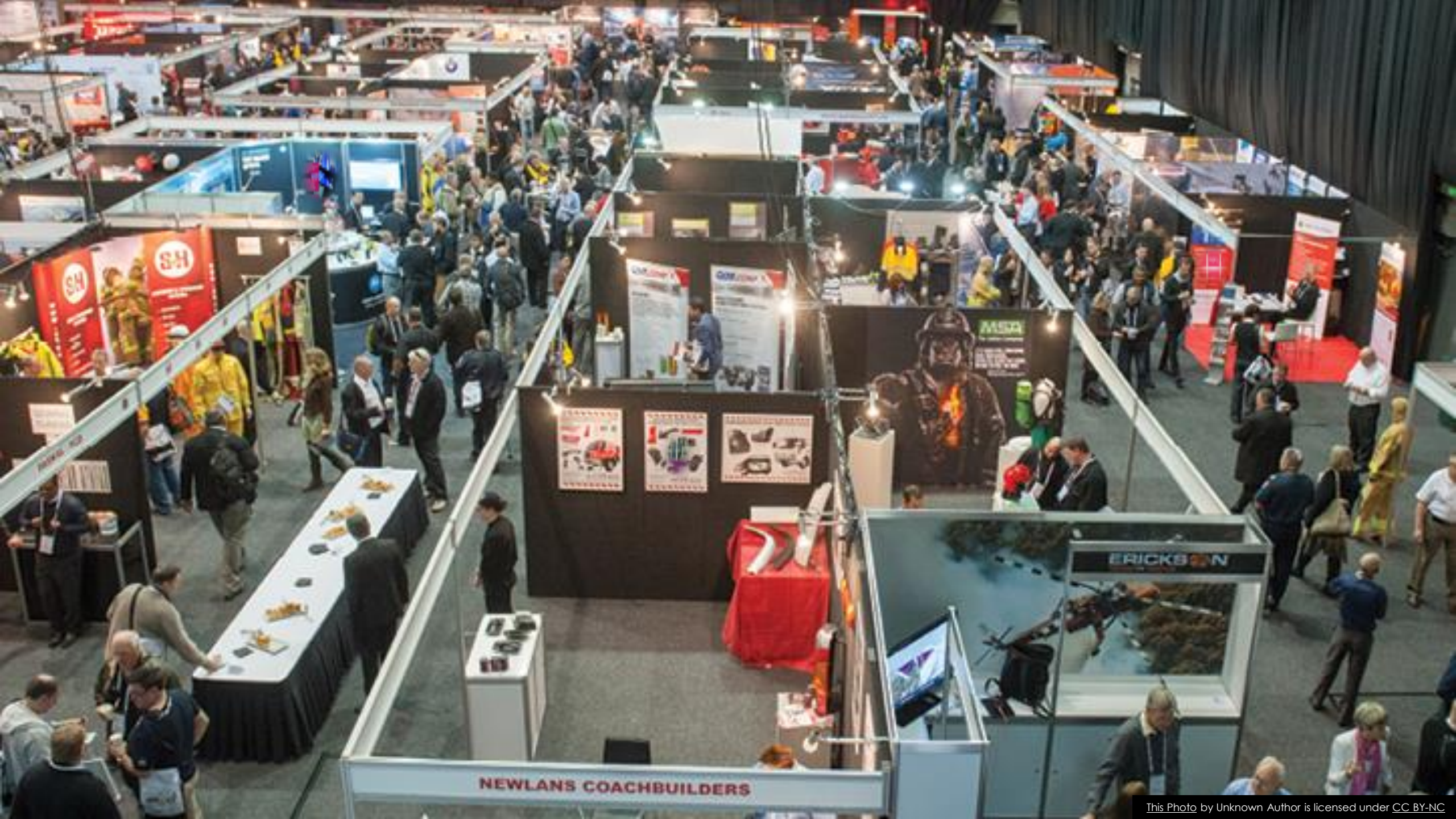
Set Lighting

1st Unit/Main
Filming Unit

- Gaffer
- Company 2nd/
BB
- Dimmer Board
- Set Lighting
Techs

Off
Production/
Rigging

- RiggingGaff
er
- Rigging 2nd/
BB
- Generator
Operator
- Rigging
Lighting
Techs



SH
SH

GM
GM
MAGNA

ERICKSON

NEWLANS COACHBUILDERS

Tradeshow & Convention

I&D

Rigging

Lighting

Pipe &
Drape

A/V

IT





TRADESHOWS & CONVENTIONS = BUSINESS TOURISM

- ▶ Attendees have a higher spend
- ▶ Don't contribute to traffic
- ▶ Bookend their stay with leisure

