

OAHU WORKFORCE DEVELOPMENT BOARD
CITY AND COUNTY OF HONOLULU
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KIRK CALDWELL
MAYOR

JASON C. CHANG
CHAIR

TIM WONG
VICE CHAIR

EXECUTIVE COMMITTEE:
JAMES P. HARDWAY
MELI JAMES
RODNEY LEE

ALISON P.M. LUM
EXECUTIVE DIRECTOR

Full Board Meeting

Thursday, April 18, 2019 – 9:00am to 11:00am

Queen's Conference Center Board Room

1301 Punchbowl Street, Honolulu, HI 96813

Members Present: Pat Anbe, Maureen Bates, Trevor Bracher, Chair Jason Chang, Russel Cheng, James Hardway, Meli James, Brent Kakesako, Joy Kimura, Rodney Lee, Sherry Menor-McNamara, Michael Moser, Suzie Schulberg, Carol Thornton, Manny Valbuena, Janice Wakatsuki, Vice Chair Tim Wong, Lorna Woo

Guests Present: Stacy Ferreira, Natasha Inouye, Alison Lee, Gordon Lum, Leinaala Nakamura, Christine Park, Erick Pascua, Nisa Tokunaga

Staff

I. Call to Order

Chair Chang called the meeting to order at 9:07am.

II. Welcome and Introductions

Chair Chang introduced Michael Moser and Sherry Menor-McNamara.

III. Review and Approval of Minutes from January 17, 2019

Chair Chang entertained approval of minutes. Rodney Lee motioned to approve. Maureen Bates requested edit of the Department of Vocational Rehabilitation (DVR) report, second paragraph; participants on deferments are 650 individuals as of September 2018. DVR has 900 reported in transition/work experience that pay \$10.10 at minimum or higher for fed FY18. Chair Chang accepts motion with edit and entertains approval of the revised January 17th minutes. Rodney Lee motioned to approve. James Hardway seconded. Unanimously approved.

IV. Presentation

CHANGE Framework

Tom Kelly, Vice President of Knowledge, Evaluation and Learning
Hawaii Community Foundation (HCF)

Tom Kelly discussed the mission of HCF on both the non-profit side and the development and donation side. HCF is one of the oldest nonprofits in the county, and has undergone growth over recent years. HCF wants to try to answer the question of thinking about new ways to leverage its

\$16,000,000. The purpose of the foundation has been to help make Hawaii a better place; unfortunately, this mission has been challenging to communicate.

Tom Kelly explained that the CHANGE framework helps to communicate what HCF cares about and supports. Each sector needs to be talked about, and allowed to connect on similar work. It is critical that we think harder around the current work coming together. HCF imagines this framework as a way to organize common set of data to inspire collective action around shared goals to solve Hawaii's challenges. What might be a better way to communicate complex needs of community? Are there priority goals for each? Categorization of data and work based on CHANGE acronym; how might HCF align these with other goals, and consider new career-connected learning investments? Currently, HCF is aligning the CHANGE framework with UN sustainable goals as well as current local goals (55 by 25, Aloha+ challenge, Healthy Hawaii). The biggest investment thus far is Hawaii Wellbeing Project staffed by Ulupono; this is an online data platform to pull info on all categories.

Ongoing work is being done to make this simpler for people to understand what areas and populations need help. Data and data visualizations can be helpful; or, in other words, what is the one-pager, what helps people engage with these issues? HCF plans to release a piece on the state of the sector for each letter in CHANGE, and to grade ourselves to compare to how we are doing in context of the US as a whole. HCF also needs more people to engage either as donor or volunteer. Can we streamline how we direct people to other nonprofits and organizations? How do we make sure people are connected and able to take action on goals? The Hawaii Executive Conference was the kickoff for this framework; what networks can we build and strengthen? For instance, a team currently on Kauai tackled the issue of increased youth suicide issue and was able to turn this toward a more hopeful discussion for all partners involved. With that in mind, in what other areas can we change our thinking away from single projects and single organizations who are working alone? Collective work is critical to move the needle to either close gaps existing in Hawaii and to share unique assets of Hawaii. Another example is that Hawaii should lead on climate; we have an energy goal and sustainability, so let's take advantage of these things. HCF to think internally about what to focus on that fills a gap unmet, and to put energy toward bigger opportunities and new goals. Keeping framework open and tent open to encourage new ways to align.

