



WORKFORCEDEVELOPMENT

COUNCIL

Quarterly Board Meeting

Tuesday, November 28, 2023

9:30am to 11:30am

830 Punchbowl Street

Room 310

Honolulu, HI 96817

BOARD PACKET



WORKFORCE DEVELOPMENT

COUNCIL

NOVEMBER 28, 2023

AGENDA

- I. Call to Order.....*Chair Ken Loui*
- II. Approval of Minutes
 - a. August 17, 2023 Meeting Minutes
- III. Welcome New Members.....*Chair Ken Loui and Bennette Misalucha, Executive Director, Workforce Development Council*
 - a. Winston Sakurai – Designee for Superintendent Keith Hayashi, Department of Education
 - b. Deputy Director Dane Wicker – Designee for Director James Tokioka, Department of Business, Economic Development and Tourism
- IV. Executive Director’s Report.....*Bennette Misalucha, Executive Director, Workforce Development Council*
- V. Maui Wildfire Recovery Updates from the Department of Labor and Industrial Relations.....*Anne Eustaquio, Administrator of the Unemployment Division, Department of Labor and Industrial Relations*
 - a. Update on unemployment claims
 - i. Process and speed of claim processing
 - ii. Bilingual access when applying for claims
 - iii. Impact of claims on Employment Retirement Income Security Act of 1974 (ERISA) funds
- VI. Presentation from Council Member Tui Scanlan.....*Tui Scanlan, President, International Alliance of Theatrical Stage Employees (IATSE) Local 665*
- VII. Board Approval of Workforce Development Council’s State Strategic Plan....*Bennette Misalucha, Executive Director, Workforce Development Council*
- VIII. Approval of Written Reports from Workforce Innovation and Opportunity Act (WIOA) Core Partners from the period of August 17, 2023 to November 16, 2023
 - a. Adult Education and Career Pathways.....*Winston Sakurai*
 - b. Division of Vocational Rehabilitation.....*Lea Dias*
 - c. Workforce Development Division.....*Maricar Pilotin-Freitas*
- IX. Approval of Written Reports from Standing Committees for the period of August 17, 2023 to November 16, 2023
 - a. Employer Engagement Committee.....*Vice Chair Derek Kanehira*
 - b. Sector Strategies and Career Pathways Committee.....*Chair Cary Miyashiro*

Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities.

TDD/TTY Dial 711 then ask for (808) 586-8877

- c. Military and Veterans Affairs Committee.....*Chair Trang Malone*
 - d. Special Projects Committee.....*Chair Keith DeMello*
 - e. Performance Measures and Financial Accountability Committee.....*Chair Kelly Ueoka*
- X. Approval of Written Reports Related to the WIOA Program Highlights from Each County’s Workforce Development Board for the period of August 17, 2023 to November 16, 2023
 - a. Hawaii County Workforce Development Board.....*Chair Rossella Guardascione*
 - b. Maui County Workforce Development Board.....*Chair Leslie Wilkins*
 - c. Oahu Workforce Development Board.....*Chair Jason Chang*
 - XI. Approval of New Committee Assignments.....*Chair Ken Loui*
 - XII. Local Workforce Development Board Re-certification
 - a. Oahu Workforce Development Board
 - i. Conditional approval to full certification - evaluation and recommendation from committee
 - b. Maui Workforce Development Board
 - i. Re-certification evaluation and recommendation from committee
 - c. Big Island Workforce Development Board
 - i. Re-certification evaluation and recommendation from committee
 - XIII. Accept Mayor Visit Written Reports - Kauai, Maui, Big Island and Honolulu
 - XIV. Announcements and Public Testimony (if any)
 - XV. Next Meeting
 - a. Tentatively scheduled for Thursday, February 15, 2023 from 9:30am to 11:30am at Kualoa Ranch.
 - XVI. Adjournment

MINUTES

I. Call to Order.....Chair Ken Loui

The Workforce Development Council meeting was called to order at 9:30 a.m. by Chair Ken Loui.

a. Remarks from Chair Ken Loui

Chair Ken Loui noted that one of the highlights from his recent trip to Fargo, North Dakota to attend the National Governor’s Association Conference was receiving feedback from other states. He will share more later in the meeting.

II. Approval of Minutes

a. June 29, 2023 Meeting Minutes

Chair Ken Loui requested a motion to approve the minutes for the June 29, 2023 meeting. Cheryl Cross moved to approve the minutes of the June 29, 2023 meeting. Sean Knox seconded the motion. There were no objections or abstentions. The motion to approve the minutes was approved unanimously.

III. Maui Rapid Response Remarks from Anthony Crouch

Anthony Crouch shared FAQ file – see attached. Doug Adams asked about individual eligibility to help with employment. Anthony Crouch advised that assistance would come from fund from the National Dislocated Worker Grant (NDWG).

Cheryl Cross asked about the teams who had “boots on the ground” and were helping the people of Maui, and what resources businesses have. Maui Rapid Response Center will help distribute food, provide clean-up jobs and other “low skill” employment for dislocated workers. They will also help the American Job Center.

Scott Murakami from Department of Business and Economic Development and Tourism noted that the Convention Center and Veterans Center will refer dislocated workers to the American Job Center. Honolulu will prepare locally and get procedural clarification to assist. Bennette Misalucha said that the Workforce Development Division and the Workforce Development Council will provide guidance.

Director Butay was represented by David Rodriguez, who provided a statement – see attached. He stated that Maui is a priority and has the full support from the State. Sean Knox added that this is the fourth dislocated grant for Hawaii. Some of the challenges are related to the timelines to qualify for businesses and employees slow down the response.

Rona Fukumoto noted that the time period from application to award. Applicants have 15 days from FEMA declaration to submit application, which is followed by

45 days of review. Anthony Crouch added the total is around 54 days. He mentioned that after the typhoon / hurricane on Guam, people received funds two weeks later, pointing out that the response time is getting faster. Training will be part of the grant application. The clean-up phase is temporary. Training will provide long term employment.

Leslie Wilkins stated that all the recovery efforts place an emphasis on respecting "iwi". Maui's employment total is 75,000. 53% of that comes from the tourism industry, who are now displaced. 2,200 housing structures were damaged. Many families have "ohana" units (with added rooms / garages turned into bedrooms, etc.) so they will work with insurance companies on submitting claims. Small Business Administration (SBA) Director Guzman will access federal resources.

Chentelle Rowland attended the U.S. Department of Labor's ETA Vision 2030 Conference in San Diego. She was able to talk to other states who also had experiences with wildfires. Starlinks is a cell charging diesel truck located on the west side of the Maui and can provide connectivity to residents.

Leslie Wilkins mentioned that long-term recovery efforts will include mental health support and respect for those who lost loved ones / for the fatalities. Her message was that the rest of Maui (Kihei, Pa'ai, Wailea) is still open for business, as they represent 50% of the economic drivers that provide jobs. It is important to keep people employed. Their goal is to educate visitors to be respectful when visiting other parts of the island.

There will be a Federal Resource Fair on Saturday, August 19th, 2023, with Senator Jill Tokuda.

IV. Reports and Updates from Executive Director Bennette Misalucha from the period of June 29, 2023 to August 17, 2023

Bennette Misalucha noted that the National Governor's Association Conference in Fargo, North Dakota was an opportunity to develop relationships with their counterparts from other states. They will incorporate their feedback into developing the State's Unified Plan, which is due in April 2024. They discussed Artificial Intelligence (AI) in the workforce. North Dakota Governor Doug Virga started Great Plain Software, which employs around 2,000 people in Fargo. They were acquired by Microsoft.

Bennette Misalucha noted that Director Butay and Maricar Pilotin-Freitas have been working tirelessly on Maui since the fire. She announced that Sheri Cacho is the new Executive Director for the Big Island Workforce Development Council.

The Strategic State Plan is a federally mandated report that details what the state

plans to do. Bennette Misalucha specified that there are two plans – one is the Workforce Development Council Plan, and the second is the Unified State Plan. The Workforce Development Council Plan is due February 2024. This will delineate roles and responsibilities, include an action plan, and include performance measures. The Unified State Plan is due the beginning of March 2024, which is a new deadline. It is comprehensive and will outline the State’s strategic direction. In addition to engaging other organizations, the plan will also include feedback from the Governor and include WIOA compliance. Local boards will start planning after the Unified State Plan is completed, wherein the vision is outlined. The board retreat is scheduled for September 23, 2023. It will be an opportunity to learn about different issues and to map out the direction for the council and plan activities to support the strategy.

Bennette Misalucha announced that there will be a webinar hosted by the National Governor’s Association on September 8, 2023. The topic will include national trends in the workforce development arena.

V. Re-Certification of Oahu Workforce Development Board – Kelly Ueoka

As part of federal guidelines, local Workforce Development Boards must be certified. As of June 30, 2023, the certification has lapsed. There were transitional issues on other islands that affected the certification process.

An ad-hoc committee was formed, comprised of: Kelly Ueoka, Chair, Keith DeMello and Rona Fukumoto as members, to discuss certification of the Oahu Workforce Development Board. They went through the certification process. Items reviewed included: Board Composition, Financial Integrity, and Sustained Performance. The board composition requires that 51% of the board come from the business sector. Currently there are 2 vacancies. The ad-hoc committee recommended the Oahu Board to fill those vacancies in 90 days (deadline = November 16, 2023), whereupon after that, they will receive full certification. The full certification will be valid until June 2025. Until then, they will be granted conditional certification. Kelly Ueoka made a motion to approve the ad-hoc committee’s recommendation to grant the Oahu Workforce Development Board conditional certification. Cary Miyashiro seconded the motion. There were no objections or abstentions. The motion was adopted.

Leslie Wilkins said that Maui Workforce Development Board meets the certification conditions and will submit their information to the committee before the next board meeting in November. The board will also review Big Island Workforce Development Board before November.

VI. Presentation – Applying Responsible Artificial Intelligence: Key Trends – Kelly

Ueoka

Kelly Ueoka gave a presentation regarding AI and went over a brief history of Generative AI / Chat GTP and its uses. Since AI is still in its early stages, the standards and governance are still being developed. He summarized its uses by industry such as: retail, healthcare / pharmaceuticals, manufacturing, etc. He also pointed out some of the risks since AI is not 100% accurate. The regulations are different between countries. The future uses of AI include: virtual colleagues who work together with humans, design, synthesizing information.

In regard to Maui, Chair Ken Loui asked how we can use AI to help review best practices, lessons learned, and how to mitigate risk from natural disasters.

