



**WORKFORCE**DEVELOPMENT  
COUNCIL

EXECUTIVE COMMITTEE PACKET

Wednesday, November 6, 2024

1:30 pm to 3:00 pm

Department of Labor and Industrial Relations Building

830 Punchbowl Street, Room 317, Honolulu Hawaii

96813

# NOVEMBER 6, 2024 AGENDA

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

**STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL  
RELATIONS**

**KA 'OIHANA PONO LIMAHANA  
WORKFORCE DEVELOPMENT COUNCIL**

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**WORKFORCE DEVELOPMENT COUNCIL'S  
EXECUTIVE COMMITTEE MEETING  
Wednesday, November 6, 2024  
1:30 p.m. – 3:00 p.m.**

**Remote Meeting:**

*This meeting will be held remotely by Zoom interactive conference technology. Board members, staff, and members of the public may participate in the remote meeting by using the following Zoom link:*

*Join Zoom Meeting*

<https://us06web.zoom.us/j/83381155006?pwd=ZKLYirTqoHyjkwHRfRvDGo738iKY7a.1>

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*If you do not have the technology or ability to join the remote meeting via Zoom, please dial +1 (669) 444-9171 on the telephone to participate in the remote meeting.*

*Meeting ID: 833 8115 5006*

*Passcode: 256604*

**Physical Meeting:**

*A physical meeting location will be open to the public and will have an audiovisual connection, which will allow individuals at the physical meeting location to participate in the remote meeting. The address of the physical meeting location is 830 Punchbowl*

Street, Room #317, Honolulu, HI 96813.

Written and Oral Testimony:

Individuals may submit written testimony by U.S. mail or hand delivery at 830 Punchbowl Street, Suite 317, Honolulu, HI 96813 or by email at [DLIR.Workforce.Council@hawaii.gov](mailto:DLIR.Workforce.Council@hawaii.gov). To ensure that members are able to review testimony prior to the meeting, we encourage interested persons to submit written testimony by 24 hours prior to the meeting. Any written testimony submitted after such time testimony will be retained as part of the record and distributed to members as soon as practicable, but we cannot ensure members will receive it in sufficient time to review prior to any decision-making.

Individuals may provide remote oral testimony during the remote meeting at the Zoom link listed above. Individuals participating at the physical meeting location may also provide oral testimony during the remote meeting.

Equal Opportunity Employer/Program

If you need an auxiliary aid/service or other accommodation due to a disability, please contact Bennette Misalucha at (808) 586-8815 (for TTY/TTD Dial 711 then ask for (808) 586-8815) or email [dlir.workforce.council@hawaii.gov](mailto:dlir.workforce.council@hawaii.gov) as soon as possible. Requests made as early as possible will allow adequate time to fulfill your request. Upon request, this notice is available in alternative formats such as large print, Braille, or electronic copy.

## AGENDA

- I. Call to Order.....*Workforce Development Council Chair Ken Loui*
- II. Update on the Congressional Re-Authorization of the Workforce Innovation and Opportunity Act and Motion to Support the Small State Minimum Allocation Rate proposal..... *Bennette Misalucha, Executive Director*

A report on the status of the re-authorization of the Workforce Innovation and Opportunity Act which is making its way in Congress. Also, a presentation on the proposal submitted by Rhode Island to raise the Small State Minimum Allocation rates to 0.4% for Adult, Youth, and Wagner-Peyser, and to add the same 0.4% minimum to the Dislocated Worker program.

**Action: Executive Committee to provide guidance and send recommendation to the full board which will meet on November 21, 2024.\***

- III. Presentation of 2024 Local Areas Negotiated Levels of Performance .....*Maricar Pilotin-Freitas, Administrator, Workforce Development Division*

The presentation will outline performance benchmarks agreed upon for workforce programs under the Workforce Innovation and Opportunity Act (WIOA). These performance levels are negotiated annually between the state and local workforce boards, focusing on employment outcomes, credential attainment, skill gains, and other measurable outcomes. Title I covers adult, dislocated worker, and youth programs, while Title II focuses on adult education and literacy programs. No board action is required. The Workforce Development Council is being informed of these measures in compliance with regulations. This presentation to the Executive Committee serves as preparation for a full board presentation scheduled for November.

- IV. Update on the Lahaina Federal Funds.....*Maricar Pilotin- Freitas, Administrator, Workforce Development Division*

A status report on the disposition of Federal Relief Disaster funds for the Lahaina wildfires.

- V. Financial Reports.....*Bennette Misalucha, Executive Director*

a. Status of Grants (PY 2022)/ Recaptured Funds

b. Fiscal Reports (PY 2022 and PY 2023)

c. Performance Measures for Oahu, Maui, Big Island and Kauai

VI. Presentation on the Disposition of Program Year 2022 Unexpended Funds .....*Bennette Misalucha*

A presentation on how recaptured 2022 funds from the Workforce Innovation and Opportunity Act (WIOA) for the 2022 program year are managed. The presentation aims to clarify the protocols and process in the allocation of these unspent resources, ensuring compliance with federal guidelines and maximizing their impact on workforce development initiatives. The presentation will outline the list of recipients and projects, along with details on how the recaptured funds were allocated.

**Action: Executive Committee to provide guidance and send recommendation to the full board which will meet on November 21, 2024.\***

VII. 2024 State Budget Measurement..... *Bennette Misalucha, Executive Director*

A presentation on how the 2024 Council’s performance will be measured according to the State Budget.

VIII. Report on Special Projects Committee .....Keith DeMello, Chair

a. American Job Centers Roundtable Discussion

A report on the discussions surrounding the utilization of the services at the American Job Centers.

b. Establishment of the Permitted Interaction Group (PIG) for the legislative session and next steps

The Special projects Committee is recommending the composition of the two-person Permitted Interaction Group.

**Action: Executive Committee to provide guidance and send recommendation to the full board which will meet on November 21, 2024.\***

c. A Status report on the Protocol on Board Appointments

- IX. Motion to Request Legislative Action on the Elements of the State Workforce Unified Plan .....*Special Projects Committee*

Background:

The Workforce Development Council in developing the State Workforce Unified Plan’s strategic objectives, aims to ensure its elements are sustained and embedded into state policy. This motion seeks approval for the WDC to formally request that the State Legislature enact the key components of the Unified Plan into state law, ensuring its long-term implementation and support.

Proposed Motion:

The Executive Committee hereby recommends to the Workforce Development Council to formally request the State Legislature to codify the elements of the State Workforce Unified Plan into legislative action. The codification process is essential to institutionalize the strategies outlined in the Unified Plan and secure ongoing support for workforce development initiatives across the state.

Action Required AFTER Full Board approval:

Upon approval of this motion by the Executive Committee, it will be forwarded to the full board at its November 21, 2024. The Executive Director, in collaboration with relevant stakeholders (and after the December 9, 2024 Workforce Synergy Summit), will draft a request to be submitted to the State Legislature, via the House and Senate designees in the Council, (Representative Andrew Garrett and Senator Donovan Dela Cruz) outlining the key elements of the Unified Plan that require legislative action.

- X. Executive Director’s Report..... *Bennette Misalucha, Executive Director, Workforce Development Council*

- a. Report on the National Governor’s Association Winter convening from October 29, 2024, to November 2, 2024

- b. Update on the Implementation of the State Workforce Development Unified Plan: The State Workforce Unified Plan was submitted on March 4, 2024, as prescribed by United States Department of Labor, and was approved in June 2024. As part of its federal mandate, the Workforce Development Council is charged with the implementation of the Plan. A Workforce

Synergy Summit will be held on December 9, 2024, with workforce community stakeholders to plan for next steps and division of roles and responsibilities.

- c. Update on the transition of Workforce Development Council as an attached agency to Department of Labor and Industrial Relation effective July 1, 2024.

- Determination on the Roles and Responsibilities
- Status report on Personnel Recruitment

- d. Update on Committee Work:

1. Youth Service Committee
3. Employer Engagement Committee
4. Sector Partnerships and Career Pathways Committee
5. Military and Veteran Affairs Committee
6. Performance Measures Committee

- e. September was Workforce Development Month

1. Proclamation from the Governor
2. Future of Work Conference
3. Workforce Development Heroes

- f. Focus for Last quarter 2024.

- Personnel Recruitment
- Operational Transition from Workforce Development Division
- Board Retreat – January 16, 2024
- Budget Planning

- g. Update on Long Term Care Taskforce: In Feb 2024, a long-term care summit was held with nearly 100 stakeholders in attendance. There were 4 subcommittees that were created, one of which was the Workforce Subcommittee. The Development Council was designated as the lead for this subcommittee. This is an update on its progress.

- h. Upcoming Activities/Events in 2025

- Completion of Funding Document – December 2024
- Board Retreat – January 16, 2025
- Transportation Sector Convening



- Board training: Workforce Innovation and Opportunity Act(WIOA) academy -Until March 2025
- National Economic Trends webinar – January 2025
- Long Term Care - Workforce Taskforce – January 2025

i. **BOARD MEETING DATES (Subject to Change)**

First Quarter:	Wednesday, February 19, 2025	9:30 am to 11:30 am
Second Quarter:	Wednesday, May 28, 2025	9:30 am to 11:30 am
Third Quarter	Wednesday, August 20, 2025	9:30 am to 11:30 am
Fourth Quarter	Wednesday, November 19, 2025	9:30 am to 11:30 am

**EXECUTIVE COMMITTEE DATES (Subject to Change)**

Wednesday, January 22, 2025 /1:30 pm to 3:00 pm

Wednesday, April 23, 2025 /1:30 pm to 3:00 pm

Wednesday, July 23, 2025/1:30 pm to 3 pm

Wednesday, October 22, 2025/1:30 pm to 3 pm

XI. Announcements and Constituent Comments (if any)

*At this time, the public is welcome to announce upcoming events and comment on relevant issues that were not included in this meeting's agenda. Please be advised that in compliance with the Sunshine Law, the Committee cannot discuss or act on issues that were not included in this meeting's agenda, but issues raised in constituent comments may be included in a future agenda for the Committee's consideration.*

XII. Next meeting

The next meeting will be in January (tentative) from 1:00 p.m. to 2:30 p.m. the Department of Labor Office at 830 Punchbowl Street, Room 317, Honolulu, Hawaii 96817.

XIII. Adjournment

\* Section 6.4. 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.*

# Request for Assistance for Small State Minimum in the WIOA Reauthorization Legislation

*COMMITTEE ACTION: Provide Guidance and send  
recommendation to November 21, 2024 Full  
Board Meeting*

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**From:** Alvarado, Alyssa (DLT) <[Alyssa.Alvarado@dlt.ri.gov](mailto:Alyssa.Alvarado@dlt.ri.gov)>  
**Sent:** Monday, October 21, 2024 3:01 AM  
**To:** Misalucha, Bennette E <[Bennette.E.Misalucha@hawaii.gov](mailto:Bennette.E.Misalucha@hawaii.gov)>; '[kenloui@pacmarhawaii.com](mailto:kenloui@pacmarhawaii.com)' <[kenloui@pacmarhawaii.com](mailto:kenloui@pacmarhawaii.com)>  
**Cc:** Mike Grey <[mdgreyRI@gmail.com](mailto:mdgreyRI@gmail.com)>  
**Subject:** [EXTERNAL] Request for Assistance to Hawaii: Small State Minimum in the WIOA Reauthorization Legislation  
**Importance:** High

Good Morning Director Misalucha and Chair Loui,

I am the State Workforce Board Director from Rhode Island and I am reaching out to request your assistance relating to the WIOA Reauthorization Bill that is currently in the U.S. Senate.

**Rhode Island has submitted a proposal to raise the Small State Minimum Allocation rates to 0.4% for WIOA Adult, Youth, and Wagner-Peyser, and to add the same 0.4% minimum to the WIOA Dislocated Worker program.**

- Currently, there is no small state minimum for the Dislocated Worker program;
- the Adult and Youth programs have a .25% minimum;
- the Wagner-Peyser program has a .28% minimum; and,
- only a handful of states benefit from the Small State Minimum Allocation provision (Rhode Island is not one of them, despite a population hovering right around 1 million).

**Our Senator, Jack Reed, asked the Congressional Research Service (CRS) to run the numbers associated with the policy proposal to assess the impact of raising the small state minimum.** The CRS reports are attached (one for WIOA and one for Wagner-Peyser), and your state – like Rhode Island – stands to benefit from the proposed change. No state would see a significant decrease in funding, and the CRS estimates your state would have seen the following increases in PY2024 funding had our proposal been in effect:

Hawaii	Adult	Dislocated Worker	Youth	Wagner-Peyser
	+\$100,000	+\$1,837,000	+\$324,000	+\$2,762,000

Based on the CRS estimates, this small state minimum allocation proposal will double the number of states that benefit from the minimum and have an outsized positive impact on those states to stabilize service delivery, relative to the minor losses projected for larger or more dense states.

**What’s clear, however, is that Senate and House committees won’t even consider this proposal without an energized push from a coalition of small states.**

We understand from our delegation that the committee staff are meeting right now to negotiate a bill that could move before the end of the year, so we have a very tight window to get this proposal on the radar.

Given that, I’m reaching out to ask you to:

1. get in touch with your congressional delegation to share the CRS report and the potential impact of this proposal on your state, and
2. ask your delegation to reach out to their colleagues on the Senate HELP Committee and House Education & Workforce Committee ASAP to strongly urge them to consider this change right now.

Additionally, I invite all of you to submit your own comment to the HELP Committee directly, via their e-mail: [WIOA@help.senate.gov](mailto:WIOA@help.senate.gov).

**I’m happy to jump on a call to discuss this further, and I will be also attending the NGA Summit in Mystic, Connecticut on October 31<sup>st</sup> if you are planning to attend and would like to talk in person.**

I’ve also copied in our State Board Chair, Michael Grey, who would also be happy to connect and further discuss.

Thank you very much for your help!