HCF will release its report this summer. An online platform is currently in beta and by late summer will be released publicly. HUD is working on a policy map. Coordination of other platforms will be done by end of the year. In the meantime, HCF is encouraging people to connect. There is ongoing work with Hawaii Business, Civil Beat, and Hawaii Public Radio to get the word out. Finally, grant-making will align with sectors and more explicitly communicate goals HCF is trying to achieve. HCF is excited about the increase of interest overall; CHANGE was initially an internal discussion, but HCF understands how the framework attends to everyone.

Maureen Bates asked if there is overlay in poverty areas, donor areas, and federal contractor areas. Tom Kelly responded that there may be a mismatch in donor area and poverty area, but this is not always the case. Maps on the HCF site will be interactive and layering will be possible.

A project within Ulupono will explore transportation, jobs, and childcare. Rodney Lee asked about collective action; is it the intention of HCF to map the overall network? Tom Kelly confirmed this, and added the map is to keep track of as many as possible, while being realistic about shared goals and commitment to make progress. Alison Lum asked if there is another way to overlay on the map; for instance, USDOL gives Hawaii \$73M, but with all other monies, how many different parts of the government share funds? An ongoing effort of WIOA is to be transparent, braid funds, etc. An overlay of state and federal money may be helpful for this project. Tom Kelly said that DC Appleseed kicked off Hawaii policy and budget center; a deeper analysis of state budget, revenue expense side, and budget primer was given to help people understand state budget. HCF is interested in understanding federal funds in the state; why is there a low uptake here? How can we better leverage federal dollars across the state and communicate what appears to be a confusing, complex thing? Maureen Bates added that federal and state income causes a liability and income discussion about obligations. Tom Kelly commented on the issue of budget transparency. Hawaii is no longer in “F” category, but this forces us to communicate this in ways people understand. It is important to talk to experts to figure out how to communicate with a broader audience. Meli James asked if OWDB could direct other groups to HCF. Tom Kelly confirmed and welcomed this.

Chair Chang thanked Tom Kelly for his time in presenting this important information to OWDB.

V. Reports Related to WIOA

- One Stop Operator (OSO) – Leinaala Nakamura, WorkHawaii Administrator
Lei Nakamura stated that the role of the OSO is to listen and address; look for opportunities to grow AJCH partnerships, whether through referrals or support to clientele. As a follow up to her report at the last full board meeting, she shared that the AJCH held a successful open house at Dillingham; both Governor David Ige and Mayor Kirk Caldwell attended. Excellent catering was provided by Job Corps, a partner of the AJCH; Job Corps culinary arts students served food and talked with visitors.

Additionally, the front counter at Dillingham, a barrier to welcoming customers, is scheduled to be removed in the last few days of April from the 26th to the 28th. A new open space will greet customers, where they will complete a short questionnaire to help AJCH staff and partners determine how to best help them.

Agencies are getting in touch. Integration of services is now a focus; honeymoon stage happening, but we need to help agencies to better understand how all partners together will improve services available. In March, a meeting with the State Department of Human Services was held regarding legal services to use WIOA funds, specifically in terms of child support. We are fortunate to be a part of the conversation as a great deal of change and innovation happens. For instance, in the past, if a person had a \$50,000 child support bill, his or her assets would be garnished. Now, the agency is working with people in terms of where they are at; in essence, the \$50,000 can be lowered to a minimum amount that is paid per paycheck through do-able installments. Of course, at

the end of the day, there is a beneficiary of this support and there is a person who needs to pay it.