Every Department in Live Events has:

A Department Head – responsible for formulating plan of action, directing traffic, assigning tasks

A Key Technician – responsible for high level tasks within a department (i.e. spotlight operator) and coordination btwn Dept Head and R&F

Technicians – Rank and File crew, in military terms these are your “E4”

Crafts on Stage

- ▶ Carpenter
- ▶ Flyman
- ▶ Rigger
- ▶ Electrician
- ▶ Props
- ▶ Sound
- ▶ Make-up
- ▶ Hairdresser
- ▶ Wardrobe
- ▶ Painter
- ▶ Pyrotechnician
- ▶ Audio-Visual Technician
- ▶ Truck Loader
- ▶ Scenic Artist

Establishing Career Pathways



Elementary School outreach – create awareness of Creative Industry work through in-class activities (i.e. Arts & Crafts), relatable media, and identifiable school activities (May Day, Assemblies, etc)

High School outreach – Build on foundational skill set by expanding responsibilities in higher stakes events (School News/Sports broadcast, Theatre programs, School fundraisers)

College and Career Fairs to guide these students to UH, UHWO, UH CC, AJC, GJC, tech programs, professional internships, and full-time employment




Training Modules

Safety Training

- ▶ OSHA 10 GES
- ▶ OSHA 30 GES
- ▶ Forklift/Scissorlift/MEWP Certification
- ▶ First Aid/CPR/AED
- ▶ Mental Health First Aid
- ▶ Harassment Prevention
- ▶ Safety First! Courses (IATSE TTF)

Skills Training

- ▶ Rigging 101
- ▶ AudioVisual Readiness Training
- ▶ AVIXA CTS
- ▶ ETCP - Arena Rigging, Theatre Rigging, Entertainment Electrician, Portable Power Distribution Technician



Film/TV Industry growth is tied to the strength of the tax incentive

This is labor intensive work for long hours

Lack Film/TV Infrastructure

Non-union employers offer much lower wages and fewer benefits

Economic Impact doesn't include effects on tourism

No current MOU at county/state Live Event Venues

Hawaii is a distant location

Challenges

Quality Jobs in Creative Industries are created by Union Contracts

Thriving Wage

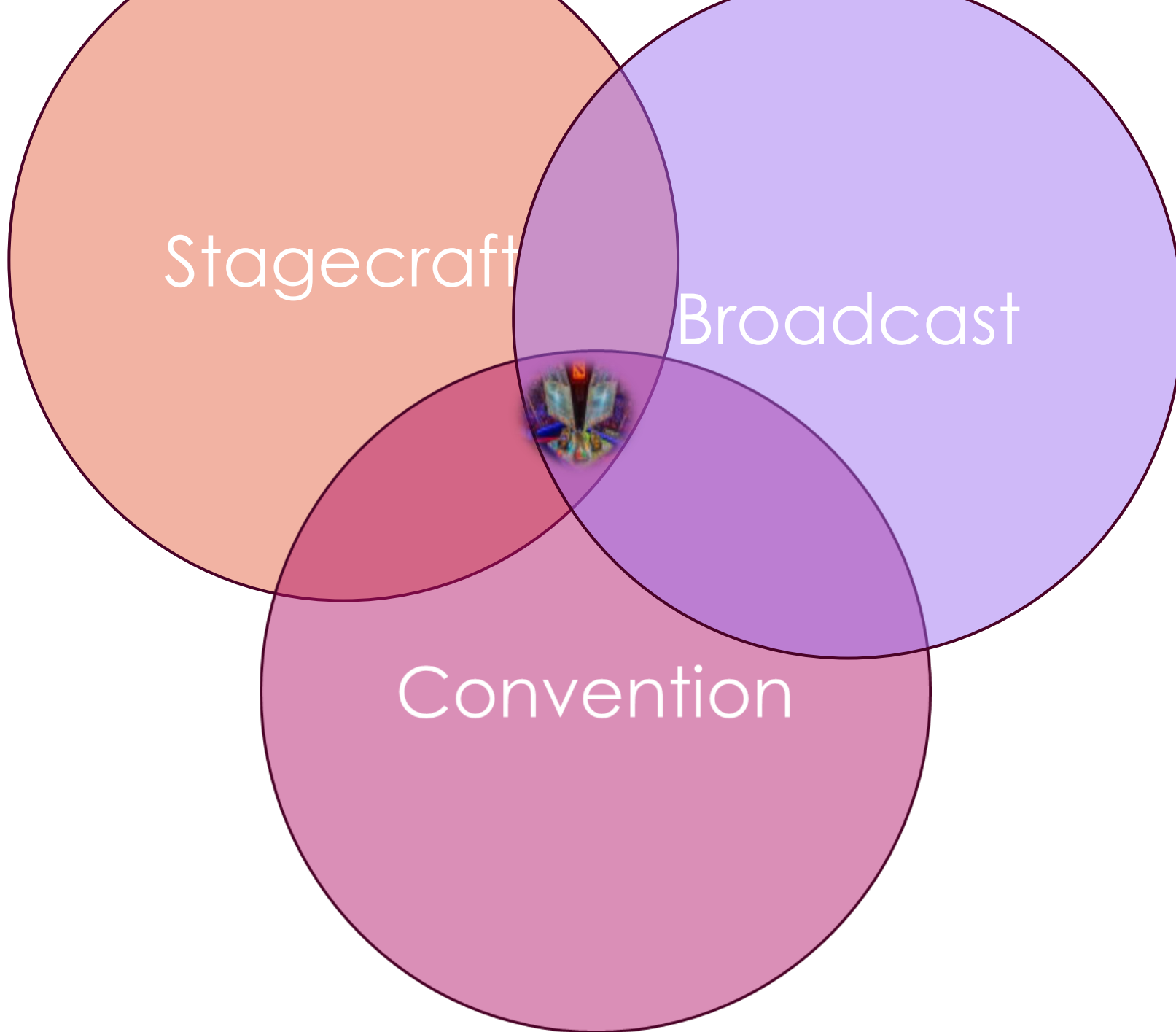
- Base hourly wages (before OT)
- Stagecraft - \$35.05/hr - \$65.04/hr (min 4-hour shift)
- Film/TV - \$26/hr - \$93.60/hr (min 8-hour shift)
- OT after 8, 2X after 12/14
- Meal Penalties, Turnaround