**Alyssa A.C. Alvarado**

Executive Director, Governor's Workforce Board

Rhode Island Department of Labor and Training

1511 Pontiac Avenue, Cranston, RI 02920

Office: (401) 462-2425

Cell: (401) 641-1910

[alyssa.alvarado@dlt.ri.gov](mailto:alyssa.alvarado@dlt.ri.gov)

October 22, 2024

Senate Committee on Health, Education, Labor and Pensions (HELP)  
 The United States Senate  
 429 Senate Dirksen Office Building  
 Washington, DC 20510

**RE: Proposed Changes to the Small State Minimum in the WIOA Reauthorization Bill**

Distinguished Members of the U.S. Senate Committee on Health, Education, Labor & Pensions,

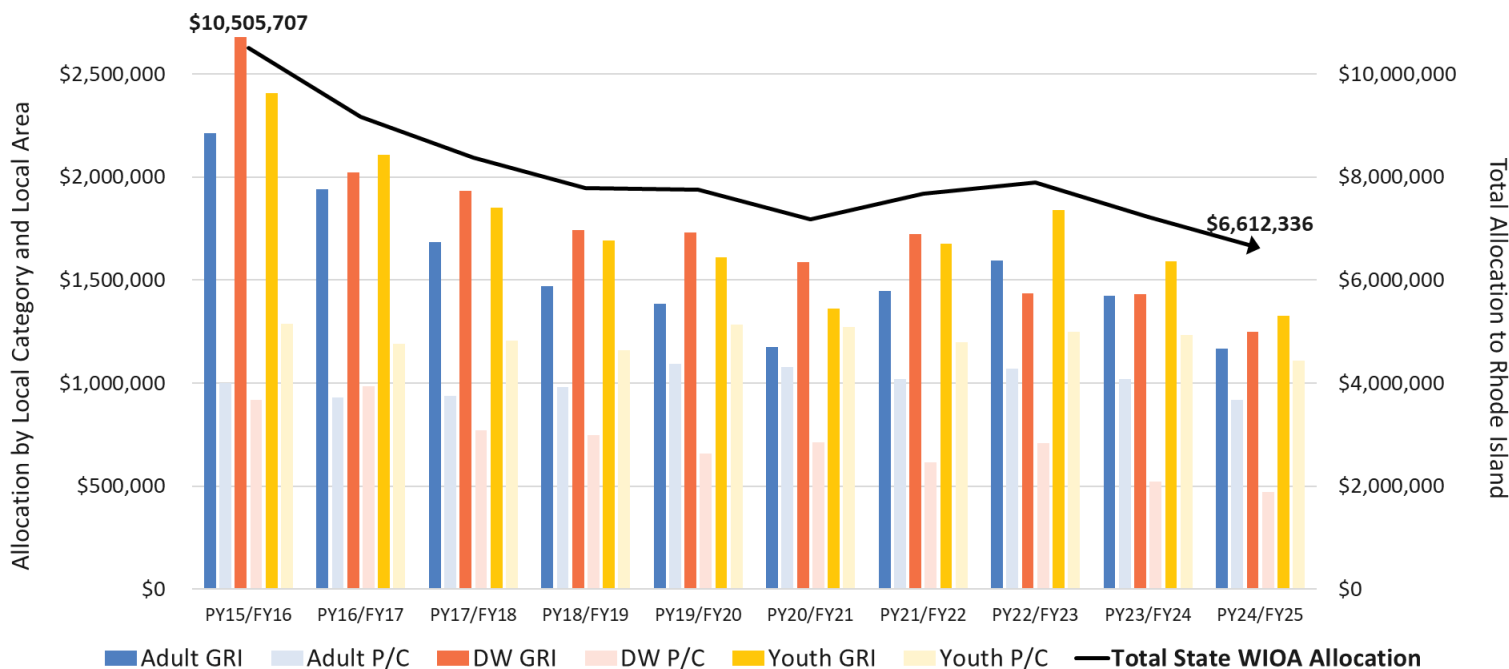
We are reaching out to request your assistance relating to the WIOA Reauthorization Bill.

As the State Workforce Board and the primary policy-making body on workforce development matters for the State of Rhode Island, the Governor's Workforce Board (GWB) works tirelessly to increase the skills of Rhode Island's current and future workers and address the talent needs of employers using state and local resources including Workforce Innovation and Opportunity Act (WIOA) funding.

In its capacity as the Local Workforce Board for the Greater Rhode Island Local Area, per waiver authority granted by the U.S. Secretary of Labor, the GWB is also uniquely familiar with the ground-level work associated with program implementation and constituent needs.

Unfortunately, our small state has an increasing number of individuals coming into American Job Centers (AJCs) in need of services, and we have been contending with a continuously decreasing allocation of federal WIOA dollars under the current funding formula, as shown in the chart below.

**Federal WIOA Allocations by Year and Local Area**



Over the past several years, these continued reductions have left us in a position where our ability to provide high-quality, meaningful services is significantly strained at a time when the youth and adults coming into the AJCs need more assistance than ever overcoming barriers to employment.

**To stabilize funding and enable us to resume providing meaningful services, Rhode Island has submitted a proposal to raise the Small State Minimum Allocation Rates to 0.4% for the WIOA Adult, Youth, and Wagner-Peyser programs, and to add the same 0.4% minimum to the WIOA Dislocated Worker program.**

Currently, there is no small state minimum for the Dislocated Worker program; the Adult and Youth programs have a .25% minimum; the Wagner-Peyser program has a .28% minimum; and only a handful of states benefit from the Small State Minimum Allocation provision (Rhode Island is not one of them, despite a population hovering right around 1 million).

Our Senator, Jack Reed, kindly asked the Congressional Research Service (CRS) to run the numbers associated with our policy proposal to assess the impact of raising the small state minimum. Both CRS reports are attached (one for WIOA and one for Wagner-Peyser).

**Based on the CRS estimates, this small state minimum allocation proposal will double the number of states that benefit from the minimum, while no larger state would see significant reductions in any area. The chart below highlights the states that would have received more funding in PY2024/FY2025 funding had our proposal been in effect:**

State	Youth	Adult	Dislocated Worker	Wagner-Peyser
Alaska	+\$266,000	+\$289,000	-\$68,000	-
Delaware	+\$185,000	+\$128,000	+\$1,854,000	+\$677,200
Hawaii	+\$324,000	+\$100,000	+\$1,837,000	+\$2,762,000
Idaho	+\$1,340,000	+\$1,320,000	+\$1,760,000	-
Maine	+\$1,170,000	+\$1,191,000	+\$2,343,000	-
Montana	+\$1,391,000	+\$1,322,000	+\$2,935,000	-
Nebraska	+\$923,000	+\$1,322,000	+\$2,543,000	-\$40,700
New Hampshire	+\$1,391,000	+\$1,322,000	+\$2,459,000	+\$108,900
North Dakota	+\$1,391,000	+\$1,322,000	+\$3,630,000	-
Rhode Island	+\$719,000	+\$939,000	+\$1,251,000	+\$521,000
South Dakota	+\$1,391,000	+\$1,322,000	+\$3,211,000	-
Utah	+\$437,000	+\$1,060,000	+\$175,000	-\$31,500
Vermont	+\$1,391,000	+\$1,322,000	+\$3,475,000	+\$489,200
Wyoming	+\$1,391,000	+\$1,322,000	+\$3,461,000	-

For this reason, we are asking for your support of these proposed minimums within the WIOA Reauthorization legislation.

We greatly appreciate your time and consideration related to this matter.

Sincerely,

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Alyssa Alvarado, Executive Director  
 Governor’s Workforce Board Rhode Island  
 1511 Pontiac Avenue, Cranston, RI 02920  
 E-mail: [alyssa.alvarado@dlt.ri.gov](mailto:alyssa.alvarado@dlt.ri.gov)  
 Phone: (401) 462-2425

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Michael Grey, Chairman of the Board  
 Governor’s Workforce Board Rhode Island  
 1511 Pontiac Avenue, Cranston, RI 02920  
 E-mail: [mdgreyri@gmail.com](mailto:mdgreyri@gmail.com)  
 Phone: (401) 462-8860





**MEMORANDUM**

September 17, 2024

**To:** Office of Senator Jack Reed  
Attention: Moira Lenehan

**From:** Benjamin Collins, Analyst in Labor Policy, [bcollins@crs.loc.gov](mailto:bcollins@crs.loc.gov), 7-7382  
Isobel Sorenson, Research Assistant, [isorenson@crs.loc.gov](mailto:isorenson@crs.loc.gov), 7-1170

**Subject:** **Estimated WIOA Formula Grants Under Proposed Minimum Grant Policy**

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This memorandum responds to your request for estimated state grants for three formula grant programs under proposed amendments to their minimum grant policies.<sup>1</sup> The grant program for which you requested estimates are authorized under Title I of the Workforce Innovation and Opportunity Act (WIOA): Youth Activities (YA), Adult Activities (AA), and Dislocated Worker Activities (DWA). The memorandum estimates grant levels under the proposed minimum grant policy using formula factor data from program year (PY) 2024 and compares each state’s estimated grant under the proposed policy to its actual PY2024 grant. Each set of estimates uses the actual PY2024 total funding for grants.

This memorandum begins with a summary of the policy proposal and a methodological note. The next three sections each follow a similar format, with each section focusing on one grant program. Each section begins with a description of the current formula, with emphasis on the minimum grant policy (if any) and other provisions that limit year-to-year changes in grant levels (collectively, *adjustment provisions*).<sup>2</sup> The next part of each section describes the proposed changes and the methodology that CRS used to estimate grants under the proposed policy. Each section concludes with a brief discussion of changes in grant levels under the proposed policy compared to current law.

Information in this memorandum may be of general interest to Congress. As such, this information may be provided by CRS to other congressional requesters, and may be published in CRS products for general distribution to Congress at a later date. Your confidentiality as a requester would be preserved in all cases.

## Policy Proposal

You provided CRS with a memorandum from the Rhode Island Department of Labor and Training (RIDLT) dated July 9, 2024. The RIDLT memorandum proposed amending the minimum grant provisions of the three WIOA formula grant programs so that each state would receive no less than 0.4% of the total

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<sup>1</sup> Section 3 of WIOA defines “state” as the 50 states, the District of Columbia, and Puerto Rico. References to “states” in this memorandum will refer to these 52 jurisdictions.

<sup>2</sup> The descriptions of current law generally do not discuss the formula factors as these factors do not change under the proposal and apply the same way under current law and the proposed policy. Each section provides citations to the statutory provisions for each formula as well as a sources with more information on the formula factors.

funding for grants. The RIDLT memorandum did not address any of the other adjustment provisions related to the formula or propose any other changes.

## Transition Issue: Proposed Minimum Grant Levels and Existing Maximum Grant Policy

In the first year of implementation, the minimum grant levels in the proposed policy could direct increases in funding for some states that would exceed the states' maximum grant levels established in current statute.<sup>3</sup> This memorandum gives precedence to the proposed minimum grant provisions, but you might consider explicitly legislating how a potential conflict would be resolved.

Under current law, all three of the WIOA formula grant programs include a "maximum grant" provision that specifies that a state's relative share of funding in a given year may not exceed 130% of the state's relative share of funding from the prior year.<sup>4</sup> The proposed minimum grant level (0.4%) is an increase of 60% over the current minimum grant level of (0.25%) for the YA and AA programs.<sup>5</sup> Thus, a state that qualified for the current law minimum increase in one year and the proposed minimum in the subsequent year would have a relative share of funding that was 160% of the state's relative share of funding from the prior year, exceeding the maximum grant provisions.

Given the proposed policy's emphasis on the minimum grant provisions, CRS considered the proposed minimum grant provisions to take precedence when they were in conflict with the existing maximum grant provisions. This approach allows states to receive the full minimum grant in the first year of implementation, regardless of their grant level in the prior year. Specifically, in cases where a state's calculated maximum grant (i.e., 130% of its relative share of funding from the prior year) would be less than 0.4% of total funding for grants, CRS used a single amount equal to 0.4% of total funding for grants (i.e., the proposed minimum grant) as both the minimum and maximum grant level.<sup>6</sup> In cases where a state's calculated maximum grant exceeded the proposed 0.4% minimum grant, CRS retained the calculated maximum grant.

Under the approach used in this memorandum, the conflict between the proposed minimum grant provisions and the existing maximum grant provisions is a one-year transition issue. Once a state receives the increased minimum grant level of 0.4% for one year, the state's calculated maximum grant in subsequent years would exceed the proposed minimum grant level.<sup>7</sup>

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<sup>3</sup> The details of the maximum grant policies are in the formula-specific sources cited in in each subsequent section.

<sup>4</sup> For example, if a state's share of grant funding in a base year was 1.0%, the state's share of funding in a subsequent year could not exceed 1.3%.

<sup>5</sup> The DWA program does not have a minimum grant level. In some instances, establishing a DWA minimum grant of 0.40% would result in increases well above 60% for some states. This issue is described in more detail in subsequent DWA section.

<sup>6</sup> For example, in PY2023, Vermont received the minimum grant equal to 0.25% of total funding. Under current law, Vermont's maximum grant for the subsequent year would be 0.325% of total funding or 30% more than 0.25%. For this exercise, the maximum grant for Vermont and other states with a calculated maximum grant of less than 0.40%, the maximum grant threshold was raised to 0.40% to allow the states to qualify for a full minimum grant. For these states, both their minimum grant and maximum grant was the same 0.40%. Establishing a maximum grant level for these states was relevant in the estimated allotment of DWA funding under the proposed policy.

<sup>7</sup> For example, a state that received a grant equal to 0.40% of total funding would be eligible for a maximum grant of 0.52% of total funds for grants in the subsequent year.

## WIOA Youth Activities

The YA program is authorized by Title I of WIOA. Total funding for grants to states in PY2024 was about \$927.6 million.<sup>8</sup>

### Current YA Formula

The YA formula initially allots funds on the basis of three equally-weighted formula factors.<sup>9</sup> It then adjusts grant levels for three adjustment provisions:<sup>10</sup>

- *Minimum grant.* Each state's relative share of funding must equal at least 0.25% of the total funds allotted to states. In cases where a state's share of funding would be less than the minimum, the state's grant is increased to the minimum grant amount and other states' grants are ratably reduced to accommodate the increase.<sup>11</sup>
- *Hold harmless.* Each state's relative share of funding must be at least 90% of the state's relative share of funding from the prior year. In cases where a state's share of funding would be less than the hold harmless threshold, the state's grant is increased to the hold harmless level and other states' grants are ratably reduced.
- *Maximum grant.* Each state's relative share of funding must be no more than 130% of the state's relative share of funding from the prior year. In cases where a state's share of funding would be more than the maximum grant, the state's grant is decreased to the maximum and other state's grants are ratably increased to accommodate the decrease.<sup>12</sup>

### Proposal and Estimation Methodology

You provided CRS with a proposal where the minimum grant level in the YA program would be increased to 0.4% of total funding for grants and no other allotment provisions would change. CRS re-estimated grant levels for PY2024 under the proposal using public formula factor data.<sup>13</sup>

To calculate the estimates, CRS first allotted funds on the basis of each state's relative share of the formula factors. It then made adjustments for minimum grant levels, hold harmless provisions, and maximum grant levels. As noted previously, when the proposed minimum grant levels exceeded the existing maximum grant levels, the minimum grant provisions were given precedence.

### YA Estimates under Proposed Policy

**Table 1** presents actual YA grants for PY2024 and estimated grants under the proposed policy.

There are several distinct trends in **Table 1** between grants under current law and under the proposal.

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<sup>8</sup> This reflects to the total amount allotted to the 52 states in PY2024 via formula. It does not include set-asides for outlying areas and other purposes. See <https://www.dol.gov/sites/dolgov/files/ETA/budget/pdfs/24you%24.pdf>.

<sup>9</sup> The YA formula and associated factors are codified in Section 127 of WIOA. DOL's implementation of the formula in program years 2023 and 2024 are summarized at <https://www.dol.gov/sites/dolgov/files/ETA/budget/pdfs/FormDesc23.pdf>.

<sup>10</sup> Section 127 of WIOA establishes slight variations of the adjustment provisions based on the total funding for grants. The provisions described in this memo apply to the PY2024 funding level.

<sup>11</sup> Ratably reducing grants to some states enables other states to receive the required minimum grant amount. When grants are ratably reduced, grants to all states subject to the reduction are reduced by the same percentage but not by the same dollar amount.

<sup>12</sup> Similar to ratably reducing grants, when grants are ratably increased, grants to all affected states are increased by the same percentage but not by the same dollar amount.

<sup>13</sup> DOL publishes formula factor data used for allotting these grants at <https://www.dol.gov/agencies/eta/budget/formula/state>.

- *The largest increases in funding (in percentage terms) are for states that qualified for a minimum grant under current law and qualify for a higher minimum grant under the proposal.* For these states, their grant increases 60% from 0.25% of total funding to 0.40%.
- *States that qualify for a minimum grant under the proposal but not current law all have increases to their grants, but the scale varies.* Among these states (which include Rhode Island), the states with current law grant levels close to the current law minimum receive the largest increases while states with current law grants close to the proposed minimum receive lower increases.
- *Many states are subject to the same adjustment provisions under both the proposal and current law and do not have a change in grant level.* For example, a number of states qualify for the hold harmless under both current law and the proposal and therefore have the same grant level under both scenarios.
- *States that are not subject to the adjustment provisions under either scenario have a uniform percentage decline in funding under the proposal.* Each of these states has a grant under the proposal that is 2.2% below its current law grant. This decline is necessary to accommodate the grant increases for states that qualify for the revised minimum grant.

