

Benefits Cliffs, ALICE, and Workforce Development

The Hawaii CLIFF Dashboard

Alex Ruder

April 21, 2022

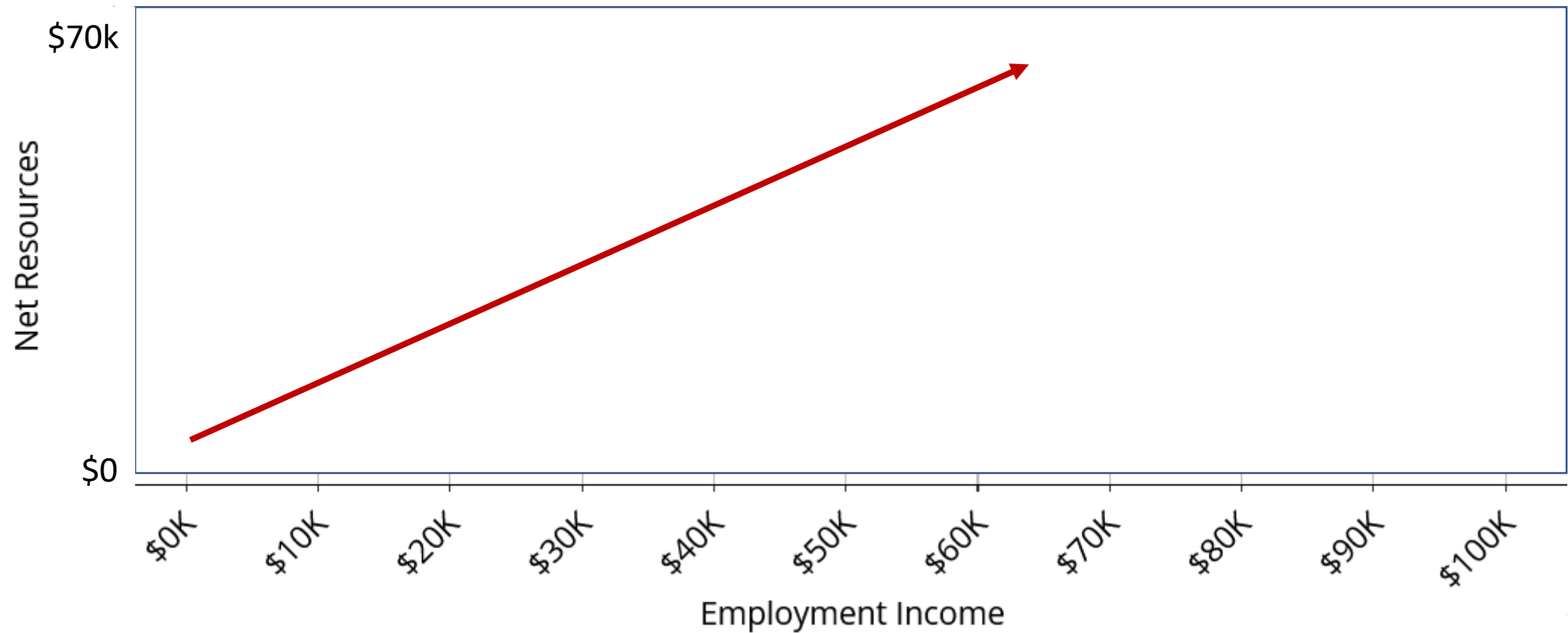


The views expressed are those of the presenter and do not necessarily reflect the views of the Federal Reserve Bank of Atlanta or the Federal Reserve System.

How do benefits cliffs affect economic mobility?

An Near Ideal Case of Net Financial Resources

Annual Net Financial Resources
Income + Public Assistance - Expenses - Taxes



Scenario 1: The Impact of Benefits Cliffs

One adult with two children. On SNAP, EITC, Medicaid/CHIP, healthcare subsidies, and childcare subsidies.

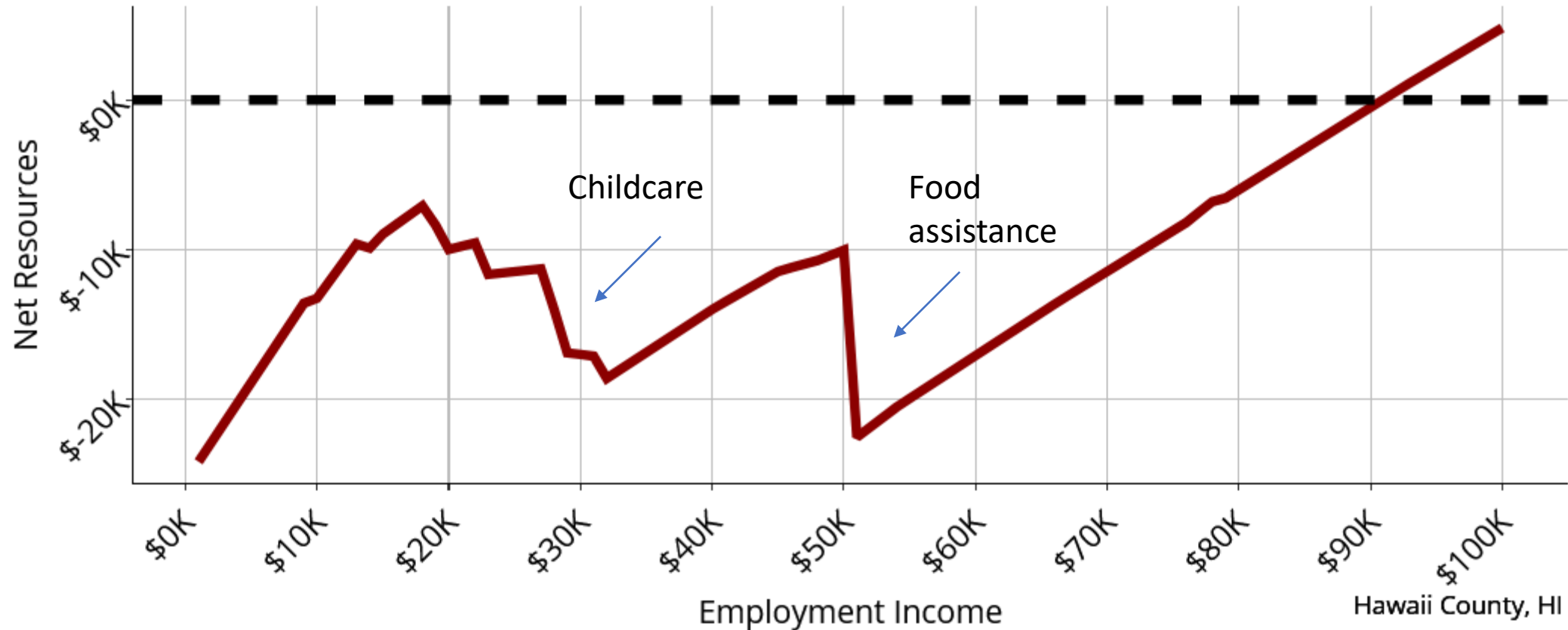
Annual Net Financial Resources
Income + Public Assistance - Expenses - Taxes



Scenario 1: The Impact of Benefits Cliffs

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Annual Net Financial Resources
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Scenario 1: The Impact of Benefits Cliffs

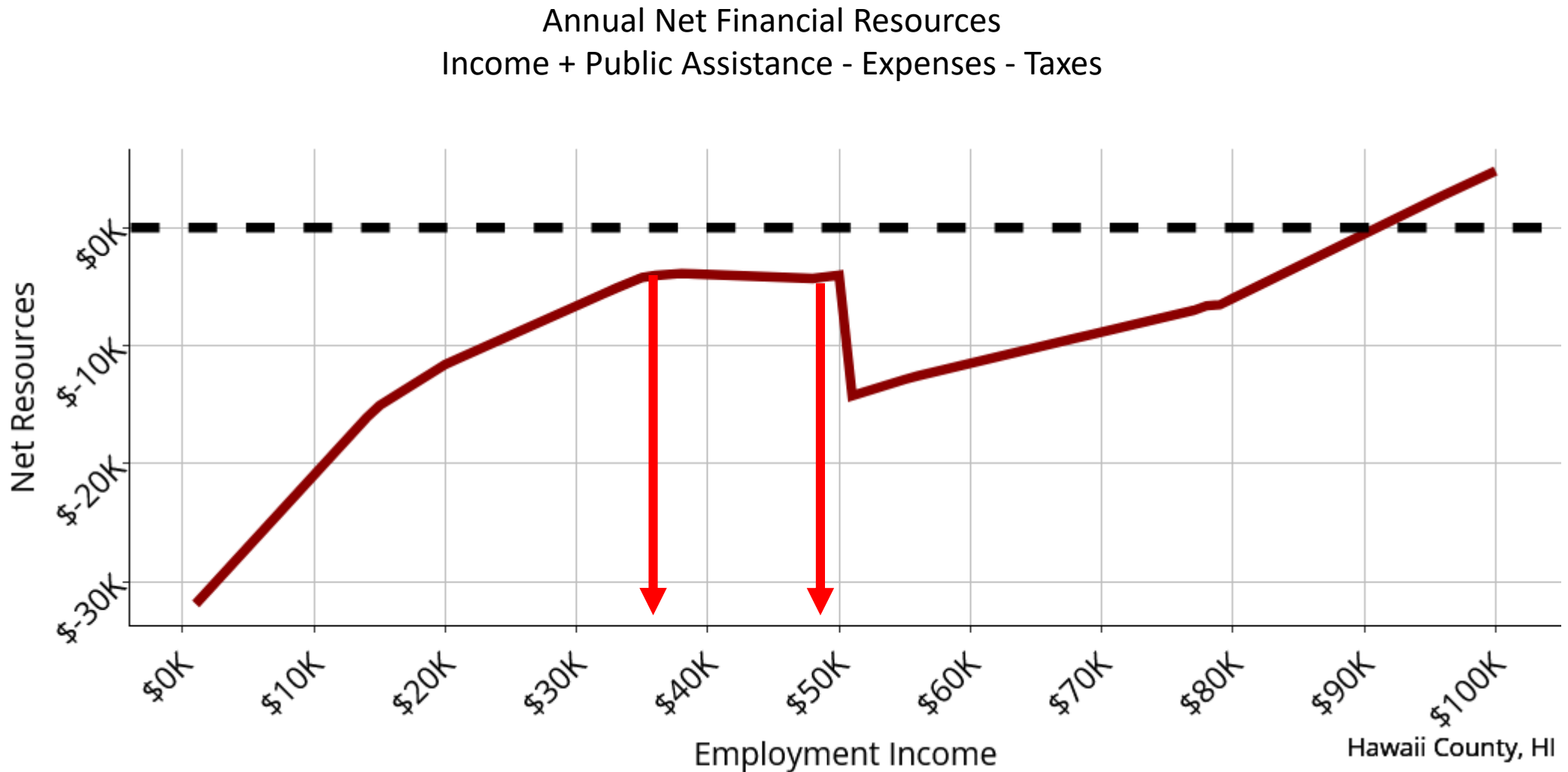
One adult with two children. On SNAP, EITC, Medicaid/CHIP, healthcare subsidies, and childcare subsidies.