There were discussion by the members on ensuring that there are steps taken to ensure the applicants are digitally literate.

VII. WIOA Reports

See packet.

VIII. Committee Reports

See packet.

IX. Reports from Local Workforce Boards by County

Doug Adams from the Big Island introduced Sheri Cacho and Rossella Guardascione.

Chentelle Rowland Maui provided a report for Maui – see packet.

Harrison Kuranishi from Oahu said that he is considering three nominees to join the Oahu Workforce Development Board. The ad-hoc committee will discuss them at the next meeting. Harrison Kuranishi invited Bennette Misalucha to speak at their next board meeting on October 19, 2023.

X. Announcements and Public Testimony (if any)

There were no announcements or public testimony.

XI. Next Meeting Schedule

The next meeting is tentatively scheduled for November 16, 2023, at 9:30 AM to 11:30 AM.

XII. Adjournment

Chair Ken Loui adjourned the meeting at 11:22 a.m.



STATE OF HAWAII
Workforce Development Council
EXECUTIVE DIRECTOR'S REPORT

QUARTERLY BOARD MEETING

November 16, 2023

STRATEGIC PLANS

- **WDC Strategic Plan**
 - Board Retreat was held on Saturday, September 23, 2023, at the IBEW training facility with more than 40 participants.
 - The WDC Strategic Plan was approved by the Executive Committee at its October 31 meeting.
 - The final WDC Strategic Plan will be submitted to the full board during the November 16 quarterly Board Meeting.
- **State Unified Strategic Plan**
 - Guidance Document was received from the US Department of Labor in early November.
 - **New Deadline: March 4, 2024.**
 - Consultant has been selected: Guild Consulting. Contract is in process.
 - A Stakeholder Summit was held on November 2, 2023, with more than 20 organizations represented. The session was facilitated by a Team from the National Governor's Association
 - A meeting with Core Partners was held on Thursday, November 8, 2023, and we mapped out roles and responsibilities. Please see attached document.
 - Here is the timeline:
 - **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 29 – Final Version of Plan**
- **MARCH**
 - **March 4: Submit Plan to Department of Labor Portal**
 - Final Plan posted to the DLIR website.
 - Finito

BOARD GOVERNANCE

- On November 1, a team from the National Governor’s Association conducted a workshop on Leading a High Performing board.
- We are continuing efforts to align Committee work with mission and vision.
- The outreach to Neighbor Islands and meetings with all county mayors has been completed. We gave briefings on WDC direction/vision and shared the initiatives WDC is undertaking. The purpose of the meeting is to establish lines of communication and set the foundation for a strong working relationship between WDC and the county administration.

- | | |
|-------------------|---|
| 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). |

- Working with Committee Chairs and Vice Chairs to recruit more committee members (Note that committee members do not need to be on the Board. The intention is to build the Committees as a “training ground” for prospective board members.)
- Working on on-boarding WRITTEN protocols for Board members.
- New WDC designees: Winston Sakurai for DOE Supt Keith Hayashi and Deputy Director Dane Wicker for the Department of Business, Economic Development and Tourism.
- We are in the process of vetting new Council members.
- There are two Council members who will be going through the Senate confirmation process in the next legislative session.

ADMINISTRATIVE

- Submitted a preliminary budget to WDD, pending further discussion.

COMMITTEE WORK

- Sector partnerships – Met with Chair and community leader Shanty Asher on COFA project; Met with Chair on aligning action plan for next year.
- Employer Engagement: Worked with Vice Chair and assisted in the development of speaker's series.
- Youth Services: Set up meeting with Chair and Vice Chair to plan for next year's agenda.
- Special Projects: Connected Chair and Vice Chair with Aloha United Way COO Suzanne Skjold to talk about AJC and potential collaborations during the legislative session.
- Military and Veteran Affairs- strengthening relationships with military leadership.
- Performance Measures and Financial Accountability Committee: review of functions and roles.
- Ad-hoc Re-Certification Committee: facilitated the re-certification of all the local boards. The process has been completed.

EVENTS AND ACTIVITIES

- In collaboration with the Chamber of Commerce of Hawaii and the Department of Labor and Industrial Relations, WDC was one of the organizers for the "Future of Work" conference. It was held on October 30, 2023, at the Sheraton Waikiki Hotel. The conference gathered more than 350 attendees to listen to seven of Hawaii's top employment sectors. Great feedback on the conference.
- The Workforce Development Hero Award, which was sponsored by WDC, was successfully completed. There were five winners from the State, and in addition, we gave a lifetime achievement award to Supt Keith Hayashi for 34 years of dedication to the education workforce and the academy model in place at Waipahu High School.
- WDC sponsored a workshop on September 26, 2023, which featured Jaime Cruz, the Executive Director of the Las Vegas local board. Mr. Cruz, who is passionate about the issue of workforce, was inspiring as he related the story of how Las Vegas went from one American Job Center (AJC) to thirty AJS today.
- On October 10, 2023, WDC and DOE met with the "Science is US", which is housed within the American Association for the Advancement of Science (AAAS), the oldest and largest scientific organization in the country. They are interested in STEM education and the data from Hawaii on the number of STEM jobs in the State.
- Will be involved in a group organized by Senator Sharon Moriwaki on long term care CSG technical assistance.

SPEAKING ENGAGEMENTS:

- Was a guest in the Chamber's Voice of Business Podcast on Wednesday, Sept 6, 2023, and spoke about Workforce Development Month in the month of September.
- On September 8, WDC sponsored a webinar on National Workforce Development Trends which featured the National Governor's Association. It was informative and well attended.

- Was a speaker at the quarterly meeting of the Organization of Women Leaders on September 11, 2023, upon the invitation of Council member Cheryl Cross who was OWL President. It was in celebration of Workforce Development Month.
- Was a speaker at the meeting of the Hawaii Workforce Funders Collaborative on September 20, 2023, about WDC.
- Spoke at the meeting of the Filipino Businesswomen Civic Club on workforce trends.
- Participated in the Las Vegas-Hawaii Business Summit on September 26, 2023, and spoke during a panel on workforce development with Keala Peters of the Chamber of Commerce of Hawaii and Harrison Kuranishi of the Oahu Board.
- On October 10, 2023, was a panelist in an event sponsored by the East West Center on why the Philippines matters to Hawaii and why Hawaii matters to the Philippines. Spoke about the labor potential.
- Was a speaker during the Oahu Workforce Development Board quarterly board meeting on October 19, 2023. Gave an overview of WDC and its relationship with the local boards. Also provided the latest initiatives that WDC is undertaking.

COMMUNITY PARTNERSHIPS

- Brokered the start of AJC outreach at Palama Settlement to commence November 30, 2023.
- Facilitated a WIOA Briefing for Community stakeholders on October 17, 2023.
- Working with DOE on possible hosting of career fairs (of senior high school students) at AJC
- Met with Ian Woods of the Ship Repair Association of Hawaii on coordinating an economic impact study.

FOCUS FOR THE NEXT QUARTER

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

Respectfully Submitted:



Bennette E. Misalucha, Executive Director



Hawaii State
Workforce Development
Unified Strategic Plan
2024-2028

A WORK PLAN

BACKGROUND

For a State to continue receiving federal monies, each State of the Union is required to submit a State Strategic Plan on Workforce Development every four years. The Plan will be submitted to the U.S. Department of Labor by a prescribed time. The last submission was in 2020, and hence, the next Plan is slated to be submitted in March 2024.

As stipulated in the document "Required Elements for Submission of the Unified or Combined State Plan and Modifications under the Workforce Innovation and Opportunity Act" dated September 5, 2019 (OMB control number 1205-0522), the State may submit either a Unified Plan or a Comprehensive Plan. The State of Hawaii will be choosing to submit a Unified Plan.

A **Unified State Plan** outlines a four-year strategy for the core programs. The six core programs are:

- the Adult program (Title I of WIOA),
- the Dislocated Worker program (Title I),
- the Youth program (Title I),
- the Adult Education and Family Literacy Act program (Title II),
- And the Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III),
- the Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).

THE 2024-2028 HAWAII STATE PLAN

The State is mindful that workforce development has become such a "hot" and relevant topic nowadays, not just for government entities but even for philanthropic organizations and the private sectors as well.

On the national front, many of the federal agencies have allotted some of their budgets for workforce development, and even for the resolution of some workforce challenges.

Because Hawaii is an Island economy, it is imperative that we utilize this opportunity to create a strategic plan that would incorporate not just the public sector efforts but would also take into account the initiatives undertaken by non-government organizations as well.

As such, this 2024-2028 Hawaii State Plan would include all the elements of the Unified Plan and in addition, will include the inventory of all the relevant activities in the State --both public and private sectors-- related to workforce development.

ORGANIZATION OF THE PLAN CONTENT

DIVISION OF LABOR/ROLES AND RESPONSIBILITIES

Workforce Development Council

As stipulated under federal guidelines, the State Board or the Workforce Development Council will spearhead the strategic planning process and will bring all the stakeholders together. It will engage with the National Governor Association for technical advice. It will supervise the hiring of the contractor and will supervise the work until its satisfactory completion. It will also be responsible for community engagement and for soliciting a review from the Governor's office prior to submitting the plan to the US Department of Labor.

National Governor's Association

The NGA Center's Workforce Development and Economic Policy team will provide multiple forms of technical assistance to the Hawaii Workforce Development Council as it moves forward with the development of its strategic plan and WIOA Plan.

Specifically, they will

- Periodic consultation with the WDC team
- conduct the workforce development summit scheduled for November 2, 2023
- Provide technical expertise on funding opportunities from national funding mechanisms; Policy analysis related to the implementation of the IIJA; CHIPS; and IRA and their relevance for WIOA planning; and
- Additional WIOA-related policy analysis as needed

Strategic Plan Contractor

The services of the contractor will be secured via a competitive bid process. Preliminarily, the scope of work will include:

- 1) A workforce and economic analysis of the state of Hawaii
- 2) Workforce Development, Education and Training Activities Analysis
- 3) Writing of the Plan
- 4) Alignment Review of the Strategies amongst the Programs
- 5) Providing suggestions on possible grant and funding opportunities

WIOA Core Partners

Each of the Involved Agency will be responsible for writing their portion of the Plan as stipulated in the Strategic and Operational Elements portions.

(Note that in addition to the operational element portion, WDD, as administrator of WIOA funds, will also be responsible for **negotiating** the Performance Goals portion (relating to the performance accountability measures described in Section 116 (b)(2)(A) of WIOA.

