

OAHU WORKFORCE DEVELOPMENT BOARD

innovation + opportunity + economic growth + human capital

FULL BOARD MEETING

June 16, 2016 • 9:00 am to 11:00 am (approximate)

The Queen's Medical Center
Queen's Conference Center – Board Room
1301 Punchbowl Street
Honolulu, Hawaii 96813

MINUTES

Present: James Tollefson, Kalei Inn, John Yamamoto, Shawn Kana'iaupuni, Jason Chang, Carolyn Edward, Connie Mitchell, Marian Tsuji, Emmet White, Craig Watase, Brent Kakesako, Tim Wong, Vance Roley, Russel Cheng, Robbie Melton, Meli James, Danelia Newman, Joanne Kealoha, Gregg Fraser, Richard Vieira, Brian Lee, Loma Woo, Norma McDonald,

Absent: Brian Keala Benz, Richard Kaipō Lum, Pono Chong, John Morton, Cade Watanabe, Albert Perez, Kathryn Matayoshi, Caroline Sluyter

Staff: Marilyn A. Matsunaga, Alison Lum

Guests: Lois Hamaguchi, John Vanatta, Cindy Matsuki, Duane Pang, Bernadette Howard

I. Call to Order and Welcome

Board Chair Jim Tollefson called the meeting to order at 9:05 am.

II. Approval of the Agenda

Agenda was unanimously approved.

III. Public comment on issues on agenda, or if not on agenda, for consideration for board's agenda at next meeting

None

IV. Welcome and Introductions

Board Chair Jim Tollefson asked Board Members, staff and guests to go around the room and introduce themselves.

V. Presentation and Discussion

Career Pathways and Sector Strategies
Guest Speaker: Ms. Bernadette Howard, State Director
State of Hawaii – Career and Technical Education Office

Ms. Howard gave a powerpoint presentation. It is attached.

VI. Executive Director's Report by Marilyn Matsunaga

Eligible Training Providers Program – The State froze this program since the Summer 2015 and OWDB has been unable to accept new applicants. The state just issued their new draft policy on their website. It is open for public comment for two weeks. Board members are encouraged to review and comment. We really hope the State unfreezes this soon. It is how job seekers access job training.

Firewall Policy – The Workforce Investment Act (WIA) is the old law that allowed the Board to designate a provider. The new WIOA (new law) mandates a competitive bidding process. The present organizational structures need to change to get away from conflict of interest and collusion issues. The State also had to create a policy for itself and the Attorney General's Office helped them write it. The state's policy would be a model to look at for the Board too. The Board has a Deputy Corporation Counsel to help it with these conflict of interest and collusion issues so long as Board members are acting within the functions of the Board, the Deputy Corporate Counsel will help you. City's Corporate Counsel's Office is here to serve the Board as well as its members as long as it falls within the functions of the Board – Deputy Corporation Counsel Duane Pang was introduced and agreed. For ethics issues, call the City's Ethics Commission.

HireNet – All the Local Boards arranged for Monster.com to present their employer/job-seeker website to the Boards and users. Some of you attended the Monster.com presentation. Thank you. All the local Boards are hoping the State will open up the RFP process to run HireNet because the current vendor, Geo Solutions, is on a year-to-year extension and users tell us it needs to be improved.

US DOL Region 6 – Just last week, the US DOL Region 6 officers were in Hawaii for site visits. John Bailey, is their new Assistant Regional Administrator, and he was here too. Also here were their Division Chief Denise Dombek and Ingrid Schonfield, the Federal Project Officer for Hawaii was also with them. They held two meetings with Local Boards. For the meeting with Honolulu, it included Board Chair Jim Tollefson, Board Vice Chair Jason Chang, myself, DCS Director Gary Nakata, and DCS Deputy Director Barbara Yamashita to talk about various WIOA transition issues and conflict of interest issues with the City and County of Honolulu. The meeting went over things like how OWDB is an attached agency of the Department of Community Services (DCS), and DCS is also the Board's vendor, and DCS is also the Mayor's Representative and looked at the DCS org chart.

Also, recently, the State Workforce Development Council Executive Director Allicyn Tasaka telephoned Board Chair Jim Tollefson and me recently to tell us that she told Mayor Caldwell that the City has to fix this (conflict-of-interest) or it may risk losing federal funds of about \$3 million.