Annual Net Financial Resources
Income + Public Assistance - Expenses - Taxes



Scenario 2: The Impact of Benefits Plateaus

One adult with two children. On SNAP, EITC, Medicaid/CHIP, healthcare subsidies, and housing subsidies.



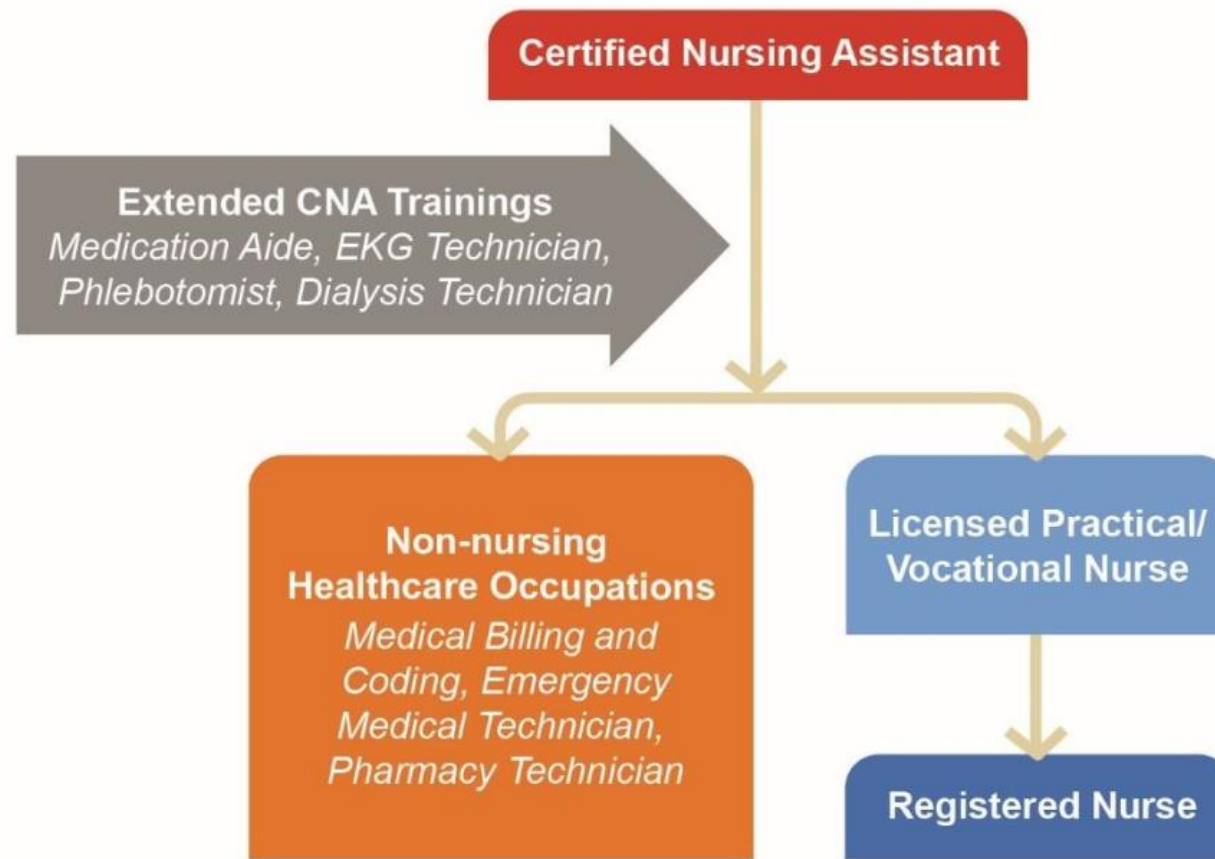
In Honolulu, the cliffs are similar, but the expenses are higher.

Annual Net Financial Resources
Income + Public Assistance - Expenses - Taxes



Benefits Cliffs in a Career Pathway Context

Career Advancement Model: An Example Healthcare Career Pathway

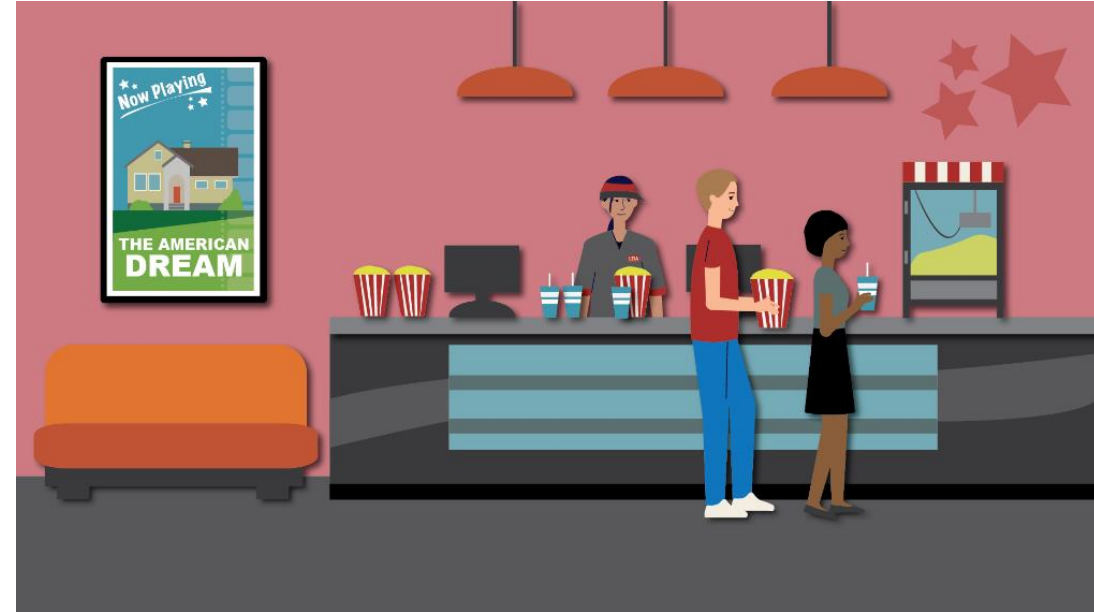


An Application: Meet Leia

Leia is a 25-year-old single mother. She has two children, ages 2 and 4. She lives in Hilo, HI.

She is working full-time in a near-minimum wage job.

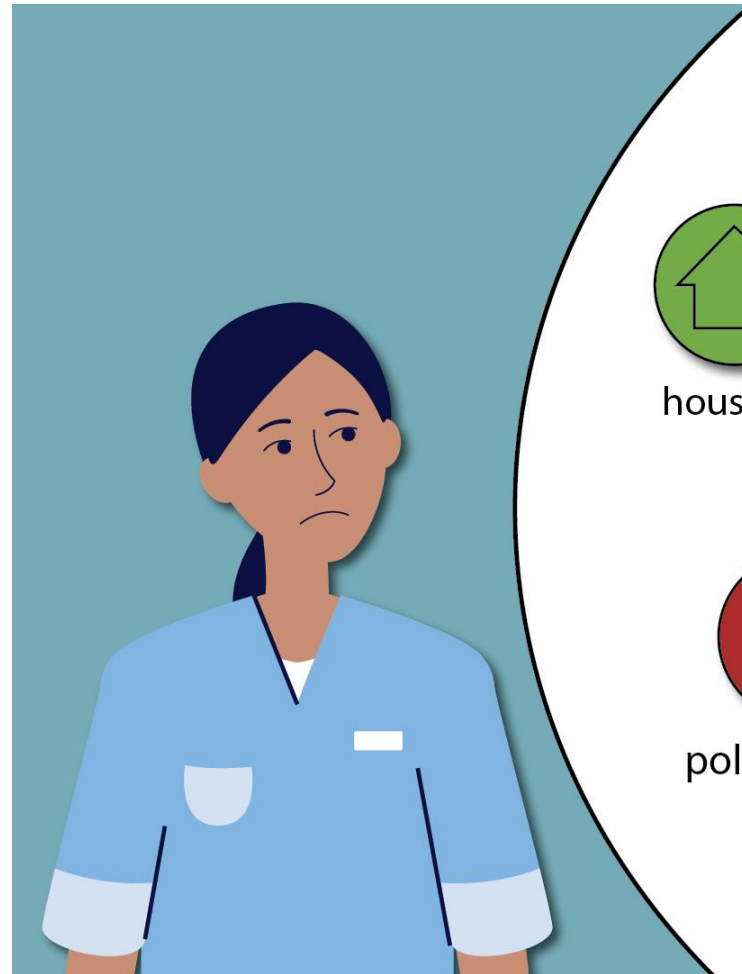
Leia receives public assistance and tax credits to support herself and her family: food assistance, healthcare assistance, Medicaid for her children, childcare subsidies, and the EITC.



Two Career Exploration Questions for Leia

Does the career choice offer a path to economic self-sufficiency (ALICE)?

