

Oahu Workforce Development Board
WIOA Title IV -Division of Vocational Rehabilitation (DVR) Report
PY25 Q4, April through June 2026
(Note: all data is as of July 13, 2026)

Hawaii DVR PY25 Q4 (April 1 – June 30, 2026)		
Performance Measures		
Workforce Innovation and Opportunity Act (WIOA)		
Participants served (VR)	3942	
Participants exited	64 closed other than rehab & 21 closed with rehab	
WIOA Program Involvement	Adult	199
	Dislocated Worker	3
	Youth	71
	Wagner-Peyser	6
	Adult Education	12
	Job Corps	6
	Youth Build	8
	Total	305

Indicator	PY25 Q4		PY 2025 Negotiated / Required Level
Measurable Skill Gains (MSG)	132/345	YTD Rate: 38.26%	42%
Credential Attainment Rate (CA)	4/16	YTD Rate: 25.00%	44%
Employment (Second Quarter After Exit)	129/327	YTD Rate: 39.45%	43.5%
Employment (Fourth Quarter After Exit)	66/148	YTD Rate: 44.59%	36.5%
Median Earnings (Second Quarter After Exit)	\$6,895		\$5,470

Q1: Successful Closure in Competitive Integrated Employment (CIE) 7/1/25 – 9/30/25			
Job Title	Participant	Wage	Hour Worked
Aerospace Engineers	1	45.10	40.00
Bookkeeping, Accounting, and Auditing Clerks	1	17.31	20.00
Building Cleaning Workers, All Other	1	14.00	20.00
Cashiers	3	16.54	23.67
Chemical Technicians	1	28.00	40.00
Childcare Workers	1	16.85	40.00
Cleaners of Vehicles and Equipment	1	16.00	25.00
Combined Food Preparation and Serving Workers, Including Fast Food	1	16.00	15.00
Computer and Information Systems Managers	2	47.08	40.00
Computer Network Support Specialists	1	17.99	40.00
Construction and Building Inspectors	1	20.19	40.00
Cooks, Institution and Cafeteria	1	27.48	40.00
Customer Service Representatives	2	14.00	31.00
Dining Room and Cafeteria Attendants and Bartender Helpers	1	14.00	40.00
Dishwashers	2	18.00	36.50
Facilities Managers	1	40.00	40.00
First-Line Supervisors of Housekeeping and Janitorial Workers	1	18.94	40.00
First-Line Supervisors of Production and Operating Workers	1	19.62	40.00
Flight Attendants	1	60.02	26.00
Food Preparation and Serving Related Workers, All Other	2	17.87	40.00
General and Operations Managers	1	100.00	40.00
Healthcare Practitioners and Technical Workers, All Other	1	20.00	30.00
Healthcare Social Workers	1	23.08	40.00
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	1	30.03	40.00
Hotel, Motel, and Resort Desk Clerks	1	40.00	40.00
Human Resources Managers	1	25.96	40.00
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6	16.56	25.67
Landscaping and Groundskeeping Workers	3	16.40	21.67

Managers, All Other	1	24.48	40.00
Medical Scientists, Except Epidemiologists	1	40.00	40.00
Mobile Heavy Equipment Mechanics, Except Engines	1	43.10	40.00
Occupational Health and Safety Technicians	1	46.34	40.00
Office and Administrative Support Workers, All Other	2	18.83	40.00
Office Clerks, General	1	17.00	40.00
Packers and Packagers, Hand	1	19.00	30.00
Pharmacists	1	87.08	40.00
Postal Service Mail Carriers	1	28.85	40.00
Probation Officers and Correctional Treatment Specialists	1	53.84	40.00
Producers and Directors	1	64.90	40.00
Production Workers, All Other	1	15.50	20.00
Property, Real Estate, and Community Association Managers	1	92.31	10.00
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1	40.00	40.00
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1	17.73	40.00
Shuttle Drivers and Chauffeurs	1	14.00	25.00
Stock Clerks and Order Fillers	1	14.00	40.00
Substance Abuse and Behavioral Disorder Counselors	1	28.85	40.00
Tax Preparers	1	55.38	10.00
Teachers and Instructors, All Other	1	45.85	18.00
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	1	16.50	40.00
Average Total	63	28.63	32.92
Median Total	63	20.19	40.00

Q2: Successful Closure in Competitive Integrated Employment (CIE) 10/1/25 – 12/31/25			
Job Title	Participant	Wage	Hour Worked
Adult Basic and Secondary Education and Literacy Teachers and Instructors	1	20.00	40.00