Board Chair Tollefson indicated the Board should write a letter to the Mayor about this and Board members talked about when to meet to review a letter. The date of July 6, 2016 at 8:00 am was chosen by the Board members in attendance as the date to hold a meeting to go over the letter to the Mayor. The Board's Deputy Corporate Counsel, Duane Pang, will help the Board draft the letter.

VII. Permitted Interaction Groups (Board action may be taken):

- A. Interim OWDB Local Plan Team – update, potential addition of Board members Update by Board Member Shawn Kanaiaupuni – working on guiding values to set principles for the Plan to follow. Board Vice Chair Jason Chang made a motion to add Board Member Robbie Melton to this PIG. Board Member Joanne Kealoha seconded the motion. It was unanimously approved.

- B. Nanakuli Library Business Advisory Ad Hoc Team – updates, potential addition of Board members. The first meeting of this group with the State Librarian is this afternoon.
- C. Manoa Library Innovation Maker Space Business Advisory Ad Hoc Team – update, potential addition of Board members. The first meeting of this group with the State Librarian is also this afternoon.

VII. Announcements

None.

VIII. Adjournment

Meeting was adjourned at 10:34 am.

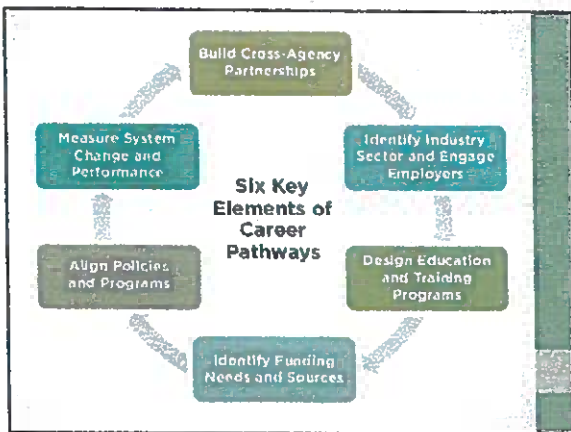
June 16, 2016

Career Pathways

If you want to go fast - go alone

If you want to go far - go together.

African Proverb

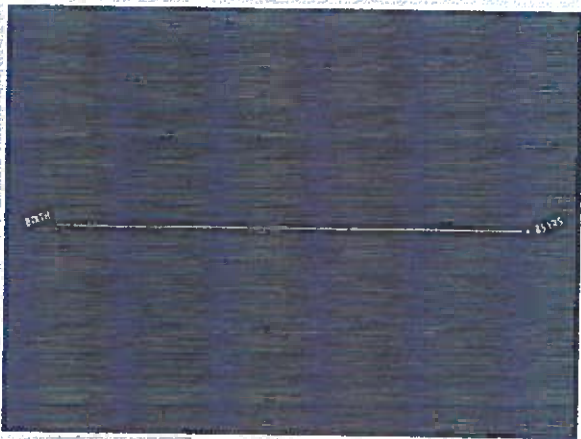


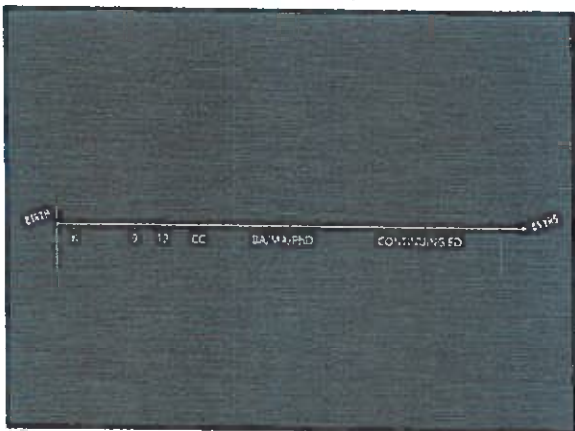
Federal Legislation

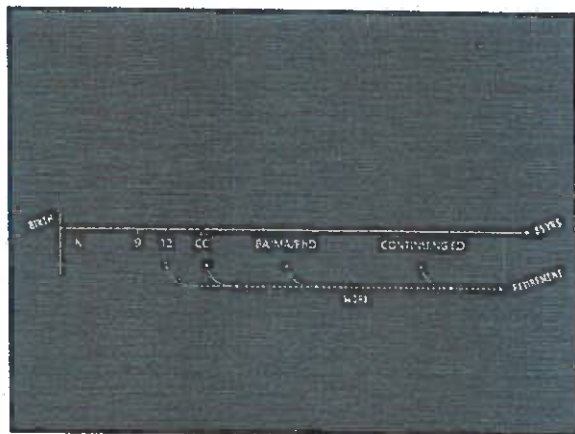
- Every Student Succeeds Act (ESSA)
- Carl D. Perkins Career & Technical Education Act
- Workforce Innovation & Opportunity Act (WIOA)