There needs to be a compromise, and ultimately all of this impacts the work we do. There are job seekers who will only work for cash because of child support; a lot of these job seekers simply do not know that the agency is making changes. Here is a way for us to support the partner network. During this meeting, the administrator and assistant admin gave report; public safety attended, and now we are fortunate to have a partnership between public safety, child support, and the AJCH. Public safety is necessary to help people re-integrate. We are able to get more people employed who would not be counted in the labor force. Additionally, the Deputy Chief of US courts for probation has asked for an AJCH tour after learning about the AJCH entirely by word-of-mouth. A long-term goal is to provide AJCH services in the federal detention center; there will be an impact statewide because some individuals at the federal detention center go to the neighbor islands. It is critical for us to consider how we can help other counties get the formerly incarcerated employable while they are still on the inside. Impact for economy. These are very exciting and important learning opportunities.

Lei Nakamura added that she attended the groundbreaking of the Agnes Cope Center in Nanakuli, which will be dedicated to 16-20 year olds. AJCH will be located with Waipahu Community School for Adults (WCSA) and Leeward Community College (LCC) there. Stacy Ferreira thanked Lei Nakamura for thinking systemically. Maureen Bates echoed compliment with regard to the collaborative effort with student job seekers with Erick Pascua's support. Lei Nakamura acknowledged the hard work of her colleagues.

- WIOA Title I Adult/Dislocated Worker Program – Erick Pascua, Manager
Erick Pascua circulated copies of his report and stated that the report highlights the most interesting events that happened during the quarter. He reported that he is working with the US Census Bureau team and Southwest Airlines to do recruitment at the AJCH.
- WIOA Title I Youth Program – Nisa Tokunaga, Manager
Nisa Tokunaga stated that C-Base will end on June 30, 2019. Some clients are waitlisted to go into HiSET. To minimize waitlist, these clients are in other programs – FST, iCan, office administrative technology; the majority of these clients are learning about clerical work. Additionally, we have Self Help Housing with 8 participants doing construction; likewise, in Kinaeha, there are 10 participants doing construction. There are two clients in college. Also, the Youth Program is doing more business outreach for work sites. Lei Nakamura added that Nisa Tokunaga came on board as new Youth Services Program manager on March 1st. Prior program manager was Kirsten Thornton who has since moved to Washington. On another note, Farrington High School now has academies, and there will be a small pilot to do WEX for one of these academies. Growing relationships is important, and work is being done to expand our outreach. Although WIOA focused on out-of-school youth, we are recognizing that we need to address in-

school youth. Meli James thanked Nisa Tokunaga for coming into Mana Up to present to a cohort of small businesses.

- OWDB Committee Reports on Activities
 - i. Executive Committee
Chair Chang stated that this committee met during the previous week on April 9th.
 - ii. Employer Engagement Committee
Chair Chang stated that a meeting at the AJCH was held in February to review and discuss Kim Payton's report. Faustino Dagdag led the discussion; Trevor Bracher and Russel Cheng attended on behalf of the OWDB Employer Engagement Committee.
 - iii. Finance Committee
Tim Wong stated that this committee revisited the methodology to account for in-kind donations made to the OSO. Selected market value was discussed. The committee approved the PY18 budget. As part of the process of going through the budget, monthly meetings were held with WDC by conference call. The committee continues to work toward making the process easier to ensure budget approvals are timely and do not impact operations. OSO is starting to invoice.
 - iv. Sector Strategies and Career Pathways Committee
Meli James discussed the March 29th meeting with Jean Isip-Schneider, Jillian Yasutake, and Natasha Inouye regarding local manufacturing as a sector partnership. There will be a pre-meeting to prepare for a larger meeting with funds involving support partners. The meeting for support partners is scheduled on May 15th. Meli James stated that she is willing to include others in this discussion.

