

Oahu Workforce Development Board Mtg. - April 18, 2024

Community School for Adults Updates

- The Hawaii Community School for Adults (McKinley and Waipahu CSAs) have been working diligently to complete the Adult Education and Family Literacy Act (AEFLA) Phase II application to receive Federal funding. This is the primary funding source that allows the community schools to establish classes across the State of Hawaii. The application is due by May 17, 2024
- The Community School for Adults has received a digital literacy grant through the DLIR which will allow us to provide more classes throughout the state of Hawaii. This grant will be specifically targeting intermediate users. Waipahu Community School for Adults has committed to continue their current class offerings and look at ways to provide more classes.
- The Waipahu Community School for Adults has utilized a digital literacy grant from Spectrum to establish digital literacy classes at the Kaneohe Senior Center. Equipment, infrastructure improvements and teachers are provided for in the grant.



UNIVERSITY of HAWAII®
**COMMUNITY
COLLEGES**

UHCC Workforce Development Update

For discussion at Oahu Workforce Development Board

4/18/2024

Joshua Kaakua for

Erika Lacro

University of Hawai'i Community Colleges System

UH System Strategic Plan: **Workforce Development Imperative**



Goal: Eliminate workforce shortages in Hawaii while preparing students for the future

Measures of Success:

- Size of workforce shortages in key sectors (i.e. teachers, health)
- No. of students participating in work-based learning, internships



Good Jobs Hawai'i



- UHCCs largest Workforce Training Initiative
- Statewide, short-term training (6-12 months) that leads to good jobs
- May feed into Non-credit Training, Apprenticeships, Union training, other internship programs
- No-cost training and wrap-around supports
- GJH is currently 100% extramurally funded through 9/2025



Industry Sector Partnerships



HEALTHCARE



TECHNOLOGY



**CLEAN ENERGY/
SKILLED TRADES**

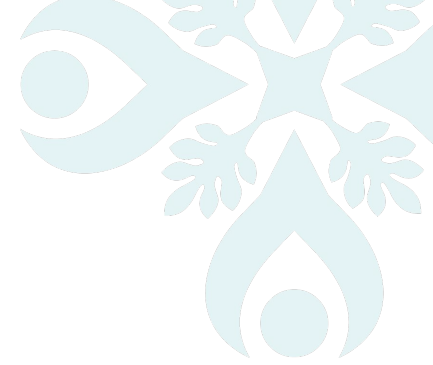


**CREATIVE
INDUSTRIES**



**Led by industry
Alignment & Relevance to training
Employability and Job Placement**



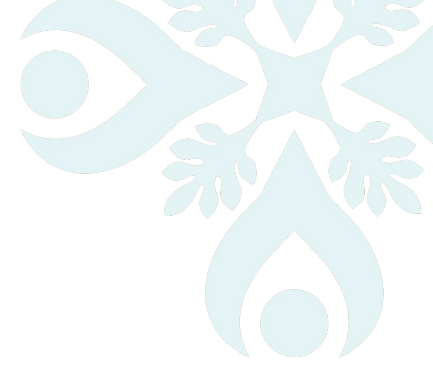


GJH Enrollments

3,700+ participants

- Healthcare (2,008)
- Technology (475)
- Clean Energy/Skilled Trades (619)
- Creative Industries (27)
 - Education (434)
 - Law/Public Safety (29)
 - Hospitality (117)

1,236 Native Hawaiian or Pacific Islander (33%)

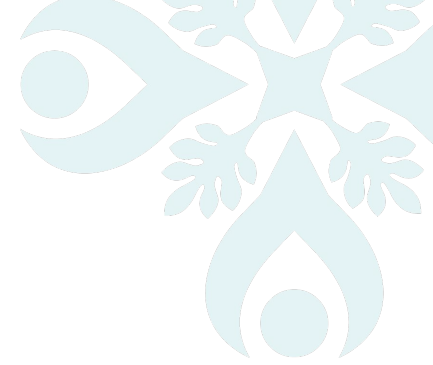


GJH Completions

1,700+ completions

- Healthcare (952): 77% completion rate
- Technology (270): 75% completion rate
- Clean Energy/Skilled Trades (389): 86% completion rate
- Creative Industries (27): 100% completion rate
 - Education (37): 61%
 - Law/Public Safety (4): 22%
 - Hospitality (83): 71%