What financial barriers will she face on her career advancement path?



housing



healthcare



non-profits



food program



educators



policymakers



childcare



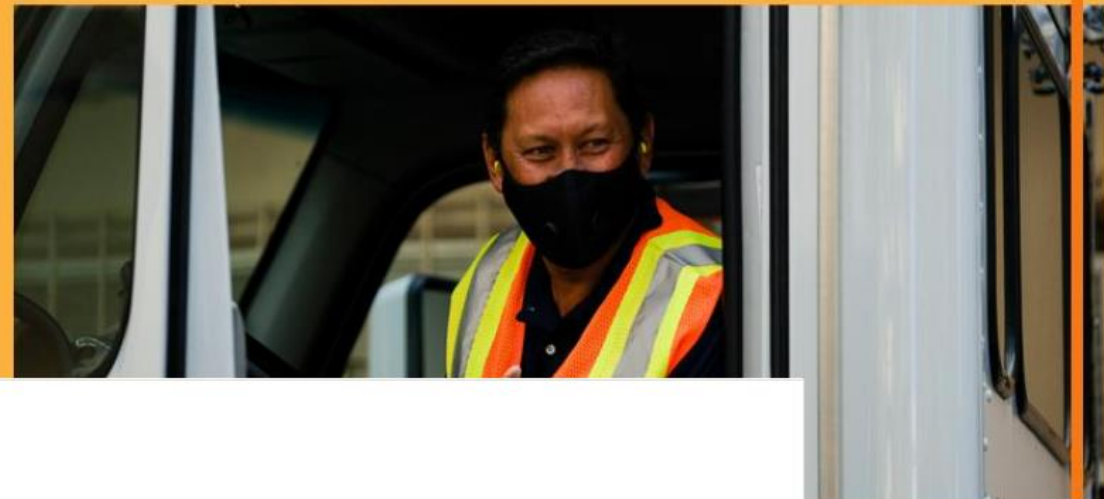
employers



CLIFF DASHBOARD



Federal Reserve
Bank of Atlanta



OUR WORK

OUR APPROACH



ALICE in Focus: Children

UNITED FOR ALICE®

▶ [CLIFF Tool and Dashboard](#)

[home](#) > [our work](#) > [alice®](#) > cliff tool and dashboard

CLIFF Tool and Dashboard

Aloha United Way (AUW), in partnership with the Federal Reserve Bank of Atlanta (Atlanta Fed) and the U.S. Department of Housing and Urban Development will bring the CLIFF Dashboard and Planner to Hawai'i. CLIFF is an acronym for Career Ladder Identifier and Financial Forecaster and is a tool that will be unveiled locally on February 24, 2022. The tool will help individuals make informed career decisions to overcome, "benefits cliffs," a low-income barrier for households trying to advance their economic well-being. The dashboard will also impact policymakers and social service agencies supporting households moving

The CLIFF Dashboard

Stakeholders can use to inform policy and drive innovation to gain a better understanding of the ALICE population and families' barriers to economic mobility.

Policymakers, businesses, funders, and other stakeholders:

- Visualizes policy and programmatic solutions to benefits cliffs
- Estimates net return to the government

Career coaches and workers:

- Complements LMI typically distributed to workforce system clients for career exploration
- Earnings and earnings growth
- ALICE earnings
- Public assistance losses

The Hawaii CLIFF Dashboard

Leia's background characteristics

State
Hawaii

County
Hawaii County

Family Type
One adult with two children

Age of First Child (Under 19)
2
If child is less than 1 year old put 0.

Age of Second Child (Under 19)
4
If child is less than 1 year old put 0.

Public Assistance
Select a custom list

Select Public Assistance Programs

- Supplemental Nutrition Assistance Program (SNAP)
- Child Care Subsidy (CCDF)
- Earned Income Tax Credit (EITC)
- Medicaid for Children/CHIP
- Health Insurance Marketplace Subsidy
- Medicaid for Adults

Welcome [Results](#) [For Policymakers](#) [FAQ](#)

CLIFF Dashboard provides projections about income and public assistance along a career path. The Dashboard compares the financial tradeoffs to different careers and illustrates how long it will take to achieve economic self-sufficiency. Follow the steps below to learn more.



Step 1: Complete ALL fields to the left.

Step 2: Click the 'Calculate Results' button that appears once all the fields to the left are complete.

Step 3: Select the 'Results' tab at the top of this page to see how much a typical individual in the career path selected may expect to earn over time, how those earnings may impact public assistance, and how those earnings compare to the local cost-of-living.

Step 4: Adjust the dropdown menus to the left to customize your results further. Click 'Recalculate' to update your results.

The Hawaii CLIFF Dashboard

Target Occupation

Broad Occupation Group

Healthcare Practitioners and Technical Occupations

Select occupation

Licensed Practical and Licensed Vocational Nurses

Duration of Education or Training Program

No education or training required

Occupation for Comparison

Near-minimum wage job

Other

Broad Occupation Group

Healthcare Support Occupations

Select occupation

Nursing Assistants

Duration of Education or Training Program

No education or training required

Leia's career comparison

Welcome Results For Policymakers FAQ

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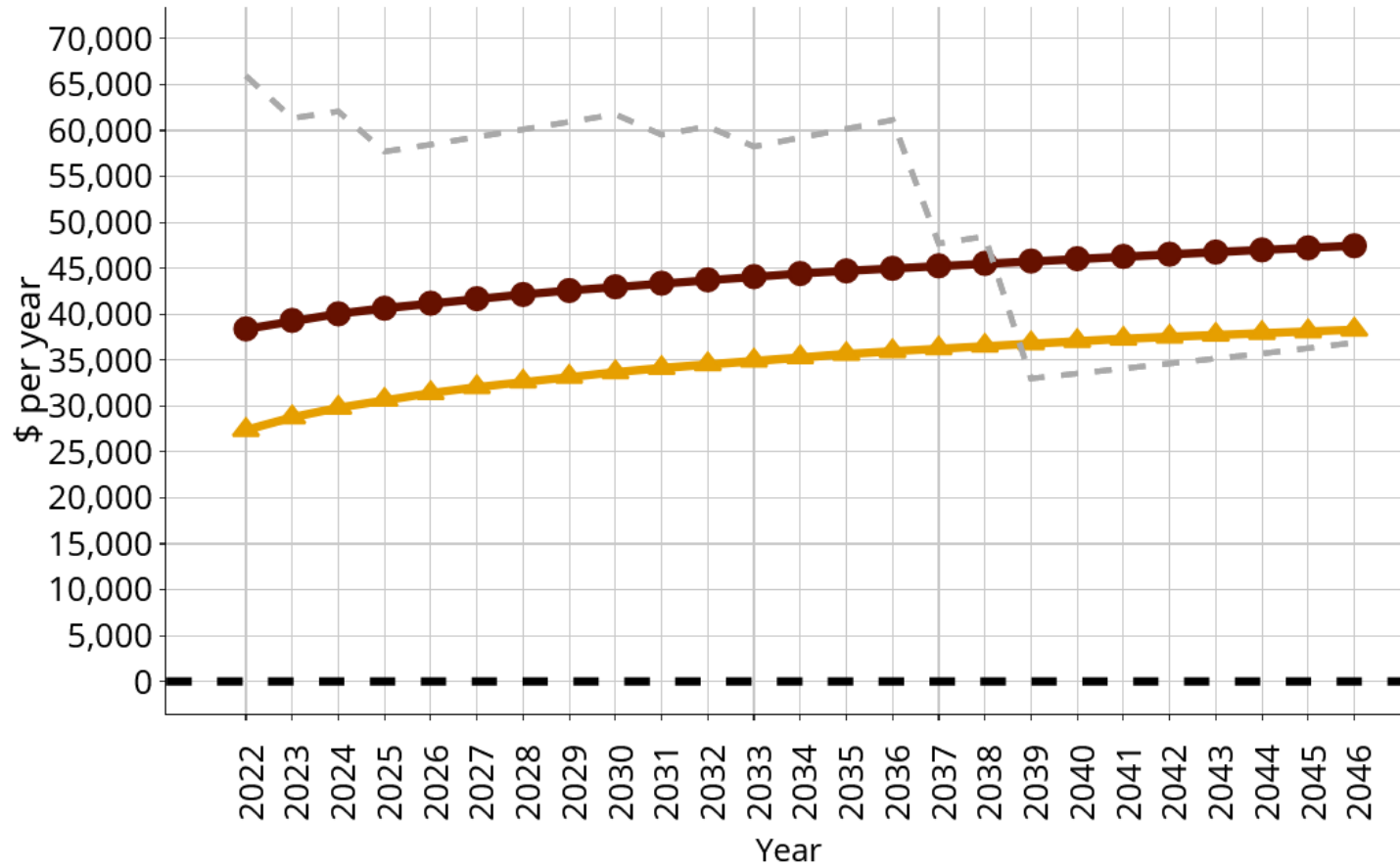
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Chart 1: The ALICE Survival Budget

Annual Family Take-Home Pay and the ALICE Survival Budget



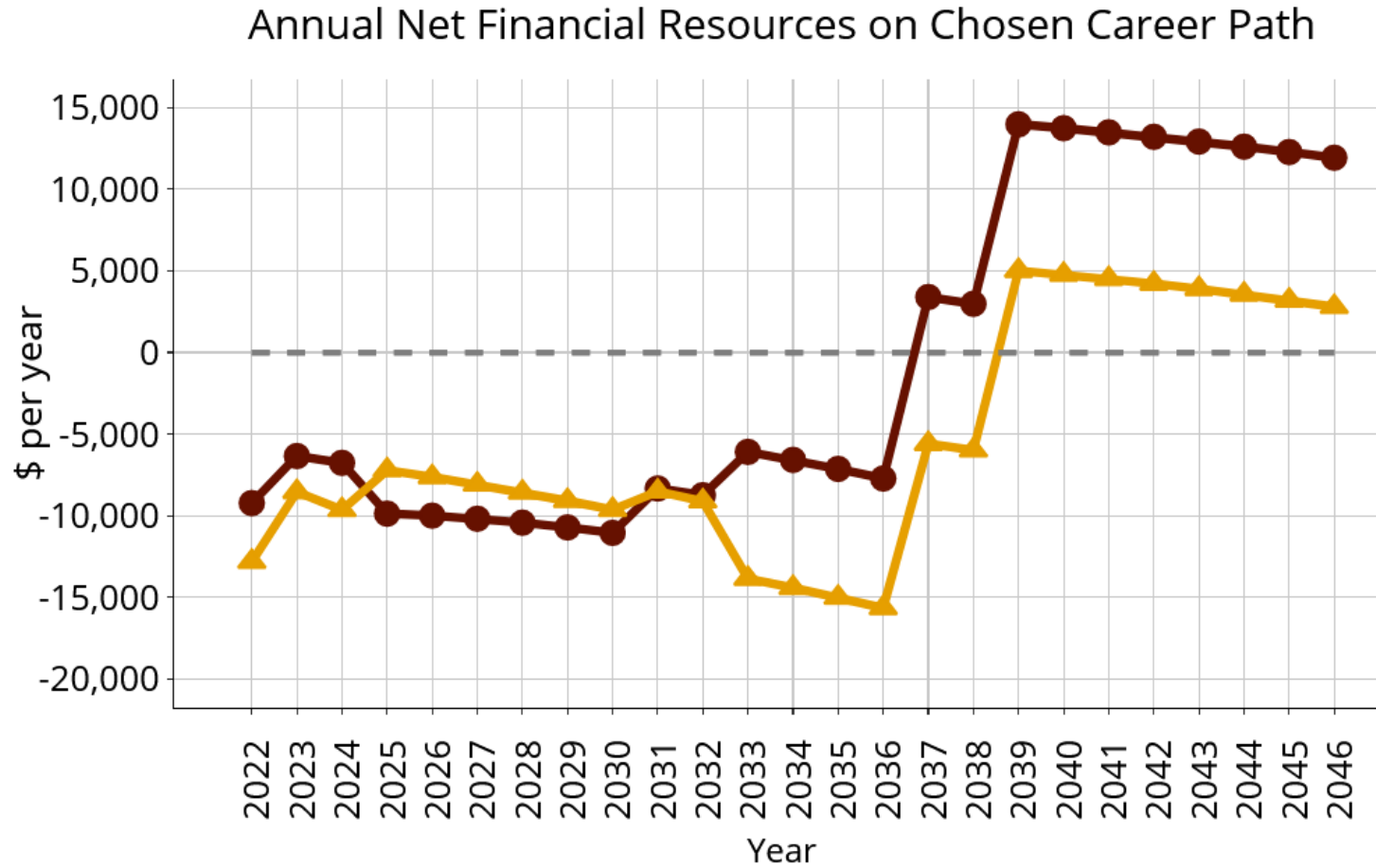
Hawaii County, HI

- Licensed Practical and Licensed Vocational Nurses
- ▲ Nursing Assistants
- - ALICE Survival Budget

Chart 2: The Benefits Cliff

Now, let's consider Leia's net financial resources.