TIMELINE

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

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Conduct Community briefings on each island

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March 4: Submit Plan to Department of Labor Portal

Final Plan posted to the DLIR website

Finito

HAWAII STATE UNIFIED PLAN

PY 2024-2028

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A. Economic, Workforce, and Workforce Development Activities Analysis.....
B. State Strategic Vision and Goals.....
c. State Strategy.....

III. Operational Planning Elements.....

a. State Strategy Implementation.....
b. State Operating Systems and Policies.....

IV. Coordination with State Plan Programs.....

V. Common Assurances (For All Core Programs)

VI. Program-Specific Requirements for Core Programs

A. Program-specific Requirements for Adult, Dislocated Worker, and Youth Activities under Title I-
B Program-Specific Requirements for Wagner-Peyser Program (Employment Services)

C. Program-specific Requirements for Adult Education and Family Literacy Act Programs.....
D. Program-Specific Requirements for Vocational Rehabilitation (Combined or General).....

Appendix

Performance Indicators for All WIOA Core Programs

Additional Indicators of Performance

OtherAppendices.....

I. WIOA State Plan Type and Executive Summary

WIOA State PlanType : UNIFIED PLAN

Introduction And Executive Summary

- 1) *Does the State have the necessary infrastructure to meet its strategic goals? If not, what is your recommendation to change?*
- 2) *Do the existing policies drive the required vision and goals?*
- 3) *What activities are being implemented towards this end? Are there any new activities that need to be initiated?*
- 4) *Is there alignment amongst the core partners? If not, what can we do to achieve alignment?*

[Insert here]

Author: WDC/Contractor

II. Strategic Elements

A. Economic Analysis

(DESCRIPTION: The Unified State Plan must include an analysis of the economic conditions and trends in the State, including sub-State regions and any specific economic areas identified by the State. This must include— (i) Existing Demand Industry Sectors and Occupations. Provide an analysis of the industries and occupations for which there is existing demand. (ii) Emerging Demand Industry Sectors and Occupations. Provide an analysis of the industries and occupations for which demand is emerging. (iii) Employers' Employment Needs. Regarding the industry sectors and occupations identified in (A)(i) and (ii), provide an assessment of the employment needs of employers, including a description of the knowledge, skills, and abilities required, including credentials and licenses.)

[Insert here]

Author: WDC/Contractor

Workforce Analysis

(DESCRIPTION: The Unified Plan must include an analysis of the current workforce, including individuals with barriers to employment, as defined in section 3 of WIOA4. This population must include individuals with disabilities among other groups⁵ in the State and across regions identified by the State. This includes— (i) Employment and Unemployment. Provide an analysis of current employment and unemployment data, including labor force participation rates, and trends in the State. (ii) Labor Market Trends. Provide an analysis of key labor market trends, including across existing industries and occupations. (iii) Education and Skill Levels of the Workforce. Provide an analysis of the educational and skill levels of the workforce. (iv) Skill Gaps. Describe apparent ‘skill gaps’.

[Insert here]

Author: WDC/Contractor

Workforce Development Activities Analysis

DESCRIPTION: The Unified State Plan must include an analysis of the workforce development activities, including education, and training in the State, to address the education and skill needs of the workforce, as identified in (a)(1)(B)(iii) above, and the employment needs of employers, as identified in (a)(1)(A)(iii) above. This must include an analysis of— (A) The State’s Workforce Development Activities. Provide an analysis of the State’s workforce development activities, including education and training activities of the core programs, Combined State Plan partner programs included in this plan, and required⁶ and optional one-stop delivery system partners.⁷ (B) The Strengths and Weaknesses of Workforce Development Activities. Provide an analysis of the strengths and weaknesses of the workforce development activities identified in (A), directly above. (C) State Workforce Development Capacity. Provide an analysis of the capacity of State entities to provide the workforce development activities identified in (A), above.)

[Insert here]

Author: WDC/Contractor

B. State Strategic Vision and Goals

(DESCRIPTION: The Unified or Combined State Plan must include the State’s strategic vision and goals for developing its workforce and meeting employer needs in order to support economic growth and economic self-sufficiency. This must include— (1) Vision. Describe the State’s strategic vision for its workforce development system. (2) Goals. Describe the goals for achieving this vision based on the analysis in (a) above of the State’s economic conditions, workforce, and workforce development activities. This must include— (A) Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment⁸ and other populations. (B) Goals for meeting the skilled workforce needs of employers. (3) Performance Goals. Using the table provided in Appendix 1, include the State’s expected levels of performance relating to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) of WIOA.

(This Strategic Planning element only applies to core programs.) (4) Assessment. Describe how the State will assess the overall effectiveness of the workforce development system in the State in relation to the strategic vision and goals stated above in sections (b)(1), (2), and (3) and how it will use the results of this assessment and other feedback to make continuous or quality improvements.)

[Insert here]

Author: WDC/Contractor

C. State Strategy

(DESCRIPTION: The Unified State Plan must include the State's strategies to achieve its strategic vision and goals. These strategies must take into account the State's economic, workforce, and workforce development, education and training activities and analysis provided in Section (a) above.

Include discussion of specific strategies to address the needs of populations provided in Section (a). (1) Describe the strategies the State will implement, including industry or sector partnerships related to in-demand industry sectors and occupations and career pathways, as required by WIOA section 101(d)(3)(B), (D). "Career pathway" is defined at WIOA section 3(7) and includes registered apprenticeship. "In-demand industry sector or occupation" is defined at WIOA section 3(23). (2) Describe the strategies the State will use to align the core programs, any Combined State Plan partner programs included in this Plan, required and optional one-stop partner programs, and any other resources available to the State to achieve fully integrated customer services consistent with the strategic vision and goals described above. Also describe strategies to strengthen workforce development activities in regard to weaknesses identified in section II(a)(2).)

[Insert here]

Author: WDC/Contractor

III. Operational Planning Elements

A. State Strategy Implementation

DESCRIPTION: The Unified State Plan must include—

(1) State Board Functions. Describe how the State board will implement its functions under section 101(d) of WIOA (i.e., provide a description of Board operational structures and decision-making processes to ensure such functions are carried out).

[Insert here]

Author: WDC/Contractor

(2) Implementation of State Strategy. Describe how the lead State agency with responsibility for the administration of each core program will implement the State’s Strategies identified in II(c) above.

This must include a description of—

(A) Core Program Activities to Implement the State’s Strategy. Describe the activities the entities carrying out the respective core programs will fund to implement the State’s strategies. Also, describe how such activities will be aligned across the core programs and among the entities administering the programs, including using co-enrollment and other strategies, as appropriate.

Insert here

Author: CORE PROGRAMS

(B) Alignment with Activities outside the Plan. Describe how the activities identified in (a) will be aligned with programs and activities provided by required one-stop partners and other optional one-stop partners and activities provided under employment, training (including Registered Apprenticeships), education (including career and technical education), human services and other programs not covered by the plan, as appropriate, assuring coordination of, and avoiding duplication among these activities.

Insert here

Author: CORE PROGRAMS

(C) Coordination, Alignment and Provision of Services to Individuals. Describe how the entities carrying out the respective core programs, and required and optional one-stop partner programs will coordinate activities and resources to provide comprehensive, high-quality, customer-centered services, including supportive services (e.g. transportation), to individuals, including those populations identified in section II(a)(1)(B), and individuals in remote areas The activities described shall conform to the statutory requirements of each program.

Insert here

Author: CORE PROGRAMS

(D) Partner Engagement with Educational Institutions. Describe how the State’s Strategies will engage the State’s community colleges and area career and technical education schools, as partners in the workforce development system to create a job-driven education and training system. WIOA section 102(b)(2)(B)(iv).

[Insert here]

Author: CONTRACTOR AFTER INTERVIEW WITH CORE PROGRAMS

(F) Partner Engagement with Other Education and Training Providers. Describe how the State's Strategies will engage the State's other education and training providers, including providers on the state's eligible training provider list, as partners in the workforce development system to create a job-driven education and training system.

[Insert here]

Author: CONTRACTOR AFTER INTERVIEW WITH CORE PROGRAMS

(G) Leveraging Resources to Increase Educational Access. Describe how the State's strategies will enable the State to leverage other Federal, State, and local investments that have enhanced access to workforce development programs at the above institutions, described in section (E). (H) Improving Access to Postsecondary Credentials.

Describe how the State's strategies will improve access to activities leading to recognized postsecondary credentials, including Registered Apprenticeship certificates. This includes credentials that are industry recognized certificates, licenses or certifications, and that are portable and stackable. (I) Coordinating with Economic Development Strategies. Describe how the activities identified in (A) will be coordinated with economic development entities, strategies, and activities in the State)

[Insert here]

Author: CONTRACTOR AFTER INTERVIEW WITH CORE PROGRAMS

B. State Operating Systems and Policies

(DESCRIPTION: The Unified State Plan must include a description of the State operating systems and policies that will support the implementation of the State strategy described in section II Strategic Elements.

This includes—

(1) The State operating systems that will support the implementation of the State's strategies. This must include a description of— (A) State operating systems that support coordinated implementation of State strategies (e.g., labor market information systems, data systems, communication systems, case management systems, job banks, etc.). (B) Data-collection and reporting processes used for all programs and activities, including those present in one-stop centers

(2) The State policies that will support the implementation of the State's strategies (e.g., co enrollment policies and universal intake processes where appropriate). In addition, provide the State's guidelines for State-administered one-stop partner programs' contributions to a one stop delivery system)

[Insert here]

Author: CONTRACTOR AFTER INTERVIEW WITH CORE PROGRAMS

(3) State Program and State Board Overview.

(A) *State Agency Organization.* Describe the organization and delivery systems at the State and local levels for the programs covered in the plan, including the organizational structure. Include an organizational chart.

(B) *State Board.* Provide a description of the State Board, including-

(i) *Membership Roster.* Provide a membership roster for the State Board, including members' organizational affiliations.

(ii) *Board Activities.* Provide a description of the activities that will assist State Board members and staff in carrying out State Board functions effectively.

[Insert here]

Author: WDC/Contractor

4) Assessment and Evaluation of Programs and One-Stop Program Partners.

(A) *Assessment of Core Programs.* Describe how the core programs will be assessed each year based on State performance accountability measures described in section 116(b) of WIOA. This State assessment must include the quality, effectiveness, and improvement of programs broken down by local area or provider. Such state assessments should take into account local and regional planning goals.