Overall: **76% completion rate** (Project goal **85%**)



GJH Employment

588 placed into employment

- Healthcare, IT, Clean Energy or Creative Industries
- Education, “Green jobs,” State, City, and Public administration
- **Goal: 75%** of completers find employment within 6 months



Spotlight: City and County of Honolulu

[Police Academy Prep]

~11 Public

[BluePrint Training] Depts: Planning & Permitting, Environmental Services, Facilities Maintenance

~100 C&C employees

[Radio Technician Maintenance] Depts: Fire, Police, Emergency Management, Transportation, Board of Water

~20 C&C + Public

[Landscape / Nursery / Arborist] Dept. of Parks & Recreation

>40 C&C + Public

[In Review] International Code Council Certification, Underwater Maintenance, CDLa/b/p, UI/UX, etc



Good Jobs
HAWAII



Mahalo

Please do not hesitate to reach out to me if you have any questions

Josh Kaakua: (808)956-3867, jkaakua@hawaii.edu

Information for Job Seekers, Employers, and Community Partners at Project URL: goodjobshawaii.org

Oahu Workforce Development Board
Division of Vocational Rehabilitation (DVR) Report April 18, 2024
PY23 Q3, January 1, 2024 to March 31, 2024

Hawaii DVR PY23 Q3 (January 1 - March 2024) Performance Measures Workforce Innovation and Opportunity Act (WIOA)		
Participants served (VR)	2659	
Participants exited	45	
WIOA Program Involvement	Adult	295
	Dislocated Worker	5
	Youth	83
	Wagner-Peyser	9
	Adult Education	19
	Job Corps	5
	Youth Build	7
	Total	423
Indicator	PY23 Q2	PY 2023 Negotiated / Required Level
Measurable Skill Gains (MSG)	98/278 = 35% YTD Rate: 35%	35%
Credential Attainment Rate (CA)	1/10 = 10.0% YTD Rate: 10%	20%
Employment (Second Quarter After Exit)	83/207 YTD Rate: 40%	33%
Employment (Fourth Quarter After Exit)	75/207 YTD Rate: 36%	37.5%
Median Earnings (Second Quarter After Exit)	(Forecast: Based on rehabs at the exit, DVR has estimated median earnings of \$425 weekly or \$5,100 in median earnings over 12 weeks)	\$4,400

**Oahu Workforce Development Board
 Division of Vocational Rehabilitation (DVR) Report April 18, 2024
 PY23 Q3, January 1, 2024 to March 31, 2024**

Hourly Wage at Exit [DE359]	Individuals	Median Hours	Median Wage
Customer Service Representatives	2	16	12.38
Stockers and Order Fillers	1	10	17.00
Landscaping and Groundskeeping Workers	1	32	17.00
Retail Salespersons	1	20	12.00
Food Processing Workers, All Other	1	35	12.00
Home Health Aides	1	24	12.00
Total	7	19.57	\$13.53

Staff Vacancies	
County	Vacancies
Oahu/Administration and Staff Services Office	6
Oahu Branch	21
Services for the Blind Branch (Ho'opono)	9
Hawaii Branch (Hilo/Kona)	4
Maui Branch (Maui, Molokai/Lanai)	1
Kauai	4.5
Total	45.5 vacancies

Oahu Workforce Development Board
Division of Vocational Rehabilitation (DVR) Report April 18, 2024
PY23 Q3, January 1, 2024 to March 31, 2024