Chart 2: The Benefits Cliff



Hawaii County, HI

- Licensed Practical and Licensed Vocational Nurses
- ▲ Nursing Assistants
- - Break-Even Line

Chart 2: The Benefits Cliff

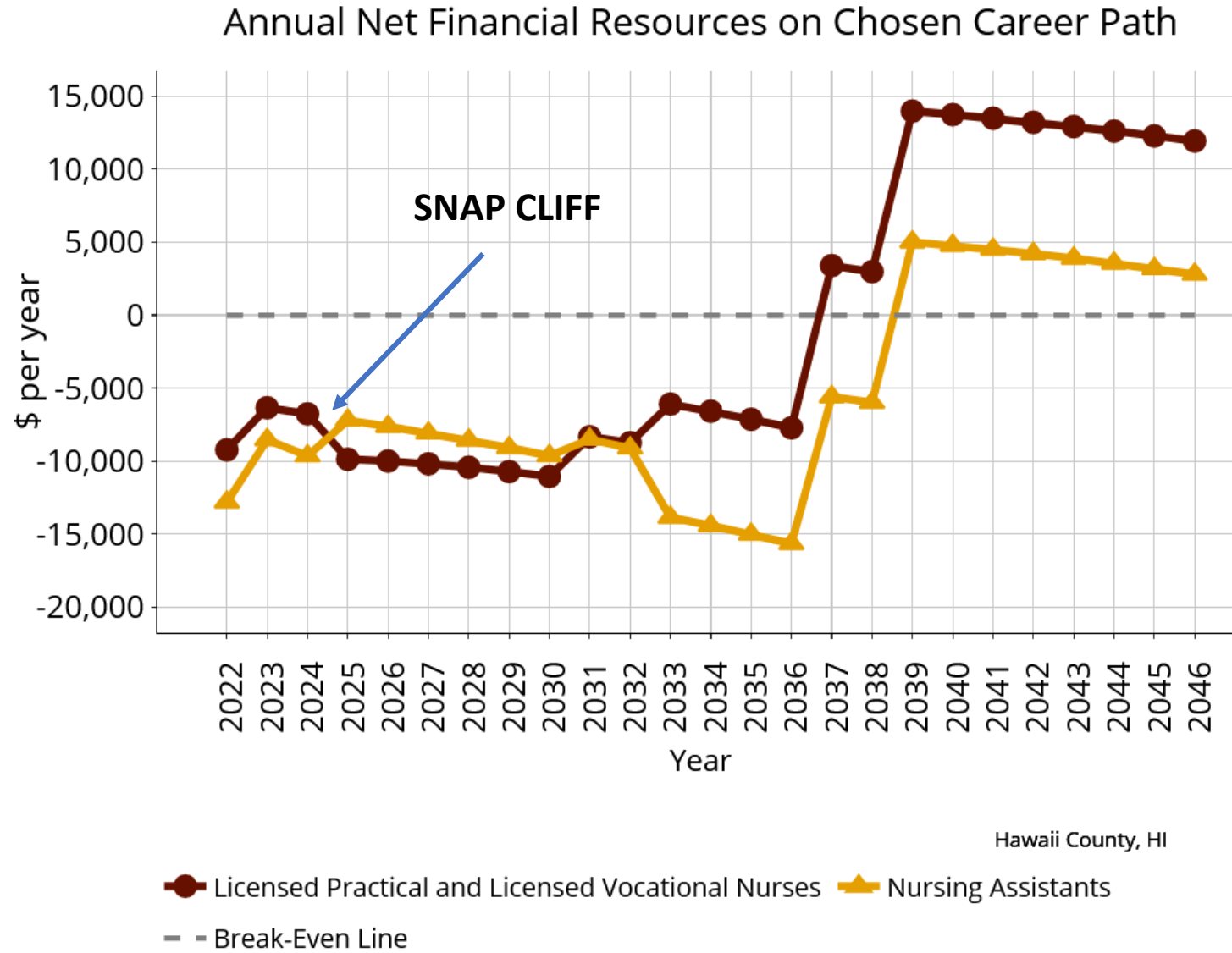
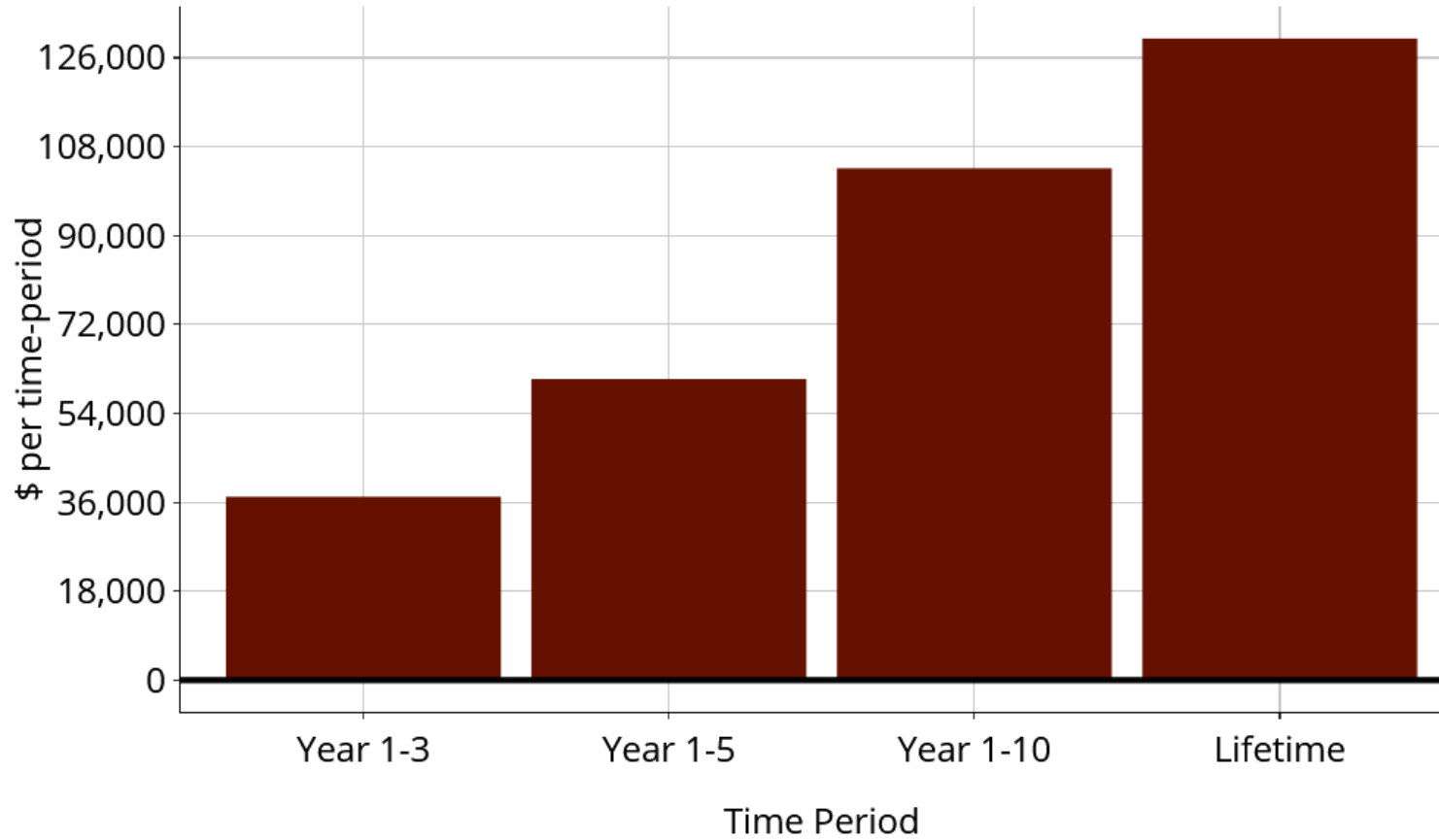


Chart 3: The Taxpayer Perspective

Difference in Net Taxes of Target and Comparison Occupations



Hawaii County, HI

■ Licensed Practical and Licensed Vocational Nurses

What can be done?

