

Kaua`i WIB Report to the WDC

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| Date: | December 10, 2010 |
| Island: | Kaua`i County |
| Prepared by: | Jan Miyamoto, WIA Administrator |

1) SUMMARY

CURRENT STATE OF KAUA`I'S WORKFORCE

Kaua`i's unemployment rate has seen a decline from 9.1% in June to 8.5% in October 2010. Contributing factors include: a modest net increase of 50 jobs during this time period while those classified as unemployed declined by 300, as the workforce contracted by 800.

Entrepreneurs continue to see the challenging economic times as an opportunity to establish themselves. Examples include two landmark restaurant locations in Līhu`e that turned over numerous times in recent years, which recently reopened with new owners focusing on new markets. One is providing service hours that have been almost non-existent in Līhu`e – daily late night (until midnight) and Sunday hours. The owner also plans to expand his bakery section to a 24-hour operation.

The other location which previously was a Chinese Restaurant and more recently casual dining, just opened its refurbished dining room with an interior that creates an intimate atmosphere for its new fine dining menu. It continues to operate its sports bar in the back half of the property for those enthusiasts.

KWIB ACTIVITIES/EVENTS/PROGRAMS

KWIB member Kurt Akamine, Director of Operations for `Ohana Pacific Management Company which operates two long term care facilities on Kaua`i and several on O`ahu, as well as adult day health and rehabilitation services, gave a very informative presentation at the board's August meeting. Kurt provided Hawai`i-specific real-time data focusing on the nursing career ladder continuum, electronic medical records, and sweeping health care reform that will affect health careers and will likely have unintended social impacts.

At the October KWIB meeting, members who had just attended the Skills Panel I event initiated a passionate discussion about the many challenges that need to be addressed and the collaboration that will be required to effectively equip our youth for the jobs of tomorrow. Tom Clements, Public Affairs Officer for Pacific Missile Range Facility, shared information about PMRF's ongoing vital role in national defense, as well as its role as a significant economic driver for Kaua`i. Government contractors, and the Navy, continue to seek out local talent to fill their needs for skilled electrical engineers, computer scientists, technicians, etc. This reinforces the board's strategy to Grow Our Own Talent to meet current and future workforce needs.

KWIB members, WIA staff, and other key community leaders enthusiastically participated in the WDC's Strategic Doing (8) and Health Care Skills Panel (9) events. Kaua`i Community College's Nursing Program Director, Charlene Ono and Wilcox Health System's head of quality

management, Catherine Adams, co-chaired the Nursing skills panel. In addition, these were opportunities for our leaders in health care and education to network with others from around the State.

Board members continue their own “skills panel” work with high growth industry leaders to identify key skill sets that are needed by workers to effectively secure and retain employment in these evolving fields, and their representative organizations continue to provide opportunities for community dialogue on economic and workforce issues.

The energy sector remains a key focus, particularly with several major energy-related projects scheduled to commence within the next year on Kaua‘i. Recent dialogue between the County, WorkWise-Kaua‘i, Kaua‘i Community College, UHCC and WDC was held to ensure all are in sync and implementation of the **State Energy Sector Partnership Grant (SESP)** will go smoothly. SESP training for key staff has been rescheduled for January 21.

KWIB is also anxiously awaiting the release of the WDC’s Green Jobs LMI Survey Report. The data will be critical to ensuring Kaua‘i Workforce Investment Board is able to facilitate necessary changes within our community to ensure we are able to GROW OUR OWN talent for this sector.

Kaua‘i Community College welcomed James Dire as Vice Chancellor of Academic Affairs in August [previous VC retired in Dec 09] and then Bruce Getzan as Director of OCET in October [interim director had served for 1-1/2 years and returned to the classroom in August]. Both bring valuable expertise to Kaua‘i which will benefit our community, each of them already having made positive contributions. We are excited about our collaboration ahead that will help to fulfill KWIB’s mission to *ensure Kauai’s workforce is prepared with needed skills and talents to develop a flourishing business community.*

2) INDIVIDUAL PROGRAMS

WorkWise – Kaua‘i – ADULT AND DISLOCATED WORKER PROGRAMS

WorkWise Kauai/WDD Activities

Job Seeker walk-in visits from June through September averaged 40 per day which then increased to 43 in October and to 46 in November. Those registering for, or inquiring about, UI benefits averaged 29% of the walk-ins during the 4 month period August through November. The unemployment rate for Kauai remained stable at **8.7%** for July, August and September and declined to 8.5% in October.

In addition, over **400** participated in the Sept. 29 & 30 TSA Job Fair hosted by WorkWise-Kaua‘i and the County, as well as about 60 attending the Blue Hawai‘i Job Fair on November 17.