Agency Updates

1. AJC

- a. Statewide: HDVR collaborates with community, government, and business partners in various work groups to promote competitive, integrated employment and Diversity, Equity, and Inclusion for individuals with disabilities. These include the statewide American Job Centers (AJC), the Hawaii Employment First Taskforce, the Association for People Supporting Employment First (APSE), Disability: IN, and the Society for HR Management.
- b. Oahu Branch (OB) meets with AJC monthly to discuss referrals, participants, and services. We have Vocational Rehabilitation Specialists (VRS) who sit at AJC 8 days/monthly to complete intakes and provide assistance.
- c. Services for the Blind Branch (SBB) aka Ho’opono: Stationed at the Oahu AJC twice per month, the SBB Employment Services Specialist (ESS) is available to assist clients with disabilities in job search and collaborates with other HDVR ESS and workers in the employment section of the City and Dept of Labor. Ho’opono staff are helping AJC staff assess job seekers’ abilities, capabilities and when appropriate accessibility and accommodations for individuals with disabilities.
 - DVR staff collaborate on providing an integrated service model at the AJCs.
 - DVR continues working with AJC staff to track dual enrollments between programs.
 - Ongoing support from AJC partners includes providing tours and information sharing with new VR staff assigned for weekly on-site services for Hawaii residents with disabilities eligible for VR services.

2. Timeliness

- The timeframe for processing DVR applications (30 days) and eligibility determinations (60 days) for persons with disabilities seeking VR services continues to be shortened with DVR’s rapid engagement initiatives. DVR’s compliance rate is over 90 percent.

3. Vacancies

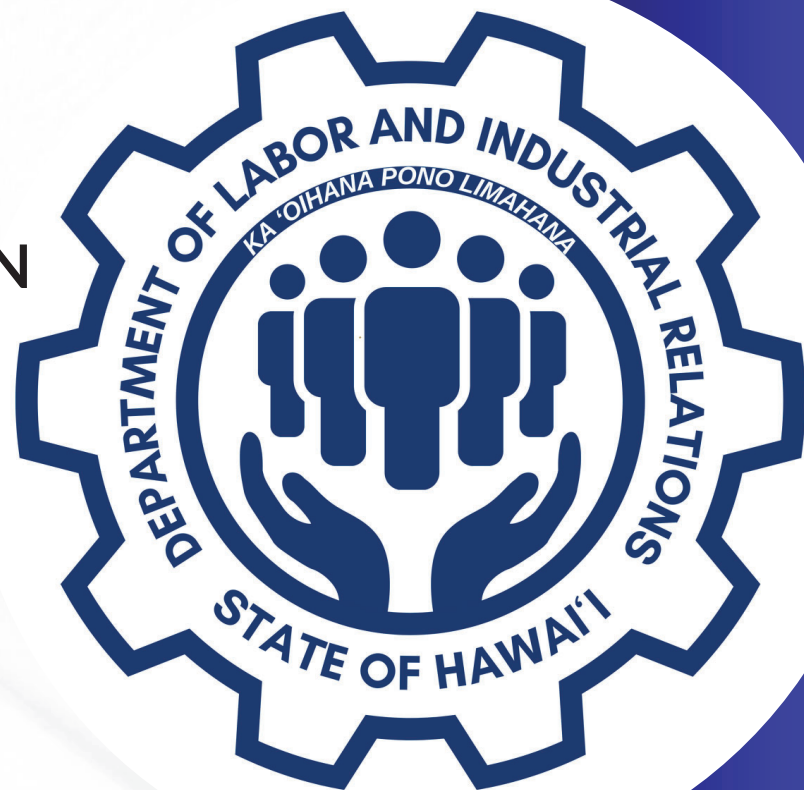
- Still working to hire qualified individuals for various positions within DVR. We are currently at about a 40% vacancy rate agency-wide.

4. Administrative

- 1st draft of DVR portion on USP uploaded to the WIOA portal. Sent link to community partners for public comment.

WORKFORCE DEVELOPMENT DIVISION O`AHU BRANCH

Report to
OWBD Full Board Meeting
April 18, 2024



WAGNER PEYSER

EMPLOYMENT SERVICES (O`AHU)

Rolling QTR. 3 PY 2023 (Jan. 1, 2024 to March 31, 2024)

TOTAL PARTICIPANTS SERVED	TOTAL REPORTABLE INDIVIDUALS	EMPLOYMENT RATE (Q3)	PY22 PERFORMANCE GOAL (NEGOTIATED LEVEL)	EMPLOYMENT RATE (Q4)	PY22 PERFORMANCE GOAL (NEGOTIATED LEVEL)	MEDIAN EARNINGS	PY22 PERFORMANCE GOAL (NEGOTIATED LEVEL)
1,659	10,713	61.8%	48.8%	61.9%	52.0%	\$10,201.40	\$7,300.00
	Exceeded			Exceeded		Exceeded	