Mapping Benefits Cliffs

- Awareness of issue
- Benefits cliffs calculators

Workforce Development

- Student advisement to increase post-secondary educational attainment
- Adult career planning and coaching toward self-sufficiency
- Career pathways design/targeted occupation and industry analysis
- Align wrap-around supports with training plans
- Employer engagement on matching talent needs to skill attainment

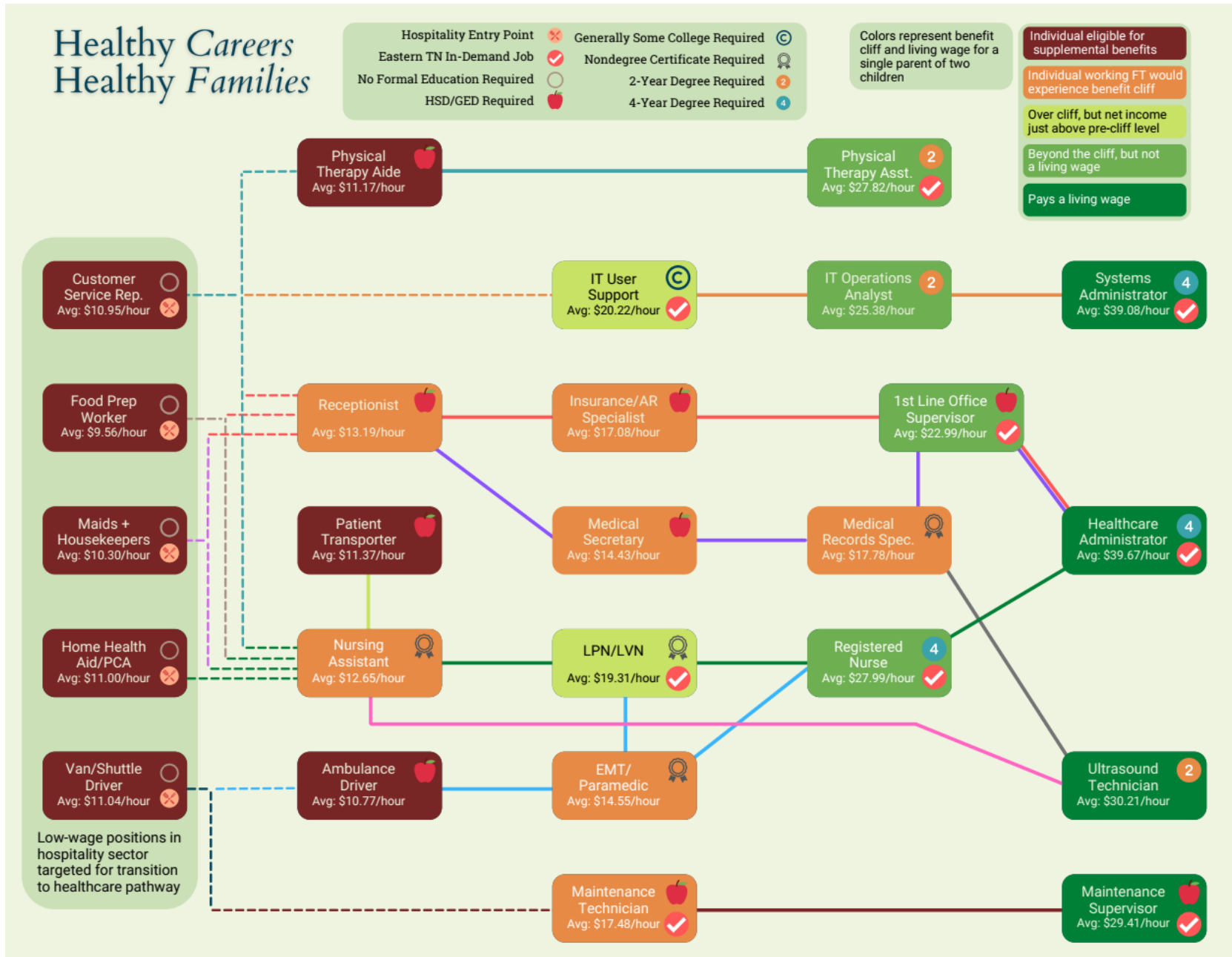
Policy Simulation/Changes

- Change asset limits
- Income disregards
- Alignment of rules/services across programs
- Tax credits for working families
- Graduated phase-outs

Cross-system Collaboration

- Employer partnerships
- Asset mapping
- Identify target populations for services

Example Practice: Career Pathway that Accounts for Cliffs and Cost of Living



Red = benefits eligible
Orange = benefit cliff
Light green = plateau
Dark green = living wage

Thank you

More resources available at
[Advancing Careers Website](#)



Atlanta Fed's First Quarter Benefits CLIFF Tool Partnerships


For immediate release: April 18, 2022

The Federal Reserve Bank of Atlanta is partnering with community organizations this year to launch Career Ladder Identifier and Financial Forecaster (CLIFF) Dashboards to help people overcome benefits cliffs.


"The Atlanta Fed is excited about these collaborations, which provide a tool that can inform decisions, reduce uncertainty, and ensure everyone has an opportunity to participate fully in our economy," said David Altig, executive vice president and director of research at the Atlanta Fed.


Better understanding benefit cliffs, a term describing a barrier for low-income families trying to improve their economic status, can increase the workforce participation rate by helping residents make informed decisions to enter or reenter the workforce and achieve self-sufficiency. This fits into the Atlanta Fed's mission to make the economy work for everyone.

The Atlanta Fed's Benefits Cliffs first-quarter partnerships are:

Aloha United Way – The ALICE (Asset Limited, Income Constrained, Employed) Initiative focuses on creating greater financial stability and savings among ALICE Households in Hawai'i. Community-based organizations, legislators, and ALICE Fund grant recipients have access to the dashboard and tool and are encouraged to evaluate programs and services for maximum impact. ALICE Households experience numerous barriers to economic mobility and this tool will help guide movement more effectively. To learn more about the CLIFF tool, please visit auw.org/cliff-tool-and-dashboard 



Buffalo Niagara Partnership – The Employ Buffalo Niagara Benefits Cliff Calculator is an online tool that helps both employers and workers in western New York determine their benefits cliffs and assists in understanding which in-demand career pathways may allow them to overcome a potential loss of public assistance based on income, region, occupation, and family dynamics. It also advises workers on which industries have the most lucrative career trajectories so they can make informed decisions about training and experience in their current field or switching career paths. For more information on the benefits cliff calculator, please visit thepartnership.org/benefitscliffcalculator 

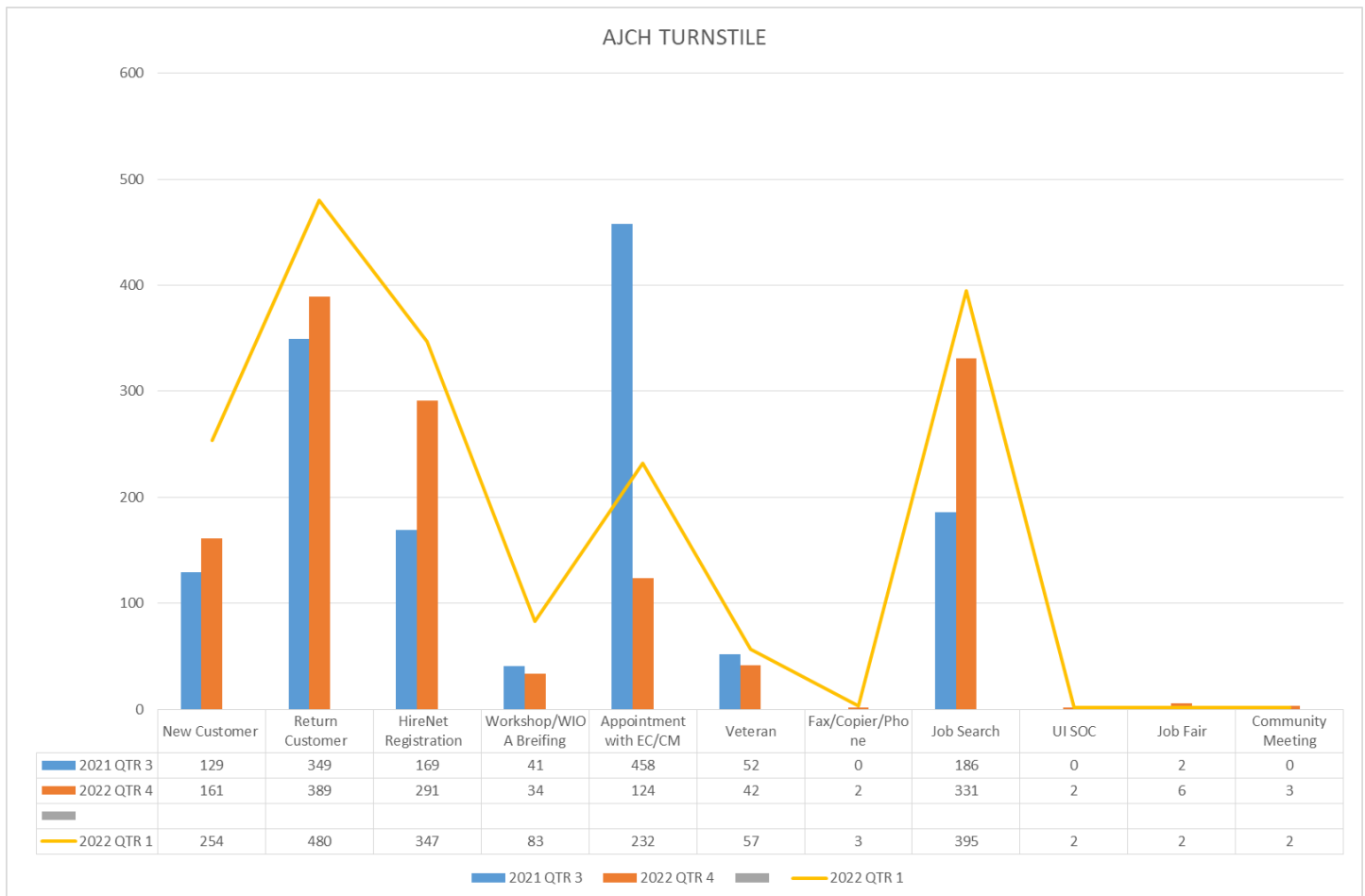
City of Fayetteville, Arkansas – The CLIFF Dashboard and Planner were created to help the City of Fayetteville complete its next Economic Vitality Master Plan, provide an accessible-for-all tool for career pathway mapping, and help show the positive economic impacts of investing in workforce development. This CLIFF Dashboard is unique because it merges a benefits cliffs calculator with a career pathway planner. To learn more about the CLIFF tool, please visit fayetteville-ar.gov/4106/CLIFF-Dashboard 

The CLIFF tool is part of the Atlanta Fed's Advancing Careers for Low-Income Families initiative, which conducts research on benefits cliffs and develops tools to support community and state efforts to improve economic security for families and meet the talent needs of businesses for a healthy economy.