VI. WIOA Core Partner Updates

- Adult Education – Pat Anbe, Waipahu Community School for Adults
Pat Anbe shared that Debbie Miyao retired and Kristin Hirata starts May 2019. iCan courses have started at Leeward, Windward, and Hawaii Community College. Other weekly iCan courses have also begun. Students are progressing well. As for the WCSA leadership team, seven administrators were sent to a conference in Louisiana for CASAS. This was to ensure we are doing our part in servicing students' needs in terms of both GED and HiSET. Workforce readiness diploma is quickly coming into play; WCSA is preparing for the end of CBASE. This readiness diploma is not a high school equivalency, but a stepping stone for students who want to gain entrance into the workforce. Meli James asked if there are different categories for the diploma or whether it is going to be more general. Pat Anbe remarked that both MCSA and WCSA intend to eventually tailor the diploma to specific job skills, but right now, it will be more general.

- Vocational Rehabilitation – Maureen Bates, DVR Administrator
Maureen Bates stated that DVR is continuing under Order of Selection. DVR is still restricting services to new applicants, with potentially eligible student referrals receiving career exploration supports, and all other applicants for VR services receiving eligibility and referral supports before being added to DVR's deferred list with over 730 applicants awaiting services currently. Under the current Order of Selection, DVR has continued to serve 5,009 individuals in active status. Within the active participants being served, DVR has been able to identify 3,733 VR participants working due to most recent quarterly unemployment insurance data. Many participants are also going to school and attending job training for career advancement and/or workforce opportunities in careers they want to pursue. By July 2019, 10-20 individuals should be moved off the Order of Selection deferred list. Anticipated cost is \$4,000 to \$50,000 per individual. During the 3 month planning for individualized services period, DVR will continue to assess capacity to serve more individuals from the deferred list, while also balancing and managing costs with the need to resolve a federal penalty for maintenance of effort requirements in 2017 and 2018 that will reduce funding in July 2020 and July 2021. Staff will be assisting deferred list eligible clients based on order of application date and significance of disability; clients with most severe disabilities are served first, in order of application date.
- Wagner-Peyser – Carol Thornton, Workforce Development Division
Carol Thornton provided participant counts for the Jobs for Veterans State Grant (JVSG) program and Wagner-Peyser (WP). WP enrolled 110 customers and individualized services. JVSG services only disabled vets, 137. JVSG staff has been collocated at the AJCH. Lei Nakamura added that the TSA hiring event was a collaborative effort with Carol Thornton and colleagues. Lei Nakamura commented that the workforce development diploma involves two phases; the first is upgrading basic skills, and the second is to work with partners to explore what could be offered to prepare students in a sector-focused way. Lei Nakamura remarked that Carol Thornton and her team have been very supportive in this effort.

VII. Executive Director's Report – Alison Lum

See attachment, "Oahu Workforce Development Board report for WDC Quarterly Meeting."

Alison Lum asked Lyn Uratani to share recent updates to the Eligible Training Provider list (ETPL). Lyn Uratani stated that OWDB is waiting for State approval for Boise State University's Registered Nursing Bachelor of Science completion program on the Oahu ETPL. The Boise State Nursing program is fully online, attends to our County's growing need for Registered Nurses, and addresses the Institute of Medicine's call for 80% of all RNs to have obtained their four-year nursing degrees by 2030. The inclusion of BSU's Nursing program brings the current ETPL for Oahu to four fully online training providers. The others are MedCerts, which offers a variety of industry-backed certifications, Yavapai College in Arizona for accounting and bookkeeping, and

certain courses at Leeward Community College. Lyn Uratani added that OWDB recognizes the need for more distance learning training providers on Oahu's ETPL and is working on expanding the list with this in mind.

Alison Lum stated that the next full board meeting will take place on July 18, 2019. An announcement will be made regarding the October meeting. A request was made by James Hardway to move 4th quarter meeting up by a week.

