



# **Executive Director's Report**

## February 2025 to June 2025

WDC Quarterly Board Meeting  
JUNE 24, 2025

Bennette E. Misalucha



# Agenda

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- A. Status of Board Vacancies A presentation on the board composition and current efforts for recruitment of Council members
- B. Update on Unified Plan Implementation
- C. Update on WDC roles and responsibilities
- D. Second Quarter and Third Quarter Highlights
- E. Upcoming Events

# June 5, 2025: New Members' Board Orientation



After the orientation, ten WDC members were ceremonially sworn in by Rep. Andrew Garrett.



# Analysis of WDC Board Composition: Private Sector

According to HRS 202, there are 17 seats representing the private sector.

**Currently, we have 14 seats that are filled, and three vacant positions.**

The breakdown is as follows:

Banking and Finance -2 (Anunuevo, Nakamura) Tourism - 1 (Higashi)

Non-Profit - 2 (DeMello, Fukumoto)

Defense Industry - 2 (Loui, Lietzke)

Human Resources/talent management - 2(Cross, Knox)

Development - 1 (Kanehira)

Education/Small business -1 (Miyashiro)

Health Care - 1 (Ihori)

Retail/Health Care- 1 (Malone)

Utilities -1 (Bermudez)

## Recruitment is guided by criteria established under the Workforce Innovation and Opportunity Act (WIOA)

- which calls for balanced representation across business, labor, education, government, and community-based organizations.
- In addition, the law is very specific on the private sector representatives
  - ✓ Must be **owners, CEOs, COOs, or other executives** with optimum policymaking or hiring authority.
  - ✓ Must represent businesses that:
    - Provide **employment opportunities** in in-demand sectors or occupations.
    - Reflect the **diversity** of the state's economy.



# Board recruitment efforts should focus on any of the following economic and employment sectors:

- Construction
- Retail
- Technology
- Energy
- Engineering

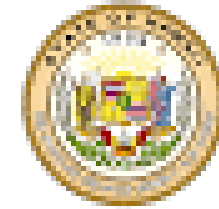
\* Aiming for neighbor Island balance/representation

# Analysis of WDC Board Composition: Labor

- According to WIOA mandates, labor must constitute 20% of WDC's total board seats.
- HRS 202-1 (b5). *"Eight representatives from labor organizations and workforce training organizations, two or more of whom shall be representatives of labor organizations who have been nominated by state labor federations, and one of whom shall be a labor representative from a community-based native Hawaiian organization that operates workforce development programs."*

Currently: we have 6 union representatives (Scanlan, Woo, Dizon, Collins, Akana, Meatoga)

- **One** seat is vacant, but the AFL-CIO has already identified a candidate, and the application process is in play.
- The community-based native Hawaiian organization is Alu Like. (Kurokawa is status quo).



# Update on Unified Plan Implementation

- Four Pillar Catalyst Teams have met to finalize plans
- National Governor's Association Technical Assistance Grant
- Timeline for Implementation is on target
- The North Star statement is being finalized.







# Scope of Work

## Each Pillar Catalyst Team will:

- Review current workforce programs and partnerships to find ways to improve or expand them.
- Prioritize initiatives for the state and identify key action steps for each pillar.
- Set clear goals and measures of success (KPIs) to track progress of pillar strategies.  
Identify Data needs.
- Find funding opportunities from state, federal, and private sources to support workforce initiatives..
- Recommend program changes based on new workforce trends and employer feedback.
- Submit final recommendations to the Workforce Development Council.

# 2025 Unified Plan Implementation Timeline



# WDC Delineations of Roles and Responsibilities

(Started in July 1, 2024)  
(one year process)

	2024 Q3	2024 Q4	2025 Q1 & Q2	2025 Q3
Roles and Responsibilities	Started	Ongoing	Discussion on roles are being finalized	Scheduled to be completed/MOU to be executed/ Roll out to Stakeholders
Personnel	Job descriptions process completed	Recruitment	<b>2 out of 3 Program positions filled/ 2 out of 3 Fiscal positions filled</b>	Remaining positions will need to be rationalized before being filled.
Fiscal		Generated reports for WDC Board	Budget approvals protocols	Transition completed
Board and Staff Training	Started	Ongoing	Ongoing (Fiscal Training: June 26-27, 2025)	New technical Assistance needs will be identified



# Highlights for Q 1 and Q2

## First Quarter

- Administration of Projects and Initiatives under the PY 2022 Unexpended Funds
- Staff Training and Transition.
- Operational Transition on pertinent WIOA roles
- Implementation of Unified Plan.
- Building Strategic Alliances with community organizations:

## Second Quarter

- Implementation of State Unified Plan.
- Developing New Website functions
- Planning for various events



# Focus for Q3

- Administration of Projects and Initiatives under the PY 2022 Unexpended Funds
- Staff Training and Transition.
- Operational Transition on pertinent WIOA roles
- Implementation of Unified Plan.
- Building Strategic Alliances with community organizations:
- Organizational Planning
- Budget Planning
- Board retreat Planning
- Future of Work Planning
- Kauai Transition



# UPCOMING EVENTS

Fiscal Training: June 26-27, 2025

**Synergy Summit II : July 9, 2025 at 8:00 am to 12 noon (Considered Board meeting)**

Strada Foundation Webinar Opportunity (July 2025)

National Governor's Association Summer Institute – August 13-16

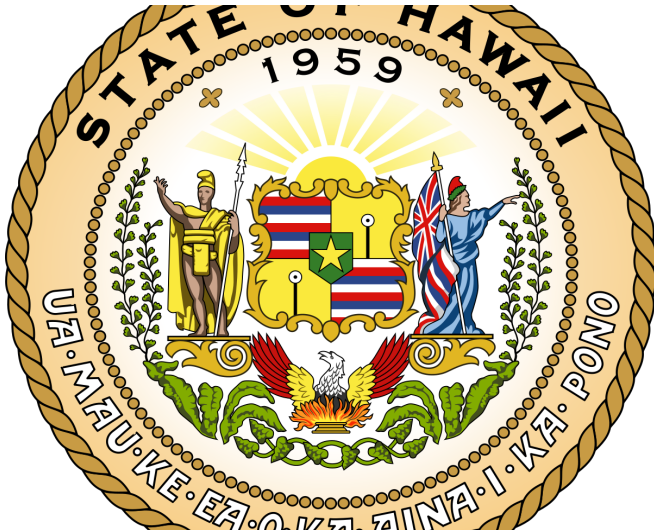
September is Workforce Development Month

Future of Work Conference: September 24, 2025

Workforce Development Heroes – September 2025

Board retreat – October 2025





**Workforce  
Development Council**

**MAHALO!**