**American Job Center Hawaii
Adult & Dislocated Worker Programs
Report to Oahu Workforce Development Board Meeting
April 21, 2022**

Program Enrollment Program Year 2020

Period: January 1, 2022 – March 31, 2022: WIOA Adult: 75, WIOA Dislocated Worker: 59, WIOA DWG – Disaster: 18; WIOA NDWG – Employment: 11



National Dislocated Worker Grant

Kanu Hawaii – (2) OutreachWorkers will provide individuals with support and opportunities meant to address and prevent social isolation by connecting them with others in their community. \$18/hr

Kahumana Farm –(4) Food Preparers & Distributors. Cooking , preparing , packaging, and delivery of fresh produce groceries and means to vulnerable populations adversely affected by pandemic. \$15/hr

Goodwill- –(1) Recovery Social Worker(Benefit/Employment Counselor) Assist people affected by loss of income due to COVID. \$18/hr

Pacific Gateway Center– (1) Cleaner/Sanitizer. Serve as custodian for the Culinary Business Incubator program and main office. \$15/hr

Work Now – Recovery Social Worker (3) Provides client services, job development, job coaching, and benefits planning services to assist in the COVID recovery process. \$18/hr

Roberts Hawaii- Cleaning/Sanitizing Recruiting

TRAININGS

QTR 1

Row Labels	Count of Last, First
ARCH	1
CDL	5
Culinary	2
Dental Asst	1
Digital Media	1
Medical Asst	1
Plumbers & Fitters	1
Vet Tech	2
Grand Total	14

Program YR

Row Labels	Count of Last, First
ARCH	1
Automotive Tech	2
CardioPhlebotomy	1
Caretaker	1
Carpenter	4
CCNA	5
CDL	13
Culinary	9
Dental Asst	6
Digital Media	2
Healthcare Admin	1
IT Coder	1
IT Help Desk	1
IT Tech	1
Medical Asst	5
Nursing Asst	2
Pharm Tech	1
Plumbers & Fitters	7
Vet Tech	2
Grand Total	65

Programs Highlights:

- 1/26/2022 Blaisdell Job Fair

- AJCH represented Dept of Community Services.
- Received 43 resumes
- 12 individuals signed up to have EC contact and possible assessment.



- 2/9/2022 Halekulani Hotel Employee Support Fair:

- Halekulani Hotel initially submitted WARN notice in July of 2020 when Rapid Response contacted. At the time Halekulani did not foresee a need for services as most employees were put on furlough status and hopes were that they would be called back to employment. HR director contacted Rapid Response in December of 2021 informing that due to length of pandemic and slow business return they would be letting go 300+ staff. Halekulani planned on standing up a Support fair for staff to provide employment leads and resources. Rapid Response participated and also invited partners from Hawaii Restaurant Association, Bank of Hawaii, SNAP to attend.



- **3/9/2021 Hawaii Chamber of Commerce After Hours Event** presented by Southwest Airlines:

- Business engagement event held at Aloha Tower Market Place 5:30PM - 7:30PM Represented AJCH service in attendance with partner WDD Veteran Services.



- **3/11/2022 Touch a Heart Graduation..**

Evalina James-Fainga graduated the program with Food Handler Certificate. Pre-trial status. When she enrolled into the program she was employed at Pearl Country Club as buffet server.. Upon completion of the work readiness training she was promoted to restaurant manager at Pearl Country.



- **3/21/2022 Roberts Hawaii Oahu Airport job fair**

0900-1200 noon at the Garden Conference room #2. Represented AJCH services to Roberts Airport Screeners who were to be terminated due to COVID protocols being lifted. From this relationship we are currently working with Roberts Hawaii to place employees in the Employment Disaster Grant in partnership with Hemployment Dislocated workers to be placed through Hemployment in cleaning positions until end of June when the grant expires. Also working with Roberts to promote and enroll participants in their newly formed CDL apprenticeship.

- **3/24/2022 Koolau Housing Hui**

This hui is comprised of advocates from the communities. The Community Action Teams represent 4 sites: Key Project, Hui O Hauula, Waimanalo Health Center and Hui Mahiai Aina. They assist families in their communities by providing resources and links to housing, Legal Aid Mediation, Catholic Charities, and Partners in Care. Since housing relief will be ending, these families have to increase moneys in their households.



SUCCESS STORIES

Dislocated Worker Employment Grant Success Story

Robert Ann Goias (Robbie) was working as an assistant at the Hi-Employment office on Kauai when Covid-19 led to her lay off. Robbie relocated to Oahu and was collecting unemployment when she heard about our Disaster Recovery Grant.

Robbie was found to be eligible as a Dislocated Worker and to be employed at a DWG work site. On December 15, 2021, Robbie started working at Kahumana Farm as a Food Preparer/Distributor. The location is perfect for Robbie because she lives in Waianae, where the farm is located.



Dislocated Worker Success Story

Kirk Tolai came to our office on October 19, 2021, where he qualified as a Dislocated Worker for the WIOA Program. He had been furloughed from Cheese Cake Factory in Kapolei on April 1, 2020, due to Covid 19 Pandemic, where he worked as a Server/Host since March 2019. He had been collecting Unemployment benefits ever since, and hasn't been called back to work since they opened back up recently. Given this rare opportunity, Kirk was more than eager to change career fields, he always wanted to pursue a career as a CDL A Driver, and with the shortage of Drivers this was the perfect opportunity. He quickly enrolled into Complete Motor Vehicle training @ Leeward Community College- Office of Continuing Education Workforce Development. His classes started the next month on November 8, 2021. Kirk was a quick study, he conquered the CDL A training class and got his CDL A License on December 27, 2021.

Not a month after getting his CDL A License did Kirk find employment with DSR- Direct Support Resource, where he was hired as a CDL A Driver on January 31, 2022, starting at \$21.00 an hour. One stipulation with this job though was that Kirk had to get his TWIC card and Hazmat endorsement in order to keep his job, which he scheduled and paid for on March 14, 2022, and was reimbursed by WIOA. Kirk is still employed at DSR and awaiting his TWIC card and Hazmat endorsement, and continues to learn on the job and conquers each day.



City & County of Honolulu
Department of Community Services, WorkHawaii Division
Youth Services Center—WorkHawaii Youth Program
Reporting Period: January 1, 2022 – March 31, 2022
Submitted By: WHYP Supervisors

WorkHawaii Youth Program focuses on preparing young people, 16-24 years old for careers through employment and educational opportunities. *The program's 14 Elements are reflected in () in the weekly report.*

I. ENROLLMENT:

PROGRAM GOALS	GOAL	Total	Active	Exited (Follow-up)
WIOA-Youth	225	146	63	88
YouthBuild17	65	99	0	44
YouthBuild19	80	73	63	10

II. SERVICE ACTIVITIES:

SERVICES:	WIOA Total #	YB
WHYP Referrals	81	
Info Session Completed	7	
FST Completed	3	
Currently Enrolled in Essential Ed –WDD/HiSET/GED	43	43
Currently Enrolled in Integrated Education	n/a	n/a
Currently Enrolled in Occupational Skills Training	21 (11 OAT) (10 MRPSR)	
Enrolled @WEX site	P&E – 4 RTW – 2 ReUse - 4 Habitat – 13 Living Life Course Foundation-1	P&E - 3 RTW - 2 ReUse - 3 Habitat – 12 Living Life Course Foundation-1

Friday - Other Service Activities

For the first quarter of 2022, Friday activities consisted of Work-Based Learning Workshops, Post-Secondary Transitional Activities, Family Tree Project, Financial Literacy, Entrepreneurial Skills and Leadership Development outings.

At the start of the quarter, participants engaged in **Work-Based Learning** activities by attending a goal setting workshop where they created SMART goals and crafted vision boards and learned how to complete an online application.

This quarter, we covered **Post-Secondary and Transitional** activities by inviting Staff Sergeants Ken Takemura and Jean Bang. They shared their personal and professional experiences with the Hawaii Army National Guard. They also educated participants about the requirements, benefits and day-in-the-life of a guardsman. Students were engaged and some expressed interest in joining the Guard after graduating from the program.

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Jaimee Tabangay, a program specialist of the **Workforce Development Division** came in to talk to participants about the various apprenticeship program offered by the state.

Kiyana Higa, a former teacher and case manager of the WorkHawaii Youth Program conducted a virtual tour and information for Post-Secondary Education at Seattle University. She discussed financial aid resources such as work-study programs, government grants, scholarships and student loans.

Arlene Morris, a recruitment counselor at the **Job Corps of Hawaii** came to speak to our participants about additional training opportunities after completing this program.

Current participant scheduled a tour as a possible opportunity to explore.

The Family Tree Project was scheduled to conduct activities with the class but cancelled due to staffing shortages. To improvise, staff presented about emotional intelligence and participants engaged in activities to build emotional intelligence. Participants have reached out to schedule individual counseling sessions.

Participants are able to have access to a private room @Dole and computer/internet to connect during virtual counseling session

This quarter, we continued our partnership with the Hawaii State Federal Credit Union's **Financial Literacy** program. Kathy Morris facilitated her financial literacy workshop: "How to reduce your spending". Participants have expressed positive feedback for Kathy. They have stated that she is helpful, patient and they enjoy her friendly demeanor.

Students have continued working on their **Entrepreneurial Skills** with the "Shark Tank" series. Participants formed groups of about 4-5 to create and present business plans to the class. They enjoy working in group settings as it allows them the opportunity to interact and get to know one another.

Leadership Development activities and outings were held on the last Friday of every month. In January, participants attended a **community service** project at Ala Moana Beach Park in partnership with Adopt-A-Park. They collected trash around the beach park and participated in **team building** games.

In the month of February, participants went on a **cultural awareness** field trip to the Bishop Museum where they experienced the "Wayfinders" film in the Planetarium, visited the Hawaiian Hall, Science Center and the Triennial 2022 art exhibit which is framed around the fluid concept of Pacific Century – interweaving themes of history, place and identity.

In March, we visited the Kapapahu Point Park and partnered with Hui'O'Ho'onua, a non-profit organization whose mission is to restore the ancient fishponds and sustainable agriculture which have been overtaken by mangroves and pollution. Participants collected trash and pulled out baby mangroves by the shoreline. They also learned about the culture and history of the park.

The **Leadership Council** met 5 times in the first quarter. They discussed and planned upcoming leadership development outings and assisted with creating flyers, facilitating team building activities and remind fellow participants about rules, participation and appropriate behavior.