VIII. Announcements

Michael Moser, the Interim Director for Workforce Development in the Office of the Vice President for Community Colleges, introduced himself and thanked OWDB. Windward Community College is standing up HiNet in partnership with State Department of Human Services (DHS). This process has been an effort in terms of how to crack the code of interagency agreements; overall, it has reached a point of maturity. HiNet is a partnership between the community colleges and DHS, and addresses the needs of SNAP recipients for intergenerational poverty to give clear pathway into careers and credentialing. The community colleges' problem is having an inventory of certificates but a high dropout rate when students encounter issues with regard to dealing with basic needs. DHS Director Pankaj Bhanot recognized a possibility to connect resources and strengths; as a result, 290 SNAP recipients are now in a career pathway, and another 1,000 are looking to get in. 11,000 people are eligible overall. Current results of this partnership between the community colleges and DHS is 72%, without DHS, it would be roughly 50%. It is a game-changer to have two state entities working together. A bill was sent through legislature asking for eight positions; seven were approved. One staff member will be at each community college campus dedicated to this partnership. Between 290 to 1,000 students a year served. Furthermore, via an agreement with the USDA, if we are able to identify non-federal dollars put into the program, USDA will reimburse 50%. Fringe will be calculated toward reimbursement. \$360,000 back from USDA, this will stay with HiNet program. Alison Lum commented that the AJCH will have representation from every community college. Stacy Ferreira complimented Michael Moser for taking a complicated program employed on the mainland and adapting it to meet the needs of the state.

IX. Adjournment

Chair Chang adjourned the meeting at 10:31am.

OAHU WORKFORCE DEVELOPMENT BOARD

Please respond to the following questions to provide a summary of the status of activities in your county by the OAHU WDB and at the American Job Center. The summary will be distributed at the WDC Executive Committee meeting on March 6 and at the WDC Board meeting on March 7. Please submit the summary to WDC no later than 3:00 p.m. Monday, March 4, 2019. Thank you very much!

1. As OAHU WDB has signed MOUs and IFAs with partners, when will the local board submit for certification of a comprehensive AJC?

The Comprehensive AJCH at Dillingham has far exceeded expectations for co-locating partners. In addition to Wagner Peyser and Jobs for Veterans State Grant (JVSG) employees moving in, the AJCH also welcomed representatives from Unemployment Insurance and representatives from both the McKinley and Waipahu Community Schools for Adults. OWDB is currently talking with the UH Community Colleges to see how to accommodate a representative from each of their campuses at the AJCH on a rotating basis one day each week. All co-located partners are settling in and exploring the benefits of co-enrolling clients and providing them with the best service possible.

One mandatory partner, the Division of Vocational Rehabilitation (DVR), is currently under an "Order of Selection" which caused them to recall their 1 FTE employee who was located at the AJCH for many years. OWDB and DVR are actively working together to find a solution during this temporary re-allocation of their resources. Until a representative from DVR is co-located at least part-time at the AJCH, OWDB will not submit for certification. In the meantime, we will seek more guidance on the certification process and look for updates from WDC.

2. Are there vacancies on the OAHU WDB board? If yes, how many and what efforts for recruitment are underway? If seeking private business sector members, please identify what in-demand industry recruiting.

Oahu Workforce Development Board filled 3 vacancies at the end of 2018. Currently it has 2 vacancies for representatives of business and 1 vacancy in Mandatory Partners. We have asked WDD Administrator, Elaine Young, to please designate the new Wagner Peyser representative for OWDB as soon as possible and already have 2 potential nominees for the business vacancies.

OWDB is always recruiting. Staff regularly reaches out to Business and Industry Associations such as the Chamber of Commerce of Hawaii, the ethnic Chambers of Commerce on Oahu, the Building Industry Association, Women in Construction, etc. Our goal is to build a pool of qualified candidates to be able to fill future vacancies quickly. This also provides a great opportunity to raise the profile of OWDB and keep workforce top of mind with industry leaders.

3. What are key challenges of the OAHU WDB and AJC?

The key challenge in the first quarter for both the OWDB and the AJCH was the delay in WDC releasing the funds for Program Year 2018 and approving the Board's Program Year 2017 budget modification. This is the latest contracts were ever executed for a Program Year and this caused our Service Provider to slow down or stop completely the intake of new clients for some Title I programs to avoid running out of funds and causing a break in service. Now that

the budget modification has been approved and the contracts signed, OWDB is looking forward to working with our new WDC liaison to start planning for Program Year 2019 which is only 4 months away.

