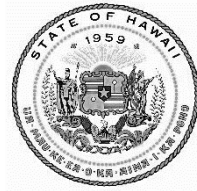


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SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS
ADMINISTRATOR

**STATE OF HAWAI'I
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DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA
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**EMPLOYER ENGAGEMENT COMMITTEE
MEETING**

Thursday, January 18, 2024

10:30 a.m. – 12:00 p.m.

In-person and Online via Zoom

MINUTES

MEMBERS:

Derek Kanehira, Committee Vice Chair, Senior Vice President, Human Resources, Alexander and Baldwin
Rossella Guardascione, Chair, Hawaii County Workforce Development Board, Director of Human Resources, Kona Beach Hotel

GUESTS:

Lina Le, Vice President of Human Resources and Administration, Meadow Gold Dairies Hawaii
Jacqui Low, Human Resources Manager, Shriners Children's Hawaii
Aaron Hoffman, Director of Human Resources, Y.Hata
Jen Pea, Talent Acquisition Manager, Kamehameha Schools
Liann Unebasami, Vice President and Commercial Relationship Officer, Hawaii State Federal Credit Union
Kim Nishigaya, Vice President, Director, Talent Acquisition and Human Resources Business Partners, Central Pacific Bank
Alex Kuch, Director of Human Resources, Kualoa Ranch
Ku'ulani Keohokalole, Owner / Principal, People Strategies Hawaii
Aimee Rodd, Human Resources Director, House Mart
Kelii Opulauoho, Manager, Organizational Development and Learning, Hawaiian Electric
April Gonzalez, Recruiter, Alaka'i Executive Search
Mark Menard, Business Services Coordinator, American Job Center, City and County of Honolulu
Christine Park, Program Coordinator, Waipahu Community School for Adults

Deborah Leong-Yep, Human Resources Generalist, UHA Health Insurance
Paul Chen, Vice President and Talent Acquisition Manager, First Hawaiian Bank
Nikki Battad, Human Resources Manager, HC&D, LLC
Sonya Koki, Human Resources Manager, SSFM
Tamara Addison, Vice President, Human Resources and Labor Relations, Oahu Transit Services, Inc.
Alice Minor, Intern, Department of Business, Economic Development and Tourism

PUBLIC:

Michele McCoy, Public Policy Advocate, Office of Hawaiian Affairs

STAFF:

Bennette Misalucha, DLIR, Workforce Development Council, Executive Director
Jacqueline Lodge, DLIR, Workforce Development Council

I. Call to Order

The Employer Engagement meeting was called to order at 10:33 a.m. by Committee Vice Chair Derek Kanehira.

II. Approval of Minutes

A. October 12, 2023 Meeting Minutes

The approval of October 12, 2023 minutes will be deferred to the next meeting, as none of the October 12, 2023 meeting attendees were present at January 18, 2024 meeting.

III. Overview of Workforce Development Council (WDC) and Employer Engagement Committee

Bennette Misalucha gave a brief overview of the Workforce Development Council (WDC) and the Employer Engagement Committee's goals. Bennette Misalucha noted that WDC is the planning and policy advisor to the Governor and is made up of 41 council members. She emphasized that workforce development and economic development go hand-in-hand.

Bennette Misalucha pointed out that council members must pass a Senate confirmation. However, committee members do not have to be council members.

Bennette Misalucha noted that the Employer Engagement Committee is looking for a new Chair. The goal of the committee is to hear from different industries, share challenges and success stories from different sectors. At the end of the year, Vice Chair Kanehira would like to convene presenters for a panel discussion, discuss ways they can support Workforce Innovation and Opportunity Act (WIOA) and the Unified State Plan.

IV. Executive Director's Report from October 12, 2023 to January 18, 2024

Bennette Misalucha gave a short update on the State Unified Plan, including the presentation she shared with the Oahu Workforce Development Board. The presentation can be viewed at this link:

<https://labor.hawaii.gov/wdc/files/2024/01/PRESENTATION-SLIDES-FOR-UNIFIED-PLAN-COMMUNITY-ENGAGEMENT-v2.2.pdf>

V. 8-Month Kama’aina Leadership Development Program

Ku’ulani Keohokalole shared a presentation. The presentation can be viewed at this link: <https://labor.hawaii.gov/wdc/files/2024/01/8-Month-Kamaaina-Leadership-Development-Program-K.Keohokalole.pdf>

Bennette Misalucha asked if graduates from other leadership programs can apply. Ku’ulani Keohokalole confirmed that they can apply.

Kelii Opulauoho asked what the goals of this program were, and how they would define success. Ku’ulani Keohokalole answered that those who complete the program would feel more confident in the values they bring to the table, they would position themselves as leaders in their communities, and employers would consider them for upper-level positions.

Vice Chair Kanehira recognized this program would benefit the community and is a viable solution to grow talent locally.

VI. Presentation on Challenges and Opportunities in Workforce Development in Banking

Kim Nishigaya shared presentation. The presentation can be viewed at this link: <https://labor.hawaii.gov/wdc/files/2024/01/Challenges-and-Opportunities-in-Workforce-Development-in-Banking-K.Nishigaya.pdf>

Bennette Misalucha asked if Central Pacific Bank subsidizes high school interns or tellers to further their education. Kim Nishigaya confirmed that they do, as they have a tuition reimbursement program.

Mark Menard suggested he and Kim Nishigaya connect offline to discuss the Quest grant to help place interns with employers.

Paul Chen said their goal is to prepare and train high school students for jobs after they graduate, as they don’t require college degrees for teller positions. Bennette Misalucha confirmed that other industries are doing the same thing. For example, in healthcare, Hawaii Pacific Health is training high school students to work their new clinic, which opens February 2024. Bennette Misalucha pointed out that healthcare is a growing industry that is currently short-staffed.

Rossella Guardascione mentioned that the hospitality industry hosts an event for high school students at the Marriott King Kamehameha Kona Beach Resort called “World of Hospitality Day”. They invite speakers to present what jobs are available and what positions need to be filled. She confirmed that applicants need to be 16 years or older to apply. She also noted that she has

reached out to high school guidance counselors and has offered to visit schools to do on-site presentations if students are not able to attend in-person.

Deborah Leong-Yep added that Farrington High School teaches students “job-ready” skills such as how to dress appropriately, how to complete tax forms, how to create a resume, how to prepare for an interview, etc. She confirmed that they partner with employers such as Hakuyosha, Tanoa, Domino’s Pizza, and Aulani Resort. She will share more about the Kina’ole Program at the next Employer Engagement Committee meeting.

VII. Updates from the State Workforce Development Division from October 12, 2023 to January 18, 2024

Maricar Pilotin-Freitas was not able to present updates from Workforce Development Division. She confirmed that the Workforce Development Division will provide updates at the next quarterly board meeting in February.

VIII. Announcements and Public Testimony

Mark Menard announced that there is a hiring event at Leeward Community College on February 29, 2024. He also noted that Good Jobs Hawaii is looking for business and employers in healthcare, information and technology, trades, creative industries.

IX. Next Meeting

The Employer Engagement Committee meeting is scheduled for Thursday, April 18, 2024 from 10:30 a.m. to 12:00 p.m.

X. Adjournment

Vice Chair Kanehira adjourned the meeting at 12:02 p.m.