On November 17, Catholic Charities sought the assistance of WorkWise-Kaua‘i to provide resume writing and interviewing workshops specifically for their homeless clientele, followed by a job fair that was also promoted to WorkWise-Kaua‘i visitors.

Social service agencies were also available to explain their services, particularly to the homeless. The 10 participating employers included: County of Kaua‘i, Kaua‘i Police Department, The Kaua‘i Grand Hyatt, Marriott Hotels & Resorts, Macy’s, McDonald’s, Avis/Budget, Host HMS,

Global Ag, and Salvation Army. Many of the businesses were able to identify viable candidates for current and future positions with whom they would be conducting follow-up; agencies indicated the event benefitted the targeted clientele and were pleased with the collaboration.

Projects/Programs

The **WIA** programs continue to enroll and serve new and existing participants. There are currently 9 active participants in **ARRA DW**, 16 participants in **formula DW**, 4 participants in **ARRA Adult** and 10 participants in **formula Adult**. The **SCSEP** program has **24** active Special/Formula participants.

The **Reemployment and Eligibility Assessment (REA)** program provides four (4) three (3) hour orientations, workshops and activities over an eight (8) week period. Since implementation a year ago, over **499** participants have been assisted. Early data suggests that REA participants remain on UI benefits approx one week less than a comparable control group of UI recipients who did not receive these services. The REA program has been extended until March 31, 2011.

The **Volunteer Internship Program (VIP)** which matches job seekers with volunteer training opportunities was launched statewide by DLIR in February 2010. These internships are unpaid and last from 4- 8 weeks, 16- 32 hours a week. Participants are exempt from job search for the duration of the training activity and benefit from the opportunity to learn new skills as they are exposed to new industries, jobs, and work environments.

Thus far, 80+ interns and over 20 businesses have registered to participate. There have been **40** successful intern/business matches. Two (2) interns have since secured employment with businesses at which they interned, while eight (8) were hired by businesses other than those at which they interned. The VIP program will be extended to run through June 30, 2011.

WDD/WorkWise Kaua'i sponsored the **Summer Youth Work Experience program (SYEP)** and placed eligible youth ages 14- 23 at government and non-profit worksites between June 1 and September 10. SYEP registered 83 worksites wanting participate, representing approx 276 individual positions. Of the over 380 youth applications received, **234** youth (62%) were matched with, and placed in worksites.

For some of the participating youth, they were the only ones working in their households so their paychecks were vital to their families. The Program was deemed a success based on the positive feedback received from employers, youth and staff.

The **Employment and Training Fund (ETF)** incumbent worker training program will be re-activated Jan. 01, 2011, to run through June 30, 2011 to assist employers with upgrading the skills of their existing workforce.

A new federally funded **On-The-Job Training** program will be launched on Kaua'i soon by WDD once a functional framework and additional contractual details are finalized. WorkWise Kaua'i anticipates being able to subsidize OJT positions for up to **five (5)** participants at an approx cost of **\$5,500 per participant**.

ABOUT FACE! - WIA YOUTH PROGRAM

As of November 30, the youth program has 38 participants in active case management and 19 participants who are in the one year monthly follow up services. Twenty-two participants graduated from the About Face program.

38 - Out-of-School Youth

- 8 graduated
- 2 returned to HS
- 3 studying for GED
- 24 in C-based mastery
- 1 in remedial classes
- 7 CASAS tested

6 - In-School Youth

- 3 graduated High School
 - 8 attending college (1 is also enlisted in the National Guard & 1 at Creighton)
- 2 attending high school
- 1 dropped out of school

14 - Teen Parents

- 3 fathers – 2 in CB classes, 1 studying for GED; 2 working.
- 0 expectant father
- 10 mothers – 7 in CB classes, 0 studying for GED, 1 graduated High School; 4 working
- 1 expectant mother– 1 in CB classes

26 - Unsubsidized Employment

Employment opportunities are steadily improving.

ARRA Summer Youth Employment Program Update

Our Youth Summer Employment Program served 21 out of school youth during the summer 2009 program cycle. The one participant who was incarcerated due to activities prior to enrollment was placed in work experience after being released from jail. Twenty completed the program while one refused to be drug tested so was dropped from the program.

The second summer work experience cycle ran from June through September 2010 and served 5 youth. Increasing classroom time to two weeks prior to work site placement better equipped participants with work readiness skills in comparison to 2009's one week program. One participant unexpectedly left the island so did not complete the program. Of the 4 that participated in work experience, 3 were hired by their work site employers after completing the work experience. One is full-time and 2 are part-time, with increased hours and substantial wage increases.