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III. WHYP PERFORMANCE OUTCOMES

Program	CASAS EFL Gains	Total Received Diploma	Total Received IE/OT Certificate	Total Completed WEX	2 nd Qtr Placement	4 th Qtr Placement	Employment Retention
WIOA Current PY July 1, 2021-June 30, 2022 Updated 4/2/22	53	11	22	35	11	11	-
YB17 Total (Cumulative) Updated 4/2/22	56 out of 99	56 out of 99	61 out of 99	53 out of 99	33 out of 65	27 out of 55	21 out of 55
YB19 Total (Cumulative) Updated 4/2/22	30	11	39	27	1	n/a	-

IV. PROGRAM PARTNERS:

- AJCH Adult Program –will start dual enrolling participants from the start of WHYP enrollment. AJCH-Adult staff have sat in on Info Sessions and FST's to introduce the Adult services available and start connecting our efforts and opportunities from the start. We'll continue to work together to help transition our participants to AJCH after services are close to complete/complete with WHYP.
- Waipahu CSA
 - o Scheduled sessions for 2022
 - 21 registered for 1/10-6/8/2022
 - Next session 7/11 – 12/14/2022
 - 3 participants have only 1 more GED test to pass to earn their equivalency
 - o iCAN Transition Program
 - Pilot program 4/18-6/8 for all Essential Ed-CASAS Academy participants who are working on improving their math and reading levels to move into GED curriculum in Essential Ed
 - Sessions will be Mondays & Wednesdays 1:00pm-4:00pm
 - 5 participants registered to start
 - WCSA has approved MCSA participants to register for iCAN classes through them since MCSA doesn't offer iCAN classes
 - Teacher and Counselor will be provided during in-person classes @Dole
 - Waipahu computers are stored @Dole and ready for day 1
- McKinley CSA
 - o Scheduled sessions for 2022

City & County of Honolulu
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Submitted By: WHYP Supervisors

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- 21 registered for 1/10-6/8/2022 (1 youth pending 4140)
- Next session 7/11 – 12/14/2022
- 3 participants earned their GED's
- 2 participants have only 1 more GED test to pass to earn their equivalency
- WHYP staff continues to assist participants on CASAS testing during specific time period before end of session
- BIA
 - Projected start date 7/18/22 – 9/9/22
 - Training will be Monday through Friday 8:30am – 3:30pm w/ 30 min. lunch
 - WHYP will be ordering lunches from Keiki Gourmet who will also deliver to training facility in Waipahu before 30 min. period
 - Training will increase from OSHA 10 to OSHA 30
 - WEX application and documents submitted for approval
- LCC:
 - OAT started 2/15- 5/12/22 Tuesdays & Thursdays 9am-12pm @Dole #755 w/11 participants
 - MRPSR started 2/15-6/2/22 Tuesdays & Thursdays 1pm-4pm @ Dole #755 w/9 participants
 - Attendance has been an issue for a few of our participants. CM's/staff have been trying to reach out to provide support
- Active Work Experience Sites
 - Bowles Burritos
 - C&C Dept of Community Services
 - C&C Dept of Enterprise Services
 - CVS (Retail)
 - Habitat for Humanity Leeward
 - HBM Acquisitions, LLC
 - Ke Ola Mamo
 - Lanakila Pacific
 - Living Life Source Foundation
 - MKB Enterprises LLC
 - Re-Use Hawaii
 - Waikiki Health
- Pending Work Experience Sites – Status
 - BIA Hawaii – VF scanned and emailed Lei Y on 3/3/22. Placed original in LY inbox. LY rec'd
 - YMCA – sent email
 - WHS WEX Agreement pending (LN)
 - State WDD (Lorna) Agreement pending
 - RTEA Corporation DBA: Mutual Underwriters

V. ACTIONS REQUIRING FOLLOW-UP + ACTION STEPS/RESOLUTIONS:

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- Waianae Classroom: (M) Gloria / (W) Brian
- Submitted YB19 No-cost 12-month extension for Period of Performance to Federal Project Officer-Brad Levine to extend services through April 2023 and Follow-up services through April 2024.
 - If the YB19 No cost of 12-month extension is approved, Nisa will work with FPO-Brad on the Scope of Work to modify and include Habitat for Humanity-Leeward and new training through LCC- Medical Receptionist Patient Service Representative

VI. UPCOMING EVENTS (MEETINGS/TRAININGS)

- Turn in YB2021 Grant Application - (YB Application submitted on Jan. 21, 2022)
- 1/2022- YB 17 Audit – pending date
- YB19 Monitor Finding response: (Submitted Jan. 21, 2022)

VII. ONGOING PRIORITIES/TO-DO LIST:

Reports:

- WIOA In & Out of School Participant Report Log into HireNet → Summary Reports → Executive → WIOA Participant Summary → Select pertinent info from drop boxes
 - WIOA Other Federal Funds Quarterly Report
 - Due 20 days after the end of the Quarter send to YB Fiscal Sheirmae
 - WIOA YSC Board Report Due 15 Days after the end of each Quarter
 - YB Quarterly Narrative Report + 2 spreadsheets (YB Fiscal Report)
 - Due Every Quarter 45 days after the end of the Quarter upload MIS

YB 2017 Grant	YB 2019 Grant
○ JFM 2022	JFM 2022
○ AMJ 2022*	AMJ 2022
○ JAS 2021	JAS 2021, 2022
○ OND 2021	OND 2021, 2022*
- DYB Data Verification Dates:
 - Q1 :: Jan - Mar :: No later than April 30th
 - Q2 :: Apr - Jun :: No later than July 31st
 - Q3 :: Jul - Sep :: No later than October 31st
 - Q4 :: Oct - Dec :: No later than January 31st
- Housing Census Report-Send report to*Brianne
 - YB 2017 Grant *Completed No More Census Reports for the YB 2017 Grant.
 - YB 2019 Grant Jan 2021-Dec 2021 & Jan 2022-Dec 2022

Juvenile Justice Counseling (JJC)

JJC program provides counseling services for first-time minor law violators to assist them from further involvement with the juvenile justice system.

Program Outcomes for January, February and March 2022

16 youth referred to JJC program.

8 youth passed the JJC counseling session.

2 youth disqualified due to Other reasons. 1 youth and/or their parents/guardians refused services. 1 youth was a runaway and their whereabouts were unknown.

0 youth disqualified due to re-offense prior to their JJC counseling session.

1 youth did not meet the requirements of the JJC counseling program due to the following:

1 youth failed to attend their counseling session.

0 youth attended but failed during their counseling session (i.e. did not accept responsibility for his/her action, displayed no remorse, negative attitude, etc.).

Follow-up Services

53 Participants were eligible for follow up services. 17 participants and /or guardians received their 1st follow up call. 23 participants and/or guardians received their 2nd follow up call and 13 participants and/or guardians received their 3rd follow up phone call.

Total completed Follow up calls: 47 Total Unsuccessful follow up calls: 6

AGE& GENDER

Out of 16 referral cases, 7 were males and 9 were females.

5 of the cases were between the ages of 11-13 years old. 10 of the cases were between the ages of 14-16 years old and 1 case was 17 years old.

ETHNICITY

Of the 16 referred youth, 6 were Native Hawaiian.

PROGRAM CHALLENGES/ ACHIEVEMENTS DURING COVID 19

Overall, during the Covid-19 pandemic the Juvenile Justice Center has seen a decrease in referrals. Juvenile Justice Center counselor has continued providing services to the community during pandemic and practicing social distance guidelines as well as offering virtual meetings to clients and families via WebEx.

OWDB Update 04/21/2022

Hawaii Community School News (MCSA and WCSA)

Overall enrollment increasing during the Spring Term

- Not yet close to pre-COVID, but getting better

Legislative Funding

- 2 full time Workforce Development positions and \$250,000 for education programs for incarcerated women are being funded
- We are currently providing justification to make funding permanent and more than one year
- HB1561, SB2188

Waipahu Community School for Adults News

Annual College, Career and Resource Fair

- Will take place next week Wednesday, April 27
- An event we put on for all of our current students
- Students get to choose 2 of 20 different presenters to get information on an occupation they may be interested in.

Kapili Like (Youth Build) Partnership in Kunia

- Working with students from across the Leeward area to obtain their HSE
- Currently working with approximately 40 students

Kalanihookaha Community Learning Center in Nanakuli

- Officially open, but still awaiting a full community open house
- We have committed to working with students in the area who are looking to get an HSE or more computer literacy
- We currently have 2 students enrolled but are looking forward to seeing more in the future

COABE (Coalition on Adult Basic Education) Conference Presentation

- Counseling: A Trauma-Informed and Culturally Sensitive Approach in Adult Education
- Dr. Park and two of our Counselors (Marisa Pierre and Marisa Cortez) presented at the national conference
- Their presentation was well received and other State conference participants remarked at how we are doing more for our students in counseling than their programs offer.
- Their article is published in the COABE Journal (Spring 2022)

AJC iCAN Class

- We just started a new class at the AJC this week to work with students who need more help and transition services to obtain scores to enter the HSE class
- 6 students currently enrolled

Partnership with Harriet

- English Improvement Class for CNA students continues

WCSA Family Learning Center recently opened at Kailua HS

- Digital Literacy classes are doing well



Resilient Hawai'i: Good Jobs Challenge

Executive Summary

Resilient Hawai'i means that Hawai'i's people and 'aina can survive and thrive through economic, social and environmental challenges. The **"Resilient Hawai'i: Good Jobs Challenge"** initiative (Resilient Hawai'i) will connect individuals whose employment opportunities were disrupted by the COVID-19 pandemic with employer-driven training that leads to good jobs. Led by the University of Hawai'i Community Colleges in collaboration with employers, industry associations, and community partners statewide, the overarching goal is to establish a sustainable, effective regional workforce training system that creates economic resilience and prosperity for the State of Hawai'i's individuals, businesses, and communities.

The three-year, \$16.3M Resilient Hawai'i proposal to the U.S. Economic Development Administration (EDA) would invest in four strategic industry sectors identified as priorities in the state and counties [Comprehensive Economic Development Strategy \(CEDS\)](#) and other economic development plans including Hawai'i's [Talent Roadmap to Economic Recovery](#). The strategic industry sectors have the potential to transform Hawai'i's ability to endure and recover from economic challenges.

Through a coalition of 70+ employers, training providers, community-based organizations and key stakeholders, Resilient Hawai'i will develop, design, and implement workforce development programs to get Hawai'i's residents back to work or to increase their skills for employment in "good jobs." Sector partnerships will bring together Hawai'i's employers to translate their skills-needs into training programs, certifications, and/or on-the-job training opportunities.

Resilient Hawai'i will support the training and wraparound support costs for participants and leverage various federal, state, city/county, and philanthropic resources including the [Hana Career Pathways \(uhcc.hawaii.edu/training\)](#), Oahu Back To Work, and federal and state programs administered under the Department of Labor and Industrial Relations (DLIR) Workforce Development Division (WDD). The three-year initiative will train 3,000 participants including 1,000 Native Hawaiian or Pacific Islanders and will place 75% of completers into good jobs.

Resilient Hawai'i is one of the 509 applicants for the EDA Good Jobs Challenge grant. EDA will award 25–50 grants in Summer 2022.



