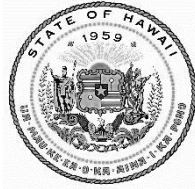


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**SECTOR STRATEGIES AND CAREER
PATHWAYS COMMITTEE MEETING**

Thursday, September 7, 2023

1:00 P.M. – 2:30 P.M.

In-person and Online via Zoom

Due to the COVID-19 pandemic, protecting the health and welfare of the community is a priority. The meeting was held in-person and remotely, with Board members and staff participating in-person and via an online meeting venue.

MINUTES

MEMBER ATTENDEES:

Ken Loui, WDC Chair, Vice President, Pacific Marine

Cary Miyashiro, Committee Chair, Quad D Solutions

Lea Dias, Administrator, Division of Vocational Rehabilitation, Department of Human Services

Tui Scanlan, President, IATSE Local 665

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

GUESTS:

Anna Pacheco, Vice President, SMS Research & Marketing Services, Inc.

April Acquavella, Consultant, JustWorks

Caroline Kunitake, Department of Human Services, Health Services Division

Chase Nomura, Certified Workforce Development Professional, Workforce Solutions Advisor,
Employers Options

Cory Reincke, Hawaii Paroling Authority, Parole Officer

Cristy Yokoyama, Hawaii Department of Public Safety

Dina Yoshimi, UH Manoa, Director, Hawaii Language Roadmap Initiative

Erin Yagi, HIDOE, Leeward Community College, Teacher Education Program
 Faustino Dagdag, Leeward Community College
 Frecia Cevallos, County of Hawaii
 Heather Chapman, Educational Specialist, Special Education Office
 Helen Sanpei, HIDOE, McKinley Community School for Adults, Principal, McKinley campus
 Jennifer Sakurai, Workforce Development Coordinator, Waipahu Community School for Adults
 Jill Teraizumi, Academic Counselor, Carpentry Technology, Honolulu Community College
 Keala Peters, Executive Vice President, Hawaii Chamber of Commerce, Education and Workforce Development
 Lance Jyo, HIDOE, Vice Principal, McKinley Community School for Adults, Moanalua and Kauai campus
 Michelle Fukumoto, HIDOE, Vice Principal, McKinley Community School for Adults, Farrington campus
 Mark Nakamura, HIDOE, Vice Principal, McKinley Community School for Adults, McKinley campus
 Monica Lortz, Hawaii Department of Public Health
 Nicole Anderson, Office of Economic Revitalization, Workforce Development Program Manager
 Noa Ching, HIDOE, Workforce Development Branch
 Paul Hadik, President and CEO, Pacific Resources for Education and Learning
 Randy Higa, Owner and Founder, Workforce Transition Center
 Roseanne Propato, Corrections Education Supervisor, Hawaii Department of Public Safety
 Stacie Higgins, Alignment Specialist, Hawaii P-20
 Susan Gonsalves, HIDOE, Curriculum Coordinator, Aiea High School
 Theresa Sanchez, HIDOE, Workforce Development Branch
 Wanelle Kaneshiro, HIDOE, Director, Workforce Development Branch
 Warren Kawano, Career Pathways Strategy Director, Hawaii P-20

STAFF:

Bennette Misalucha, DLIR, Workforce Development Council, Executive Director
 Jacqueline Lodge, DLIR, Workforce Development Council, Workforce Program Assistant
 Katrina Ramos, DLIR Workforce Development Division
 Daven Kawamura, DLIR Workforce Development Division

- I. Call to Order.....Committee Chair Cary Miyashiro**
 The Sector Strategies and Career Pathways Committee meeting was called to order at 1:00 p.m. by Committee Chair Cary Miyashiro.
- II. Approval of Minutes**
 - A. August 3, 2023 Meeting Minutes**
 Committee Chair Miyashiro requested a motion to approve the minutes for the August 3, 2023 meeting. Keala Peters moved to approve the minutes for the August 3, 2023 meeting. Tui Scanlan seconded the motion. There were no objections or abstentions. The motion to approve the minutes was approved unanimously.
- III. Updates and Reports on Partner Program Activities from August 3, 2023 to September 7, 2023**

A. Linguistics Pathway Subcommittee Report

Dina Yoshimi gave an update on what the subcommittee has been doing. They met with Dan Doerger, the Workforce Initiatives Manager for the UH community colleges, about making translations and language services available to people who are on food stamps, who need assistance with Unemployment Insurance, as well as assistance in medical and education fields.