(B) *Assessment of One-Stop Program Partner Programs.* Describe how other one-stop delivery system partner program services and Combined State Plan partner programs included in the plan will be assessed each year. Such state assessments should take into account local and regional planning goals.

(C) *Previous Assessment Results.* Beginning with the state plan modification in 2018 and for subsequent state plans and state plan modifications, provide the results of assessments of the effectiveness of the core programs and other one-stop partner programs and Combined State Plan partner programs included in the Unified or Combined State plan during the preceding 2-year period (i.e. the 2-year period of the plan modification cycle). Describe how the State is adapting its strategies based on these assessments. (D) *Evaluation.* Describe how the State will conduct evaluations and research projects on activities under WIOA core programs; how such projects will be coordinated with, and designed in conjunction with, State and local boards and with State agencies responsible for the administration of all respective core programs; and, further, how the projects will be coordinated with the evaluations provided for by the Secretary of Labor and the Secretary of Education under WIOA,

[Insert here]

Author: CONTRACTOR AFTER INTERVIEW WITH CORE PROGRAMS

(5) Distribution of Funds for Core Programs. Describe the methods and factors the State will use in distributing funds under the core programs in accordance with the provisions authorizing such distributions.

(A) For Title I programs, provide a description of the written policies that establish the State's methods and factors used to distribute funds to local areas for— (i) Youth activities in accordance with WIOA section 128(b)(2) or (b)(3), (ii) Adult and training activities in accordance with WIOA section 133(b)(2) or (b)(3), (iii) Dislocated worker employment and training activities in accordance with WIOA section 133(b)(2) and based on data and weights assigned.

(B) For Title II: (i) Describe how the eligible agency will award multi-year grants or contracts on a competitive basis to eligible providers in the State, including how eligible agencies will establish that eligible providers are organizations of demonstrated effectiveness. (ii) Describe how the eligible agency will ensure direct and equitable access to all eligible providers to apply and compete for funds and how the eligible agency will ensure that it is using the same grant or contract announcement and application procedure for all eligible providers.

(C) Vocational Rehabilitation Program: In the case of a State that, under section 101(a)(2)(A)(i) of the Rehabilitation Act designates a State agency to administer the part of the Vocational Rehabilitation (VR) services portion of the Unified or Combined State Plan under which VR services are provided for individuals who are blind, describe the process and the factors used by the State to determine the distribution of funds among the two VR agencies in the State.

[Insert here]

Author: CORE PROGRAMS

(6) Program Data

(A) Data Alignment and Integration. Describe the plans of the lead State agencies with responsibility for the administration of the core programs, along with the State Board, to align and integrate available workforce and education data systems for the core programs, unemployment insurance programs, and education through postsecondary education, and to the extent possible, the Combined State Plan partner programs included in this plan. The description of the State's plan for integrating data systems should include the State's goals for achieving integration and any progress to date.

(i) Describe the State's plans to make the management information systems for the core programs interoperable to maximize the efficient exchange of common data elements to support assessment and evaluation.

(ii) Describe the State's plans to integrate data systems to facilitate streamlined intake and service delivery to track participation across all programs included in this plan.

(iii) Explain how the State board will assist the governor in aligning technology and data systems across required one-stop partner programs (including design and implementation of common intake, data collection, etc.) and how such alignment will improve service delivery to individuals, including unemployed individuals.

(iv) Describe the State's plans to develop and produce the reports required under section 116, performance accountability system. (WIOA section 116(d)(2)).

Planning Note: States should be aware that Section 116(i)(1) requires the core programs, local boards, and chief elected officials to establish and operate a fiscal and management accountability information system based on guidelines established by the Secretaries of Labor and Education. States should begin laying the groundwork for

these fiscal and management accountability requirements, recognizing that adjustments to meet the elements above may provide opportunity or have impact on such a fiscal and management accountability system.

Insert here

Author: CONTRACTOR AFTER INTERVIEW WITH CORE PROGRAMS

(B) Assessment of Participants' Post-Program Success. Describe how lead State agencies will use the workforce development system to assess the progress of participants who are exiting from core programs in entering, persisting in, and completing postsecondary education, or entering or remaining in employment. States may choose to set additional indicators of performance.

Insert here

Author: CORE PROGRAMS

(C) Use of Unemployment Insurance (UI) Wage Record Data. Explain how the State will meet the requirements to utilize quarterly UI wage records for performance accountability, evaluations, and as a source for workforce and labor market information, consistent with Federal and State law. (This Operational Planning element applies to core programs.)

Insert here

Author: CORE PROGRAMS

(D) Privacy Safeguards. Describe the privacy safeguards incorporated in the State's workforce development system, including safeguards required by section 444 of the General Education Provisions Act (20 U.S.C. 1232g) and other applicable Federal laws.

Insert here

Author: CORE PROGRAMS

IV. Coordination with State Plan Programs

(DESCRIPTION: Describe the methods used for joint planning and coordination among the core programs, and with the required one-stop partner programs and other programs and activities included in the Unified State Plan.)

Insert here

Author: CONTRACTOR AFTER INTERVIEW WITH CORE PROGRAMS

V. Common Assurances (For All Core Programs)

The Unified State Plan must include assurances that:

- 1. The State has established a policy identifying circumstances that may present a conflict of interest for a State Board or local board member, or the entity or class of officials that the member represents, and procedures to resolve such conflicts;
- 2. The State has established a policy to provide to the public (including individuals with disabilities) access to meetings of State Boards and local boards, and information regarding activities of State Boards and local boards, such as data on board membership and minutes;
- 3. The lead State agencies with optimal policy-making authority and responsibility for the administration of core programs reviewed and commented on the appropriate operational planning elements of the Unified or Combined State Plan, and approved the elements as serving the needs of the populations served by such programs;
- 4. (a) The State obtained input into the development of the Unified or Combined State Plan and provided an opportunity for comment on the plan by representatives of local boards and chief elected officials, businesses, labor organizations, institutions of higher education, the entities responsible for planning or administering the core programs, required one-stop partners and the other Combined Plan programs (if included in the State Plan), other primary stakeholders, including other organizations that provide services to individuals with barriers to employment, and the general public, and that the Unified or Combined State Plan is available and accessible to the general public; (b) The State provided an opportunity for review and comment on the plan by the State Board, including State agency official(s) for the Unemployment Insurance Agency if such official(s) is a member of the State Board;
- 5. The State has established, in accordance with WIOA section 116(i), fiscal control and fund accounting procedures that may be necessary to ensure the proper disbursement of, and accounting for, funds paid to the State through allotments made for the core programs to carry out workforce development activities;
- 6. The State has taken appropriate action to secure compliance with uniform administrative requirements in this Act, including that the State will annually monitor local areas to ensure

compliance and otherwise take appropriate action to secure compliance with the uniform administrative requirements under WIOA section 184(a)(3);

- 7. The State has taken the appropriate action to be in compliance with WIOA section 188, Nondiscrimination, as applicable;*
- 8. The Federal funds received to carry out a core program will not be expended for any purpose other than for activities authorized with respect to such funds under that core program;*
- 9. The State will pay an appropriate share (as defined by the State board) of the costs of of carrying out section 116, from funds made available through each of the core programs;*
- 10. The State has a one-stop certification policy that ensures the physical and programmatic accessibility of all one-stop centers with the Americans with Disabilities Act of 1990 (ADA);*
- 11. Service providers have a referral process in place for directing Veterans with Significant Barriers to Employment (SBE) to DVOP services, when appropriate; and*
- 12. Priority of service for veterans and eligible spouses is provided in accordance with 38 USC 4215 in all workforce preparation, development or delivery of programs or services funded directly, in whole or in part, by the Department of Labor.*

Insert here

Author: CONTRACTOR AFTER INTERVIEW WITH CORE PROGRAMS

VI. Program-Specific Requirements for Core Programs

PLANNING NOTE:

In addition to describing their program , each of the programs should address the following questions in their portion:

- 5) Does the State have the necessary infrastructure to meet its strategic goals? If not, what is your recommendation to change?***
- 6) Do the existing policies drive the required vision and goals?***
- 7) What activities are being implemented towards this end? Are there any new activities that need to be initiated?***

8) Is there alignment amongst the core partners? If not, what can we do to achieve alignment?

A. Program-specific Requirements for Adult, Dislocated Worker, and Youth Activities under Title I-

(Please refer to Required Elements for Submission Document Control Number 1205-0522)

The page numbers that refer to this section are found on pages 17-21

Insert here

Author: CORE PROGRAMS

WDD

B. Program-Specific Requirements for Wagner-Peyser Program (Employment Services)

(Please refer to Required Elements for Submission Document Control Number 1205-0522)

The page numbers that refer to this section are found on pages 22-25

Insert here

Author: CORE PROGRAMS

WDD

C. Program-specific Requirements for Adult Education and Family Literacy Act Programs

(Please refer to Required Elements for Submission Document Control Number 1205-0522)

The page numbers that refer to this section are found on pages 26-30

[Insert here]

Author: CORE PROGRAMS

ADULT EDUCATION

D. Program-Specific Requirements for Vocational Rehabilitation (Combined or General).

[Insert here]

Author: CORE PROGRAMS

DVR

(Please refer to Required Elements for Submission Document Control Number 1205-0522)

The page numbers that refer to this section are found on pages 31-41

APPENDICES

Performance Goals for All WIOA Core Programs

[Insert here]

Additional Indicators of Performance

[Insert here]

Other Appendices

[Insert here]

TWO-YEAR 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: "We will get important things done." Collaboration and Teamwork: "We will work together, and with others!" Accountability: "We will stand by our recommendations to the Governor and help them succeed." Innovation: "We will take reasonable risks and develop creative solutions and as economic conditions change."</p>	<p>New Council members, new chair, and two new staff. No autonomous funding. Funds sit with WDD Seven committees: -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</p>	<p>1. Offer Advise on Critical Policy and program issues. 2. Convene WFD Stakeholders 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</p>

	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. 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.
3.	Ensure Good Analysis of Workforce Data	Gather and publish important studies on workforce development in Hawai'i.	
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. Undertake a forecast for 5-year WFD needs.
6.	Build the State's Capacity to Respond to Workforce Challenges	Ensure the State has the requisite resources and infrastructure to address WFD needs	Advise the governor and legislature on ways to streamline procurement and hiring.