Benefits

- Healthcare, Dental, Vision (and all dependents) IATSE 665 H,W,&A Trust Fund
- Annuity through IATSE 665 H,W,&A Trust Fund
- IATSE National Benefit Fund Pension (Plan C)

Upward Mobility

- Anyone can work in any craft, if they have the skills
- Advancement is based on performance and info retention
- Anyone working under the contract is afforded the same terms – regardless of membership
- Wages, scales, and conditions are a result of union contracts



Esports

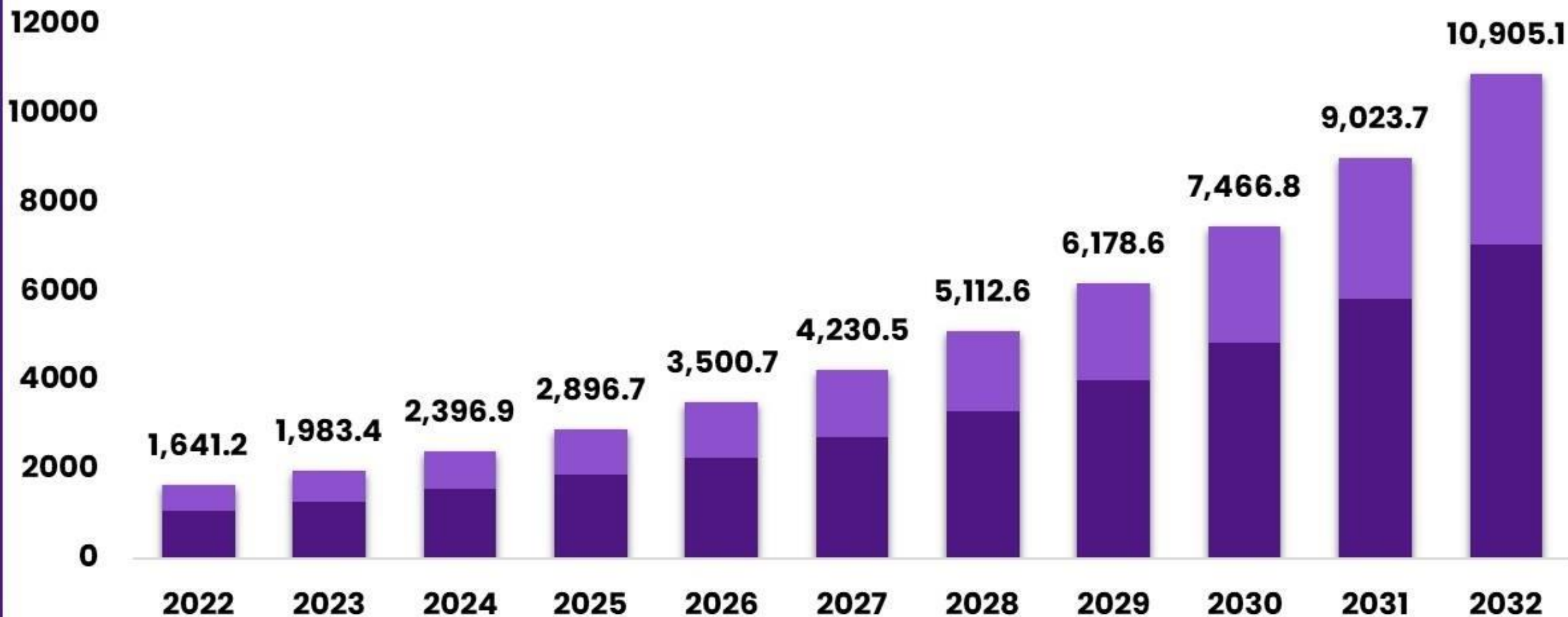


Global Esports Market

Size, by Streaming Type, 2022-2032 (USD Million)

■ Live

■ On-Demand



The Market will Grow
At the CAGR of:

20.9%

The Forecasted Market
Size for 2032 in USD:

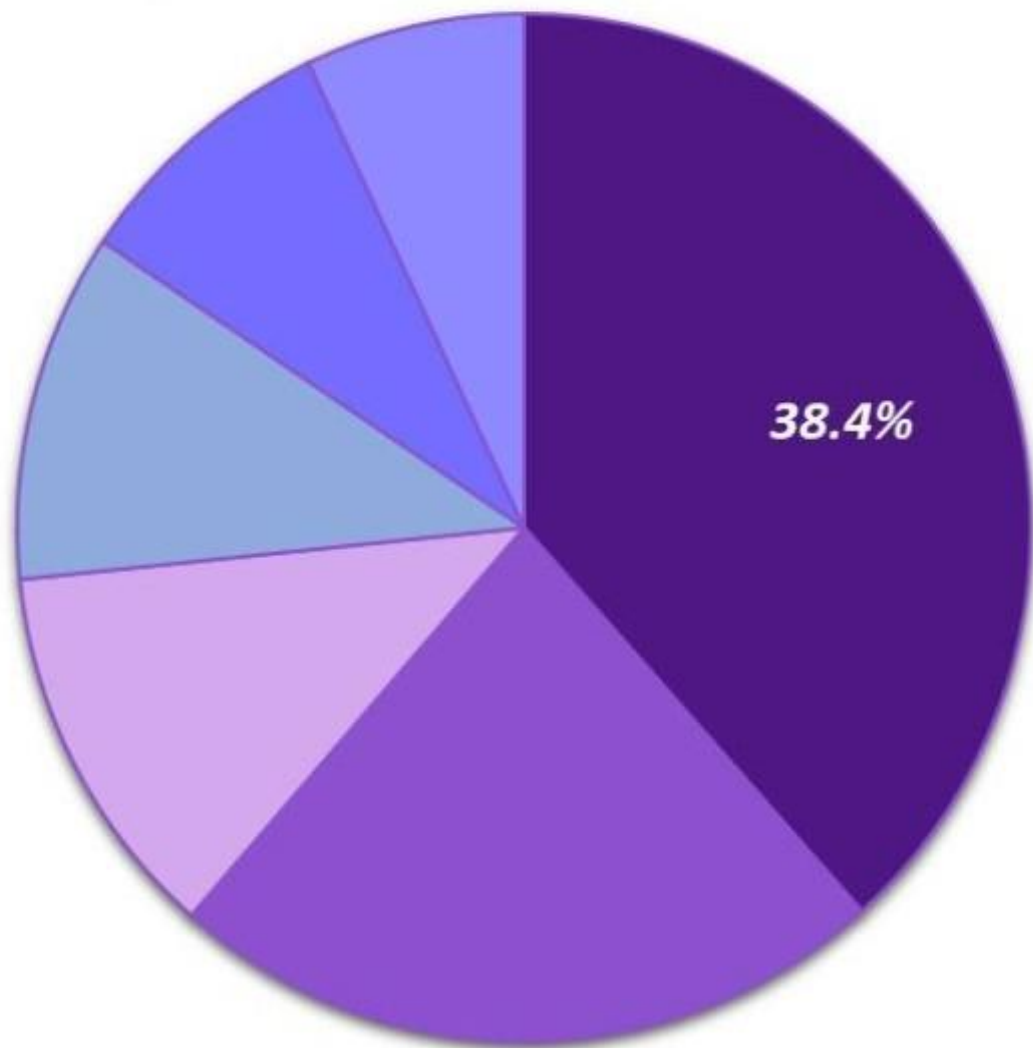
\$10,905.1M



market.us
ONE STOP SHOP FOR THE REPORTS

Global Esports Market

Share, by Revenue Streaming, 2022 (%)