Carol Oshigo from the Department of Education (DOE) Workforce is the Healthcare Alliance representative.

Dina Yoshimi noted that they are looking for desirable credentials to fill needs in the medical industry. They are looking for people who can work with interpreters and who have the skill set to work as interpreters. They also want to support students in schools who have limited English skills. They will discuss curriculum development at their next meeting. Students who are interested in becoming interpreters can register for classes in December 2023 and graduate in Fall 2024.

Cary Miyashiro suggested that Dina Yoshimi work with Caroline Paul.

Bennette Misalucha pointed out that they are looking for interpreters who can help victims of the Maui wildfires who need assistance filling out forms. Some victims may not have digital equity skills to fill out forms online. Interpreters are needed after natural disasters. Dina Yoshimi said they are working to coordinate where the needs are. Other fields where interpreters are needed - Government, Public Security and legal professions. Their goal is to educate graduating seniors who are multi-lingual, who can serve as advocates, and can implement language services in government.

University of Hawaii used to have a summer program that prepared interpreters to help with “easy cases”. Unfortunately, it’s not currently in place. Their goal is to create a pipeline to build the local workforce, so they don’t have to bring in extra help. When students register for course in Fall 2024, they will graduate and be ready to work in Summer 2025.

Cary Miyashiro asked if McKinley Community College can use the Maui Community School for Adults as a linguistic learning center. It’s feasible if there is a site that provide training. Carol Oshigo said that students can do online learning to get their credentials. There is a cohort of students starting in the Spring on Maui. They will fill a specific need in the workforce. If there is the capacity, they would like to increase trainers.

B. Workforce Development Diploma and Union Updates

April Acquavella gave her updates based on the Apprenticeship Training Coordination Association of Hawaii (ATCA) presentation from McKinley and Waipahu Community Schools for Adults. She said that they are looking for registered apprenticeships that the construction related industry will accept the Workforce Development diploma as part of their minimum qualifications. Rich Suviono from the Roofers Local Union 221 was supportive. District 50 Painters, Drywall and Tapers and Local 1 Bricklayer, Stone Masons, Tile-setters are interested in working with community schools that have pre-apprenticeship programs. There are 12 other

unions that have their own apprenticeship programs, and don't require a high-school diploma and will accept the Workforce Development diploma. Examples are Carpenters, Drywall and Millwrights; Heavy Equipment Local 3; Cement Finishers; Iron Workers; Painters, Plasters; Plumbers. However, in some fields the minimum requirements are a high-school diploma. The goal is to develop pre-apprenticeship partnerships with Local 1 and District Council 50 to show that recipients of the Workforce Development diploma are good candidates. Hopefully with data and positive feedback, the others will have a reason to revise their standards.

Cary Miyashiro asked Tui Scanlan if they require a high-school or GED-equivalent. Tui Scanlan said that if they are eligible to work in the state of Hawaii, they can work on their contracts and on their jobs.

C. Sector Strategies and Career Pathways Committee Updates

Cary Miyashiro gave updates on the committee. He re-stated the purpose of this committee, which is to address those who have barriers to employment and help them get into the workforce. He would like Jill Teraizumi from Honolulu Community College to do a presentation at a future meeting. Corey Reinke, who was a presenter at the August 3, 2023 meeting, pointed out that parolees have issues with housing.

Cary Miyashiro also announced that they received approval to expand the Waipahu High School's Special Education program to five schools.

Caroline Kunitake from the Department of Health is trying to get DOE people into the health field. Please contact Cary Miyashiro or Caroline Kunitake if you have any questions.