REPORTS FROM WIOA CORE PARTNERS



Workforce Development Council Quarterly Board Meeting
Thursday, November 16, 2023
9:30 am to 11:30 am

REPORT
Adult Education Family Literacy Act
WIOA Title II
Hawaii State Department of Education

Highlights for August 17 - November 16, 2023

1. EVENTS

- September 18 -22 U.S. Department of Education, Office of Career, Technical and Adult Education (OCTAE) monitoring visit.
 - The OCTAE team spent three days with the Hawaii Department of Education, AEFLA program, reviewing the program and providing technical assistance.
 - The OCTAE team spent one day visiting the McKinley and Waipahu Community School for Adults and one day with the Oahu American Job Center.
- Meeting with local service provider McKinley and Waipahu Community School for Adults, September 8.
 - The AEFLA education specialist met with McKinley and Waipahu Community School for Adults to provide program updates and training on the draft budget development and expenditure review guidelines for AEFLA funds.
 - Provided training on the draft budget procedures and guidelines for the grant year 2023 starting July 1. This addresses findings from the September 2022 US Department of Education OCTAE virtual monitoring of the Hawaii AEFLA program.
 - Provided training on the draft expenditure review guidelines for the grant year 2023 starting July 1. This addresses findings from

the September 2022 US Department of Education OCTAE virtual monitoring of the Hawaii AEFLA program.

- 2022-2023 Part 1 National Reporting System Requirements submission on October 2.
 - Statistical tables
 - Data Quality Checklist
 - 2024-2025 Assessment Policy

- Meeting with local service provider McKinley and Waipahu Community School for Adults, October 6.
 - The AEFLA education specialist met with McKinley and Waipahu Community School for Adults to provide program updates and training on the Integrated English Literacy and Civics Education (IELCE) budget development and expenditure review guidelines for AEFLA funds.
 - Provided training on the draft IELCE budget procedures and guidelines for the grant year 2023 starting July 1. This addresses findings from the September 2022 US Department of Education OCTAE virtual monitoring of the Hawaii AEFLA program.
 - Provided training on the draft IELCE expenditure review guidelines for the grant year 2023 starting July 1. This addresses findings from the September 2022 US Department of Education OCTAE virtual monitoring of the Hawaii AEFLA program.

2. FORTHCOMING EVENTS:

- Meeting with local service provider McKinley and Waipahu Community School for Adults, November 17.
 - The AEFLA education specialist will meet with McKinley and Waipahu Community School for Adults to provide program updates and technical assistance on the Integrated Education and Training (IET) program requirement of AEFLA.

- 2022-2023 Part 2 National Reporting System Requirements submission
 - Narrative report – Program Year 2022 on January 2, 2024
 - Initial financial report – Program Year 2022 on January 30, 2024
 - Final financial report - Program Year 2022 on March 4, 2024

3. ANNOUNCEMENTS:

- Hawaii News Now will air a 30-second commercial and other digital promotional content to promote adult education services.

Submitted by:

A handwritten signature in black ink, appearing to read "Winston Sakurai", is written over a horizontal line.

Winston Sakurai
AEFLA State Director
Hawaii State Department of Education

11/15/2023

Date

WDC
Division of Vocational Rehabilitation (DVR) Report
October 1, 2023 to November 8, 2023

Hawaii DVR PY23 Q2 (October - December 2023) Performance Measures Workforce Innovation and Opportunity Act (WIOA)		
Participants served (VR)		2893
Participants exited		29
WIOA Program Involvement	Adult	318
	Dislocated Worker	7
	Youth	88
	Wagner-Peyser	12
	Adult Education	24
	Job Corps	4
	Youth Build	8
Total		461
Indicator	PY23 Q2	PY 2023 Negotiated / Required Level
Measurable Skill Gains (MSG)	98/278 = 35% YTD Rate: 35%	35%
Credential Attainment Rate (CA)	1/10 = 10.0% YTD Rate: 10%	20%
Employment (Second Quarter After Exit)	83/207 YTD Rate: 40%	33%
Employment (Fourth Quarter After Exit)	75/207 YTD Rate: 36%	37.5%
Median Earnings (Second Quarter After Exit)	(Forecast: Based on rehabs at the exit, DVR has estimated median earnings of \$425 weekly or \$5,100 in median earnings over 12 weeks)	\$4,400

WDC
Division of Vocational Rehabilitation (DVR) Report
October 1, 2023 to November 8, 2023

Exit: Achieved Competitive Integrated Employment (CIE) Outcome				
Employment Outcomes (SOC Titles)	Participant Count	Average of Wage - Primary	Average of Hours Worked - Primary	
Food Service Managers	1	12.61	23	
Flight Attendant	1	33.61	26	
Psychologists, All Other	1	32.95	40	
Social and Community Service Managers	1	26.63	40	
Dining Room and Cafeteria Attendants and Bartender Helpers	1	18.96	32	
Grand Total	5	\$24.95	32.2	

WDC
Division of Vocational Rehabilitation (DVR) Report
October 1, 2023 to November 8, 2023

Staff Vacancies	Vacancies
County	
Oahu/Administration and Staff Services Office	6
Oahu Branch	21
Services for the Blind Branch (Ho'opono)	9
Hawaii Branch (Hilo/Kona)	4
Maui Branch (Maui, Molokai/Lanai)	1
Kauai	4.5
Total	45.5 vacancies

Agency Updates

1. AJC

- a. Statewide: HDVR collaborates with community, government, and business partners in various work groups to promote competitive, integrated employment and Diversity, Equity, and Inclusion for individuals with disabilities. These include the statewide American Job Centers (AJC), the Hawaii Employment First Taskforce, the Association for People Supporting Employment First (APSE), Disability: IN, and the Society for HR Management.
- b. Oahu Branch (OB) meets with AJC monthly to discuss referrals, participants, and services. We have Vocational Rehabilitation Specialists (VRS) who sit at AJC 8 days/monthly to complete intakes and provide assistance.
- c. Services for the Blind Branch (SBB) aka Ho'opono: Stationed at the Oahu AJC twice per month, the SBB Employment Services Specialist (ESS) is available to assist clients with disabilities in job search and collaborates with other HDVR ESS and workers in the employment section of the City and Dept of Labor. Ho'opono staff are helping AJC staff assess job seekers' abilities, capabilities and when appropriate accessibility and accommodations for individuals with disabilities.
 - DVR staff collaborate on providing an integrated service model at the AJCs.
 - DVR continues working with AJC staff to track dual enrollments between programs.
 - Ongoing support from AJC partners includes providing tours and information sharing with new VR staff assigned for weekly on-site services for Hawaii residents with disabilities eligible for VR services.

2. Timeliness

WDC
Division of Vocational Rehabilitation (DVR) Report
October 1, 2023 to November 8, 2023

- The timeframe for processing DVR applications (30 days) and eligibility determinations (60 days) for persons with disabilities seeking VR services continues to be shortened with DVR's rapid engagement initiatives. DVR's compliance rate is over 90 percent.

3. Vacancies

- Still working to hire qualified individuals for various positions within DVR. We are currently at about a 40% vacancy rate agency-wide.

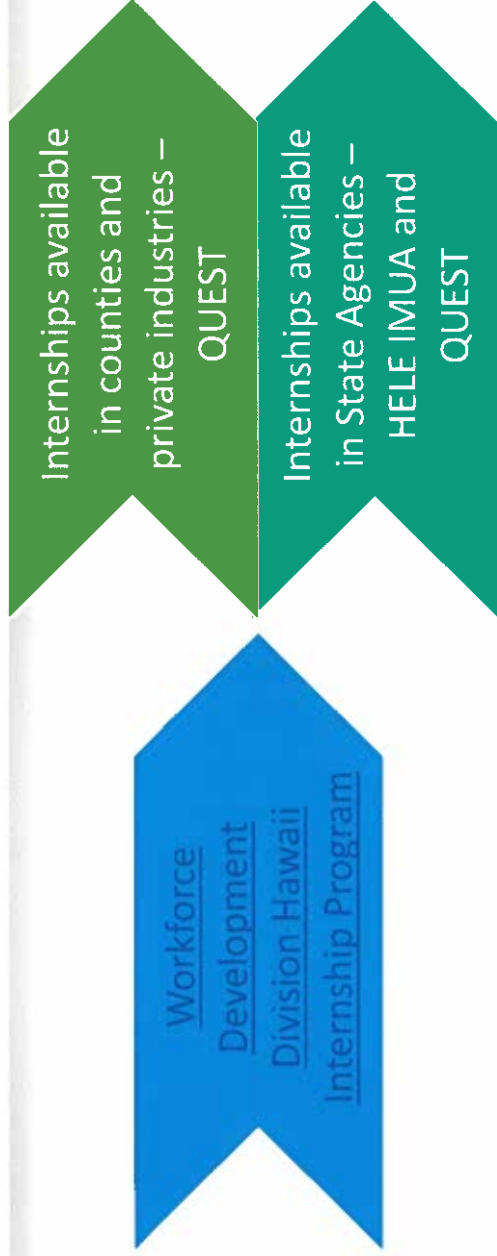
4. Administrative Changes

- Rusnell Pascual-Kestner was hired as the VR Assistant Administrator on November 6. Before this, he worked as a Program Specialist at the Staff Services Office, responsible for data reporting. He was also a VR counselor at Ho`opono Services for the Blind and Oahu Branch. Rusnell has more than 19 years of experience in the VR field.

WDD Updates

November 2023

INTERNSHIP PROGRAMS



Outreach

Outreach has begun with commercials for TV, Mobile Apps, and placards on the Bus created by vendor The Kalaimoku Group (TKG)

The image is a composite. The top portion shows a woman with dark hair, wearing a red long-sleeved shirt, looking at a smartphone. She is standing on a bus, with a green placard visible in the background. The bottom portion is a green placard with white and yellow text. The text on the placard reads: "imua LEARN NEW SKILLS AND DISCOVER YOUR POTENTIALS PAID INTERNSHIPS TODAY QUALITY JOBS TOMORROW NO EXPERIENCE NECESSARY www.labor.hawaii.gov (808) 586-5865 OPEN FOR ADULTS 18 & OVER, VETERANS, STUDENTS, PERSONS WITH DISABILITIES, SENIORS". A QR code is located in the bottom right corner of the placard. At the very bottom of the placard, there is a small line of text: "Dependable, Skilled, and Industrious Individuals. Join the Force. Depend on Us Today. Our services are 100% labor-only funded under a QUEST grant of \$1,000,000.00." The word "imua" is written vertically on the left side of the placard.

