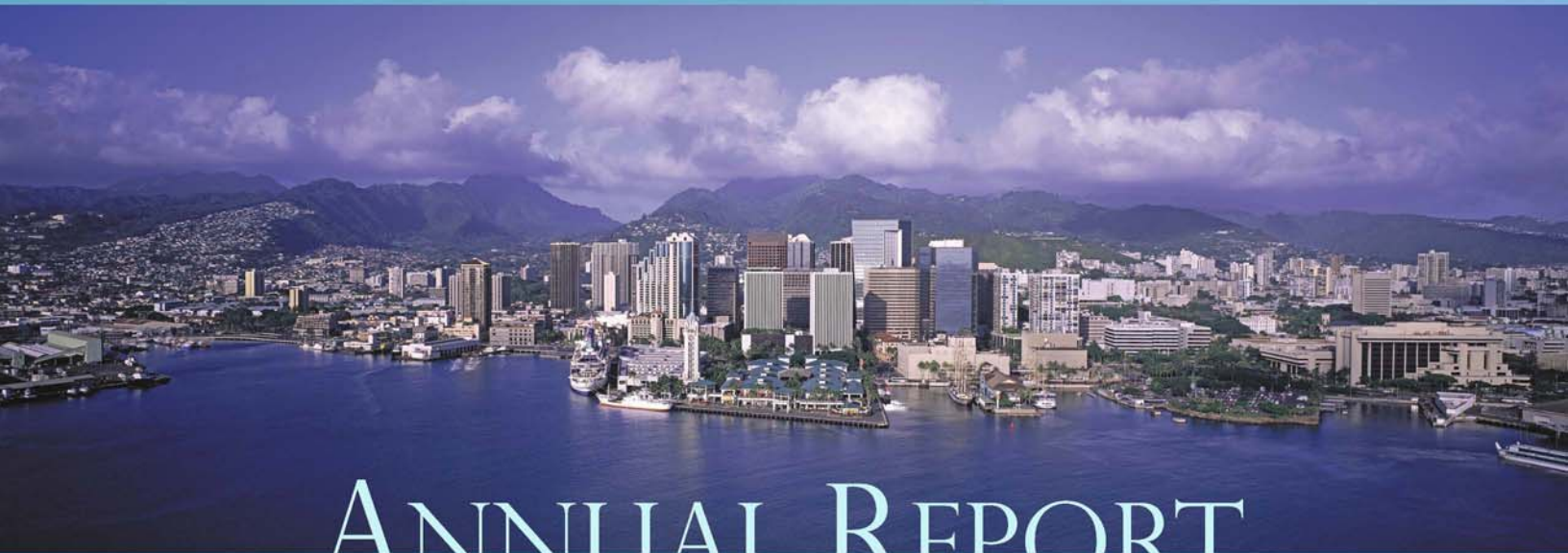


COMPREHENSIVE STATE PLAN FOR WORKFORCE DEVELOPMENT
STATE OF HAWAII
2009-2014



ANNUAL REPORT
TO THE GOVERNOR
YEAR TWO



WORKFORCE DEVELOPMENT
COUNCIL



January 2010

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President, LearningBiz Group*

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*Workforce Development Council Vice Chair
President, Olsten Staffing Services*

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Vice President, Ko Olina Community Association

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Director of Human Resources, Oceanic Time Warner Cable

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General Manager, Waikiki Marriott Resort & Spa

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*Oahu Workforce Investment Board Chair
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SVP/Area Manager, Kiewit Building Group

RAYNARD SHANE CHUNG

*Labor Organization
Service Representative-Hawaii Carpenters Union*

CARLA KUROKAWA

*Community-Based Hawaiian Organization
Employment and Training Manager, ALU LIKE Inc.*

Currently Vacant:

*Labor Organization representative
2 private sector representatives*

PUBLIC SECTOR

LINDA LINGLE

*Governor, State of Hawaii
Designee: Ezra Bendiner, Policy Analyst*

MUFI HANNEMANN

*Mayor, City and County of Honolulu
Designee: Deborah Kim Morikawa, Director, Department of
Community Services*

CHARMAINE TAVARES

*Mayor, County of Maui
Designee: JoAnn Inamasu, Economic Development Specialist*

WILL ESPERO

State Senator

NORMAN SAKAMOTO

State Senator

KARL RHOADS

State Representative

RYAN YAMANE

State Representative

DARWIN CHING

*Director, Department of Labor and Industrial Relations
Designee: Ryan Markham, Assistant to the Director*

KATHRYN MATAYOSHI

*Acting Superintendent, Department of Education
Designee: Daniel Hamada, Asst. Superintendent,
Office of Curriculum, Instruction and Support Services*

LILLIAN KOLLER

*Director, Department of Human Services
Designee: Henry Oliva, Deputy Director*

THEODORE LIU

*Director, Department of Business, Econ. Dev't. & Tourism
Designee: Steven R. Lee, Business Development Manager, Strategic
Marketing and Support Division*

M.R.C. GREENWOOD

*President, University of Hawaii System.
Designee: Peter Quigley, Associate Vice President, U.H. Community
Colleges*

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James Hardway - Executive Director

Anna Powell - Employment Analyst

Stan Fichtman - Employment Analyst

William Pierpont—Performance Specialist

State of Hawaii
Comprehensive State Plan for Workforce Development
2009-2014

Year 2 Report



Annual report to the Governor of the State of Hawaii

May 2010

DRAFT LETTER

DRAFT LETTER

LINDA LINGLE
GOVERNOR



GREGG YAMANAKA
CHAIRPERSON

JAMES P. HARDWAY
EXECUTIVE DIRECTOR

STATE OF HAWAII
WORKFORCE DEVELOPMENT COUNCIL

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March 29, 2010

The Honorable Linda Lingle
Governor, State of Hawaii
State Capitol
Honolulu, Hawaii 96813

Dear Governor Lingle:

Since the release of the State Comprehensive Workforce Development Plan for 2009-2014, there has been continued economic upheaval in Hawaii. In the 2008 Annual Report, the Workforce Development Council and other stakeholders were concerned with finding employees in a tight job market—now the State struggles along with the rest of the United States to help place jobseekers into jobs.

The state's ability to successfully recover from the current economic recession will require increased collaborative between stakeholders and innovative use of resources. The federal government provided an infusion of funding for states through the American Recovery and Reconciliation Act of 2009 ("ARRA" or "Recovery Act"), announced on February 19, 2009. .

ARRA funds of approximately \$7 million have been used to provide services for the many additional jobseekers at the state's One-Stop Centers, essential during this period when unemployment rose sharply, from 2.7% in [] to 7.2% in the 4th quarter of 2009. The good news for our youth was for the first time in six years, the four counties provided summer employment opportunities for 553 WIA-eligible youth using Recovery Act funds. Many of the opportunities involved exposure to "green" skills and occupations.

The Recovery Act also directed \$750 million to a series of competitive grants for worker training—two thirds for energy efficiency and renewable energy, and one-third for healthcare and emerging industries. The WDC and the LWIBs participated in all grant preparations and the WDC was the lead in two proposals. Healthcare training will reduce shortages in a number of categories and address the employment needs of Hawaii residents in rural and isolated areas. As Hawaii moves forward with the Clean Energy Initiative and other energy efficiency and renewable energy activities, training in a range of occupations will be essential in order to more quickly reduce the state's demand on imported oil.

The recovery from this deep recession will take another 12-24 months according to estimates from {who}, but the Workforce Development Council and all stakeholders in the public workforce development system are using the time wisely—to help upgrade the skills of those displaced from their jobs as well as adults and youth who require assistance in entering the job market. The WDC remains committed to the goals and recommendations outlined in the 2009 Report to the Governor (Year 1 of the Comprehensive State Plan for Workforce Development), and will continue to work throughout Year 2 on activities that further the Governor's Innovation Initiative as well as [].