3) OTHER ITEMS

Kaua'i Community School for Adults (and other small adult schools) in jeopardy – KWIB members were advised last week of severe budgetary cutbacks affecting smaller KSA campuses that may result in severely reduced services or the loss of the Principal's position, both which are unacceptable due to the negative impact to the community.

Apparently recent staff changes in DOE administration as well as changeover in KSA Principals in the State have resulted in a long-standing DOE policy no longer being applied where the Federal funding was controlled by administration and allocated to campuses based on operational need to ensure equitable operations. We've been advised that Principals are now controlling both State and Federal funds and have opted to allocate strictly based on enrollment which has a direct negative impact on the smaller campuses. Board members have submitted letters of concern to our Area Complex Superintendent and our Board of Education representative. Access to adult education services focused on community need is the key issue.

4) KAUA'I COUNTY ACTUAL VS. GOALS FOR 4th QTR of PY 09

Credential attainment continues to be a challenge, particularly for the Adult and Dislocated Worker programs partly attributable to limited financial resources for tuition as well as limited Kaua'i Community College credential options due to class cancellation when enrollment is low.

However, with our new OCET Director in place with a proactive plan to address community needs and additional sources for tuition funding, these performance measures should dramatically improve in the future when the applicable time period affected by this recent change is reported.

Older Youth Average Earnings improved significantly over the prior period as employers are beginning to resume hiring of workers although still falling short of goal. Retention in the job, however, continues to be a challenge due to this inexperienced and relatively low skilled population competing for jobs with dislocated workers with years of experience and more polished skills.

Adult and DW Entered Employment also improved in the final quarter of the Program Year but for the Adult Program it is still far below the desired performance level.

WIA Quarterly Report (ETA Form 9090) (08/19/2010)

| CATEGORY | MEASURES | CUM 4 QTRS to 9/30/09 | CUM 4QTRS to 12/31/09 | CUM 4QTRS to 03/31/10 | CUM 4QTRS to 06/30/10 | PY 09 GOALS |
|-----------------------|--------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|----------------|
| ADULT | Entered Employment Rate | 71.4 | 57.1 | 40.0 | 44.4 | 65.0% |
| | Employment Retention Rate | 89.7 | 91.7 | 90.9 | 93.8 | 74.0% |
| | Average Earnings | 15,727 | 14,019 | 12,660 | 12,238 | \$10,800 |
| | Employment and Credential Rate | 14.3 | 7.4 | 15.8 | 17.6 | 62.0% |
| DISLOCATED WORKER | Entered Employment Rate | 57.1 | 66.7 | 50.0 | 66.7 | 57.0% |
| | Employment Retention Rate | 75.0 | 80.0 | 100.0 | 100.00 | 86.0% |
| | Average Earnings | 15,259 | 16,903 | 16,874 | 16,874 | \$5,996 |
| | Employment and Credential Rate | 28.6 | 33.3 | 40.0 | 0.0 | 57.0% |
| OLDER YOUTH | Entered Employment Rate | 100.0 | 100.0 | 100.0 | 66.7 | 33.0% |
| | Employment Retention Rate | 33.3 | 33.3 | 50.0 | 41.7 | 60.0% |
| | Average Earnings | 584 | 584 | 0.00 | 1,831 | \$2,500 |
| | Credential Rate | 40.0 | 66.7 | 0.0 | 0.0 | 38.0% |
| YOUNGER YOUTH | Skill Attainment Rate | 86.1 | 80.0 | 100.0 | 83.9 | 71.0% |
| | Diploma or Equivalence Rate | 61.9 | 52.4 | 42.9 | 50.0 | 44.0% |
| | Retention Rate | 60.0 | 52.9 | 50.0 | 41.7 | 44.0% |
| CUSTOMER SATISFACTION | Participant | | | | | 72.0% |
| | Employer | | | | | 82.0% |

| | <i>1st Q PY 09</i> | <i>2nd Q PY 09</i> | <i>3rd Qtr PY 09</i> | <i>4th Qtr PY 09</i> |
|----------------------|---------------------|--------------------|----------------------|----------------------|
| met or exceeded goal | 10 | 9 | 7 | 8 |
| > 90% of goal | | 1 | 1 | 1 |
| > 80% of goal | 1 | 1 | 2 | 0 |
| did not meet goal | 4 | 4 | 5 | 6 |
| | (AP/DW Cred) | (AP/DW Cred) | (AP/DW/OY Cred) | (AP/DW/OY Cred) |
| | (OY- Retent & Earn) | (OY Retent & Earn) | (OY Earn, AP -EER) | (OY Retent & Earn) |
| | | | | (AP -EER) |
| N/A, no exiters | 0 | 0 | 0 | 0 |