Hawaii APPRENTICESHIP WEEK (HAW 2023 – Virtual events) - November 13th – 15th, 2023

DLIR's WDD Registered Apprenticeship Program held Apprenticeship Week Virtual events in honor of Hawaii Apprenticeship Week. The week started off with the reading of the Proclamation from Governor Green by Director Butay



Proclamation

WHEREAS, every year other National Apprenticeship Week is celebrated in Hawaii and throughout the United States in honor of the 100th anniversary of the 1914 act that Registered Apprenticeship was established in the United States; and

WHEREAS, Registered Apprenticeship programs are a cost-effective way for employers to train their employees while lowering worker preparation costs; and

WHEREAS, Registered Apprenticeship programs are critical to ensuring Hawaii's workforce and workers are equipped with the skills and knowledge necessary to meet the needs of our economy; and

WHEREAS, expanding Registered Apprenticeship programs across the state that reflects the diversity of our workforce is vital to ensuring Hawaii's economic future; and

WHEREAS, there are more than 1,000 registered apprentices and 400+ apprentices who completed apprenticeship programs to become skilled workers in various trades and occupations during the last year; and

WHEREAS, the U.S. Department of Labor recently awarded Hawaii \$400,000 in State Apprenticeship Expansion Grants to support the growth of Registered Apprenticeship Programs statewide and to address the needs of our diverse workforce; and

WHEREAS, Hawaii is committed to expanding Registered Apprenticeship Programs statewide in two years to reach 100,000 workers; and

WHEREAS, the U.S. National Apprenticeship Week, with its theme, "Apprenticeship: The Path to a Better Future," is a national celebration that honors the work of our apprentices and the role of apprenticeship in our economy; and

WHEREAS, it is the policy of the State of Hawaii to support the growth of Registered Apprenticeship Programs and to encourage the participation of all workers in the workforce; and

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"APPRENTICESHIP WEEK"

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WHEREAS, it is the policy of the State of Hawaii to support the growth of Registered Apprenticeship Programs and to encourage the participation of all workers in the workforce; and

Josh Green, III
Governor, State of Hawaii



Media surrounding the event included Jade Butay, Director of DLIR and Maricar Pilotin-Freitas, WDD Administrator appearing on HNN's Sunrise to discuss how apprenticeships help address Hawaii's labor shortage and workforce development.



State apprenticeship program trains workers in high-paying, high demand careers (MSN)

- 80 people attended the first day with an anticipated 200+ expected to attend events with presentations from Apprenticeship programs and SAC members.

IN THIS ARTICLE
SHARE 0.00%



This week is #HawaiiApprenticeshipWeek celebrating the next generation of Hawaii's workforce and laborers.

HONOLULU (HawaiiNewsNow) - It's Hawaii Apprenticeship Week — and state officials are working to raise awareness of resources aimed to strengthen Hawaii's workforce.

Jade Butay, director of the State Department of Labor and Industrial Relations, and Maricar Pilotin-Freitas, administrator for DLIR's Workforce Development Division, joined HNN's Sunrise to discuss apprenticeships help address Hawaii's labor shortage and workforce development.

MAUI FIRE (National Dislocated Worker Grant)

- The department received an initial allocation of \$10.5 million after approval of its emergency grant application in August.
- Up to \$21 Million will be available to help Maui residents find employment
- MEO is the nonprofit Community Action Agency handling the project

REPORTS FROM WDC STANDING COMMITTEES



WDC Quarterly Board Meeting
Thursday, November 16, 2023
9:30 am to 11:30 am

REPORT
Special Projects Committee

Highlights for the Quarter

1. COMMITTEE MEETING: held on October 16, 2023

Introduction of new Committee Chair & Vice Chair:

- Chair—Keith DeMello, Senior Vice President of Communications & External Affairs, Ulupono Initiative
- Vice Chair—Dion Dizon, Business Representative for the International Brotherhood of Electrical Workers Local 1186

Presentations:

- Scott Morishige, Administrator, Benefit, Employee and Support Services Division (BESSD), State of Hawaii Department of Human Services, who gave a presentation and update on the Disaster Supplemental Nutrition Assistance Program (D-SNAP) and related resources available to individuals impacted by the Maui wildfires

2. STATUS OF PROJECTS:

Three focus areas identified for the Committee:

- Maui Recovery
- American Job Centers
- Legislative Matters and Policies

Workforce Development Division (WDD) provided updates on:

- Maui Wildfire National Disaster Dislocated Worker Grant

- Total award of \$21,062,640 to WDD based on an emergency application to fund temporary employment to clean up and repair damage on Maui County caused by severe fires that started on August 8, 2023, and resulted in destruction of more than 2,200 buildings and more than 90 fatalities. The destroyed buildings, infrastructure, outdoor structures, trails, roads, and other various public and private property requires significant clean up before rebuilding can begin. WDD is partnering with Maui Economic Opportunity (MEO), Inc. to provide temporary employment opportunities on Maui.
- Community Demonstration Grant – Hawaii Digital Work Skills Grant
 - Total award of \$975,000 to improve digital literacy and digital equity to reduce the workplace skills gap in socioeconomically disadvantaged communities. WDD is partnering with the Hawaii State Public Library System and the Hawaii State Community Schools for Adults to offer entry and intermediate level digital literacy classes across the State.

3. FORTHCOMING EVENTS: none

4. ANNOUNCEMENTS: none

5. Next Committee Meeting: to be announced

Submitted by:



Keith DeMello
Chair
Special Projects Committee



WDC Quarterly Board Meeting
Thursday, November 16, 2023
9:30 am to 11:30 am

REPORT
Employer Engagement Committee

Highlights for the Quarter

1. COMMITTEE MEETING: held on October 12, 2023

Presentation:

Kualoa Ranch Alex Kuch, who heads their HR Division, shared the company's challenges and opportunities on workforce development.

2. COMMITTEE LEADERSHIP TRANSITION: Employer Engagement Committee Chair Manu Bermudez has announced that due to her increased workload, she unfortunately will not be able to fulfill her role as Chair, and will be stepping down. However, her commitment to the Council remains, so she will be staying on as a member of the Committee as well as a member of the Council.

In the interim, Vice Chair Derek Kanehira will be stepping up to the role, but only until a new Chair is in place.

Mahalo to both Manu and Derek for their service.

3. OTHER DEVELOPMENTS:

- a) The Committee is in a period of transition but the meeting dates for the 2024 year has already been set. The strategy for the speaker's invitation list has also been developed and should be provided to the Committee at its next meeting.

b) STATUS OF WORK OPPORTUNITY TAX CREDIT (WOTC)

Here is the update on its status:

- There are 41,000 backlogged WOTC Credits
- Long-term unemployed individuals (TG L) and veteran Unemployment target groups (TG B) are now both being processed. As well as other target groups that we had processing ability before, TG C, E, H.
- Lists have been made to be sent to DHS once the configuration process is complete. It is apparently taking some time because of all the different factors of approval/denial that are needed for SNAP and TANF recipients (TG A, G, I). But once the configuration is complete it should rapidly decrease the number of pending applications. (SNAP and TANF totals upwards of 80% of all applications).
- The re-configuration is an IT fix. No deadline has been set for the configuration to be completed. Committee will keep asking for updates to keep this project in line.

4. FORTHCOMING EVENT: the next committee meeting will be on January 11, 2024 from 1:00 pm to 2:30 pm.

5. ANNOUNCEMENTS: None

Submitted by:

Derek Kanehira

Derek Kanehira
Vice- Chair
Employer Engagement Committee



WDC Quarterly Board Meeting

REPORT

Military Veterans Affairs Committee

Highlights for the Quarter

1. COMMITTEE MEETING: October 19, 2023, from 1:00 pm – 2:30 pm

Presentations:

- Executive Director's Report, by Bennette E. Misalucha, Executive Director, State Workforce Development Council
- Update from Board Retreat and Military and Veterans Affairs Committee's Action Plan from October 19, 2023, to December 31, 2025, by Trang Malone, Chair, Military Veterans Affairs Committee
- Presentation by Hiring Our Heroes, U.S. Chamber of Commerce. Elizabeth Garcia, Director, Military Spouse Fellowship Program; Crystal Kearns, Director of Engagement and Events; Adam Rocke, Senior Director of Events and Programs; Tracy Steele, Military Spouse Program Manager
- Updates from State Workforce Agency from April 20, 2023, to August 4, 2023.

2. STATUS OF PROJECTS:

- a) No current projects

3. FORTHCOMING EVENTS:

- a) Discussion regarding parameters and possible opportunities to have AJCs located in other locations (for example, military installations)

4. ANNOUNCEMENTS:

- Kathy Andrews, Community Employment Coordinator, Health Care for Homeless Veterans, Sparks M. Matsunaga VA Medical Clinic to host Employment Roundtable – Hiring Paths and Privileges for Veterans on Tuesday, October 24, 2023 at 1 pm
- Trang Malone and Cheryl Cross to co-participate in the CEU webinar, “The Hidden Workforce” to the Society of Human Resource Managers (SHRM-HI) on Tuesday, November 14, 2023.

5. Next Committee Meeting: January 25, 2024, from 1:00 pm – 2:30 pm

Submitted by:

Trang N. Malone

Chair

Military Veterans Affairs Committee

WDC Quarterly Board Meeting
Thursday, November 16, 2023
9:30 am to 11:30 am

REPORT
Sector Strategies and Career Pathways Committee

Highlights for the Quarter

1. SSCP Committee meeting held on September 7, 2023.

Presentations:

- Roseanne Propato, Corrections Education Specialist, Department of Public Safety
 - Statewide Education & Training Programs
- Monica Lortz, Reentry Coordination Officer, Department of Public Safety
 - Training & Preparation to reenter communities and job market.
- Lance Jyo, VP, McKinley Community Schools for Adults, HIDOE
 - Workforce Development Diploma & Career Foundation Certificate
 - AFLA Programs
 - GED & HISET Diplomas
- Jaimee Tabangay, Program Specialist, DLIR, WDD
 - Employer benefits for hiring ex-offenders.WDD
 - Bonds, hiring incentives.

2. SSCP Committee meeting held October 12, 2023

- Dr. Janet Davidson, Chaminade University, Criminology & Criminal Justice
 - Second Chance Program@ Corrections, DPS
 - Associate of Arts Degree & Partnership w/ Windward CC
 - In discussions with Windward CC for Bachelors Degrees.
- Dr. Guanlin Gao, Chaminade University, Director, Economic Education Center
 - Financial Literacy at Corrections
 - Free Financial Literacy classes for HIDOE teach
 - Literacy & Financial Literacy programs at Ke'elikolani MS, Jarrett MS and Palolo El. Reaching out to Kaimuki HS.
- Jill Teraizumi, Honolulu Community College
 - CTE Programs offered @ HCC.