**Table I. WIOA Youth Activities Grants: Actual PY2024 Grant and Estimate Under Proposed Policy**

Minimum Grants are Underlined

(1)	(2)	(3)	(4)	(5)
State	Actual PY2024 Grant (\$ in thousands)	PY2024 Estimate Under Proposal (\$ in thousands)	Difference (\$ in thousands) Col. 3 – Col. 2	Difference (%) Col. 4 / Col. 2
Alabama	9,376	9,376	0	0.0%
Alaska	<u>3,444</u>	<u>3,710</u>	266	7.7%
Arizona	22,893	22,893	0	0.0%
Arkansas	5,254	5,138	-116	-2.2%
California	146,040	142,814	-3,226	-2.2%
Colorado	11,282	11,282	0	0.0%
Connecticut	10,865	10,865	0	0.0%
Delaware	<u>3,526</u>	<u>3,710</u>	185	5.2%
District of Columbia	4,090	4,000	-90	-2.2%
Florida	35,321	35,321	0	0.0%
Georgia	15,823	15,473	-350	-2.2%
Hawaii	<u>3,386</u>	<u>3,710</u>	324	9.6%
Idaho	<u>2,367</u>	<u>3,710</u>	1,343	56.8%
Illinois	49,301	48,212	-1,089	-2.2%
Indiana	14,431	14,112	-319	-2.2%
Iowa	5,090	5,090	0	0.0%
Kansas	4,670	4,567	-103	-2.2%
Kentucky	14,859	14,531	-328	-2.2%
Louisiana	12,996	12,716	-280	-2.2%
Maine	<u>2,540</u>	<u>3,710</u>	1,170	46.1%
Maryland	16,229	16,229	0	0.0%
Massachusetts	18,926	18,926	0	0.0%
Michigan	34,258	33,501	-757	-2.2%
Minnesota	8,642	8,642	0	0.0%
Mississippi	8,614	8,614	0	0.0%
Missouri	10,088	10,088	0	0.0%
Montana	<u>2,319</u>	<u>3,710</u>	1,391	60.0%
Nebraska	<u>2,788</u>	<u>3,710</u>	923	33.1%
Nevada	14,060	14,060	0	0.0%
New Hampshire	<u>2,319</u>	<u>3,710</u>	1,391	60.0%
New Jersey	23,936	23,936	0	0.0%
New Mexico	7,800	7,800	0	0.0%

(1)	(2)	(3)	(4)	(5)
State	Actual PY2024 Grant (\$ in thousands)	PY2024 Estimate Under Proposal (\$ in thousands)	Difference (\$ in thousands) Col. 3 – Col. 2	Difference (%) Col. 4 / Col. 2
New York	68,357	66,847	-1,510	-2.2%
North Carolina	27,096	26,498	-599	-2.2%
North Dakota	2,319	3,710	1,391	60.0%
Ohio	37,832	36,996	-836	-2.2%
Oklahoma	6,192	6,192	0	0.0%
Oregon	12,364	12,364	0	0.0%
Pennsylvania	43,333	42,375	-957	-2.2%
Puerto Rico	19,410	19,410	0	0.0%
Rhode Island	2,991	3,710	719	24.0%
South Carolina	8,960	8,763	-198	-2.2%
South Dakota	2,319	3,710	1,391	60.0%
Tennessee	14,716	14,391	-325	-2.2%
Texas	96,384	94,255	-2,129	-2.2%
Utah	3,273	3,710	437	13.3%
Vermont	2,319	3,710	1,391	60.0%
Virginia	13,103	13,103	0	0.0%
Washington	22,795	22,292	-504	-2.2%
West Virginia	4,952	4,952	0	0.0%
Wisconsin	9,021	9,021	0	0.0%
Wyoming	2,319	3,710	1,391	60.0%

**Source:** Current law grants are from DOL at <https://www.dol.gov/agencies/eta/budget/formula/state>. Estimated grants were calculated by CRS based on published formula factors and proposed changes to minimum grant policy provided by the requester.

**Notes:** In cases where proposed minimum grant provisions and existing maximum grant provisions were in conflict, the minimum grant provisions took precedence. See body of memorandum for full methodology.

**Notice:** The estimated grants are provided solely to assist in comparisons of the relative impact of proposed formulas and funding levels in the legislative process. They are not intended to predict specific amounts states will receive. The estimates in the table reflect the data sources and methodologies described in the memorandum and may or may not align with how an agency would implement the proposal.

## WIOA Adult Activities

The AA program is authorized by Title I of WIOA. Total funding for grants in PY2024 was about \$881.1 million.<sup>14</sup> The differences between actual PY2024 AA grants and estimated AA grants under the proposed policy are generally similar (though not identical) to those under the YA grants.

### Current AA Formula

The AA formula allots funds on the basis of three equally-weighted formula factors and then adjusts grant levels for three adjustment provisions.<sup>15</sup> The adjustment provisions are generally similar to those in the YA formula:<sup>16</sup>

- *Minimum grant.* Each state's relative share of funding must equal at least 0.25% of the total funds allotted to states. In cases where a state's share of funding would be less than the minimum, the state's grant is increased to the minimum grant amount and other states' grants are ratably reduced to accommodate the increase.<sup>17</sup>
- *Hold harmless.* Each state's relative share of funding must be at least 90% of the state's relative share of funding from the prior year. In cases where a state's share of funding would be less than the hold harmless threshold, the state's grant is increased to the hold harmless level and other states' grants are ratably reduced.
- *Maximum grant.* Each state's relative share of funding must be no more than 130% of the state's relative share of funding from the prior year. In cases where a state's share of funding would be more than the maximum grant, the state's grant is decreased to the maximum and other state's grants are ratably increased to accommodate the decrease.<sup>18</sup>

### Proposal and Estimation Methodology

You provided CRS with a proposal where the minimum grant level of AA state grants would be increased in 0.4% of total funding for grants and no other allotment provisions would change. CRS re-estimated grant levels for PY2024 under the proposal using public formula factor data.<sup>19</sup>

To calculate the estimates, CRS first allotted funds on the basis of each state's relative share of the formula factors. It then made adjustments for minimum grant levels, hold harmless provisions, and maximum grant levels. As noted previously, when the proposed minimum grant levels exceeded the existing maximum grant levels, the minimum grant provisions were given precedence.

### AA Estimates under Proposed Policy

**Table 2** presents actual AA grants for PY2024 and estimated grants under the proposed policy.

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<sup>14</sup> See <https://www.dol.gov/sites/dolgov/files/ETA/budget/pdfs/24adu%24.pdf>.

<sup>15</sup> The AA formula is codified in statute in Section 134(b)(1) of WIOA. DOL's implementation of the formula in program years 2023 and 2024 are summarized at <https://www.dol.gov/sites/dolgov/files/ETA/budget/pdfs/FormDesc23.pdf>.

<sup>16</sup> Some details of the adjustment provisions in the AA formula vary based on the total funding for grants. The adjustment provisions described in this memo applied to the PY2024 funding level.

<sup>17</sup> Ratably reducing grants to some states enables other states to receive the required minimum grant amount. When grants are ratably reduced, grants to all states subject to the reduction are reduced by the same percentage but not by the same dollar amount.

<sup>18</sup> Similar to ratably reducing grants, when grants are ratably increased, grants to all affected states are increased by the same percentage but not by the same dollar amount.

<sup>19</sup> DOL publishes formula factor data used for allotting these grants at <https://www.dol.gov/agencies/eta/budget/formula/state>.

There are several distinct trends that are apparent in **Table 2** when grants under current law and under the proposal are compared. These trends are generally similar to the trends discussed in the YA section.

- *The largest increases in funding (in percentage terms) are for states that qualified for a minimum grant under current law and qualify for a higher minimum grant under the proposal.* For these states, their grant increases 60% from 0.25% of total funding to 0.40%.
- *States that qualify for a minimum grant under the proposal but not current law all have increases to their grants, but the scale varies.* Among these states (which include Rhode Island), states with current law grant levels close to the current law minimum receive the largest increases while states with current law grants close to the proposed minimum receive lower increases.
- *Many states are subject to the same adjustment provisions under both the proposal and current law and do not have a change in grant level.* For example, a number of states qualify for the hold harmless under both current law and the proposal and therefore have the same grant level under both scenarios.
- *States that are not subject to the adjustment provisions under either scenario have a uniform percentage decline in funding under the proposal.* Each of these states has a grant under the proposal that is 2.4% below its current law grant. This decline is necessary to accommodate the grant increases for states that qualify for the revised minimum grant.



**Table 2. WIOA Adult Activities Grants: Actual PY2024 Grant and Estimate Under Proposed Policy**

Minimum Grants are Underlined

(1)	(2)	(3)	(4)	(5)
State	Actual PY2024 Grant (\$ in thousands)	PY2024 Estimate Under Proposal (\$ in thousands)	Difference (\$ in thousands) Col. 3 – Col. 2	Difference (%) Col. 4 / Col. 2
Alabama	9,097	9,097	0	0.0%
Alaska	<u>3,235</u>	<u>3,524</u>	289	8.9%
Arizona	21,689	21,689	0	0.0%
Arkansas	5,097	4,973	-124	-2.4%
California	141,159	137,723	-3,436	-2.4%
Colorado	10,255	10,255	0	0.0%
Connecticut	9,862	9,862	0	0.0%
Delaware	<u>3,396</u>	<u>3,524</u>	128	3.8%
District of Columbia	3,702	3,612	-90	-2.4%
Florida	36,129	36,129	0	0.0%
Georgia	15,139	14,771	-368	-2.4%
Hawaii	<u>3,424</u>	<u>3,524</u>	100	2.9%
Idaho	<u>2,203</u>	<u>3,524</u>	1,322	60.0%
Illinois	46,792	45,654	-1,139	-2.4%
Indiana	12,605	12,299	-307	-2.4%
Iowa	3,674	3,674	0	0.0%
Kansas	<u>3,476</u>	<u>3,524</u>	48	1.4%
Kentucky	14,462	14,110	-352	-2.4%
Louisiana	12,836	12,493	-343	-2.7%
Maine	<u>2,333</u>	<u>3,524</u>	1,191	51.1%
Maryland	15,664	15,664	0	0.0%
Massachusetts	16,243	16,243	0	0.0%
Michigan	31,901	31,125	-776	-2.4%
Minnesota	7,312	7,312	0	0.0%
Mississippi	8,258	8,258	0	0.0%
Missouri	9,352	9,352	0	0.0%
Montana	<u>2,203</u>	<u>3,524</u>	1,322	60.0%
Nebraska	<u>2,203</u>	<u>3,524</u>	1,322	60.0%
Nevada	13,731	13,731	0	0.0%
New Hampshire	<u>2,203</u>	<u>3,524</u>	1,322	60.0%
New Jersey	23,365	23,365	0	0.0%
New Mexico	7,516	7,516	0	0.0%

(1)	(2)	(3)	(4)	(5)
State	Actual PY2024 Grant (\$ in thousands)	PY2024 Estimate Under Proposal (\$ in thousands)	Difference (\$ in thousands) Col. 3 – Col. 2	Difference (%) Col. 4 / Col. 2
New York	66,699	65,076	-1,623	-2.4%
North Carolina	25,763	25,136	-627	-2.4%
North Dakota	2,203	3,524	1,322	60.0%
Ohio	35,200	34,343	-857	-2.4%
Oklahoma	5,867	5,867	0	0.0%
Oregon	12,043	12,043	0	0.0%
Pennsylvania	40,344	39,362	-982	-2.4%
Puerto Rico	20,156	20,156	0	0.0%
Rhode Island	2,585	3,524	939	36.3%
South Carolina	8,672	8,461	-211	-2.4%
South Dakota	2,203	3,524	1,322	60.0%
Tennessee	14,431	14,079	-351	-2.4%
Texas	90,807	88,597	-2,210	-2.4%
Utah	2,464	3,524	1,060	43.0%
Vermont	2,203	3,524	1,322	60.0%
Virginia	12,249	12,249	0	0.0%
Washington	21,854	21,322	-532	-2.4%
West Virginia	4,846	4,846	0	0.0%
Wisconsin	7,783	7,783	0	0.0%
Wyoming	2,203	3,524	1,322	60.0%

**Source:** Current law grants are from DOL at <https://www.dol.gov/agencies/eta/budget/formula/state>. Estimated grants were calculated by CRS based on published formula factors and proposed changes to minimum grant policy provided by the requester.

**Notes:** In cases where proposed minimum grant provisions and existing maximum grant provisions were in conflict, the minimum grant provisions took precedence. See body of memorandum for full methodology.

**Notice:** The estimated grants are provided solely to assist in comparisons of the relative impact of proposed formulas and funding levels in the legislative process. They are not intended to predict specific amounts states will receive. The estimates in the table reflect the data sources and methodologies described in the memorandum and may or may not align with how an agency would implement the proposal.

## WIOA Dislocated Worker Activities

The DWA program is authorized by Title I of WIOA. Total funding for DWA formula grants in PY2024 was about \$1.093 billion.<sup>20</sup> The trends in differences between the actual P2024 DWA grants and the estimated DWA grants under the proposal are somewhat different from the trends in the YA and AA programs.

### Current DWA Formula

The DWA formula initially allots funds on the basis of three equally-weighted formula factors.<sup>21</sup> It then adjusts grant levels for two adjustment provisions:

- *Hold harmless.* Each state's relative share of funding must be at least 90% of the state's relative share of funding from the prior year. In cases where a state's share of funding would be less than the hold harmless threshold, the state's grant is increased to the hold harmless level and other states' grants are ratably reduced.
- *Maximum grant.* Each state's relative share of funding must be no more than 130% of the state's relative share of funding from the prior year. In cases where a state's share of funding would be more than the maximum grant, the state's grant is decreased to the maximum and other state's grants are ratably increased to accommodate the decrease.

The DWA formula does not have a minimum grant level under current law.

### Proposal and Estimation Methodology

You provided CRS with a proposal where the minimum grant level of DWA state grants would be established as 0.4% of total funding for grants and no other allotment provisions would change. CRS re-estimated grant levels for PY2024 using public formula factor data. As noted previously, in cases where the proposed minimum grant provisions and existing maximum grant provisions were in conflict, the proposed minimum grant provisions were considered to take precedent.

In making these estimates, CRS first allotted funds based on the formula factors. It then adjusted grants for the minimum grant and the hold harmless provisions. It then adjusted grants for the maximum grant provisions.

In the case of the DWA allotments under the proposed policy, approximately \$31 million in DWA funding remained unallotted after the adjustment for maximum grants.<sup>22</sup> CRS allotted these remaining funds to eligible states (1) that received a minimum grant or hold harmless grant and (2) did not have equal minimum grant and maximum grant per the process described in the "Transition Issue: Proposed Minimum Grant Levels and Existing Maximum Grant Policy" section. The remaining funds were allotted on the basis of each eligible state's relative share of the formula factors among the eligible states.

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<sup>20</sup> See <https://www.dol.gov/sites/dolgov/files/ETA/budget/pdfs/24dw%24.pdf>.

<sup>21</sup> The DWA formula is codified in statute in Section 134(b)(2) of WIOA. DOL's implementation of the formula in program years 2023 and 2024 are summarized at <https://www.dol.gov/sites/dolgov/files/ETA/budget/pdfs/FormDesc23.pdf>.