HIRING EVENT, 01/30/24

KE`EHI LAGOON MEMORIAL

35 Employers Federal, State & Private

Over 400 Attendees

158 Veterans



STATE INTERNSHIPS

O`AHU BRANCH

Hele Imua Internship Program , 03/31/24

Applications Received **408**

Interns Placed at Worksite **224**

Interns Hired by Worksite and Found
Unsubsidized Employment **25**

Pending Placement **123**



STATE INTERNSHIPS
O`AHU BRANCH

QUEST Internship Program, 03/31/24

Applications Received **44**

Interns Placed at Worksite **16**

Interns Hired by Worksite and Found
Unsubsidized Employment **6**

Pending Placement **28**



O`AHU BRANCH WDD UPDATES

Collaboration and Events

- WDD held an Hiring Event at Ke`ehi Memorial Lagoon on January 30, 2024
- The Diplomatic Security Service of the United States Department of State hosted an Open House on February 8, 2024, which program staff attended. The staff members learned about job openings and how to recommend possible candidates
- WDD operates a Statewide Summer Youth Internship Program. O`ahu has 100 young adults to enroll, ages 16 to 18, who attend Title I schools. The youth will be paid \$16/hour, and the internship program will also include having the youth attend Financial Literacy workshops hosted by the Hawaii Federal Credit Union.



O`AHU BRANCH WDD UPDATES Collaboration and Events

- QUEST, JVSG, and SCSEP programs began their monitoring from March and projected to complete in April.
- The DLIR HR and WDD branch staff attended the Hawaii Pacific University (HPU) Job Fair on February 27th, 2024, to recruit potential employees to fill department vacancies.
- JVSG and Internship program staff attended the organized City and County Hiring Event at the Leeward Community College on February 27th, 2024.
- The internship program staff was invited to attend the first Career Fair hosted by Wai`anae High School on March 14, 2024; the staff used the opportunity to encourage applicants to register for the Summer Youth Internship Program.



WDD UPDATES **RAPID RESPONSE**

On March 27, 2024, staff from the WDD branch collaborated with the Department of Human Services, the City and County of Honolulu, Waipahu Community Schools for Adults, the Legal Aid Society of Hawaii, and the Unemployment Insurance Division to provide a range of services to about 50 who were unfortunately laid off or terminated from their employment at the Wahiawa General Hospital.



SUCCESS STORIES

KE`EHI MEMORIAL LAGOON FEDERAL JOB FAIR

On January 30th, 2024, WDD staff hosted a Federal Job Fair at the Ke`ehi Memorial Lagoon, that hosted 30+ employers and over 400+ attendees, including 158 veterans.



HAWAII WDD/JOBS FOR VETERANS' STATE GRANT

Name: Rolf A.

Grant: JVSG

Employer: US Navy

Following retirement from the US Army Reserves, Rolf visited the American Job Center to seek employment advice. While there, he spoke to a Disabled Veterans Outreach Program (DVOP) Specialist. He was pleased by the service from fellow veterans during his strenuous job-hunting experience. The DVOPs provided Rolf assistance on job searches, resume reviews, and information concerning government civilian and military contractor hiring practices.

Rolf was subsequently hired full-time with a federal contractor supporting operations at Headquarters Pacific Command. He later transitioned to his current federal government service position within the same organization.

In addition, Rolf was able to use the DVOP's network of contacts and encouraged to apply for the Department of Veterans Affairs Vocational Rehabilitation and Employment (VA VR&E) program. He was accepted into the program and received educational benefits.



SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

Sub-Grantee – WDD Oahu

NAME: MARY M.

Grant: Hawaii

Employer: St. Elizabeth Episcopal Church

Mary first joined the SCSEP Program as part of the Lanakila Kupuna Program and soon after St. Elizabeth's Episcopal Church was fortunate enough to have her participate at their worksite.

Life for many of our kupuna face several challenges as they age and many of their loved one's face health challenges as well. After taking care of her mother for several years, Mary then spent over 12 years taking care of her husband until he passed.

Mary struggled as she faced financial challenges and found it difficult to find a job thereafter. The SCSEP Program was the perfect fit for her as it provided the support, understanding and skills to help boost her confidence to not just get a "job" but to maintain a job since that truly is a key factor for each to succeed in finding employment.