- 4. OAHU AJC has received publicity recently for its open house and job fair for TSA workers. Please share practices that are working at the AJC that would be helpful to the other local areas.**

The Transportation Security Administration (TSA) held job fairs in all four counties. On Oahu, they chose to partner with the Comprehensive AJCH at Dillingham. The response was phenomenal! Over 400 people attended the one day event. 415 people filled out paperwork and completed screening tests. TSA extended the job fair for 2 hours until 5pm so they could accommodate everyone who was still in line. The job fair was announced on all the major television news stations and also in the attached article from Honolulu Star Advertiser.

- 5. If available, please provide the 2019 OAHU WDB board meeting schedule. Please provide a link to where the agenda and minutes are posted.**

Full Board Meetings are scheduled for April 18, July 18, and October 17, 2019

www.OahuWDB.org click on Board Member Resources

- 6. Please identify technical assistance and support that the OAHU WDB members and staff would like from WDC, other local areas and USDOL.**

OWDB committees are focusing on: creating a business services plan to fit the WDC's newly created statewide framework, identifying a customer relationship management tool for the AJCH, standing up a Local Manufacturing Sector Partnership using the NextGen model, and strengthening the Board's oversight and monitoring to be an "early warning system" vs. a tool for punishment.

OWDB's Finance Committee requested detailed instructions and timelines for the Annual Plan/Budgeting Process from WDC. The Board is looking forward to receiving this guidance as well as more instructions on the certification of the American Job Centers. OWDB would also like to explore and learn best practices from USDOL in work experience (WEX) for WIOA Youth.

- 7. Please share accomplishments and success stories from the OAHU WDB and AJC.**

Please see attached.

AJCH Dillingham Open House and Blessing

It was standing room only on January 28th when Governor Ige and Mayor Caldwell joined our partners and the community at the Open House and Blessing of the Comprehensive American Job Center at Dillingham.

Chef Tom and 15 of his culinary students from our AJCH Partner, Job Corps Hawaii, served elegant and delicious hors d'oeuvres from 7 different food stations set up around the Center. This was especially inspiring to our WIOA Youth who paused their classes on the 2nd floor of the AJCH to come down and see the youth from Job Corps Hawaii serving all of our guests with professionalism and pride. Our WIOA youth had the chance to see the culinary students in action and talk to them a little bit about their plans after graduation.

See a video from the festivities here:

https://m.facebook.com/story.php?story_fbid=1302779993196961&id=349767801803007
(you will need to log in to Facebook).

Some highlights:

“There are no competitors out there... there are only opportunities.” ~ Lei Nakamura, Administrator of WorkHawaii and OWDB’s One Stop Operator

(We work) with a community who some call ‘at risk’, but we call ‘high opportunity’ individuals.”
~ Rebecca Soon, Deputy Director of the City’s Department of Community Services

“Today is about a kakou thing, working together for a better community.” ~ The Honorable Kirk Caldwell, Mayor

“This American Job Center Hawaii is the premier example of what happens when we all focus on the objectives that we want, and really put our silos away and come together in a way that allows us to serve the people together.” ~ The Honorable David Ige, Governor

“This is an example of what happens when all of us, we in government, City and State; educators; employers; everyone in our community who really work together to improve the quality of life for people in our islands.” ~ The Honorable David Ige, Governor

See next page for photos from the event.

Some news coverage from KHON2

<https://www.khon2.com/news/local-news/american-job-center-hawaii-opens-new-facility-in-kalihi/1734116158>

WIOA Adult Success Story

Krystal is a 33 year old female who came to the American Job Center Hawaii in hopes of seeking financial assistance for computer classes. Her previous employment was 11 years ago in 2007, when she worked as an aircraft cleaner at the Honolulu International Airport. Her previous employment also included working as a cashier at Sac n Save for two years. After getting married, she became a full time housewife and mother of two. Now that her children are in school, she planned to re-enter the workforce; however, she realized that she had to upgrade her skills to become more marketable in the labor force.