Aircraft Cargo Handling Supervisors	1	27.05	40.00
Bus Drivers, School	1	22.00	20.00
Business Operations Specialists, All Other	1	28.85	40.00
Childcare Workers	1	14.00	30.00
Civil Engineers	1	29.50	40.00
Cooks, Restaurant	1	15.00	30.00
Dishwashers	1	14.00	40.00
Electricians	2	45.50	40.00
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1	19.23	40.00
First-Line Supervisors of Construction Trades and Extraction Workers	1	43.96	40.00
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	1	41.13	40.00
First-Line Supervisors of Office and Administrative Support Workers	1	30.00	35.00
Fitness Trainers and Aerobic Instructors	1	22.59	30.00
Flight Attendants	1	90.00	10.00
General and Operations Managers	1	69.71	40.00
Hairdressers, Hairstylists, and Cosmetologists	1	14.00	24.00
Health Information Technologists and Medical Registrars	1	37.95	40.00
Human Resources Specialists	1	26.70	40.00
Landscaping and Groundskeeping Workers	3	14.41	25.00
Medical and Clinical Laboratory Technicians	1	18.40	40.00
Nursing Assistants	1	17.94	40.00
Occupational Health and Safety Technicians	1	24.57	40.00
Office and Administrative Support Workers, All Other	1	27.00	40.00
Physicists	1	76.92	40.00
Producers and Directors	1	28.19	40.00
Retail Salespersons	1	14.77	18.00
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1	40.38	40.00
Security Guards	2	23.23	40.00
Social and Human Service Assistants	2	17.25	32.50
Stock Clerks and Order Fillers	2	17.85	28.00

Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1	20.00	40.00
Average Total	38	28.55	34.55
Median Total	38	23.90	40.00

Q3: Successful Closure in Competitive Integrated Employment (CIE) 1/1/26 – 3/31/26			
Job Title	Participant	Wage	Hours Worked
Agricultural Technicians	1	19.00	40.00
Cement Masons and Concrete Finishers	1	48.96	40.00
Construction Managers	1	40.00	40.00
Customer Service Representatives	1	16.25	40.00
Dishwashers	1	17.62	18.00
Financial Managers	1	55.92	40.00
Human Resources Managers	1	32.00	40.00
Laborers and Freight, Stock, and Material Movers, Hand	2	25.18	29.50
Landscaping and Groundskeeping Workers	1	30.00	40.00
Laundry and Dry-Cleaning Workers	2	22.00	18.00
Maintenance and Repair Workers, General	1	26.82	40.00
Managers, All Other	1	72.12	13.00
Office Clerks, General	1	16.60	40.00
Order Clerks	1	26.19	40.00
Purchasing Managers	1	27.12	40.00
Social Workers, All Other	1	38.46	40.00
Stock Clerks and Order Fillers	1	16.00	25.00
Teachers and Instructors, All Other	1	36.92	15.00
Waiters and Waitresses	1	16.00	21.00
Average Total	21	30.69	32.61
Median Total	21	26.97	40.00

Q4: Successful Closure in Competitive Integrated Employment (CIE) 4/1/26 – 6/30/26			
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Job Title	Participant	Wage	Hours Worked
Advertising Sales Agents	1	25.71	43.00
Amusement and Recreation Attendants	1	16.00	3.00
Baggage Porters and Bellhops	1	19.42	40.00
Bus Drivers, School	2	32.75	27.00
Bus Drivers, Transit and Intercity	1	34.28	40.00
Business Operations Specialists, All Other	2	29.62	35.00
Combined Food Preparation and Serving Workers, Including Fast Food	1	17.83	16.00
Computer and Information Systems Managers	1	80.00	40.00
Computer Programmers	1	24.52	40.00
Concierges	1	17.25	40.00
Construction Managers	1	43.26	40.00
Correctional Officers and Jailers	1	51.00	40.00
Dishwashers	1	16.00	4.00
Food Preparation and Serving Related Workers, All Other	2	19.38	33.00
General and Operations Managers	1	24.23	40.00
Information Security Analysts	1	59.40	40.00
Insurance Sales Agents	2	23.66	32.00
Landscaping and Groundskeeping Workers	2	16.05	36.00
Motorboat Mechanics and Service Technicians	1	20.47	40.00
Music Directors and Composers	1	31.63	2.00
Office and Administrative Support Workers, All Other	2	23.91	40.00
Optometrists	1	68.68	28.00
Personal Financial Advisors	1	40.38	40.00
Real Estate Sales Agents	1	48.08	40.00
Receptionists and Information Clerks	1	76.48	35.00
Recreation Workers	1	17.50	38.00
Registered Nurses	1	59.13	40.00
Retail Salespersons	1	16.50	20.00
Secondary School Teachers, Except Special and Career/Technical Education	1	47.00	22.00
Security Guards	2	34.25	25.00
Social Workers, All Other	1	24.53	40.00