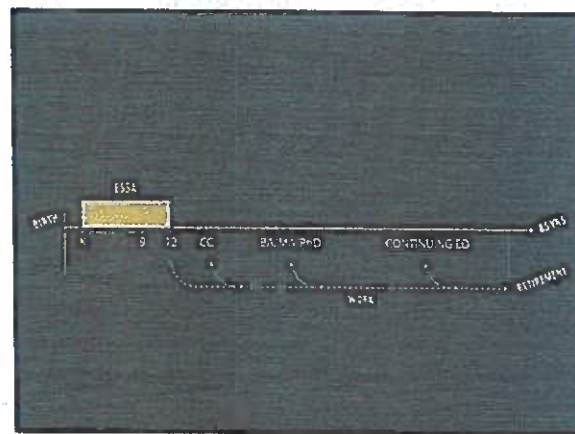
What do they have in common?

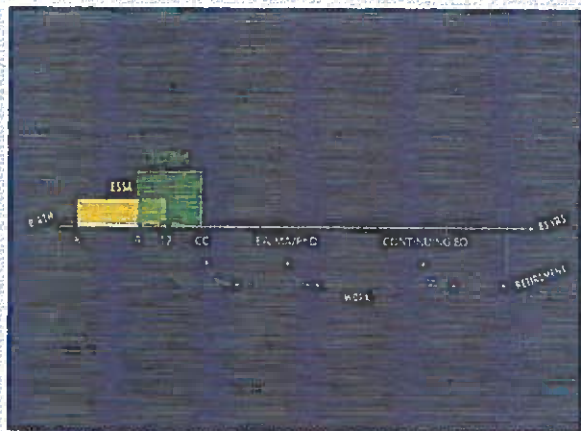
- Employer-led processes
- A focus on the community's economic needs
- Use of a Career Pathway model for ALL, that includes:
 - Rigorous and high quality programs of study
 - A career-focused accountability system
 - Pathways that result in credentials that have value
- Alignment of funding streams
- Cross-agency policy alignment

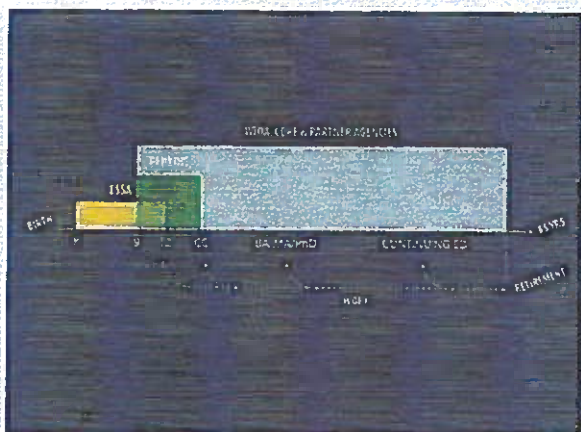


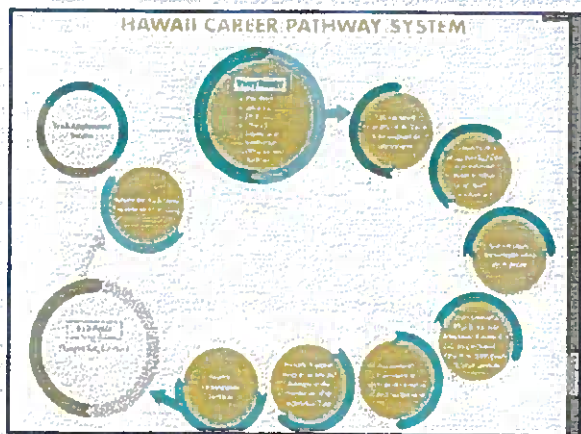












What's been accomplished to date?

- Development of a Labor-Mapping Website
- A Sector Strategy "Prototype"
- Enhancements to the State Longitudinal Data System
- New Skills for Youth Grant

Con't.

- Dual Credit / Pell Grant
- Support from Federal DOE to assist with development of the model
- Updating education and training components of the Career Pathways
- Meetings to inform & train front-line staff of the workforce agencies

Critical Role of Local Workforce Boards

Assistance and input in identifying:

- High demand sectors
- Occupational demand and supply
- Skill gaps
- Credentials valued by industry
- Common performance measures
- Funding sources for braiding and leveraging

Con't.