<sup>22</sup> In the minimum grant and hold harmless process, 50 states qualified for a minimum grant or hold harmless. The remaining two states both qualified for maximum grants. Typically, funds in excess of the maximum grant levels are reallocated to states that did not qualify for a minimum grant or hold harmless grant through a ratably increase. However, in this case, there were no such states because every other state qualified for a minimum or hold harmless grant and was "out" for the ratably increase process that typically follows the maximum grant step.

## DWA Estimates under Proposed Policy

**Table 3** presents actual DWA grants for PY2024 and estimated grants under the proposed policy. Due to the lack of a minimum grants under current law, the allotment of funds remaining after the maximum grant adjustment, and other issues, the trends between DWA grants under current law and the proposed policy are less uniform than the trends in the YA and AA programs.

Since there is no minimum grant under current law, the proposed minimum grant provision would have a large effect on some states with small shares of the formula factors. Of the 13 states that were estimated to qualify for the 0.4% minimum grant under the proposal, 5 states had an estimated grant that was at least 200% higher than their actual PY2024 grant and 3 more states had an estimated grant that was between 100% and 200% higher.<sup>23</sup>

The increases were offset by generally smaller declines in a larger number of states with larger shares of the formula factors. The estimated grants for 34 states were between about 1.0% and about 5.0% lower than their actual PY2024 grants. One state (Iowa) had a decline of approximately 14%.

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<sup>23</sup> As noted previously, this memorandum allows the proposed minimum grant provisions to take precedence over the existing maximum grant provisions that limit year to year increases. If the maximum grant provisions were given precedence and limited annual increases in the relative share of funding to 30%, it could take a number of years for a state with a low baseline to meet the proposed 0.40% minimum.

**Table 3. WIOA Dislocated Worker Activities Grants: Actual PY2024 Grant and Estimate Under Proposed Policy**

Minimum Grants are Underlined

(1)	(2)	(3)	(4)	(5)
State	Actual PY2024 Grant (\$ in thousands)	PY2024 Estimate Under Proposal (\$ in thousands)	Difference (\$ in thousands) Col. 3 – Col. 2	Difference (%) Col. 4 / Col. 2
Alabama	12,338	12,095	-243	-2.0%
Alaska	5,877	5,809	-68	-1.2%
Arizona	28,316	27,734	-582	-2.1%
Arkansas	<u>4,522</u>	<u>4,566</u>	<u>44</u>	<u>1.0%</u>
California	158,508	150,560	-7,947	-5.0%
Colorado	14,090	13,650	-440	-3.1%
Connecticut	11,806	11,450	-357	-3.0%
Delaware	<u>2,517</u>	<u>4,371</u>	<u>1,854</u>	<u>73.6%</u>
District of Columbia	12,091	11,515	-576	-4.8%
Florida	41,440	40,007	-1,433	-3.5%
Georgia	26,713	25,924	-790	-3.0%
Hawaii	<u>2,534</u>	<u>4,371</u>	<u>1,837</u>	<u>72.5%</u>
Idaho	<u>2,611</u>	<u>4,371</u>	<u>1,760</u>	<u>67.4%</u>
Illinois	58,811	57,302	-1,509	-2.6%
Indiana	12,353	11,803	-550	-4.4%
Iowa	5,364	4,593	-771	-14.4%
Kansas	<u>3,797</u>	<u>4,560</u>	<u>763</u>	<u>20.1%</u>
Kentucky	11,707	11,324	-383	-3.3%
Louisiana	14,645	14,266	-379	-2.6%
Maine	<u>2,028</u>	<u>4,371</u>	<u>2,343</u>	<u>115.6%</u>
Maryland	14,982	14,597	-385	-2.6%
Massachusetts	19,860	19,290	-571	-2.9%
Michigan	27,747	26,793	-954	-3.4%
Minnesota	8,545	8,164	-381	-4.5%
Mississippi	11,918	11,711	-206	-1.7%
Missouri	9,804	9,425	-379	-3.9%
Montana	<u>1,436</u>	<u>4,371</u>	<u>2,935</u>	<u>204.5%</u>
Nebraska	<u>1,827</u>	<u>4,371</u>	<u>2,543</u>	<u>139.2%</u>
Nevada	25,833	25,833	0	0.0%
New Hampshire	<u>1,912</u>	<u>4,371</u>	<u>2,459</u>	<u>128.6%</u>
New Jersey	32,470	31,293	-1,176	-3.6%
New Mexico	17,841	17,684	-157	-0.9%

(1)	(2)	(3)	(4)	(5)
State	Actual PY2024 Grant (\$ in thousands)	PY2024 Estimate Under Proposal (\$ in thousands)	Difference (\$ in thousands) Col. 3 – Col. 2	Difference (%) Col. 4 / Col. 2
New York	101,745	99,512	-2,234	-2.2%
North Carolina	21,046	20,208	-838	-4.0%
North Dakota	741	4,371	3,630	490.0%
Ohio	27,236	26,291	-945	-3.5%
Oklahoma	5,580	5,325	-255	-4.6%
Oregon	9,413	9,018	-395	-4.2%
Pennsylvania	52,261	51,182	-1,079	-2.1%
Puerto Rico	108,380	108,380	0	0.0%
Rhode Island	3,120	4,371	1,251	40.1%
South Carolina	10,522	10,124	-398	-3.8%
South Dakota	1,159	4,371	3,211	277.0%
Tennessee	12,945	12,429	-515	-4.0%
Texas	74,894	71,862	-3,032	-4.0%
Utah	4,196	4,371	175	4.2%
Vermont	896	4,371	3,475	387.6%
Virginia	12,812	12,249	-563	-4.4%
Washington	19,752	19,064	-688	-3.5%
West Virginia	9,022	8,892	-131	-1.4%
Wisconsin	9,839	9,409	-430	-4.4%
Wyoming	910	4,371	3,461	380.3%

**Source:** Current law grants are from DOL at <https://www.dol.gov/agencies/eta/budget/formula/state>. Estimated grants were calculated by CRS based on published formula factors and proposed changes to minimum grant policy provided by the requester.

**Notes:** In cases where proposed minimum grant provisions and existing maximum grant provisions were in conflict, the minimum grant provisions took precedence. See body of memorandum for full methodology.

**Notice:** The estimated grants are provided solely to assist in comparisons of the relative impact of proposed formulas and funding levels in the legislative process. They are not intended to predict specific amounts states will receive. The estimates in the table reflect the data sources and methodologies described in the memorandum and may or may not align with how an agency would implement the proposal.



**MEMORANDUM**

September 30, 2024

**To:** Office of Senator Jack Reed  
Attention: Moira Lenehan

**From:** Benjamin Collins, Analyst in Labor Policy, [bcollins@crs.loc.gov](mailto:bcollins@crs.loc.gov), 7-7382  
Isobel Sorenson, Research Assistant, [isorenson@crs.loc.gov](mailto:isorenson@crs.loc.gov), 7-1170

**Subject:** **Estimated Employment Service Grants under Proposed Minimum Grant Policy**

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This memorandum responds to your request for estimated formula grants for Employment Service (ES) state grants under proposed amendments to the ES minimum grant policies. The ES state grants are authorized by the Wagner-Peyser Act.<sup>1</sup> The memorandum estimates grant levels under a proposed minimum grant policy that you provided using the total funding level for state grants and formula factor data from program year (PY) 2024. The memorandum then compares each state’s estimated grant under the proposed policy to its actual PY2024 grant.

Information in this memorandum may be of general interest to Congress. As such, this information may be provided by CRS to other congressional requesters, and may be published in CRS products for general distribution to Congress at a later date. Your confidentiality as a requester would be preserved in all cases.

## **Current Law Formula and Implementation**

Section 6(b) of the Wagner-Peyser Act establishes a formula to allot ES funds.<sup>2</sup> The statute specifies that funds will initially be allotted on the basis of two formula factors.<sup>3</sup> The statute further specifies that no state’s allotment shall be less than “0.28% of the total amount available for allotments for all states” and that no state’s relative share of funding may be less than 90% of its relative share of funding from the prior year.

The statute further authorizes the Department of Labor (DOL) to reserve up to 3% of the funds available for state grants to be allotted “to assure that each State will have a total allotment under this section sufficient to provide staff and other resources necessary to carry out employment service activities and

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<sup>1</sup> Section 2 of the Wagner-Peyser Act defines “state” as “any of the several States, the District of Columbia, the Commonwealth of Puerto Rico, Guam, and the Virgin Islands.” The law subsequently establishes distinct, separate procedures for Guam and the Virgin Islands. Therefore, this memorandum will consider “states” to refer to the 50 states, the District of Columbia, and Puerto Rico.

<sup>2</sup> See 29 U.S.C. 49e(b).

<sup>3</sup> Specifically, two-thirds of funds are allotted on the basis of each state’s relative share of civilian labor force and one-third of funds are allotted on the basis of each state’s relative share of unemployment. See Section 6(b)(1)(A)-(B) of the Wagner-Peyser Act.

related administrative and support functions on a statewide basis.”<sup>4</sup> This provision does not have an analogue in other DOL formula grants and introduces added complexity in the allotment of ES funds.

Public sources do not fully describe how the ES formula is implemented. CRS tested different scenarios to develop a process that reflected published guidance and resulted in the published PY2024 formula factor data yielding the actual PY2024 formula grant levels.<sup>5</sup>

Agency descriptions of the current ES formula suggest that DOL has generally operationalized the 3% reservation to limit decreases in states’ year-to-year relative share of funding, with the greatest emphasis on certain states with lower civilian labor force (CLF) characteristics.<sup>6</sup> Specifically, DOL guidance has specified that the 3% reservation shall initially be used to provide supplemental funding to states “with civilian labor force below 1 million and under the national median civilian labor force density” to provide these states with a relative share of funding that equals 100% of their relative share of funding from the prior year.<sup>7</sup>

Public sources do not explicitly identify which states meet the CLF criteria and therefore qualify for dedicated treatment under the formula. CRS was able to deduce 10 such states by identifying states with a constant relative share of ES funding above the minimum grant level for each of PY2022 through PY2024.<sup>8</sup> The remainder of this memorandum will refer to these 10 states as *low-density states*.

The remainder of the 3% reservation that is not allotted to low-density states provides supplemental funding to states with a year-to-year decline in the relative share of funding on the basis of their formula factors. The specific process that is used to allot the remainder of the 3% reservation is not clearly delineated in public sources. As noted previously, CRS tested different scenarios to develop a process that matched published grant levels for PY2024 when making allotments based on published formula factor data.

CRS used the following process to allot the final portion of the 3% reservation and match published grant levels:

- Following the allotment of the initial portion of the 3% reservation for minimum grants and low-density states, CRS identified *losing states* that, after the allocation of the first 97% of funds available for state grants, had a relative share of funding that was lower than its final relative share of funding in the prior program year.
- For each losing state, CRS calculated a *shortage*. The shortage is the dollar amount of funding that would have been necessary to increase the state’s allotment to equal their relative share from the prior year.

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<sup>4</sup> See Wagner-Peyser Act, Section 6(b)(4).

<sup>5</sup> Historical formula factor data and formula grant levels for the ES and other DOL-administered formula grants are published at <https://www.dol.gov/agencies/eta/budget/formula/state>.

<sup>6</sup> The implementation of the 3% reservation is most fully described in DOL guidance, such as Attachment B of DOL Training and Employment Guidance Letter 12-23 at <https://www.dol.gov/sites/dolgov/files/ETA/advisories/TEGL/2023/TEGL%2012-23/TEGL%2012-23-A.pdf>. Regulations related to the allotment of ES funds refer back to the statute and do not provide additional procedural detail, see 20 C.F.R. 652.4.

<sup>7</sup> See aforementioned TEGL 12-23 and similar description at <https://www.dol.gov/sites/dolgov/files/ETA/budget/pdfs/FormDesc23.pdf>. The sources do not define “labor force density” or provide a data source that is used to calculate labor for density.

<sup>8</sup> The ten states were Alaska, Idaho, Maine, Montana, New Mexico, North Dakota, South Dakota, Vermont, West Virginia, and Wyoming. CRS further verified this designation by calculating each state’s civilian labor force density based on the published CLF formula factor and state area published by the Census Bureau (<https://www.census.gov/geographies/reference-files/2010/geo/state-area.html>). The density for each of these states was below the median of the 50 states and DC. These ten states’ designation as low-density states informed the process by which CRS was able to develop an allotment process that matched PY2024 grant levels.



- The dollars that remained available from the 3% reservation after the allotments to minimum grant states and low-density states were then divided by the sum of the state-level shortages for losing states. The resulting quotient was a percentage. This percentage was multiplied by each state's shortage to determine each losing state's share of the 3% reservation. This amount was then added to the state's funding calculated in prior steps.

For example, in the actual allotment of PY2024 funding, 33 losing states qualified for funding under this step. The total calculated shortages were approximately \$17.6 million though only about \$14.0 million remained in the 3% reservation after other specified allotments. This meant that each state with a shortage received funding equal to about 79% of its shortage.<sup>9</sup>

The implementation of the ES grant means that it is possible for a state to qualify for a minimum grant and also qualify for additional funding as a losing state if the minimum grant would indicate a reduction in the state's relative share of funding from the prior year.

## Description of Minimum Grant Proposal and Estimation Methodology

You provided CRS with a memorandum from the Rhode Island Department of Labor and Training (RIDLT) dated July 9, 2024. The RIDLT memorandum proposed amending the minimum grant provisions of the ES formula grant programs to establish a minimum grant equal to 0.4% of the total amount available to all states. The RIDLT memorandum did not propose any other changes to the ES formula in the Wagner-Peyser Act.

CRS estimated grants under the proposal by running the current formula with the minimum grant level increased from 0.28% to 0.40%.

## ES Estimates under Proposed Policy

Estimated grants under the proposed policy are presented in **Table 1** and compared to actual PY2024 grants.

CRS noted several trends in the differences between actual PY2024 grants and estimated grants under the proposed policy:

- *Four states had large increases.* Four states (including Rhode Island) qualified for minimum grants under the proposed policy and the minimum grant represented an increase of at least 20% above the state's actual PY2024 grant. These four states received a minimum grant under the proposed policy and do not qualify as low-density states under current policy.
- *A number of traditional "small states" did not see a change in grant level.* Several states with low shares of the formula factors had the same estimated funding under the proposal as their actual PY2024 grant. These were typically states that, under the policy for low-density states, qualify for a consistent relative share of the total funding that is above both the current law minimum and the proposed minimum grant level. For example, Wyoming consistently receives 0.54% of funding and North Dakota consistently receives 0.76% of total funding under the policy for low-density states.
- *A majority of states lost a small amount of funding.* The estimated funding for 37 states under the proposed policy was lower than those states' actual PY2024 funding. For each

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<sup>9</sup> For example, California's calculated shortage was approximately \$1.186 million. The state received about 79% of this amount or about \$940,000 from the 3% reservation. This amount was added to California's initial allotment of about \$79.755 million to yield the state's final grant of approximately \$80.7 million.

of these 37 states, their estimated grant under the proposed policy was less than 1.0% below its actual PY2024 funding. These small declines primarily supported the increases in funding for states that qualified for larger grants under the proposed minimum grant policy.