3. Status on Projects:

- Linguistic SubCommittee, Dina Yoshimi:
 1. Partnership with Community Colleges in training BBSHAs.
 2. Partnership with DOH addressing need for translators.
- Workforce Development Diploma acceptance, April Aquavella,
 1. Discussions with labor unions. DLIR process will be implemented.
- Working on a COFA training video for DLIR staff to address Micronesian employment.
 - Working with the Office of Revitalization & PREL
- In discussions to address the CDL shortage. Transportation Pathway.

- Will pursue conversation with the Hawaii Employers Council to provide insight and expand knowledge of the State approved Workforce Development Diploma and the Career Foundation Certificate.
- In discussion with Hawaii Literacy to address and expand English and digital illiteracy within the immigrant & economically disadvantaged population.
- Connected Pearl Harbor Aviation Museum with the upcoming HIDOE's CTSO event at the end of January. They participate in judging the SkillUSA's drone competition. This could address the aviation shortage area. The program falls within the Transportation Pathway.
- In discussions with the Hawaii Oral Health Coalition partnering with HIDOE's Health Academies which is a shortage area due to the high cost setting up an independent practice. Health Pathway.
- In discussion with Waimalu Elementary and Aiea High School to build a K12 continuum in the Health or Media Pathway. Aiea Intermediate was not available for the meeting but will be included in future discussions.

4. Next meeting: Thursday, December 7, 2023 from 1:00pm to 2:30pm.



WDC Quarterly Board Meeting
Thursday, November 16, 2023
9:30 am to 11:30 am

REPORT
Youth Services Committee

Highlights for the Quarter

Chair Mike Anderson and Vice Chair Carla Kurokawa met virtually on October 23, 2023. Since then, they have connected several times via email. They are putting together a list of possible presenters / speakers for future committee meeting. The focus would be supporting youth transitioning into a skilled labor careers.

Chair Anderson suggested Bonnie Kahapea with the KANEHUNAMOKU VOYAGING ACADEMY as possible speaker. He will continue to reach out to her to confirm her interest and availability.

Vice Chair Kurokawa compiled below list of other possible speakers for 2024 -

Current WIOA Youth Providers

- There are WIOA providers on all of the islands, each delivering services in a unique way. Suggest inviting a representative from one or two islands to speak.
- Good Jobs Hawaii
 - They have opportunities for youth on their website, can go over Good Jobs programming, eligibility, DLIR WIOA partners
 - Marshall Norman - gmnorman@hawaii.edu – expressed willingness to be a speaker/presenter
- Hawaiian Community Assets

- Focus on financial literacy, home ownership, and have financial literacy programs for youth
- Melissa Kaapuni – melissa@hawaiiancommunity.net – expressed willingness to be a speaker/presenter as well as have a seat on the Youth Committee
- Vibrant Hawaii
 - Connecting communities with resources via community hubs.
 - Currently working on a paper for Hawaii P20 on Work Based Learning for Youth – to see where the resources are, making connections, identifying needs. In a meeting with Kealii Thoene of Vibrant Hawaii, he was in the process of meeting with agencies serving youth to gain insight into opportunities these agencies may provide. He thought about the possibility of creating a website that would have all work-based learning opportunities for youth in one place (perhaps a project for them). It would require someone to update website and have continuous connections with providers to obtain those updates/new opportunities. Not sure if this is something the youth committee can support?
 - Kealii Thoene – kealiithoene@gmail.com – expressed willingness to be a speaker/presenter as well as have a seat on the Youth Committee. If he is not available, we will reach out to Executive Director Janice Ikeda.
- Hawaii National Guard Youth Challenge Academy
 - Kalei Fermantez – k.fermantez@hawaii.gov – expressed willingness to be a speaker/presenter as well as have a seat on the Youth Committee
- Kupu Hawaii
 - Have not contacted them about the youth committee, but they are a great organization I have met with and invited for presentations to our staff. Many programs for youth, internships, and stipends, primarily in conservation, with an emphasis on mentorship. I am willing to make contact should you see that they may be a good fit.
- Workforce Development Division – Hele Imua Internship Program
 - State of Hawaii/University of Hawaii Internship Program that provides paid internships which may transition to gainful employment.
 - I have had a presentation on their program to our staff, but have not contacted them regarding being a speaker/presenter, but willing to do so should you see that they may be a good fit

Chair Anderson and Vice Chair Kurokawa will continue working together and let us know when future meetings and speakers are confirmed.

Submitted by:

Capt. Michael S. Anderson Jr.
IBU Hawai'i - Regional Director
(808) 772 - 9271
mike@ibu.org

**REPORTS FROM
LOCAL WORKFORCE DEVELOPMENT BOARDS**



WDC Quarterly Board Meeting
Thursday, November 16, 2023
9:30 am to 11:30 am

REPORT
Oahu Workforce Development Board

Highlights for the Quarter

1. BOARD MEETING: held on Thursday, October 19, 2023

Presentations:

- Bennette Misalucha, Executive Director, Workforce Development Council
Ms. Misalucha provided an overview on the role of the Workforce Development Council and its purpose for WIOA. She also reviewed the 2023 priorities for the WDC.
- Eric Irwin, Associate Legal Counsel, Honolulu Ethics Commission
Mr. Irwin provided a review of Ethics Training to the OWDB members.

2. STATUS OF PROJECTS:

- OWDB is in the process of executing the Memorandum of Understanding and Infrastructure Funding Agreement. The target date for completion is November 30, 2023.
- OWDB is taking steps to replace the vacant Planner III position. A candidate has risen from the multiple applications received. The target start date is November 16, 2023.
- The Committees meet frequently to review the concerns and brainstorm on improving the WIOA program.

3. FORTHCOMING EVENTS N/A

4. ANNOUNCEMENTS: N/A

5. Next Full Board Meeting: TBA

Submitted by:

Harrison Kuranishi

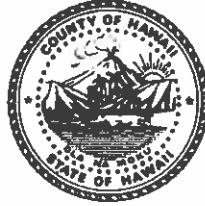
Executive Director

Oahu Workforce Development Board

Mitchell D. Roth
Mayor

Lee E. Lord
Managing Director

Robert H. Command
Deputy Managing Director



Rossella Guardascione
Chair

Tricia Buskirk
Vice-Chair

Dawn Hao-DeMotta
Vice-Chair

County of Hawai'i **Hawai'i County Workforce Development Board**

25 Aupuni Street, Room 1301 • Hilo, Hawai'i 96720 •
(808) 961-8366 • Fax (808) 935-1205

HAWAII COUNTY WORKFORCE DEVELOPMENT BOARD (HCWDB) QUARTERLY UPDATE REPORT TO THE WORKFORCE DEVELOPMENT COUNCIL MEETING

FRIDAY, NOVEMBER 16, 2023

Highlights of the Quarter

1. HCWDB Board Meeting: held on September 22, 2023

a. Status Updates

- i. PY2023 – 2024 Hawai'i County WIOA Annual Budget Plan approved by HCWDB (Pending approval by the WDD.)
- ii. Discussion at HCWDB meeting on forming a committee to discuss qualifications of the HCWDB Executive Director in guidance with the County of Hawai'i Deputy Corporation Counsel, Sherilyn Tavares. (Work in Progress.)
- iii. On-Boarding of new Board Members for Re-Certification. (Work in Progress.)
- iv. The One-Stop Operator RFP for the American Job Center in Hilo was posted twice and received no response. (Work in Progress.)

b. Next HCWDB Meeting :

- Date: Friday, December 7th, 2023
- Time: 9:30am – 12pm
- Location: 25 Aupuni Street, Room 1503 – Puna Conference Room

Submitted by: Rossella Guardascione, Chair
Hawai'i County Workforce Development Board

RICHARD T. BISSEN, JR.
Mayor

KEKUHAUPIO R. AKANA
Managing Director



OFFICE OF THE MAYOR
COUNTY OF MAUI
200 SOUTH HIGH STREET
WAILUKU, MAUI, HAWAII 96793
www.mauicounty.gov

Maui County Workforce Development Board (MCWDB)
County of Maui

I. Board and Sub-Committee Meetings

A. Maui County Workforce Development Board Meeting: September 15, 2023 at 9:00am

a. Status Updates

- i. Outreach staff have since transitioned from the Family Assistance Center at the Hyatt to the Lahaina Civic Center Disaster Relief Center (DRC) effective 09/11/23.
- ii. **Individual Training Plan (ITA) Increase:** C. Rowland proposed an increase to the ITA funding limit from \$1500 to \$2500, with an additional \$2500 with Executive Director's approval, if the additional training is to move the participant up the career ladder. Motion passed.

B. Program and Youth Committee Meeting: November 2, 2023 at 1:30pm

a. Status Updates

- i. **Eligible Training Provider (ETP) List Update:** We have over 200 valid training courses on the ETP list. The most recent update was 11/1/23 with a long list of UHMC's courses. Encouraged contract providers to take the time to review and share the list with current and potential participants.
- ii. **MCWDB Policies and Procedures Manual:** It has been updated to reflect the ITA increase from \$1500 to \$2500, with an additional \$2500 with Executive Director's approval. We will present the updated copy at the full Board meeting in next month as other areas are being updated to be in compliance with DOL and WDD requirements.

- iii. **DOL Monitoring Update:** DOL Monitoring was conducted on 06/13/23-06/14/23. Received a list of DOL findings from DLIR WDD on 10/9/23. No findings at the program level.
- iv. **WDD Data Validation** DLIR WDD conducted their annual data validation review on 08/03/24-08/04/23 to verify the accuracy, validity, and reliability of data submitted to USDOL. Active participants and exited participants were randomly selected in each local area for every program. This resulted in eight samples for each program.

Maui operated the Adult, DW, Youth, and NDWG programs during the program period. Overall, cases had comparable or lower error rates relative to the Statewide averages in most programs, except for the Youth program. The Youth error averages were similar or higher than Statewide averages.

The results suggest that the Maui local area has improved recording data for the Adult, DW, NDWG programs but struggled with the Youth data. Some of the issues with the Youth program may be attributed to prior providers whose cases were transferred to the current provider with incompatible eligibility screening and document collection.

- v. **DLIR WDD Program Monitoring** Onsite monitoring was conducted on 05/18/23-05/19/23 to ensure that the WIOA programs are being administered and operated in compliance with all requirements and to optimize efficiency and performance to the greatest extent possible. The County of Maui received an electronic copy of the report on 10/9/23.