■ Sponsorship

■ Media Rights

■ Advertisement

■ Ticket & Merchandise

■ Game Publisher Fees

■ Others

1,641.2

Total Market Size
(USD Million), 2022

20.9%

CAGR
2022-2032





The End



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BOARD APPROVAL OF WDC'S STATE STRATEGIC PLAN

WDC STRATEGIC TWO-YEAR PLAN

January 2024 to December 2026

Vision	Mission	Values	Current Position	Major Goals
<p>Hawai'i is committed to career pathways to living wage jobs, advancement opportunities, and equitable upward mobility to build a 21st century, globally competitive, inclusive economy for all its residents.</p>	<p>We establish programs for effective sector partnerships to empower the people of Hawai'i to be competitively skilled and resilient in Hawai'i's shifting economies.</p>	<p>Determination: <i>"We will get important things done."</i></p> <p>Collaboration and Teamwork: <i>"We will work together, and with others!"</i></p> <p>Accountability: <i>"We will stand by our recommendations to the Governor and help them succeed."</i></p> <p>Innovation: <i>"We will take reasonable risks and develop creative solutions and as economic conditions change."</i></p>	<p>New Council members, new chair, and two new staff.</p> <p>No autonomous funding. Funds sit with WDD</p> <p>Seven committees:</p> <ul style="list-style-type: none"> -Military and Veterans Affairs Committee -Performance Measures and Accountability Committee -Sector Strategies and Career Pathways Committee -Youth Services Committee -Employer Engagement Committee -Special Projects -Executive Committee 	<ol style="list-style-type: none"> 1. Offer Advise on Critical Policy and program issues. 2. Convene WFD Stake-holders around relevant topics 3. Ensure Good Analysis of Workforce Data 4. Broker Working Partnerships 5. Provide Voice for Workforce Development 6. Build the State's Capacity to Respond to Workforce Challenges

	Major Goals	Objectives	Actions
1.	Advise on Critical Policy and program Issues	Augment Governor’s key housing, education, and childcare policy efforts in ways that improve WFD.	Prepare a brief on the specific housing, education, and childcare needs in worker shortage areas and outline policy options. Examine and provide advice on improving pathways into skilled trades.
2.	Convene WFD Stakeholders around relevant topics	Bring together high-quality meetings, conferences, and workshops that bring interested industries, unions, government agencies, and non-profits together to exchange critical information.	Convene conference on Future of Work for State. Convene specific meetings to review and document progress on WIOA mandates. Bring skilled trade representatives together to describe current state of deficiencies and opportunities. Organize individual and multi-sector industry meetings for hospitality, finance, and others to document current supply and demand issues.
3.	Ensure Good Analysis of Workforce Data	Gather and publish important studies on workforce development in Hawai’i.	Inventory all currently available contemporary empirical WFD studies. Create opportunities to integrate data amongst WFD stakeholders. Secure funds to generate specific studies on WFD supply, demand, and living wage issues.
4.	Broker Working Partnerships	Enable specific new industry-by-industry partnerships to work together on reducing housing, education, and childcare barriers.	Bring county, state, industry, union, and community partners together to explore potential new initiatives that reduce housing, education, and childcare barriers to WFD.
5.	Provide Voice for Workforce Development	Be a consistent, persistent, and public champion for workforce issues in Hawai’i’s economy.	Develop and implement a proactive strategy at the legislature. Continue publishing and upgrading the WDC newsletter and expand number of newsletter recipients. Publish the materials emanating from 1, 2, 3, and 4 above.
6.	Build the State’s Capacity to Respond to Workforce Challenges	Ensure the State has the requisite resources and infrastructure to address WFD needs	Undertake a forecast for 5-year WFD needs. Advise the governor and legislature on ways to streamline procurement and hiring.



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APPROVAL OF WRITTEN REPORTS



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BY-LAW'S CHANGE

***Deferred to next board meeting on:
November 16, 2023***



WORKFORCEDEVELOPMENT
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APPROVAL OF NEW COMMITTEE ASSIGNMENTS



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LOCAL WORKFORCE DEVELOPMENT BOARD RE-CERTIFICATION



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ACCEPTANCE OF MAYOR VISIT WRITTEN REPORTS



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ANNOUNCEMENTS AND PUBLIC TESTIMONY



NEXT MEETING:

THURSDAY, FEBRUARY 15, 2024

9:30AM – 11:30AM

KUALOA RANCH



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MAHALO!