**Table I. Wagner-Peyser Employment Service Grants:  
Actual PY2024 Grant and Estimate Under Proposed Policy**

(1)	(2)	(3)	(4)	(5)
State	Actual PY2024 Grant (\$ in thousands)	PY2024 Estimate Under Proposal (\$ in thousands)	Difference (\$ in thousands) Col. 3 – Col. 2	Difference (%) Col. 4 / Col. 2
Alabama	7,994.8	7,946.9	-47.9	-0.6%
Alaska	7,314.7	7,314.7	0.0	0.0%
Arizona	14,239.5	14,208.9	-30.6	-0.2%
Arkansas	4,999.9	4,981.1	-18.8	-0.4%
California	80,695.5	80,495.1	-200.5	-0.2%
Colorado	12,238.0	12,155.8	-82.2	-0.7%
Connecticut	7,419.4	7,383.1	-36.3	-0.5%
Delaware	2,017.8	2,685.0	667.2	33.1%
District of Columbia	1,904.6	2,685.0	780.4	41.0%
Florida	38,458.2	38,379.7	-78.5	-0.2%
Georgia	19,214.1	19,114.5	-99.5	-0.5%
Hawaii	2,718.3	2,762.0	43.7	1.6%
Idaho	6,094.4	6,094.4	0.0	0.0%
Illinois	26,440.0	26,339.7	-100.2	-0.4%
Indiana	12,472.8	12,408.2	-64.6	-0.5%
Iowa	6,042.2	6,033.5	-8.7	-0.1%
Kansas	5,313.5	5,298.9	-14.6	-0.3%
Kentucky	7,958.4	7,941.7	-16.7	-0.2%
Louisiana	8,313.4	8,253.7	-59.7	-0.7%
Maine	3,624.3	3,624.3	0.0	0.0%
Maryland	12,221.3	12,106.8	-114.5	-0.9%
Massachusetts	14,419.0	14,289.0	-130.0	-0.9%
Michigan	19,411.4	19,356.1	-55.3	-0.3%
Minnesota	10,827.7	10,787.5	-40.2	-0.4%
Mississippi	5,015.2	4,968.2	-47.0	-0.9%
Missouri	11,080.1	11,042.6	-37.5	-0.3%
Montana	4,980.4	4,980.4	0.0	0.0%
Nebraska	4,341.4	4,300.8	-40.7	-0.9%
Nevada	6,913.8	6,878.0	-35.8	-0.5%

(1)	(2)	(3)	(4)	(5)
State	Actual PY2024 Grant (\$ in thousands)	PY2024 Estimate Under Proposal (\$ in thousands)	Difference (\$ in thousands) Col. 3 – Col. 2	Difference (%) Col. 4 / Col. 2
New Hampshire	2,576.1	2,685.0	108.9	4.2%
New Jersey	19,083.9	18,985.1	-98.8	-0.5%
New Mexico	5,588.9	5,588.9	0.0	0.0%
New York	39,348.6	39,176.6	-172.1	-0.4%
North Carolina	19,364.9	19,319.9	-45.0	-0.2%
North Dakota	5,071.5	5,071.5	0.0	0.0%
Ohio	22,471.8	22,349.5	-122.3	-0.5%
Oklahoma	6,879.2	6,843.6	-35.6	-0.5%
Oregon	8,477.1	8,428.9	-48.2	-0.6%
Pennsylvania	25,495.4	25,347.9	-147.5	-0.6%
Puerto Rico	5,746.4	5,705.6	-40.8	-0.7%
Rhode Island	2,163.3	2,685.0	521.7	24.1%
South Carolina	8,737.0	8,716.5	-20.5	-0.2%
South Dakota	4,687.3	4,687.3	0.0	0.0%
Tennessee	12,450.2	12,416.2	-34.0	-0.3%
Texas	58,414.7	58,112.1	-302.6	-0.5%
Utah	6,074.7	6,043.2	-31.5	-0.5%
Vermont	2,195.8	2,685.0	489.2	22.3%
Virginia	15,880.3	15,798.1	-82.3	-0.5%
Washington	15,729.5	15,699.3	-30.3	-0.2%
West Virginia	5,365.0	5,365.0	0.0	0.0%
Wisconsin	11,130.2	11,090.4	-39.8	-0.4%
Wyoming	3,636.6	3,636.6	0.0	0.0%
<b>Total</b>	<b>671,252.7</b>	<b>671,252.7</b>	<b>--</b>	<b>--</b>

**Source:** Current law grants are from DOL at <https://www.dol.gov/agencies/eta/budget/formula/state>. Estimated grants were calculated by CRS based on published formula factors, proposed changes to minimum grant policy provided by the requester, and methodology described in the body of memorandum.

**Notice:** The estimated grants are provided solely to assist in comparisons of the relative impact of proposed formulas and funding levels in the legislative process. They are not intended to predict specific amounts states will receive. The estimates in the table reflect the data sources and methodologies described in the memorandum and may or may not align with how an agency would implement the proposal.

October 22, 2024

Senate Committee on Health, Education, Labor and Pensions (HELP)  
 The United States Senate  
 429 Senate Dirksen Office Building  
 Washington, DC 20510

**RE: Proposed Changes to the Small State Minimum in the WIOA Reauthorization Bill**

Distinguished Members of the U.S. Senate Committee on Health, Education, Labor & Pensions,

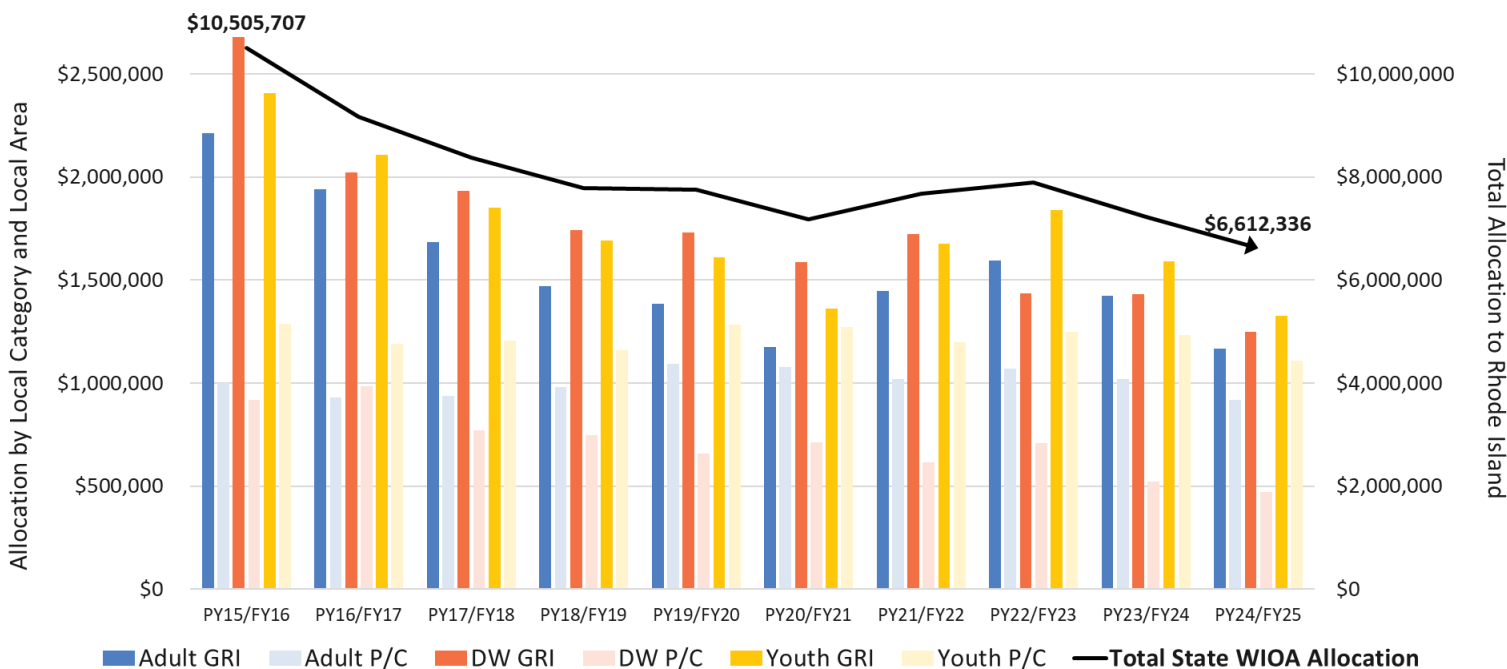
We are reaching out to request your assistance relating to the WIOA Reauthorization Bill.

As the State Workforce Board and the primary policy-making body on workforce development matters for the State of Rhode Island, the Governor's Workforce Board (GWB) works tirelessly to increase the skills of Rhode Island's current and future workers and address the talent needs of employers using state and local resources including Workforce Innovation and Opportunity Act (WIOA) funding.

In its capacity as the Local Workforce Board for the Greater Rhode Island Local Area, per waiver authority granted by the U.S. Secretary of Labor, the GWB is also uniquely familiar with the ground-level work associated with program implementation and constituent needs.

Unfortunately, our small state has an increasing number of individuals coming into American Job Centers (AJCs) in need of services, and we have been contending with a continuously decreasing allocation of federal WIOA dollars under the current funding formula, as shown in the chart below.

**Federal WIOA Allocations by Year and Local Area**



Over the past several years, these continued reductions have left us in a position where our ability to provide high-quality, meaningful services is significantly strained at a time when the youth and adults coming into the AJCs need more assistance than ever overcoming barriers to employment.

**To stabilize funding and enable us to resume providing meaningful services, Rhode Island has submitted a proposal to raise the Small State Minimum Allocation Rates to 0.4% for the WIOA Adult, Youth, and Wagner-Peyser programs, and to add the same 0.4% minimum to the WIOA Dislocated Worker program.**

Currently, there is no small state minimum for the Dislocated Worker program; the Adult and Youth programs have a .25% minimum; the Wagner-Peyser program has a .28% minimum; and only a handful of states benefit from the Small State Minimum Allocation provision (Rhode Island is not one of them, despite a population hovering right around 1 million).

Our Senator, Jack Reed, kindly asked the Congressional Research Service (CRS) to run the numbers associated with our policy proposal to assess the impact of raising the small state minimum. Both CRS reports are attached (one for WIOA and one for Wagner-Peyser).

**Based on the CRS estimates, this small state minimum allocation proposal will double the number of states that benefit from the minimum, while no larger state would see significant reductions in any area. The chart below highlights the states that would have received more funding in PY2024/FY2025 funding had our proposal been in effect:**

State	Youth	Adult	Dislocated Worker	Wagner-Peyser
Alaska	+\$266,000	+\$289,000	-\$68,000	-
Delaware	+\$185,000	+\$128,000	+\$1,854,000	+\$677,200
Hawaii	+\$324,000	+\$100,000	+\$1,837,000	+\$2,762,000
Idaho	+\$1,340,000	+\$1,320,000	+\$1,760,000	-
Maine	+\$1,170,000	+\$1,191,000	+\$2,343,000	-
Montana	+\$1,391,000	+\$1,322,000	+\$2,935,000	-
Nebraska	+\$923,000	+\$1,322,000	+\$2,543,000	-\$40,700
New Hampshire	+\$1,391,000	+\$1,322,000	+\$2,459,000	+\$108,900
North Dakota	+\$1,391,000	+\$1,322,000	+\$3,630,000	-
Rhode Island	+\$719,000	+\$939,000	+\$1,251,000	+\$521,000
South Dakota	+\$1,391,000	+\$1,322,000	+\$3,211,000	-
Utah	+\$437,000	+\$1,060,000	+\$175,000	-\$31,500
Vermont	+\$1,391,000	+\$1,322,000	+\$3,475,000	+\$489,200
Wyoming	+\$1,391,000	+\$1,322,000	+\$3,461,000	-

For this reason, we are asking for your support of these proposed minimums within the WIOA Reauthorization legislation.

We greatly appreciate your time and consideration related to this matter.

Sincerely,

Alyssa Alvarado, Executive Director  
 Governor’s Workforce Board Rhode Island  
 1511 Pontiac Avenue, Cranston, RI 02920  
 E-mail: [alyssa.alvarado@dlt.ri.gov](mailto:alyssa.alvarado@dlt.ri.gov)  
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Michael Grey, Chairman of the Board  
 Governor’s Workforce Board Rhode Island  
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# 2024 Local Areas WIOA Negotiated Levels of Performance

JOSH GREEN, M.D.  
GOVERNOR

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LIEUTENANT GOVERNOR



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DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS  
ADMINISTRATOR

STATE OF HAWAII  
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October 8, 2024

Mr. Andrew Kawano, Director  
City and County of Honolulu  
Department of Budget and Fiscal Services  
530 South King Street, Room 208  
Honolulu, Hawaii 96813  
E-Mail: [Andy.Kawano@honolulu.gov](mailto:Andy.Kawano@honolulu.gov)

Dear Mr. Kawano:

SUBJECT: Oahu Local Area Program Years 2024 and 2025 Performance Measures

This letter formalizes the City and County of Honolulu's agreed-upon performance targets for the Program Years (PYs) 2024 and 2025 Workforce Innovation and Opportunity Act (WIOA) Title I programs. The final negotiated performance targets are provided in detail below and should be included as part of the County's Local Area Plan for PY 2024 to PY 2027:

Performance Indicator	PY 2024	PY 2025
<b>Adult Program</b>		
Employment Rate 2 <sup>nd</sup> Quarter After Exit	75.0%	76.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	75.0%	76.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,700	\$7,800
Credential Attainment Rate	64.0%	65.0%
Measurable Skill Gains	64.0%	65.0%
<b>Dislocated Worker Program</b>		
Employment Rate 2 <sup>nd</sup> Quarter After Exit	74.0%	75.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	79.0%	80.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$10,000	\$10,200
Credential Attainment Rate	70.0%	72.0%
Measurable Skill Gains	70.0%	72.0%

Mr. Andrew Kawano  
October 8, 2024  
Page 2

Performance Indicator	PY 2024	PY 2025
<b>Youth Program</b>		
Education and Employment Rate 2nd Quarter After Exit	68.0%	69.0%
Education and Employment Rate 4th Quarter After Exit	65.0%	65.5%
Median Earnings 2nd Quarter After Exit	\$5,000	\$5,000
Credential Attainment Rate	65.0%	66.0%
Measurable Skill Gains	53.0%	54.0%

We would like to extend our appreciation to Mr. Christopher Lum-Lee, Oahu Workforce Development Board Vice Chair, Mr. Harrison Kuranishi, and Mr. Daven Kawamura of your staff for participating in the negotiation meeting on October 7, 2024 that resulted with the final agreed-upon performance targets.

Should you have any questions regarding this matter, please contact me at (808) 586-8817 or Ms. Lisa Simmons at (808) 586-8812 or [Lisa.E.Simmons@hawaii.gov](mailto:Lisa.E.Simmons@hawaii.gov).

Sincerely,



Maricar Pilotin-Freitas  
Administrator

c (via email): Jason Chang, Oahu Workforce Development Board Chair  
Harrison Kuranishi, Oahu Workforce Development Board Executive Director  
Bennette Misalucha, Workforce Development Council Executive Director  
Lynn Araki-Regan, DLIR Administrative Services Officer



JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS  
ADMINISTRATOR

STATE OF HAWAII  
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October 8, 2024

Ms. Luana Mahi, Director  
County of Maui  
Office of Economic Development  
2200 Main Street, Suite 305  
Wailuku, Hawaii 96793  
E-Mail: [Luana.L.Mahi@co.maui.hi.us](mailto:Luana.L.Mahi@co.maui.hi.us)

Dear Ms. Mahi:

SUBJECT: Maui Local Area Program Years 2024 and 2025 Performance Measures

This letter formalizes the County of Maui's agreed-upon performance targets for the Program Years (PYs) 2024 and 2025 Workforce Innovation and Opportunity Act (WIOA) Title I programs. The final negotiated performance targets are provided in detail below and should be included as part of the County's Local Area Plan for PY 2024 to PY 2027:

Performance Indicator	PY 2024	PY 2025
<b>Adult Program</b>		
Employment Rate 2 <sup>nd</sup> Quarter After Exit	65.0%	65.5%
Employment Rate 4 <sup>th</sup> Quarter After Exit	68.0%	70.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,500	\$8,000
Credential Attainment Rate	51.0%	51.0%
Measurable Skill Gains	51.0%	51.0%
<b>Dislocated Worker Program</b>		
Employment Rate 2 <sup>nd</sup> Quarter After Exit	72.0%	72.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	77.5%	78.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$9,500	\$10,000
Credential Attainment Rate	51.0%	51.0%
Measurable Skill Gains	51.0%	51.0%

Ms. Luana Mahi  
October 8, 2024  
Page 2

Performance Indicator	PY 2024	PY 2025
<b>Youth Program</b>		
Education and Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Education and Employment Rate 4th Quarter After Exit	65.0%	66.0%
Median Earnings 2nd Quarter After Exit	\$5,000	\$5,200
Credential Attainment Rate	62.0%	62.0%
Measurable Skill Gains	53.0%	53.0%

We would like to extend our appreciation to Ms. Chentelle Rowland of your staff for participating in the negotiation meeting on October 7, 2024 that resulted with the final agreed-upon performance targets.