- Providing internships, apprenticeships, mentoring, classroom training
- Serving on advisory councils
- Input on development of standards and assessments for education and training entities
- Advocating for policy changes

So...

how do you see the Oahu
Workforce Development Board
being part of this process?

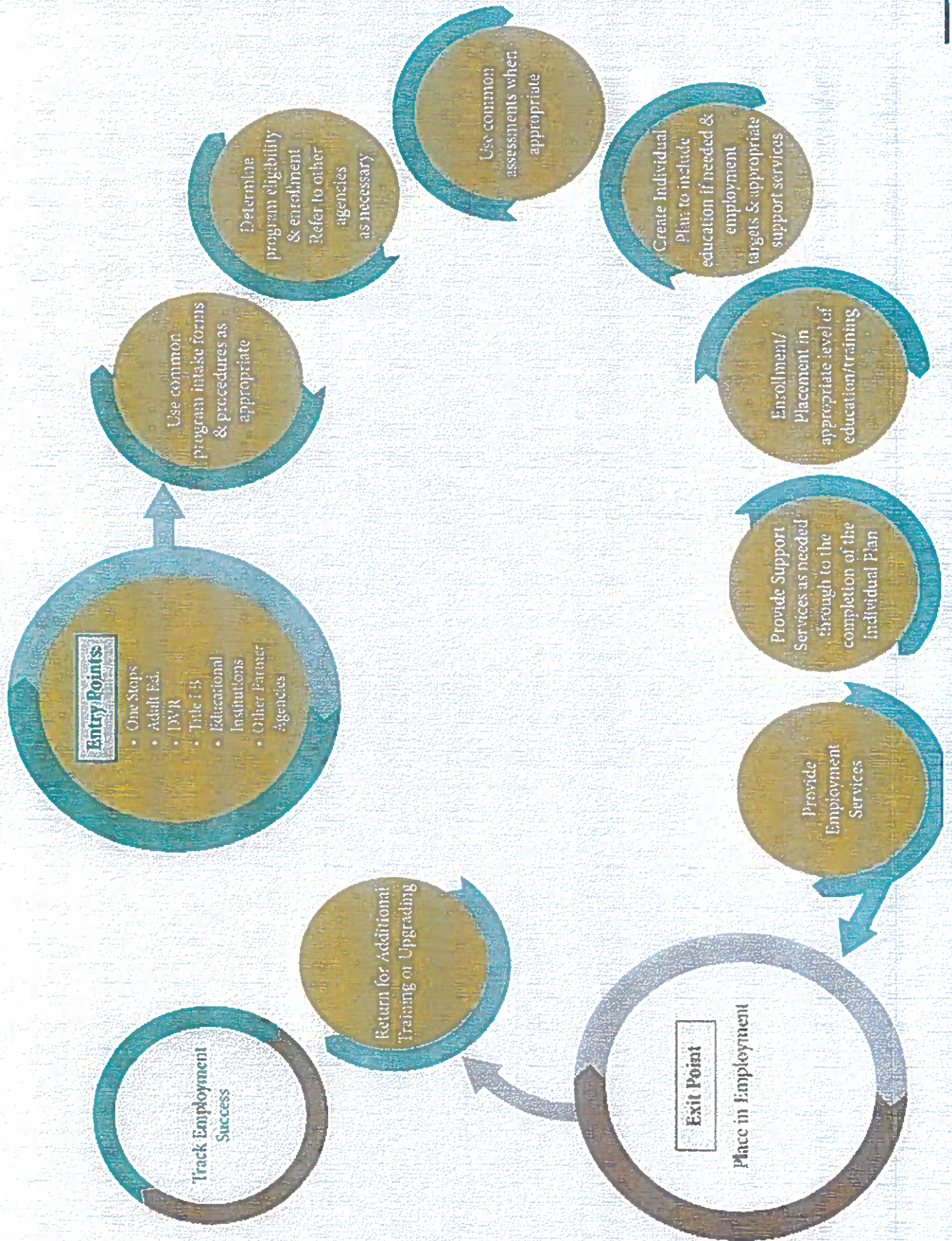
QUESTIONS?

MAHALO!