UNIVERSITY of HAWAII®
**COMMUNITY
COLLEGES**

STRATEGIC INDUSTRY SECTORS

CLEAN ENERGY



CREATIVE INDUSTRIES







HEALTHCARE



TECHNOLOGY



Key Stakeholders, Training Providers and Employers

 <p>Healthcare Partners Convener: Healthcare Association of Hawai'i</p> <p>Adventist Health Castle Clinical Laboratories of Hawai'i, LLP Diagnostic Laboratory Services, Inc. Hawai'i Medical Service Association Hawai'i Pacific Health HARIETT Mānoa Cottage 'Ohana Pacific Health Palolo Chinese Home Queens Health Systems Rehab Hospital of the Pacific UNITE HERE Local 5 Wahiawa General Hospital Healthcare Association of Hawai'i (170 members)</p>	 <p>Technology Partners Convener: Chamber of Commerce Hawai'i</p> <p>Bank of Hawai'i Booz Allen Hamilton CyberHawai'i Dev Island Inc. Island Holdings, Inc. eWorld Enterprise Solutions Data House Consulting Decision Research Corporation Hawai'i Defense Alliance Hawai'i Technology Development Corporation Honolulu Board of Water Supply Office of Enterprise Technology Services UH Information Technology Services Zippy's, FCH Enterprises, Inc.</p> <p>Oceanit Paxca Pacific Impact Zone Purple Mai'a Revacomm</p>
 <p>Clean Energy Partners Convener: Hawai'i State Energy Office</p> <p>County of Kaua'i Office of Economic Development Hawai'i Carpenters Apprenticeship and Training Fund Hawai'i Gas Hawaiian Electric Hawai'i Transportation Association Ho'āhu Energy Cooperative Moloka'i IBEW Local 1260 IBEW Local 1186 Kaua'i Island Utility Cooperative Moss & Associates, LLC Swinerton</p>	 <p>Creative Industries Partners Convener: Hawai'i State Department of Economic Development, Business and Tourism, Creative Industries Division</p> <p>International Alliance of Theatrical Stage Employees</p> <p>Moving Picture Technicians Artists and Allied Crafts (IATSE) Local 665</p>
<p align="center">Wrap around services for outreach, case management and job placement</p> <p align="center">State of Hawai'i Department of Labor and Industrial Relations, State of Hawai'i Department of Education Community Schools for Adults, Economic Development Alliance of Hawai'i, Hawai'i's Hotel and Restaurant Industry Employment and Training Trust, HINET SNAP Employment and Training Program, We Are Oceania</p>	

Additional Supporters

- Governor David Ige, State of Hawai'i
- Mayor Mitchell Roth, Hawai'i County
- Mayor Rick Blangiardi, City & County of Honolulu
- Mayor Michael Victorino, Maui County
- Mayor Derek Kawakami, Kaua'i County
- Donovan Dela Cruz, Hawai'i State Senate
- State of Hawai'i Office of Planning and Sustainable Development
- Harold K.L. Castle Foundation and the Harry and Jeanette Weinberg Foundation
- Maui Economic Development Board
- State of Hawai'i Department of Education
- Hawai'i Business Roundtable
- Hawai'i P-20 Partnerships for Education
- Kamehameha Schools
- State of Hawai'i Workforce Development Council
- University of Hawai'i System President, Vice President for Community Colleges, Community College Chancellors

For more information contact: Dr. Tammi Oyadomari-Chun, Principal Investigator: tammi@hawaii.edu



HIRE VETS MEDALLION AWARD PROGRAM

FACT SHEET

Introduction

The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act or the Act), signed by President Trump on May 5, 2017, required the Secretary of Labor to establish a program, by rule, that recognizes employer efforts to recruit, employ, and retain veterans. The Secretary announced the Final Rule (20 C.F.R. § 1011) on November 9, 2017, the program became effective in January 2018, and accepted initial applications in 2019.

The HIRE Vets Medallion Program is an employer recognition program administered by the Department of Labor's Veterans' Employment and Training Service (VETS). Through the program, VETS accepts voluntary applications from employers for the HIRE Vets Medallion Award beginning on January 31 of each calendar year. The Award recognizes employers who hire and retain veterans, including their efforts to establish employee development programs and veteran specific benefits to improve retention.

HIRE Vets Medallion Award

Employer-applicants meeting criteria established in the rule receive a "HIRE Vets Medallion Award." There are two award tiers, Platinum and Gold, for large (500-plus employees), medium (51-499 employees), and small employers (50 or fewer employees). Verification of award criteria includes a self-attestation by the applicant CEO or CHRO and a check for violations of the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the Vietnam Era Veterans' Readjustment Act (VEVRAA).

Benefits of the Program

Successful employers receive a certificate stating the award year, a digital image of the medallion to use, including as part of an advertisement, solicitation, business activity, or product, and will be recognized on the program website. Award recipients have the opportunity to utilize the medallion in the marketing of their firm as a veteran ready business when hiring and in efforts to attract additional business.

Detailed information about how to gain eligibility can be found at [HIREVets.gov](https://hirevets.gov). An overall summary of the program follows.

Summary of the Program

The HIRE Vets Medallion Program Final Rule codifies the requirements of the Act, lays out the process, timelines, and procedures for employers to apply for the award, and explains how the Department will review applications, verify the information provided and notify award recipients.

- **Criteria.** The requirements for recognition vary by level (Platinum or Gold) and employer size (large, medium, and small). Please see [HIREVets.gov](https://www.HIREVets.gov) for additional information about which elements apply to each award.

- 1) Percentage of new hires during the previous year that are veterans;
- 2) Percentage of veteran employees retained for a period of at least 12 months;
- 3) Percentage of employees who are veterans;
- 4) Provision of an employee veteran organization or resource group to assist new veteran employees with integration, including coaching and mentoring;
- 5) Provision of programs to enhance the leadership skills of veteran employees during their employment;
- 6) Employment of a dedicated human resources professional or initiatives to support hiring, training, and retention of veteran employees;
- 7) Provision of compensation, to employees serving on active duty in the United States National Guard or Reserve, that is sufficient, in combination with the employee's active duty pay, to achieve a combined level of income commensurate with the employee's salary prior to undertaking active duty;
- 8) Provision of a tuition assistance program to support veteran employees' attendance in postsecondary education during the term of their employment; and

- 9) Employer with an adverse labor law decision, stipulated agreement, contract debarment, or contract termination, as defined in the rule, pursuant to either of the following labor laws will not be eligible to receive an Award: Uniform Services Employment and Reemployment Rights Act (USERRA); or Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA).

- **Timelines.** Each year, the Department will:

- 1) Solicit applications no later than January 31;
- 2) Stop accepting applications on April 30;
- 3) Finish reviewing applications no later than August 31 and select the employers to receive HIRE Vets Medallion Awards no later than September 30;
- 4) Notify employers who will receive HIRE Vets Medallion Awards no later than October 11. The Department will also notify applicants who will not be receiving an Award at that time; and
- 5) Announce the names of award recipients at a time to coincide with Veterans Day.

- **Application Fee.** The Act requires the Secretary to establish fees sufficient to cover the costs associated with carrying out the HIRE Vets Medallion Program.

- 1) Small Employer (1-50 employees)—\$90
- 2) Medium Employer (51-499)—\$190
- 3) Large Employer (over 500)—\$495.

If a significant fee adjustment is necessary for future years of the program, for any reason other than inflation, then a proposed rule containing the new fees will be published in the Federal Register for comment.

Additional information about the Final Rule and the HIRE Vets Medallion Program can be found at [HIREVets.gov](https://www.HIREVets.gov) or by contacting HIREVets@dol.gov.



VETERANS EMPLOYMENT AND TRAINING SERVICE
UNITED STATES DEPARTMENT OF LABOR



2022 HIRE Vets Medallion Award Criteria

REQUIREMENTS	LARGE EMPLOYER AWARDS (500+ Employees)		MEDIUM EMPLOYER AWARDS (51-499 Employees)		SMALL EMPLOYER AWARDS (1-50 Employees)	
	Platinum	Gold	Platinum	Gold	Platinum	Gold
Hiring (Vets hired during CY 2021)	Not less than 10% of employees hired AND	Not less than 7% of employees hired AND	Not less than 10% of employees hired OR	Not less than 7% of employees hired OR	Not less than 10% of employees hired OR	Not less than 7% of employees hired OR
Retention (Vets hired during CY 2020)	Not less than 85% of Vets hired retained for 12 months	Not less than 75% of Vets hired retained for 12 months	Not less than 85% of Vets hired retained for 12 months AND	Not less than 75% of Vets hired retained for 12 months AND	Not less than 85% of Vets hired retained for 12 months AND	Not less than 75% of Vets hired retained for 12 months AND
Veteran Employee Percentage (Vets employed on 31 Dec. of CY 2021)	N/A	N/A	At least 10% of employees are Vets	At least 7% of employees are Vets	At least 10% of employees are Vets	At least 7% of employees are Vets
Veteran Organization or Resource Group (Employer established)	Must be established and exist by 31 Dec. 2021	Must be established and exist by 31 Dec. 2021	Must be established and exist by 31 Dec. 2021	Satisfy 1 of 2	Satisfy 1 of 2	N/A
Leadership Program	Must be established and exist by 31 Dec. 2021	Must be established and exist by 31 Dec. 2021	Must be established and exist by 31 Dec. 2021	Satisfy 1 of 3	N/A	N/A
Dedicated HR Professional (large) or HR Veterans' Initiative (medium/small)	Must be targeted to veteran employees	N/A	N/A	N/A	Satisfy 2 of 5	N/A
Pay Differential Program	Must be provided	N/A	Satisfy 1 of 3	N/A	N/A	N/A
Tuition Assistance Program	Must be available	N/A	N/A	N/A	N/A	N/A
Labor Law Violations	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120
Application Fee	\$495.00	\$495.00	\$190.00	\$190.00	\$90.00	\$90.00

The above is a brief overview of the criteria needed to qualify to receive a HIRE Vets Medallion Award. For a detailed explanation, please visit [HIREVets.gov](https://hirevets.gov) and view the Final Rule for the program.

OTHER ITEMS

INTEGRATION ASSISTANCE PROGRAMS



HIRE

Vets Medallion Program

**Increase your competitive hiring advantage
and receive federal recognition as a
veteran-employment leader.**



HIREVets.gov

Honor.

The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act) creates a voluntary program for recognizing efforts by employers to recruit, employ, and retain veterans through a HIRE Vets Medallion Award.

Invest.

The Medallion Program highlights investments in Veteran Organization or Resource Groups, HR Veterans' Initiatives, and Leadership, Pay Differential or Tuition Assistance Programs that assist in developing veteran employment efforts.

Recruit.

Employers recognize the benefits of recruiting veterans and want to attract more in the future. Recipients have the opportunity to utilize the Medallion in the marketing of their firm when hiring, as well as to attract additional business.

Employ.

Veterans bring experience, adaptability, and focus. Employers applying for a HIRE Vets Medallion are reaping a competitive advantage and this award allows them to maximize the return on their investment in the veteran programs they offer.

Learn more at [HIREVets.gov](https://hirevets.gov)