Should you have any questions regarding this matter, please contact me at (808) 586-8817 or Ms. Lisa Simmons at (808) 586-8812 or [Lisa.E.Simmons@hawaii.gov](mailto:Lisa.E.Simmons@hawaii.gov).

Sincerely,



Maricar Pilon-Freitas  
Administrator

c (via email): Leslie Wilkins, Maui Workforce Development Board Chair  
Chentelle Rowland, Maui Workforce Development Board Executive Director  
Aulani Delatori, Maui County Office of Economic Development Office Manager  
Bennette Misalucha, Workforce Development Council Executive Director  
Lynn Araki-Regan, DLIR Administrative Services Officer

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
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October 8, 2024

Mr. Doug Adams, Director  
County of Hawaii  
Research and Development  
25 Aupuni Street, Room 1301  
Hilo, Hawaii 96720  
E-Mail: [Douglass.Adams@hawaiicounty.gov](mailto:Douglass.Adams@hawaiicounty.gov)

Dear Mr. Adams:

SUBJECT: Hawaii Local Area Program Years 2024 and 2025 Performance Measures

This letter formalizes the County of Hawaii's agreed-upon performance targets for the Program Years (PYs) 2024 and 2025 Workforce Innovation and Opportunity Act (WIOA) Title I programs. The final negotiated performance targets are provided in detail below and should be included as part of the County's Local Area Plan for PY 2024 to PY 2027:

Performance Indicator	PY 2024	PY 2025
<b>Adult Program</b>		
Employment Rate 2 <sup>nd</sup> Quarter After Exit	73.0%	74.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.0%	77.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,500	\$7,600
Credential Attainment Rate	51.0%	55.0%
Measurable Skill Gains	51.0%	60.0%
<b>Dislocated Worker Program</b>		
Employment Rate 2 <sup>nd</sup> Quarter After Exit	74.0%	75.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	77.5%	78.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$9,500	\$10,000
Credential Attainment Rate	50.5%	51.0%
Measurable Skill Gains	55.0%	60.0%

Mr. Doug Adams  
October 8, 2024  
Page 2

Performance Indicator	PY 2024	PY 2025
<b>Youth Program</b>		
Education and Employment Rate 2nd Quarter After Exit	67.5%	68.0%
Education and Employment Rate 4th Quarter After Exit	65.0%	66.0%
Median Earnings 2nd Quarter After Exit	\$5,100	\$5,500
Credential Attainment Rate	62.0%	62.0%
Measurable Skill Gains	51.0%	53.0%

We would like to extend our appreciation to Ms. Rossella Guardascione, Hawaii County Workforce Development Board Chair, Mr. Clinton Mercado, and Mr. Kevin Aki, Jr., of your staff for participating in the negotiation meeting on October 7, 2024 that resulted with the final agreed-upon performance targets.

Should you have any questions regarding this matter, please contact me at (808) 586-8817 or Ms. Lisa Simmons at (808) 586-8812 or [Lisa.E.Simmons@hawaii.gov](mailto:Lisa.E.Simmons@hawaii.gov).

Sincerely,



Maricar Pilotin-Freitas  
Administrator

c (via email): Rossella Guardascione, Hawaii County Workforce Development Board Chair  
Clinton Mercado, Hawaii County Workforce Development Board Interim  
Executive Director  
Kevin Aki, Jr., County of Hawaii, Department of Research and Development  
WIOA Specialist  
Bennette Misalucha, Workforce Development Council Executive Director  
Lynn Araki-Regan, DLIR Administrative Services Officer

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

MARICAR PILOTIN-FREITAS  
ADMINISTRATOR

STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA  
WORKFORCE DEVELOPMENT DIVISION  
830 PUNCHBOWL STREET, ROOM 329  
HONOLULU, HAWAII 96813  
<http://labor.hawaii.gov/wdd/>  
Phone: (808) 586-8877 / Fax: (808) 586-8822  
Email: [dlir.workforce.develop@hawaii.gov](mailto:dlir.workforce.develop@hawaii.gov)

October 9, 2024

Ms. Adele Manera  
Department of Labor and Industrial Relations  
Workforce Development Division  
4444 Rice Street, Suite 302  
Lihue, Hawaii 96766  
E-Mail: [Adele.S.Manera@hawaii.gov](mailto:Adele.S.Manera@hawaii.gov)

Dear Ms. Manera:

SUBJECT: Kauai Local Area Program Years 2024 and 2025 Performance Measures

This letter formalizes the County of Kauai's agreed-upon performance targets for the Program Years (PYs) 2024 and 2025 Workforce Innovation and Opportunity Act (WIOA) Title I programs. The final negotiated performance targets are provided in detail below and should be included as part of the County's Local Area Plan for PY 2024 to PY 2027:

Performance Indicator	PY 2024	PY 2025
<b>Adult Program</b>		
Employment Rate 2 <sup>nd</sup> Quarter After Exit	55.0%	56.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	55.0%	56.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,500	\$6,500
Credential Attainment Rate	50.4%	50.4%
Measurable Skill Gains	50.4%	50.4%
<b>Dislocated Worker Program</b>		
Employment Rate 2 <sup>nd</sup> Quarter After Exit	60.0%	61.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	60.0%	61.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$8,500	\$8,500
Credential Attainment Rate	50.5%	50.5%
Measurable Skill Gains	50.5%	50.5%

Ms. Adele Manera  
October 9, 2024  
Page 2

Performance Indicator	PY 2024	PY 2025
<b>Youth Program</b>		
Education and Employment Rate 2nd Quarter After Exit	60.0%	61.0%
Education and Employment Rate 4th Quarter After Exit	60.0%	61.0%
Median Earnings 2nd Quarter After Exit	\$4,300	\$4,300
Credential Attainment Rate	60.0%	61.0%
Measurable Skill Gains	50.5%	53.0%

We would like to extend our appreciation to you and your staff for participating in the negotiation meeting on October 7, 2024 that resulted with the final agreed-upon performance targets.

Should you have any questions regarding this matter, please contact me at (808) 586-8817 or Ms. Lisa Simmons at (808) 586-8812 or [Lisa.E.Simmons@hawaii.gov](mailto:Lisa.E.Simmons@hawaii.gov).

Sincerely,



Maricar Pilotin-Freitas  
Administrator

c (via email): Bennette Misalucha, Workforce Development Council Executive Director  
Lynn Araki-Regan, DLIR Administrative Services Officer

# Update on the Lahaina Federal Funds

# Financial Reports



**WORKFORCE INNOVATION AND OPPORTUNITY ACT**  
**Grants Summary As of August 31,2024**

PY22				
County	Allocated	Expenditures	Balance As of 6/30/24	Lapsed 6/30/25
Honolulu	4,990,199	2,734,320	2,255,879	
Hawaii	1,742,128	1,171,833	570,295	
Maui	1,333,456	754,456	579,000	
WDD-Kauai	689,506	247,686	441,820	
WIOA State Level	1,030,034	894,279	135,755	
<b>Total by County</b>	<b>9,785,323</b>	<b>5,802,573</b>	<b>3,982,750</b>	<b>-</b>

Statewide from Unexpended Funds					Funds to Lapse 6/30/25
	Unexpended Funds	Expenditures	Encumbrances	Planned Encumbrances	Balance As of 8/31/24
WIOA Adult	1,303,410	374	850,271	150,000	302,765
WIOA Youth	1,421,928	319,086	1,102,841	0	0
WIOA DW	1,121,657	183	0	0	1,121,474
WIOA State Level	135,755	0	0	0	135,755
<b>TOTAL</b>	<b>3,982,750</b>	<b>319,643</b>	<b>1,953,112</b>	<b>150,000</b>	<b>1,559,995</b>

See below for explanation
See below for explanation
See below for explanation

PY23				
County	Allocated	Expenditures	Balance As of 7/31/24	Lapsed 6/30/26
Honolulu	5,082,556	540,892	4,541,664	
Hawaii	1,784,534	78,927	1,705,607	
Maui	1,131,059	136,995	994,064	
WDD-Kauai	603,971	35,084	568,887	
<b>Total by County</b>	<b>8,602,120</b>	<b>791,899</b>	<b>7,810,221</b>	<b>0</b>

**PROJECT TITLE: HAWAII - LAHAINA FIRES - DR DWG**

	Allocated	Expenditures	Balance	Lapsed 9/30/25
MAUI ECONOMIC OPPORTUNITY	12,741,350	4,925,987	7,815,363	
DLIR MANAGEMENT	2,503,673	433,254	2,070,419	
<b>TOTAL</b>	<b>15,245,023</b>	<b>5,359,241</b>	<b>9,885,782</b>	

**IMPORTANT NOTE:** WDD was informed on 9/6/24 that the allocation will be modified to \$10,531,320. Consequently, the contract to Maui Economic Opportunity is in the process of being amended to reflect the reduced total allocation

\$319,642.73 represents Summer Youth expenditures

DOE \$ 1,945,818.00 represents Ready to Work purchase orders  
 Future of Work 7,294.00

Fiscal Training \$100,000.00  
 NVTI (Training for local areas) \$50,000.00

**GRANT SUMMARY DETAILS  
AS OF AUGUST 31, 2024**

		Expenditures	PY22	PY22		
		PY22	Funds Avail.	% Expended	PY22	
		Budget	06/30/24	06/30/24	Participants	
Adult Program:	Hawaii **	615,398	456,194	159,204	74%	141
DW Program:	Hawaii **	277,263	217,556	59,707	78%	27
Local Admin:	Hawaii **	164,734	130,996	33,738	80%	
Youth Program:	Hawaii **	589,942	307,150	282,792	52%	31
Rapid Response	Hawaii **	94,791	59,936	34,855	63%	
<b>Hawaii Total</b>		<b>1,742,128</b>	<b>1,171,833</b>	<b>570,295</b>		<b>199</b>
Adult Program:	Honolulu	1,577,883	977,778	600,105	62%	513
DW Program:	Honolulu	821,360	426,182	395,178	52%	104
Local Admin:	Honolulu	436,546	347,678	88,868	80%	
Youth Program:	Honolulu	1,875,614	941,069	934,545	50%	54
Rapid Response	Honolulu	278,796	41,612	237,184	15%	
<b>Honolulu Total</b>		<b>4,990,199</b>	<b>2,734,320</b>	<b>2,255,879</b>		<b>671</b>
Adult Program:	Kauai	217,564	88,477	129,087	41%	14
DW Program:	Kauai	235,583	70,614	164,969	30%	3
Local Admin:	Kauai	-	-	-		
Youth Program:	Kauai	163,872	48,316	115,556	29%	4
Rapid Response	Kauai	72,487	40,279	32,208	56%	
<b>Kauai Total</b>		<b>689,506</b>	<b>247,686</b>	<b>441,820</b>		<b>21</b>
Adult Program:	Maui	419,589	184,232	235,357	44%	61
DW Program:	Maui	326,191	128,635	197,556	39%	24
Local Admin:	Maui	122,193	65,141	57,052	53%	
Youth Program:	Maui	353,965	264,931	89,034	75%	29
Rapid Response	Maui	111,518	111,518	-	100%	
<b>Maui Total</b>		<b>1,333,456</b>	<b>754,456</b>	<b>579,000</b>		<b>114</b>
<b>Grand Total</b>		<b>8,755,289</b>	<b>4,908,294</b>	<b>3,846,995</b>		<b>1,005</b>

\*\* Reports as of 7/31/2024

**GRANT SUMMARY DETAILS  
AS OF AUGUST 31, 2024**

				PY23	PY23	
		PY23	PY23 Exp	Funds Avail.	% Expended	PY23
		Budget	8/31/2024	7/31/2024	7/31/2024	Participants
Adult Program:	Hawaii **	698,272	27,467.56	670,804	4%	47
DW Program:	Hawaii **	254,277	12,798.61	241,478	5%	11
Local Admin:	Hawaii **	169,760	2,072.63	167,687	1%	0
Youth Program:	Hawaii **	575,293	27,691.43	547,602	5%	18
Rapid Response	Hawaii **	86,932	8,896.38	78,036	10%	
<b>Hawaii Total</b>		<b>1,784,534</b>	<b>78,926.61</b>	<b>1,705,607</b>		<b>76</b>
Adult Program:	Honolulu	\$ 1,687,491	205,986.30	1,481,505	12%	448
DW Program:	Honolulu	777,787	82,541.97	695,245	11%	93
Local Admin:	Honolulu	481,665	33,978.75	447,686	7%	0
Youth Program:	Honolulu	1,869,703	200,011.98	1,669,691	11%	43
Rapid Response	Honolulu	265,910	18,373.39	247,537	7%	
<b>Honolulu Total</b>		<b>5,082,556</b>	<b>540,892.39</b>	<b>4,541,664</b>		<b>584</b>
Adult Program:	Kauai	145,473	11,581.02	133,892	8%	9
DW Program:	Kauai	194,447	9,604.89	184,842	5%	1
Local Admin:	Kauai	53,749	3,160.64	50,588	6%	0
Youth Program:	Kauai	143,824	4,995.62	138,828	3%	2
Rapid Response	Kauai	66,478	5,742.15	60,736	9%	
<b>Kauai Total</b>		<b>603,971</b>	<b>35,084.32</b>	<b>568,887</b>		<b>12</b>
Adult Program:	Maui	378,230	28,883.04	349,347	8%	46
DW Program:	Maui	269,234	19,654.47	249,580	7%	18
Local Admin:	Maui	103,902	12,222.71	91,679	12%	0
Youth Program:	Maui	287,647	41,812.92	245,834	15%	15
Rapid Response	Maui	92,046	34,422.05	57,624	37%	
<b>Maui Total</b>		<b>1,131,059</b>	<b>136,995.19</b>	<b>994,064</b>		<b>79</b>
<b>Grand Total</b>		<b>8,602,120</b>	<b>791,898.51</b>	<b>7,810,221</b>		<b>751</b>

\*\* Reports as of 7/31/2024

## PY23 Annual Performance Measures

### STATE

<b>Adult</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>614</b>
Employment Rate (Q1)	60%	75.0%
Employment Rate (Q4)	65%	76.7%
Median Earnings	\$6,800	\$8,725
Credential Rate	58%	63.4%
Measurable Skill Gain	55%	46.7%

<b>Dislocated Worker</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>163</b>
Employment Rate (Q1)	71%	71.3%
Employment Rate (Q4)	76%	70.1%
Median Earnings	\$8,500	\$11,405
Credential Rate	68%	76.9%
Measurable Skill Gain	57%	48.3%