Gregg Yamanaka
Chair, Workforce Development Council

DRAFT LETTER

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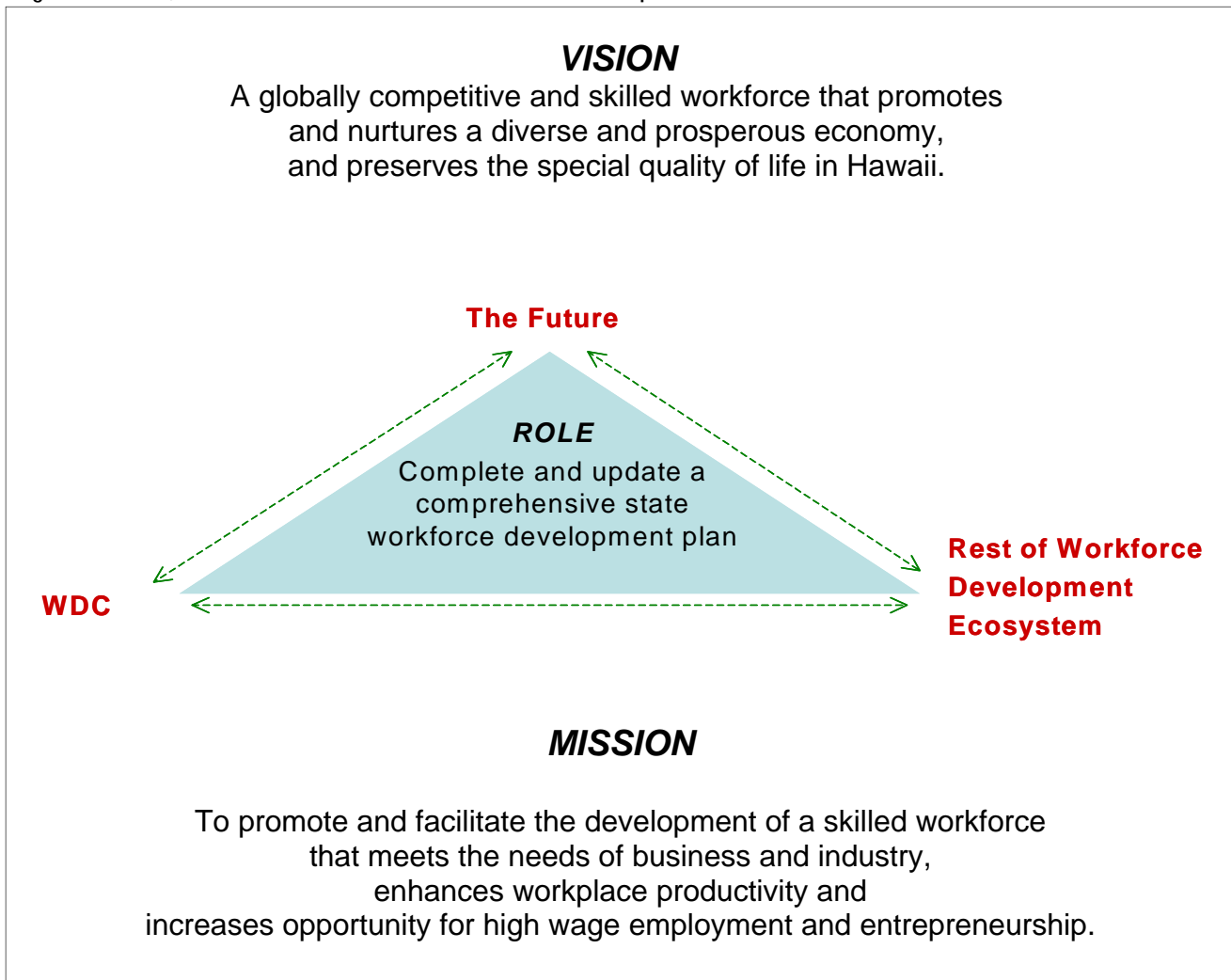
Role, Mission and Vision of the Workforce Development Council

The Workforce Development Council (“WDC”) vision is one shared with partners in education, employment and economic development (Figure 1). With this relationship came the term, “e3.”