Stock Clerks and Order Fillers	5	20.36	26.00
Tax Preparers	1	24.53	40.00
Vending Stand Operator	2	49.43	40.00
Grand Total	46	31.82	32.00
Median Total	46	24.53	40.00

Cumulative Successful Closures in Competitive Integrated Employment (CIE) (7/1/25 to 6/30/26)		
Total Participants: 168		
	Average	Median
Hourly Wage	\$31.56	\$24.55
Weekly Hours Worked	33.69	40.00

PY 24 Performance Assessment					
					Indicator Score
WIOA Performance Indicators	Negotiated Level	Adjustment Factor	Adjusted Level	Actual Level	(Actual Level/Adjusted Level)
Measurable Skill Gains Rate	40.0%	5.5%	45.5%	40.0%	87.9%
Employment Rate - 2nd Quarter After Exit	42.5%	-1.2%	41.3%	28.9%	70.0%
Median Earnings - 2nd Quarter After Exit	\$5,460	-\$274	\$5,186	\$5,355	103.3%
Employment Rate - 4th Quarter After Exit	34.5%	0.3%	34.8%	27.3%	78.5%
Credential Attainment Rate	43.0%	2.9%	45.9%	29.6%	64.5%
					Overall State Program Score
					(Sum of the Indicator Scores Divided by 5)
					80.80%

Program Year 2025 WIOA Performance Improvement Plan

Between: The Hawaii Division of Rehabilitation Services (DVR) and the Rehabilitation Services Administration (RSA).

Purpose: Hawaii DRS will avoid Overall State Program Score failure in PY 25 thereby averting fiscal sanctions to the Hawaii Governor's discretionary funds provided under section 128(a) of WIOA.

Scope: DRS will engage in technical assistance with RSA and other partners as needed to maximize accurate and complete WIOA performance reporting. Technical assistance will focus on program year 2025 achievement across the five primary indicators of performance. RSA will assist HDVR's efforts to:

- diagnose under-performance in PY 24,
- identify appropriate steps to maximize PY 25 WIOA Performance,
- operationalize lessons learned from the experience of PY 24 and PY 25 to improve and sustain future performance outcomes.

Steps: Hawaii DVRS and RSA will hold a kick-off meeting on 3/25/2026 for an orientation to the above and to discuss the plan for performance improvement:

1. Employment Rate in the 2nd and 4th Quarters After Exit

- Homework
- Collaboration – March 17 – 2pm Eastern?
 - Intervention
 - Take-Away

2. Measurable Skill Gains

- Homework
- Collaboration – April 15 – 2pm Eastern?
 - Intervention
 - Take-Away

3. Credential Attainment Rate

- Homework
- Collaboration – May 13 – 2pm Eastern?
 - Intervention
 - Take-Away

4. Wrap-Up – June 10 – 2pm?

- Final meeting to wrap up loose ends, check in on performance, and determine next steps.

All substantive actions under this plan must be completed by August 15, 2026, the due date for quarter 4 of the RSA-911, to have an impact upon PY 2025 Performance.

Operational Area	Vacant Positions	Total Positions	Vacancy Rate
Statewide Administration & Staff Services Office	6	13	46%
O`ahu Branch	8	43.5	21%
Statewide Services for the Blind Branch (Ho`opono)	10	29	34%
Hawai`i Branch (Hilo/Kona)	6	11	55%
Maui Branch (Maui/Moloka`i/Lāna`i)	3	8	38%
Kaua`i Branch	3.5	7.5	47%
VR Statewide Total	37.5	112	33.50%
*Disability Determination Branch Total	24	49	49%

Agency Updates

1. AJC

- 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 (AJCs), the Hawaii Employment First Task Force, the Association for People Supporting Employment First (APSE), Disability: IN, and the Society for Human Resource Management.
- Oahu Branch (OB) meets with AJC monthly to discuss referrals, participants, and services. Vocational Rehabilitation Specialists (VRS) are co-located at certain AJCs statewide on scheduled days to complete intakes and provide assistance.
- 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 staff 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 find a way 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.
- MOU/IFAs with all counties but Kauai have been signed by VRA.

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 rate is in compliance at or above 90 percent.

3. Vacancies

- Still working to hire qualified individuals for various positions within DVR. We are currently at a 31.5% vacancy rate agency-wide, which is an improvement.

4. Administrative

- VRA continues to be active on the WDC; we also have representation on the WDBs statewide.