CAREER PATHWAYS

1. Arts, Creative Media, and Communication
2. Business
3. Information Technology
4. Health Sciences and Services
5. Industrial and Engineering Technology
6. Agriculture, Food Innovation, and Natural Resources
7. Education
8. Law, Government, and Public Safety
9. Culinary, Hospitality, and Tourism

HAWAII CAREER PATHWAY SYSTEM





April 28, 2016

Dear Colleagues:

We are pleased to let you know that the Federal partnership regarding career pathways has been expanded and strengthened. We hope that you will continue to build similar collaborations at State, local, and tribal levels.

In April 2012, the U.S. Departments of Labor, Education, and Health and Human Services formed a Federal partnership and issued a letter of joint commitment to promote the use of career pathways to assist youth and adults with acquiring marketable skills and industry-recognized credentials through better alignment of education, training and employment, and human and social services among public agencies and with employers. In 2013, the U.S. Department of Transportation joined the partnership to advance career pathways in response to the anticipated hiring needs in the transportation sector.

Today, our Federal partnership has grown to include the agencies that are part of the Administration's *Skills Working Group (Working Group)*. This group, launched in November 2014 by U.S. Secretary of Labor Tom Perez, maintains momentum for the Administration's Job-Driven Training Initiative, which seeks to assure that youth and adults completing our education and training programs have the skills businesses need. The *Working Group* comprises the White House National Economic Council, the Office of Management and Budget, and thirteen Federal agencies, including: the U. S. Departments of Agriculture, Commerce, Defense, Education, Energy, Health and Human Services, Housing and Urban Development, Interior, Justice, Labor, the Social Security Administration, Transportation, and Veterans Affairs (the Departments). The *Working Group* coordinates activities across these various agencies, including efforts to ensure that career pathways are available to all individuals, especially our nation's low-skilled youth and adults, many of whom are already in the workplace.

This letter, which demonstrates the continued commitment of the Administration to promote career pathways, provides updated information and resources from the expanded Federal partnership to help States, regions, local entities, and tribal communities integrate service delivery across Federal and State funding streams. This letter also ensures that interested partners and agencies—whether focused on education, workforce development, or human and social services—are aware of this joint commitment for improved collaboration and coordination across programs and funding sources.

As the demand for skilled workers increases, some skilled jobs remain unfilled. In an effort to meet the demand for a skilled workforce, the Departments of the expanded Federal partnership have consistently articulated the need for increasing the skills of American workers, including

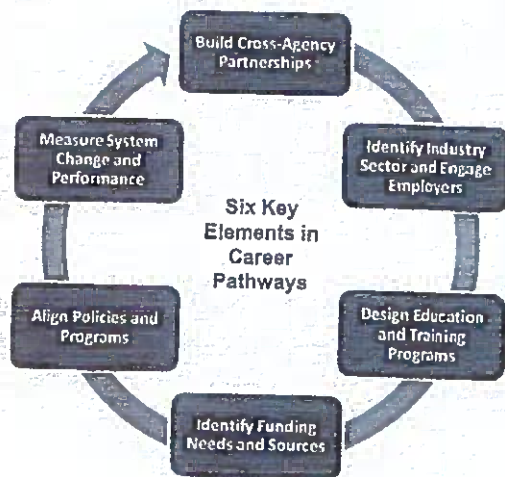
adults and youth with disabilities, and invested in education and training as an economic and business imperative. Despite these efforts, and at the current rate of postsecondary graduation, this country will lack over three million postsecondary graduates to fill those jobs by 2018.

Too often, our systems for preparing low-skilled youth and adults with marketable and in-demand skills can be complex and difficult to navigate for students, job seekers, and employers. Career pathways can offer an efficient and customer-centered approach to training and education by connecting the necessary adult basic education, occupational training, postsecondary education, career and academic advising, and supportive services for students to prepare for, obtain, and progress in a career.

The newly-enacted Workforce Innovation and Opportunity Act (WIOA) of 2014 includes an updated definition and overarching framework for the implementation of career pathways at Federal, State, local, and tribal levels. WIOA defines a career pathway as “a combination of rigorous and high-quality education, training, and other services that—

- (A) aligns with the skill needs of industries in the economy of the State or regional economy involved;
- (B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships;
- (C) includes counseling to support an individual in achieving the individual’s education and career goals;
- (D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- (E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- (F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least one recognized postsecondary credential; and
- (G) helps an individual enter or advance within a specific occupation or occupational cluster.” [Section 3(7) of WIOA]

With this updated definition, the six key elements for developing comprehensive career pathways systems that were included in the April 2012 letter still apply and provide a framework for building an integrated career pathways system.