The initial meeting at the AJCH went well. Although Ms. Krystal was very shy and unsure of herself, she knew what she needed to do. She shared her desire of wanting to work at a retail store and came in to seek financial assistance, guidance/direction on how to get into a computer class and start her career path. A very humble and determined person, Ms. Krystal was ready to start immediately.

After obtaining all her eligibility documents, she was deemed eligible for the WIOA Adult program. She decided ACTT (Applied Computer Training & Technology) was the best training program for her. It was closer to where she lived and the class schedule was perfect for her to be able to pick up her children in time after school.

Her classes were three months long and she received six certifications for the different programs she passed. She is so happy and grateful for the WIOA Adult Program and is an advocate for our program. She completed the course in May but couldn't start job search till mid-July when her children started school again. Then in August she was hospitalized for asthma so she wasn't able to actively job search until after Christmas. In January she started another job search and has secured employment with TJ Max. She came by the office on February 21, 2019 to drop off the rest of her certificates of completion and it was the day the TSA held their Job Fair at the AJCH. She put in an application with hopes that she will be hired. Ms. Krystal continues to utilize the AJCH to search for ways to improve her employability skills, earn more money, and improve the lives of herself and her family.

Dislocated Worker Success Story

Ms. Francin F. worked for Island Air as one of the human resource managers. When Island Air closed down, she lost her job. Francin applied for and was eligible to receive unemployment insurance benefits. She had applied with various organizations for positions in her field for 5 months with no success hearing over and over from the employers that she was either over qualified or under qualified. She became very discouraged and worried since her unemployment insurance would be running out in a month's time.

A position became available with the Hawaii Employers Council as Registrar which was not in her field, however, she decided to apply. Although the pay was less than she earned previously, she was willingly to learn new skills and saw a career pathway to move into a supervisory position. She was contacted by HEC, offered and accepted the position, and was placed in their On the Job Training program (with the AJCH) and completed it successfully. She is very satisfied with her new position and is enjoying the work.

Juston “Braddah” Akiona



Juston came to the Youth Services program in October of 2017. He had dropped out of Roosevelt HS because of attendance issues which led to a lack of credits to be able to graduate. He admitted that he skipped school often to go down-hill skateboarding and spent too much time hanging out with friends. He had the self-awareness to recognize that his friends were a bad influence on him and that he had a generally bad attitude. He had a Probation Officer for some minor offenses he committed and was trying to get his life back on track. He tried a stint at Youth Challenge but it did not work out for him.

When applying for the program he said that he thought he had matured going through his challenges. He had heard about our program through his cousins and looked up YouthBuild in an online search and contacted us. He had an interest in carpentry and dry walling and also an interest in perhaps being an electrician.

When Juston started his CBASE classes he started out great passing his first book with a score of 82. But some of the old habits were hard to shake. He had missed a few classes due to personal issues and failed the second book. With some coaching and counseling Juston seemed to regroup and refocus himself. And even though it was a daily commute from Waianae, he began to improve his attendance substantially and was able to finish and pass his mastery test.

Juston's interest in carpentry led him to enroll in the Builder's Industry Association Occupational Training this past October. During the 6 week course, Juston had the best attendance out of all 10 participants missing only 1 class. His enthusiasm and eagerness showed in the commitment to show up for class and the hard work he put in. His skillfulness in the hands-on training where they were tasked to frame and drywall a small room, and the attention and questions he asked during the outing to the Construction Career Day further demonstrated his commitment.

Juston has also demonstrated his thoughtfulness in trying to give back to the community by now committing his time on Fridays to the SelfHelp project assisting families build homes. And what can be seen as the ultimate act in giving back and coming full circle, encouraging 2 other cousins to enroll in YouthBuild.