Mary worked hard and always made it a point in thinking of others. She would regularly let her coworker, another SCSEP participant know that the paychecks were ready. You could also find her helping the clients who came to the church for the food packs she had helped to organize.

It is because of the SCSEP Program which helped Mary to have a stable base she could feel secure in so that she was able to shine. This is what the worksite saw in Mary, so they offered her a part-time unsubsidized cleaning position at \$14.00/hour with the church as of January 8, 2024. She continues to help clients and spread the joy.



HAWAII WDD/WAGNER PEYSER/REEMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT (RESEA)

Name: Maria K.

Grant: Wagner Peyser & RESEA

Employer: Local Warehouse

After serving six plus year as Warehouse Manager, Maria was terminated after her previous employer informed her that their Leeward location where she was employed, was scheduled to close for business. Now unemployed for an estimated two months, Maria received a letter from the Re-Employment Services and Employment Assistance (RESEA) program, and she had been selected to receive support services. Unaware and uninformed of what RESEA was, Maria naturally grew skeptical about the program.

However, after meeting the RESEA staff and her assigned case manager, Maria shared how appreciation and love of the employment opportunities that were shared with her, especially, information on hiring events that would be held in Honolulu. Maria's experience with RESEA did not stop with just the one program, Maria attended RESEA orientations and Zoom meetings that allowed her to learn more about the American Jobs Center, which has resources for those who need assistance finding jobs.

For Maria, the RESEA program staff didn't just provide theoretical knowledge, but practical job application tips that were invaluable and empowered Maria to better her financial situation. From resume improvement to professional interview conduct and post-interview strategies, the RESEA program equipped Maria with the skills that increased her chances of success. While attending RESEA orientations and receiving guidance from her case manager, Maria was introduced to the Hele Imua and Quest internship programs; she was expressed her appreciation towards State and City & County staff partners Tracey, Alana, and Reiko, to whom she is truly grateful. Receiving services through true collaboration left Maria with a positive experience that has helped her make enriched life decisions. Maria has obtained a new position, "Receiving the information and job search tips shared in the RESEA program, it has helped me land a new job as a Warehouse Manager with a local food trading company. I believe the RESEA program is very helpful for people who are new to unemployment."

AmericanJobCenter®
HAWAII



QUEST INTERNSHIP PROGRAM

NAME: JULIE O.

GRANT: QUEST

**EMPLOYER: DEPT. OF HUMAN SERVICES,
SOCIAL SERVICES DIVISION**

Julie first began her internship journey through the Hele Imua internship program being placed with the Department of Human Services, Social Services Division. Over the 6-month duration, Julie was able to learn and shadow case managers and providing support services to those in the O`ahu district/communities.

However, although Julie received her Bachelor of Arts in Psychology, she was still needing more work experience to meet the minimum qualifications of the Social Services Assistant position, which is when Julie was enrolled into the QUEST program. QUEST gave Julie the time she needed to meet MQ and obtain the 89-day position the DHS, Social Services Division, Social Services Assistant vacancy and has been working in her position since February 2nd, 2024.



STATEWIDE INTERNSHIP PROGRAM: HELE IMUA

NAME: MARK L.

GRANT: HELE IMUA

EMPLOYER: DEPARTMENT OF LAND & NATURAL RESOURCES

Mark began his internship in the Hele Imua program back in September 2023 during this time Mark trained at the Department of Land and Natural Resources (DLNR), Human Resources Division, where as an intern he picked up the necessary skill set needed and was considered for a Human Resource Specialist position. Still a full-time student, Mark will be graduating in May with his Bachelor of Arts in Human Resources; this degree will assist Mark in meeting the education requirements.

Now, 6 months later, Mark has done exceptionally well at his internship at DLNR Human Resources Division. It was recently in the month of March that Mark's site supervisor reached out to the Hele Imua Internship Program staff about hiring Mark as an 89-day hire, Human Resources Specialist. Mark will be ending his second extension with Hele Imua on April 12th, 2024, where he is already scheduled to start his first official day as a state worker on April 16th, 2024.





MAHALO!



DLIR, WDD
O`ahu Branch Manager