The Departments encourage State, local, and tribal policymakers to use these elements to promote alignment among their public workforce, education, and social and human services systems.

At the same time, the Departments continue to take steps to incorporate career pathways approaches into a wide range of program investments, evaluation and research activities, and technical assistance efforts. A few examples include:

- The U.S. Department of Labor has released an updated *Career Pathways Toolkit: A Guide for System Development* to provide the workforce system with a framework, resources, and tools for States and local partners to develop, implement, and sustain career pathways systems and programs.
- The U.S. Department of Education has released *The Evolution and Potential of Career Pathways* that provides a framework for organizing and formally aligning the education, workforce, and supportive services needed by a wide range of individuals to attain the credentials required for family-supporting careers.
- The U.S. Department of Health and Human Services awarded *Health Profession Opportunity Grants (HPOG)* for five-year, sector-based, career pathways programs. HPOG provides education and training to Temporary Assistance for Needy Families (TANF) recipients and other low-income individuals for occupations in the health care field that pay well and are expected to either experience labor shortages or be in high demand. A rigorous evaluation is being conducted of the HPOG program to provide information about program implementation, systems change resulting from HPOG programs, and outcomes and impacts for participants.
- The U.S. Department of Transportation has developed *Strengthening Skills Training Across the Transportation Industry* that projects the employment and skill needs of the transportation industry over the next 10 years, and, in so doing, highlights the future growth areas and employment “hot spots” in transportation by industry subsectors, occupations, career areas, and geographic areas. It also emphasizes the need for skills training and career pathways across the transportation industry.
- The U.S. Departments of Education, Labor, and Energy have all partnered to support the *Career Pathways Exchange* which is a free information service that consolidates and distributes career pathways-related resources, events, and information from Federal and State agencies and partner organizations.

More thorough information on Federal career pathways initiatives is located on the following Websites: <https://careerpathways.workforcegps.org/>, <https://peerta.acf.hhs.gov/ofa-initiative/103>, and <http://cte.ed.gov>, as well as the Websites of each Federal agency partner.

Thank you for your continued efforts to improve collaboration across partner agencies and systems and, in so doing, more fully implement career pathways that help Americans enter and advance in the labor market.

Sincerely,



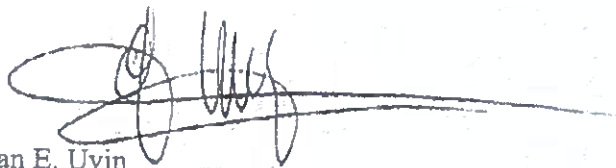
Kevin Concannon
Under Secretary for Food, Nutrition, and Consumer Services
U.S. Department of Agriculture



Roy K.J. Williams
Assistant Secretary for Economic Development
U.S. Department of Commerce



Daniel P.C. Feehan
Principal Deputy Assistant Secretary of Defense (Readiness)
Performing the Duties of the Assistant Secretary of Defense (Readiness)
U.S. Department of Defense



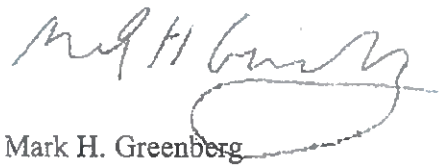
Johan E. Uvin
Deputy Assistant Secretary
Delegated the Authority of the Assistant Secretary for
Career, Technical, and Adult Education
U.S. Department of Education



Michael K. Yudin
Assistant Secretary for Special Education and Rehabilitative Services
U.S. Department of Education



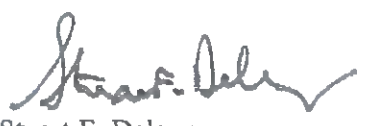
David Foster
Senior Advisor, Office of the Secretary
U.S. Department of Energy



Mark H. Greenberg
Acting Assistant Secretary for Children and Families
U.S. Department of Health and Human Services



Lourdes Castro Ramirez
Principal Deputy Assistant Secretary for Public and Indian Housing
U.S. Department of Housing and Urban Development



Stuart F. Delery
Acting Associate Attorney General
U.S. Department of Justice



Portia Wu
Assistant Secretary for Employment and Training
U.S. Department of Labor

Carolyn W. Colvin

• Carolyn Colvin
Acting Commissioner
U.S. Social Security Administration



Carlos Monje Jr.
Acting Under Secretary for Policy
U.S. Department of Transportation