IV. Presentation from the Department of Public Safety on Education Program at Correction Facilities

Roseanne Propato, Monica Lortz and Lance Jyo discussed inmates who are in corrections facilities who receive training while they are incarcerated. After receiving training, they are prepared to return to the workforce. Their goal is to strengthen academic learning and encourage inmates to get their high-school diplomas while in custody. With help from Lance Jyo and part-time teachers, they can also receive a workforce development diploma and get assistance with "soft skills" (such as substance abuse support) while in custody. They have partnered with community colleges and Chaminade University. Lack of staff is a challenge. With support from the community, they can provide programs and fill specific needs while preparing inmates while they are incarcerated. In turn, the inmates can establish relationships, develop a plan, and are ready to work when they get out.

Cary Miyashiro asked if there are unions who will provide internships to inmates. Roseanne Propato said that they can only work during work furlough or when they are on parole. Cary Miyashiro noted that if they can receive training while incarcerated it's more beneficial than starting an (unpaid) internship after they get out.

Bennette Misalucha asked what the advantages are to companies who hire ex-inmates. Are there tax benefits on bonding? Maricar Pilotin-Freitas will cover that including incentives and success

stories at the next meeting, since she was unable to attend this one.

Monica Lortz pointed out that inmates who received on-the-job training in construction jobs were more likely to stay out of jail. She also noted that Big City Diner hires ex-inmates. They encourage inmates to create a career, not just find them a job when they get out. They want to create a skilled workforce before inmates are released.

Bennette Misalucha asked if other employees are informed about the criminal records of the trainees. Monica Lortz said that information is not given to other employees. However, when inmates are doing work furlough programs, they must disclose it to potential employers, and they are advised to be honest if asked by other individuals.

Tui Scanlan noted that his union is similar to construction. He asked how they regulate using tools while incarcerated. Roseanne Propato confirmed that there is a lot of planning and approval from security required before they can handle tools. The custody facility affects how and who they teach to use tools. For example, they would allow inmates in a minimum custody or a female facility to use tools, but not somewhere such as Halawa Correctional Facility.

V. Presentation on Re-entry Program at the Department of Public Safety

Monica Lortz discussed the goals of re-entry. Their goal is to get inmates employed and find careers that offer opportunities for advancement. They are encouraged to build long-term skill sets so they can earn more than minimum wage. Before being released, they need to make sure they have a Social Security card and birth certificate so they can get a state-issued ID. The re-entry checklist includes teaching them “soft skills” (i.e. – how to prepare for an interview) so there are less barriers to employment. The Department of Public Safety partners with Parents and Children (PAC) and Waikiki Health.

VI. Presentation on McKinley Community School for Adults

Lance Jyo said that McKinley Community School for Adults partners with the State Department of Public Safety statewide.

- They will hire teachers from the Department of Education to help inmates receive their high-school diplomas or GED-equivalent.
- They also provide access to workforce programs that support GED preparation. For example, some remote sites need “paper and pencil” testing.
- They offer post-release services such as counseling, education, and training.

Cary Miyashiro noted that Colette Miyamoto-Kajiwara and Heather Chapman work on similar programs. There are similarities with Special Education (SPED).

Bennette Misalucha asked Lance Jyo how successful the programs were, what kind of numbers or statistics he had, and what type of systematic challenges there were. Bennette Misalucha asked if COVID had impacted services. Lance Jyo confirmed there is a dialog and coordination between his team and Roseanne Propato. However, if inmates are moved to Arizona, it is out of their control. He noted that each site is unique and that the challenge is getting more part-time teachers, coordinating scheduling. Their goal is to provide consistent access to basic education,

such as a high-school diploma. McKinley Community School for Adults also offers continuing education classes.

Bennette Misalucha asked what percentage of inmates do not have a high-school diploma or GED-equivalent, how many are enrolled in classes, how many get their diploma or GED while in custody, and if any get a college degree, such as an Associate's Degree. Roseanne Propato replied that most inmates come in with a 10th – 11th grad education level, some come in with a college degree, and some have Master's degrees.