Best Practices: With the change in county administration, there has been a major transition of key Maui staff for WIOA effective this calendar year. Despite the challenges associated with the majority of staff being new or in new roles, the staff remains positive and open towards trying different approaches to expand and deliver services more effectively for the benefit of the community. They are committed towards continuous improvement and connecting with other community resources for maximum benefit to participants.

Outreach to community agencies is exemplary. It includes active involvement with agencies serving native Hawaiians and Pacific

Islanders, CORE (initiated by Maui Police Department to connect resources to youth and adults in need), Community School for Adults, Maui Youth and Family Services, Mental Health services, Department of Human Services, Maui Foodbank, Hui Malama (an alternative secondary school), Maui Economic Opportunity, and other organizations.

Procedures for translation services to assist persons with LEP were uniformly applied in the AJC among staff, from the receptionist to the counselors. They were all aware of their written procedure and had them handy for easy reference. Their service provider, Goodwill, also employed staff within their organization who were proficient in different Pacific Island languages and benefitted from being connected to networks of these Pacific Islanders and service providers for these populations.

There were no programmatic findings, however, there were concerns that needed to be addressed:

- Relatively Low New Enrollments in WIOA Youth, Adults, and Dislocated Workers
 - Continue current outreach efforts to the community.
 - Expand outreach to the State DHS FTW program for which Goodwill is a contractor for pregnant and parenting teens, which are among the WIOA youth target groups, and who also may be eligible for the WIOA Adult program depending on their age.
- Limited Training Options for WIOA Adults and Dislocated Workers
 - ETP has since been updated eff 11/1/23.
 - On-the-Job Training and work-experience may be offered in lieu of, or as a supplement to, classroom training to provide more diverse experiences that can develop skills and prepare participants for work.
 - Goodwill intends to develop staff capacity to develop on-the-job training and work-experience on Maui to expand training opportunities.

- Recommended Corrective Action: Implement the local plan to develop staff capacity for on-the-job training and work-experience to widen the menu of training services available.

II. Forthcoming Events

A. MCWDB Meeting: December 8, 2023 at 9:00am

III. Announcements

A. Quality Jobs, Equity, Strategy, and Training (QUEST) Grant –

- Purpose: To assist those adversely affected by COVID-19.
- Targets the underserved/marginalized groups. Individuals not from these target groups may also be served, provided they meet QUEST eligibility. If you know of any employers that can provide internship/work experience opportunities, please direct them to C. Rowland. The QUEST grant pays prevailing wage, and as the contract provider, Goodwill Industries of HI can be the employer of record.

B. The County will be partnering with UHMC to host an in-person job fair at Queen Ka‘ahumanu Center on Saturday, 11/18/23, from 10am-2pm. A flyer has been posted on HireNet Hawaii. Please help spread the word. More information can be found at MauiVirtualJobFair.com.

C. In partnership with the HIDOE, we will be hosting a Maui Graduating HS Seniors Hiring Event scheduled for 04/19/23 at Maui High School. Time is TBD.

- Purpose: To provide opportunities for graduating seniors who are seeking full-time employment upon graduation to secure gainful employment that will provide income to a single-person household above the ALICE threshold at a minimum starting wage of \$18.00 per hour.

IV. Next Committee Meetings: TBD

Submitted by:

Chentelle Rowland

Chentelle Rowland
Executive Director
County of Maui - Office of Economic Development
Maui County Workforce Development Board

NEW COMMITTEE ASSIGNMENTS



WORKFORCE DEVELOPMENT COUNCIL

Standing Committees

(As of October 31, 2023)

1. Executive Committee

Composed of the Chair, Vice Chair, Standing Committee Chairs and Standing Committee Vice Chairs, the Executive Committee reviews and makes recommendations on all personnel matters, Council governance and compliance matters, standing committee matters and other matters as directed by the Council.

WDC Chair: Ken Loui, Pacific Marine

WDC Vice Chair: Cary Miyashiro, Quad D Solutions

WDC Assistant Vice Chair: TBD

2. Employer Engagement Committee

The Committee seeks to engage employers as partners, and for this partnership to flourish, the needs of the employers should also be met. It advocates for organizational quality standards to build and sustain employer engagement.

Chair: TBD

Vice Chair: Derek Kanehira, Alexander and Baldwin

3. Sector Partnerships Committee

The Goal of the Committee is to identify opportunities to grow sectors that cannot be adequately addressed by individual businesses. The Committee also seeks to align with partners (education, workforce programs, intermediaries) to leverage resources for the sectors identified as priority.

Chair: Cary Miyashiro, Quad D Solutions

Vice Chair: Tui Scanlan, International Alliance of Theatrical Stage Employees Local 665

4. Youth Services Committee

The Committee is primarily focused on helping young people achieve a secondary school diploma (or equivalent), entry into post-secondary education, and career readiness.

Chair: Mike Andersen, Inland Boatmen's Union of the Pacific

Vice-Chair: Carla Kurokawa, Alu Like Big Island

5. Military and Veteran Affairs Committee

With defense work as one of the State's economic drivers, this Committee is tasked to forge alliances and advocate on behalf of the various branches of the military and their workforce. It also seeks to collaborate with other stakeholders to assist veteran and their employment concerns.

Chair: Trung Malone, CVS Health

Vice Chair: Cheryl Cross, C.A. Cross and Associates

6. Performance Measures and Financial Accountability Committee

The role of the Committee is to reviewing the necessary data and tools in effecting positive changes within the Council's purview.

Chair: Kelly Ueoka, PACXA

Vice Chair: Sean Knox, Hawaii Employment Services Inc.

7. Special Projects Committee

From time to time, there are current and pertinent issues that arise which may not necessarily fall within the jurisdiction of any of the standing committees. The Special Projects Committee develops the tool kit to ensure that the Council can achieve the role it has set to do. For the next two years, the Special Projects Committee will be focused on three priority areas: a) Maui Recovery; b) Utilization of the American Jobs Centers; c) Legislative and Policy Development

Chair: Keith De Mello, Ulupono Initiative

Vice Chair: Dion Dizon, International Brotherhood of Electrical Workers Local 1186

RE-CERTIFICATION DOCUMENTS

OAHU RE-CERTIFICATION

II. SUMMARY: **Pass** / Fail or Conditional

Board Composition X

Financial Integrity X

Sustained Performance X

Recommendation to the WDC Board:

The Oahu Workforce Development Board was given provisional approval at the last quarterly WDC meeting in August pending additional appointments to their Board. Since then, they have added new directors and are in full compliance.

We recommend Full Board approval for the re-certification of the Oahu Workforce Development Board for 2023-2025.

Anticipated Board Meeting Date: November 16, 2023

Signed: WDC Local Board Re-Certification Committee



Kelly Ueoka, Chair



Rona Fukumoto, Member



Keith DeMello, Member

BIG ISLAND RE-CERTIFICATION

II. SUMMARY: **Pass** / Fail or Conditional

Board Composition X

Financial Integrity X

Sustained Performance X

Recommendation to the WDC Board:

The Big Island Workforce Development Board passed standards on Board composition, financial integrity, and performance measures.

The Committee recommends full re-certification for the Big Island Workforce Development Board.


However, since there were performance measures which need improvement and which needs the Board's attention, we recommend that a remedial plan on those metrics be submitted by January 30, 2024 after an anticipated training by the US Department of Labor in December 2023.

Anticipated Board Meeting Date: November 16, 2023

Signed: WDC Local Board Re-Certification Committee



Kelly Ueoka, Chair



Rona Fukumoto, Member



Keith DeMello, Member

MAUI RE-CERTIFICATION

II. SUMMARY: **Pass** / Fail or Conditional

Board Composition	<u>X</u>
Financial Integrity	<u>X</u>
Sustained Performance	<u>X</u>

Recommendation to the WDC Board:

The Maui Workforce Development Board passed standards on Board composition, financial integrity, and performance measures.

The Committee recommends full re-certification for the Maui Workforce Development Board.

However, since there were performance measures which need improvement and which needs the Board's attention, we recommend that a remedial plan on those metrics be submitted by January 30, 2024 after an anticipated training by the US Department of Labor in December 2023.

Anticipated Board Meeting Date: November 16, 2023

Signed: WDC Local Board Re-Certification Committee



Kelly Ueoka, Chair



Rona Fukumoto, Member



Keith DeMello, Member

MAYOR VISIT REPORTS



REPORTS ON MEETING WITH THE COUNTY MAYORS

Objective:

The purpose of the meetings was to re- establish lines of communication and set the foundation for a strong working relationship between WDC and the county administration.

CITY AND COUNTY OF HONOLULU

November 3, 2023

Met with Honolulu City and County Mayor Rick Blangiardi at Honolulu Hale. The only other person in attendance was Oahu Workforce Development Board Chair Jason Chang.

The meeting covered the following topics:

- Briefing on the WDC initiatives and the performance of the American Job Center on Oahu.
- Mayor shared his initiatives to reduce the number of vacant positions in the County.
- Mayor expressed his support of this issue. He will be a guest at the next Oahu Workforce Development Board.

BIG ISLAND

October 20, 2023

Met with Big Island Mayor Mitch Roth at the County building. Also in attendance were WDC Council member Keith de Mello, Mayor's designee Doug Adams, BI Local Board Executive Director Sherri Ann Cacho and Board Chair Rossella Guardascione.

The meeting covered the following topics:

- We briefed the Mayor on WDC initiatives and the performance of the American Job Center in Hilo.
- Mayor expressed his support of this issue. He has been to the American Job Center at least two times.
- He shared his long-term vision on increasing economic activity in his Island.
- He will discuss with his team ideas on increasing participation of WIOA programs.

MAUI

October 18, 2023

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

- We briefed the Mayor on WIOA, WDC initiatives and the performance of the American Job Center in Kahului
- Mayor expressed his support of this issue.
- He shared the developments in his island related to Lahaina and his long-term vision on increasing economic activity.
- Mayor wants his team to focus on spending the resources for Maui's benefit.

KAUAI

September 1, 2023

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

- We briefed the Mayor on WIOA, WDC initiatives and the performance of the American Job Center in Lihue
- Mayor expressed his support of this issue.
- Mayor said while there is low unemployment on Kauai, he realizes there is under - employment and this is what he wants his team to focus on.
- In explaining the Hele Imua internship project at the State level, he directed his team to explore how the county of Kauai can also have interns.

(end of board packet)

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