<b>Youth</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>152</b>
Employment Rate (Q1)	68%	66.7%
Employment Rate (Q4)	62%	66.4%
Median Earnings	\$4,300	\$5,570
Credential Rate	65%	55.7%
Measurable Skill Gain	53%	39.2%

PY23 Annual Performance Measures

**HAWAII**

<b>Adult</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>148</b>
Employment Rate ( )	60%	72.9%
Employment Rate ( )	65%	85.5%
Median Earnings	\$6,800	\$8,903
Credential Rate	58%	51.6%
Measurable Skill Gain	55%	72.2%

<b>Dislocated Worker</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>29</b>
Employment Rate ( )	71%	82.6%
Employment Rate ( )	76%	76.9%
Median Earnings	\$8,500	\$11,484
Credential Rate	68%	66.7%
Measurable Skill Gain	57%	70%

<b>Youth</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>65</b>
Employment Rate ( )	68%	66.7%
Employment Rate ( )	62%	57.7%
Median Earnings	\$4,300	\$8,330
Credential Rate	65%	37.5%
Measurable Skill Gain	53%	27%

**PY23 Annual Performance Measures**

**MAUI**

<b>Adult</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>89</b>
Employment Rate (	60%	71.4%
Employment Rate (	65%	72.1%
Median Earnings	\$6,800	\$10,039
Credential Rate	58%	33.3%
Measurable Skill G:	55%	11.1%

<b>Dislocated Worker</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>40</b>
Employment Rate (	71%	63.2%
Employment Rate (	76%	70.3%
Median Earnings	\$8,500	\$11,577
Credential Rate	68%	33.3%
Measurable Skill G:	57%	0%

**PY23 Annual Performance Measures**

**KAUAI**

Adult	Negotiated	PY23
<b>Participants</b>	-	<b>14</b>
Employment Rate (	60%	40%
Employment Rate (	65%	25%
Median Earnings	\$6,800	\$6,565
Credential Rate	58%	0%
Measurable Skill Ga	55%	0%

**Dislocated Worker Negotiated PY23**

Participants	Negotiated	PY23
<b>Participants</b>	-	<b>3</b>
Employment Rate (	71%	60%
Employment Rate (	76%	66.7%
Median Earnings	\$8,500	\$7,166
Credential Rate	68%	0%
Measurable Skill Ga	57%	0%

**Youth Negotiated PY23**

Participants	Negotiated	PY23
<b>Participants</b>	-	<b>3</b>
Employment Rate (	68%	100%
Employment Rate (	62%	0%
Median Earnings	\$4,300	\$934
Credential Rate	65%	0%
Measurable Skill Ga	53%	0%

**PY23 Annual Performance Measures**

**OAHU**

<b>Adult</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>363</b>
Employment Rate ( )	60%	80.2%
Employment Rate ( )	65%	75.9%
Median Earnings	\$6,800	\$8,244
Credential Rate	58%	71.2%
Measurable Skill Gain	55%	41%

<b>Dislocated Worker</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>91</b>
Employment Rate ( )	71%	69.7%
Employment Rate ( )	76%	68.5%
Median Earnings	\$8,500	\$11,349
Credential Rate	68%	81.8%
Measurable Skill Gain	57%	38.9%

<b>Youth</b>	<b>Negotiated</b>	<b>PY23</b>
<b>Participants</b>	-	<b>51</b>
Employment Rate ( )	68%	65.9%
Employment Rate ( )	62%	64.7%
Median Earnings	\$4,300	\$3,603
Credential Rate	65%	66.7%
Measurable Skill Gain	53%	52.4%



PROGRAM WIOA Adult		TITLE (select one):			
STATE: <b>Hawaii</b>	Title I Local Area:	Title I Adult	<input type="checkbox"/>	Title II Adult Education	<input type="checkbox"/>
REPORTING PERIOD COVERED (Required for current and three preceding years.)		Title I Dislocated Worker		Title III Wagner-Peyser	
From ( mm/dd/yyyy ) : <b>7/1/2023</b> To ( mm/dd/yyyy ) : <b>6/30/2024</b>		Title I Youth		Title IV Vocational Rehabilitation	
		Title I and Title III combined			

Certified in WIPS: 9/25/2024 5:27 PM EDT

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:
Career Services	<b>614</b>	<b>187</b>	<b>\$1,930,810</b>	<b>\$3,145</b>
Training Services	<b>281</b>	<b>94</b>	<b>\$798,120</b>	<b>\$2,840</b>
Percent training-related employment <sup>1</sup> :		Percent enrolled in more than one core program:		Percent Admin Expended:
36.8%		65.3%		41.6%

BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2023-6/30/2024	Total Participants Exited Cohort Period: 4/1/2023-3/31/2024		Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2022-6/30/2023		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2022-12/31/2022		Median Earnings Cohort Period: 7/1/2022-6/30/2023	Credential Rate <sup>3</sup> (Cohort Period: 1/1/2022-12/31/2022)		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2023-6/30/2024	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
<b>Total Statewide</b>		<b>614</b>	<b>187</b>	Negotiated Targets									
				Actual	<b>174</b>	<b>75.0%</b>	<b>161</b>	<b>76.7%</b>	<b>\$8,725</b>	<b>59</b>	<b>63.4%</b>	<b>106</b>	<b>46.7%</b>
Sex	Female	358	118		97	75.2%	98	77.2%	\$8,073	39	61.9%	72	46.8%
	Male	253	68		77	74.8%	63	76.8%	\$10,410	20	66.7%	33	46.5%
Age	< 16	0	0		0		0			0		0	
	16 - 18	16	6		7	87.5%	7	100.0%	\$5,525	6	100.0%	4	44.4%
	19 - 24	101	23		30	83.3%	30	83.3%	\$6,256	13	56.5%	20	40.0%
	25 - 44	317	101		95	79.8%	75	78.1%	\$8,999	32	66.7%	55	44.0%
	45 - 54	82	33		25	67.6%	29	76.3%	\$11,484	5	62.5%	17	65.4%
	55 - 59	48	11		13	65.0%	13	65.0%	\$9,835	0	0.0%	6	54.5%
	60+	50	13		4	33.3%	7	53.8%	\$8,076	3	60.0%	4	66.7%
Ethnicity/Race	American Indian / Alaska Native	28	6		4	57.1%	1	25.0%	\$8,697	1	100.0%	8	53.3%
	Asian	241	65		65	83.3%	62	82.7%	\$9,615	24	66.7%	44	44.4%
	Black / African American	46	11		9	69.2%	6	75.0%	\$2,640	5	83.3%	11	47.8%
	Hispanic / Latino	89	24		21	63.6%	21	70.0%	\$8,377	9	60.0%	15	50.0%
	Native Hawaiian / Pacific Islander	257	81		88	79.3%	72	80.9%	\$8,199	30	60.0%	46	46.0%
	White	221	71		55	67.9%	50	73.5%	\$8,854	18	72.0%	30	44.1%
	More Than One Race	160	41		38	77.6%	28	77.8%	\$8,310	14	70.0%	27	44.3%

BY EMPLOYMENT BARRIER <sup>4</sup>												
	Total Participants Served	Total Participants Exited		Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide	614	187	Negotiated Targets									
			Actual	174	75.0%	161	76.7%	\$8,725	59	63.4%	106	46.7%
Displaced Homemakers	14	4		1	100.0%	0		\$20,073	0		0	
English Language Learners, Low Levels of Literacy, Cultural Barriers	61	12		10	83.3%	2	33.3%	\$5,954	1	50.0%	1	9.1%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0		0		0			0		0	
Ex-offenders	21	15		13	72.2%	6	75.0%	\$6,658	0		4	80.0%
Homeless Individuals / runaway youth	37	13		7	58.3%	8	80.0%	\$9,229	4	100.0%	3	42.9%
Long-term Unemployed (27 or more consecutive weeks)	175	47		41	64.1%	34	66.7%	\$6,656	5	50.0%	18	39.1%
Low-Income Individuals	470	153		133	73.1%	120	76.9%	\$7,540	44	64.7%	70	44.9%
Migrant and Seasonal Farmworkers	0	0		0		0			0		0	
Individuals with Disabilities (incl. youth)	59	10		5	62.5%	9	69.2%	\$4,569	0		3	30.0%
Single Parents (Incl. single pregnant women)	56	22		27	87.1%	27	87.1%	\$8,153	13	68.4%	18	52.9%
Youth in foster care or aged out of system	0	0		0		1	100.0%		0		0	

**ADDITIONAL COMMENTS:**

<sup>1</sup>Applies to Title I only.

<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.

<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

Numbers entered into cells in this template are the same as the corresponding "report item number" on the report specification document. Clicking on each hyperlink will take the user to the plain text language

**Public Burden Statement (1205-ONEW)**

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PROGRAM WIOA Dislocated Worker		TITLE (select one):			
STATE: <b>Hawaii</b>	Title I Local Area:	<input type="checkbox"/> Title I Adult	<input type="checkbox"/> Title II Adult Education	<input type="checkbox"/>	<input type="checkbox"/>
REPORTING PERIOD COVERED (Required for current and three preceding years.)		<input checked="" type="checkbox"/> Title I Dislocated Worker	<input type="checkbox"/> Title III Wagner-Peyser	<input type="checkbox"/>	<input type="checkbox"/>
From ( mm/dd/yyyy ) : <b>7/1/2023</b> To ( mm/dd/yyyy ) : <b>6/30/2024</b>		<input type="checkbox"/> Title I Youth	<input type="checkbox"/> Title IV Vocational Rehabilitation	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/> Title I and Title III combined			

Certified in WIPS: 9/25/2024 5:30 PM EDT

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period: 4/1/2023-3/31/2024	Funds Expended Cohort Period: 7/1/2023-6/30/2024	Cost Per Participant Served Cohort Period: 7/1/2023-6/30/2024
Career Services	163	48	\$1,045,053	\$6,411
Training Services	41	18	\$197,650	\$4,821
Percent training-related employment <sup>1</sup> :		Percent enrolled in more than one core program:		Percent Admin Expended:
15.6%		93.3%		18.9%

BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2023-6/30/2024	Total Participants Exited Cohort Period: 4/1/2023-3/31/2024		Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2022-6/30/2023		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2022-12/31/2022		Median Earnings Cohort Period: 7/1/2022-6/30/2023	Credential Rate <sup>3</sup> (Cohort Period: 1/1/2022-12/31/2022)		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2023-6/30/2024	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
					Negotiated Targets								
<b>Total Statewide</b>		163	48		57	71.3%	75	70.1%	\$11,405	30	76.9%	14	48.3%
Sex	Female	99	23	Actual	30	66.7%	43	68.3%	\$9,937	18	72.0%	3	33.3%
	Male	63	25		27	77.1%	32	72.7%	\$12,077	12	85.7%	11	55.0%
Age	< 16	0	0		0		0			0		0	
	16 - 18	0	0		0		0			0		0	
	19 - 24	4	1		3	100.0%	5	100.0%	\$6,328	2	100.0%	0	0.0%
	25 - 44	34	15		22	59.5%	34	68.0%	\$10,797	17	73.9%	4	50.0%
	45 - 54	45	14		18	78.3%	20	64.5%	\$11,417	7	77.8%	5	71.4%
	55 - 59	32	4		8	88.9%	11	84.6%	\$12,192	1	50.0%	1	20.0%
	60+	48	14		6	75.0%	5	62.5%	\$10,132	3	100.0%	4	57.1%
Ethnicity/Race	American Indian / Alaska Native	5	0		1	50.0%	1	50.0%	\$7,166	1	100.0%	0	
	Asian	60	19		23	74.2%	42	73.7%	\$9,538	16	76.2%	4	30.8%
	Black / African American	9	3		3	100.0%	0	0.0%	\$11,349	0		0	0.0%
	Hispanic / Latino	18	3		4	50.0%	9	69.2%	\$11,238	3	60.0%	2	50.0%
	Native Hawaiian / Pacific Islander	56	19		15	75.0%	25	89.3%	\$12,364	10	66.7%	5	45.5%
	White	57	17		16	57.1%	18	60.0%	\$12,594	9	81.8%	5	45.5%
	More Than One Race	37	12		6	60.0%	13	72.2%	\$9,765	8	72.7%	2	25.0%

BY EMPLOYMENT BARRIER <sup>4</sup>												
	Total Participants Served	Total Participants Exited		Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide	163	48	Negotiated Targets									
			Actual	57	71.3%	75	70.1%	\$11,405	30	76.9%	14	48.3%
Displaced Homemakers	2	0		0	0.0%	0	0.0%		0		0	
English Language Learners, Low Levels of Literacy, Cultural Barriers	13	1		1	100.0%	1	100.0%	\$500	0		0	0.0%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0		0		0			0		0	
Ex-offenders	2	1		1	100.0%	1	100.0%	\$6,407	0		0	0.0%
Homeless Individuals / runaway youth	3	2		3	100.0%	2	100.0%	\$10,145	0		0	
Long-term Unemployed (27 or more consecutive weeks)	31	16		20	76.9%	22	64.7%	\$10,908	7	63.6%	3	60.0%
Low-Income Individuals	133	39		43	66.2%	59	69.4%	\$11,349	28	80.0%	13	46.4%
Migrant and Seasonal Farmworkers	0	0		0		0			0		0	
Individuals with Disabilities (incl. youth)	11	0		1	100.0%	1	50.0%	\$10,145	0		0	0.0%
Single Parents (Incl. single pregnant women)	3	0		4	80.0%	6	66.7%	\$11,631	2	50.0%	0	
Youth in foster care or aged out of system	0	0		0		0			0		0	

**ADDITIONAL COMMENTS:**

<sup>1</sup>Applies to Title I only.  
<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.  
<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.  
<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.  
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**Public Burden Statement (1205-ONEW)**  
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PROGRAM WIOA Youth		TITLE (select one):			
STATE: <b>Hawaii</b>	Title I Local Area:	<input type="checkbox"/> Title I Adult	<input type="checkbox"/> Title II Adult Education	<input type="checkbox"/>	
REPORTING PERIOD COVERED (Required for current and three preceding years.)		<input type="checkbox"/> Title I Dislocated Worker	<input type="checkbox"/> Title III Wagner-Peyser	<input type="checkbox"/>	
From ( mm/dd/yyyy ) : <b>7/1/2023</b> To ( mm/dd/yyyy ) : <b>6/30/2024</b>		<input checked="" type="checkbox"/> Title I Youth	<input type="checkbox"/> Title IV Vocational Rehabilitation	<input type="checkbox"/>	
		<input type="checkbox"/> Title I and Title III combined			

Certified in WIPS: 9/25/2024 5:33 PM EDT

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period: 4/1/2023-3/31/2024	Funds Expended Cohort Period: 7/1/2023-6/30/2024	Cost Per Participant Served Cohort Period: 7/1/2023-6/30/2024
Career Services	109	35	\$1,896,338	\$17,398
Training Services	62	32	\$692,251	\$11,165
Percent training-related employment <sup>1</sup> :		Percent enrolled in more than one core program:		Percent Admin Expended:
		15.8%		39.5%

BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2023-6/30/2024	Total Participants Exited Cohort Period: 4/1/2023-3/31/2024		Youth Employment/Education/ Training Rate (Q2) Cohort Period: 7/1/2022-6/30/2023		Youth Employment/Education/ Training Rate (Q4) Cohort Period: 1/1/2022-12/31/2022		Median Earnings Cohort Period: 7/1/2022-6/30/2023	Credential Rate <sup>3</sup> (Cohort Period: 1/1/2022-12/31/2022)		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2023-6/30/2024	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
<b>Total Statewide</b>		152	44										
Sex	Female	89	25		48	66.7%	81	66.4%	\$5,570	49	55.7%	40	39.2%
	Male	63	19		27	67.5%	52	68.4%	\$4,540	26	52.0%	22	36.1%
Age	< 16	3	1		21	65.6%	29	63.0%	\$7,097	23	60.5%	18	43.9%
	16 - 18	3	1		2	66.7%	2	50.0%	\$8,425	1	25.0%	0	0.0%
	19 - 24	105	31		37	69.8%	53	62.4%	\$4,730	36	55.4%	31	41.9%
	25 - 44	44	12		9	56.3%	26	78.8%	\$5,998	12	63.2%	9	36.0%
	45 - 54	0	0		0		0			0		0	
	55 - 59	0	0		0		0			0		0	
	60+	0	0		0		0			0		0	
Ethnicity/Race	American Indian / Alaska Native	7	4		6	66.7%	6	50.0%	\$1,909	7	63.6%	1	25.0%
	Asian	92	21		29	76.3%	51	68.9%	\$5,851	26	51.0%	25	37.9%
	Black / African American	10	2		4	66.7%	5	62.5%	\$1,941	6	75.0%	3	37.5%
	Hispanic / Latino	36	11		13	81.3%	15	71.4%	\$3,454	8	47.1%	9	36.0%
	Native Hawaiian / Pacific Islander	104	31		38	69.1%	55	64.0%	\$6,108	30	50.0%	32	41.0%
	White	70	16		20	69.0%	36	67.9%	\$2,314	15	46.9%	17	37.0%
	More Than One Race	89	19		31	75.6%	46	66.7%	\$4,400	24	53.3%	23	36.5%

BY EMPLOYMENT BARRIER <sup>4</sup>												
	Total Participants Served	Total Participants Exited		Youth Employment/Education/ Training Rate (Q2)		Youth Employment/Education/ Training Rate (Q4)		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate		Earnings	Num	Rate	Num
Total Statewide	152	44	Negotiated Targets									
			Actual	48	66.7%	81	66.4%	\$5,570	49	55.7%	40	39.2%
Displaced Homemakers	0	0		0		0			0		0	
English Language Learners, Low Levels of Literacy, Cultural Barriers	123	41		43	65.2%	63	63.0%	\$5,868	44	55.0%	35	38.5%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0		0		0			0		0	
Ex-offenders	13	6		4	100.0%	6	54.5%	\$6,257	5	45.5%	2	25.0%
Homeless Individuals / runaway youth	5	1		0		1	100.0%		0	0.0%	1	25.0%
Long-term Unemployed (27 or more consecutive weeks)	0	0		0		2	100.0%		0	0.0%	0	
Low-Income Individuals	138	36		43	67.2%	74	65.5%	\$5,421	44	55.0%	36	39.6%
Migrant and Seasonal Farmworkers	0	0		2	100.0%	2	66.7%	\$7,097	2	66.7%	0	
Individuals with Disabilities (incl. youth)	35	7		12	63.2%	21	67.7%	\$3,528	16	72.7%	9	45.0%
Single Parents (Incl. single pregnant women)	5	1		2	66.7%	6	66.7%	\$9,657	3	75.0%	0	0.0%
Youth in foster care or aged out of system	15	5		6	85.7%	9	100.0%	\$2,959	6	85.7%	2	18.2%

**ADDITIONAL COMMENTS:**

<sup>1</sup>Applies to Title I only.

<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.

<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

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# Presentation on the Disposition of Program Year 2022 Unexpended Funds

*COMMITTEE ACTION: Provide guidance and send  
recommendation to the November 21, 2024 Full  
Board Meeting*

# 2024 State Budget Measurement



VARIANCE REPORT

	FISCAL YEAR 2020-21				THREE MONTHS ENDED 09-30-21				NINE MONTHS ENDING 06-30-22			
	BUDGETED	ACTUAL	± CHANGE	%	BUDGETED	ACTUAL	± CHANGE	%	BUDGETED	ESTIMATED	± CHANGE	%
<b>PART I: EXPENDITURES &amp; POSITIONS</b>												
RESEARCH & DEVELOPMENT COSTS												
POSITIONS												
EXPENDITURES (\$1,000's)												
OPERATING COSTS												
POSITIONS	7.00	7.00	+ 0.00	0								
EXPENDITURES (\$1000's)	6,964	908	- 6,056	87								
TOTAL COSTS												
POSITIONS	7.00	7.00	+ 0.00	0								
EXPENDITURES (\$1000's)	6,964	908	- 6,056	87								
	FISCAL YEAR 2020-21				FISCAL YEAR 2021-22							
	PLANNED	ACTUAL	± CHANGE	%	PLANNED	ESTIMATED	± CHANGE	%				
<b>PART II: MEASURES OF EFFECTIVENESS</b>												
1. % ADULTS EMPLOYED 6 MOS AFTER PROGRAM	77	57.6	- 19.4	25	77	NO DATA	- 77	100				
2. % ADULTS EMPLOYED 12 MOS AFTER PROGRAM	65	66	+ 1	2	65	NO DATA	- 65	100				
3. % ADULTS ATTAINING CREDENTIAL	58	50	- 8	14	58	NO DATA	- 58	100				
4. % DISLOCATED WORKER EMPLOYED 6 MOS AFTER PROGRAM	90	71.1	- 18.9	21	90	NO DATA	- 90	100				
5. % DISLOCATED WORKER EMPLOYED 12 MOS AFTER PROGRAM	74	76.1	+ 2.1	3	74	NO DATA	- 74	100				
6. % DISLOCATED WORKER ATTAINING CREDENTIAL	79	48.7	- 30.3	38	79	NO DATA	- 79	100				
7. % YOUTH EDUCATED, TRAINED EMPLOYED 6 MOS AFT PRGRM	63	61	- 2	3	63	NO DATA	- 63	100				
8. % YOUTH EDUCATED, TRAINED, EMPLOYED 12 MOS AFT PRGM	67	59.4	- 7.6	11	67	NO DATA	- 67	100				
9. % YOUTHS ATTAINING CREDENTIAL	45	41.2	- 3.8	8	45	NO DATA	- 45	100				
<b>PART III: PROGRAM TARGET GROUP</b>												
1. ADULTS RECEIVING SERVICES	300	421	+ 121	40	300	NO DATA	- 300	100				
2. ADULTS MEDIAN EARNINGS 6 MOS AFTER PROGRAM	6300	6574	+ 274	4	6300	NO DATA	- 6300	100				
3. ADULT REQUESTING CREDENTIAL	40	28	- 12	30	40	NO DATA	- 40	100				
4. DISLOCATED WORKER RECEIVING SERVICES	180	253	+ 73	41	180	NO DATA	- 180	100				
5. DISLOCATED WORKER MEDIAN EARNINGS 6 MOS AFT PRGRM	9100	8171	- 929	10	9100	NO DATA	- 9100	100				
6. DISLOCATED WORKER REQUESTING CREDENTIAL	80	19	- 61	76	80	NO DATA	- 80	100				
7. YOUTH RECEIVING EDUCATION, TRAINING, EMPLOYMENT	300	297	- 3	1	300	NO DATA	- 300	100				
8. YOUTH REQUESTING CREDENTIAL	150	49	- 101	67	150	NO DATA	- 150	100				
<b>PART IV: PROGRAM ACTIVITY</b>												
1. # EMPLOYER ENGAGEMENT CONTACTS	2850	2391	- 459	16	2850	NO DATA	- 2850	100				
2. # RAPID RESPONSE ORIENTATIONS CONDUCTED	30	49	+ 19	63	30	NO DATA	- 30	100				
3. # EMPLOYER JOB POSTINGS ON HIRE NET	13200	33558	+ 20358	154	13200	NO DATA	- 13200	100				

**WDC Performance Measures for FB 2026-2027  
For State Budget Purposes**

**PERFORMANCE MEASURE # 1:**

# of organizations, community groups or agencies that WDC had collaborated with.”

This shifts the focus from counting activities to counting the number of organizations WDC engages with, providing a clearer measure of collaborative efforts. We can further define whether these collaborations are one-off project-based initiatives or long-term partnerships.

Please note further that collaborations may not always be “events” or “activities”; they could involve ongoing partnerships, resource-sharing initiatives, strategic planning, or collaborative projects. To help us with reporting, we intend to maintain a comprehensive log of our organizational interactions.

**Goal: total of 12 organizations per year**

**PERFORMANCE MEASURE # 2**

# of Workforce Programs and Activities organized.

**Rationale:** The term “successful” is subjective and can be challenging to quantify without a clear matrix to define “success”. This adjustment focuses instead on the total number of programs and activities undertaken by WDC.

**Goal: Our goal will be to conduct at least 2 events/activity per quarter, totaling 8 events per year.**

# Report on Special Projects Committee

*COMMITTEE ACTION: Provide guidance and  
send recommendation to November 21, 2024  
Full Board Meeting*

## SPECIAL PROJECTS COMMITTEE REPORT ON ESTABLISHING A PERMITTED INTERACTION GROUP

Background: During the Special Projects Committee Meetings on September 16, 2024 and also on October 21, 2024, Chair DeMello and Vice Chair Dizon facilitated a discussion on the options for WDC to establish a Permitted Interaction Group pursuant to HRS 92-2.5.

Two options were considered:

- Option 1: Delegating authority to two members of the WDC to lead legislative efforts on behalf of the Council. This option would concentrate responsibility in two members but allow for a more agile response to legislative developments.
- Option 2: Allowing all board members to participate in drafting and approving legislative testimony when deadlines don't allow for full meetings. This option would provide broader input from all board members but could be less nimble in responding to fast-moving legislative issues. The key challenges discussed included the 48-hour public posting requirement for all drafts and comments, and the difficulty of drafting testimony for bills that haven't been announced yet.
- After extensive discussion, the committee recommended forming a P.I.G. based on delegating authority to two board members, with the nominees being Keith DeMello and Tui Scanlon, under the guidance set by the full Workforce Development Council. The committee emphasized the need for the P.I.G. to have both private sector and labor representation.

**COMMITTEE ACTION REQUIRED: Executive Committee to provide guidance and send recommendation to the full board which will meet on November 21, 2024.\***

# Motion to Request Legislative Action on the Elements of the State Workforce Unified Plan

**Motion to Request Legislative Action on the Elements of the State Workforce  
Unified Plan**

Background:

The Workforce Development Council in developing the State Workforce Unified Plan's strategic objectives, aims to ensure its elements are sustained and embedded into state policy. This motion seeks approval for the WDC to formally request that the State Legislature enact the key components of the Unified Plan into state law, ensuring its long-term implementation and support.

Proposed Motion:

The Executive Committee hereby recommends to the Workforce Development Council to formally request the State Legislature to codify the elements of the State Workforce Unified Plan into legislative action. The codification process is essential to institutionalize the strategies outlined in the Unified Plan and secure ongoing support for workforce development initiatives across the state.

Action Required AFTER Full Board approval:

Upon approval of this motion by the Executive Committee, it will be forwarded to the full board at its November 21, 2024. The Executive Director, in collaboration with relevant stakeholders (and after the December 9, 2024 Workforce Synergy Summit), will draft a request to be submitted to the State Legislature, via the House and Senate designees in the Council, (Representative Andrew Garrett and Senator Donovan Dela Cruz) outlining the key elements of the Unified Plan that require legislative action.

# EXECUTIVE DIRECTOR'S REPORT

**DR. JOSH GREEN**  
GOVERNOR

**SYLVIA LUKE**  
LIEUTENANT GOVERNOR



**JADE BUTAY**  
DLIR DIRECTOR

**WILLIAM KUNTSMAN**  
DEPUTY DIRECTOR

**KEN LOUI**  
CHAIRPERSON

**BENNETTE E. MISALUCHA**  
EXECUTIVE DIRECTOR

**STATE OF HAWAII**  
**WORKFORCE DEVELOPMENT COUNCIL**  
**Department of Labor and Industrial Relations**  
830 Punchbowl Street, Suite 317, Honolulu, Hawaii 96813  
Phone: (808) 586-8815 Web: <http://labor.hawaii.gov/wdc/>

## EXECUTIVE DIRECTOR'S REPORT

To the  
EXECUTIVE COMMITTEE  
November 6, 2024  
1:30 pm to 3:30 pm

- I. Report on the National Governor's Association Winter convening from October 29, 2024, to November 2, 2024
  
- II. Update on the Implementation of the State Workforce Development Unified Plan: The State Workforce Unified Plan was submitted on March 4, 2024, as prescribed by United States Department of Labor, and was approved in June 2024. As part of its federal mandate, the Workforce Development Council is charged with the implementation of the Plan. A Workforce Synergy Summit will be held on December 9, 2024, with workforce community stakeholders to plan for next steps and division of roles and responsibilities.
  
- III. Update on the transition of Workforce Development Council as an attached agency to Department of Labor and Industrial Relation effective July 1, 2024.
  - Determination on the Roles and Responsibilities
  - Status report on Personnel Recruitment
  
- IV. Update on Committee Work:
  1. Youth Service Committee
  3. Employer Engagement Committee
  4. Sector Partnerships and Career Pathways Committee
  5. Military and Veteran Affairs Committee



## 6. Performance Measures Committee

- V. September was Workforce Development Month
  - 1. Proclamation from the Governor
  - 2. Future of Work Conference
  - 3. Workforce Development Heroes
  
- VI. Focus for Last quarter 2024.
  - i. Personnel Recruitment
  - ii. Operational Transition from Workforce Development Division
  - iii. Board Retreat – January 16, 2024
  - iv. Transportation Sector Convening
  
- VII. Update on Long Term Care Taskforce: In Feb 2024, a long-term care summit was held with nearly 100 stakeholders in attendance. There were 4 subcommittees that were created, one of which was the Workforce Subcommittee. The Development Council was designated as the lead for this subcommittee. This is an update on its progress.
  
- VIII. Upcoming Activities/Events in 2025
  - Completion of Funding Document – December/January 2024
  - Board Retreat – January 16, 2025

Submitted by:

Bennette E. Misalucha  
Executive Director  
Workforce Development Council

# Board Meeting Dates

**DR. JOSH GREEN**  
GOVERNOR

**SYLVIA LUKE**  
LIEUTENANT GOVERNOR



**JADE BUTAY**  
DLIR DIRECTOR

**WILLIAM KUNTSMAN**  
DEPUTY DIRECTOR

**KEN LOUI**  
CHAIRPERSON

**BENNETTE E. MISALUCHA**  
EXECUTIVE DIRECTOR

**STATE OF HAWAII**  
**WORKFORCE DEVELOPMENT COUNCIL**  
**Department of Labor and Industrial Relations**  
830 Punchbowl Street, Suite 317, Honolulu, Hawaii 96813  
Phone: (808) 586-8815 Web: <http://labor.hawaii.gov/wdc/>

**BOARD MEETING DATES (Subject to Change)**

First Quarter:	Wednesday, February 19, 2025	9:30 am to 11:30 am
Second Quarter:	Wednesday, May 28, 2025	9:30 am to 11:30 am
Third Quarter:	Wednesday, August 20, 2025	9:30 am to 11:30 am
Fourth Quarter:	Wednesday, November 19, 2025	9:30 am to 11:30 am

**EXECUTIVE COMMITTEE DATES (Subject to Change)**

Wednesday, January 22, 2025 / 1:30 pm to 3:00 pm

Wednesday, April 23, 2025 / 1:30 pm to 3:00 pm

Wednesday, July 23, 2025 / 1:30 pm to 3 pm

Wednesday, October 22, 2025 / 1:30 pm to 3 pm

**ANNOUNCEMENTS  
PUBLIC TESTIMONY**

Next meeting: January  
(tentative) 1:00 pm to 2:30 pm  
Room 317

# Adjournment