Roseanne Propato announced that The Second Chance Pell Grant from Chaminade started 2 years ago with 18 students. 8 of them graduated with an Associate's Degree in Business Administration. There is another cohort starting with 18 students, and hopefully more than 8 students will graduate this time around. Inmates have more motivation to get their GED-equivalent so they will be eligible for The Pell Grant. The number of inmates receiving certificates of completion has been increasing. They are partnering with colleges to provide more professors. If some inmates are not interested in getting their high school diplomas or GED-equivalents, they would like to provide apprenticeships for trade skills. There is no access now, but they are working with Edmund Aczon to provide more training opportunities.

Bennette Misalucha asked if Lane Jyo and Roseanne Propato's numbers are the same. For example, would they have the same numbers for the students who are enrolled for GED classes or career development classes so there is a baseline of understanding. Both Lance Joy and Roseanne Propato confirmed that their enrollment numbers are the same.

Cary Miyashiro announced that Chaminade University will present at the next meeting on October 5, 2023. They will discuss their Second Chance Program and Economic Center.

VII. Presentation on Employer Benefits for hiring ex-offenders

Maricar Pilotin-Freitas was unable to attend this meeting. She will provide an update at a future meeting.

VIII. Updates from State Workforce Agency from August 3, 2023 to September 7, 2023

A. Workforce Development Division

Maricar Pilotin-Freitas was unable to attend this meeting. She will provide an update at a future meeting.

IX. Announcements and Public Testimony (if any)

Helen Sanpei noted that Superintendent Keith Hayashi will make an announcement that displaced Maui residents can take the GED test at no cost at their Maui campus. High school students who want to enroll in community college earlier, can also do so at no cost. Their goal is to "fast track" anyone who wants to take the GED test, as some jobs require it as a minimum qualification. Cary Miyashiro asked if they should talk to Leslie Wilkins.

Keala Peters announced that the University of Hawaii (UH) community colleges will offer fully-funded training courses in Healthcare, Technology, Public Safety, Clean Energy, Skill Trade.

Fall registration is open and the training course are fully funded by the Good Jobs Hawaii Grant. URL: <https://uhcc.hawaii.edu/goodjobshawaii/>

Nicole Anderson added that Good Jobs Oahu will be adding more courses to create a stronger pipeline to jobs within the City. They will be offering more assistance to non-native English speakers.

Heather Chapman asked for help in recruiting participants for the Hawaii Equitable Transition Model (ETM) Grant as the Department of Vocational Rehabilitation and Special Education transition from the DOE. As part of the grant, they will need a Department of Labor Workforce Development Board / Hawaii Small Business program to be included. She will email Bennette Misalucha regarding more information about the ETM Grant to help recruit more participants.

Cary Miyashiro announced that Jill Teraizumi from Honolulu Community College will be a presenter at the October 5, 2023 meeting. She will discuss different programs that are offered at Honolulu Community College.

Chase Nomura asked for feedback on how Maui can diversify its economy into different sectors to relieve unemployment since the wildfires. He noted that rental car companies and hotels have cut employment since the fire. Bennette Misalucha confirmed that there are efforts from the Legislature and administrative side of the State. This issue will be included in WDC's Strategic Plan, as the Maui wildfires have affected the entire State. The State's GDP went down by -0.5% since the fire. They will need to map out a long-term solution with input from the public and private sectors. She asked if there are alternate industries that they can develop on Maui or remotely. If so, do we have the resources and infrastructure to support? All of these points will be included when WDC presents their Strategic Plan to the Governor, who will present the plan to the US Department of Labor. Bennette Misalucha noted that there are short-term solutions to help alleviate unemployment for the next 6 months. The Disaster Recovery Grant is around \$25M and will help provide translation services on the west side of Maui. FEMA will offer training courses in collaboration with Maui Economic Office (MEO). Around \$12.5M is currently available, which will help to pay for clean-up since the fires.

X. Next Meeting

The Sector Strategies Committee meeting is tentatively scheduled for Thursday, October 5, 2023, from 1:00 p.m. to 2:30 p.m.

XI. Adjournment

Committee Chair Miyashiro adjourned the meeting at 2:25 p.m.