To achieve this vision, the role of the WDC includes the completion and regular updating of a comprehensive state workforce development plan that contains strategic goals and measurable outcomes.

The WDC mission statement has been restated; in place of a statement that puts the Workforce Development Council in charge of *developing* a skilled workforce, the new statement clarifies that the Workforce Development Council will *promote and facilitate the development* of a skilled workforce.

Figure 1: Role, Mission and Vision of the Workforce Development Council



Workforce Goals in the State of Hawaii, 2009-2014

WDC PRIORITIES

To address workforce challenges, the WDC identified four areas as priorities for the 2009-2014 planning period.

The first three priorities were identified in the WDC's Report to the Governor in prior years. The fourth priority, added in 2009, addresses the lack of sufficient workforce housing in all counties of the State.

Workforce Development Council Priorities

- Improve the delivery of timely education and training to prepare current and future workers for required and projected demand occupations.
- Focus more attention on upgrading the skills of incumbent workers to keep them current with the changing needs of the economy.
- Expand the labor pool in the face of anticipated labor shortages largely due to the retirement of the “baby boomer” generation.
- Address the need for workforce housing.

FUTURE FOCUS

Current and future planning efforts focus on issues, recommendations, and other elements of the four identified priority areas. Statewide strategic goals and priorities as defined by State statute (HRS 202) are:

1. Desired number of skilled workers in the workforce
2. Number of placements of individuals into higher-skilled jobs
3. High-demand areas for job growth
4. Needed skilled workers in the next five and ten years
5. Time frame for training and development
6. Benchmarks

The Department of Labor and Industrial Relation's (“DLIR”) Research and Statistics Office produces trend-based employment projections that serve as background information in planning strategies to address detailed requirements of the law.

According to the 2006-2016 occupational projections, there will be an annual demand of 9,540 low-skilled workers (46.9 percent), 4,110 medium-skilled workers (20.2 percent), and 6,680 high-skilled workers (32.8 percent).

Data for strategic planning includes demand level, wages, minimum education and training requirements, and required time for training or education for hundreds of occupations.

COMPREHENSIVE STATE PLAN FOR WORKFORCE DEVELOPMENT
STATE OF HAWAII
2009-2014

Section 1:
Forecasts
for State Workforce Development

Short-Term Industry Forecasts, 2008-2010, State of Hawaii

- Statewide employment is forecasted to decline by 2.8 percent (19,270 jobs) from the third quarter 2008 to the third quarter 2010. The steeper decline (-4.8 percent) of the self-employed and unpaid family workers pulled the percent change of the overall total from -2.6 percent down to -2.8 percent.
- Construction is expected to deteriorate the most severely, both in terms of net decrease (5,700 jobs) and percent decline (15.2 percent). Other industries showing a significant drop are natural resources and mining (-8.9 percent) and leisure and hospitality (5,390 jobs).
- Education and health services is the most promising industry in terms of providing some job growth with a projected increase of 2.2 percent (2,660 jobs). Government may also increase by a modest 0.3 percent (220 jobs).
- The other large categories, trade, transportation, and utilities is forecasted to drop by 3.0 percent (3,520 jobs).

Industry Employment and Growth, 2008-2010, State of Hawaii				
	3rd Qtr.	3rd Qtr.	Growth	
Industry	2008	2010	Net	Percent Change
Total, All Industries	680,630	661,360	-19,270	-2.8%
Natural Resources & Mining	6,970	6,350	-620	-8.9%
Construction	37,410	31,710	-5,700	-15.2%
Manufacturing	14,830	14,200	-630	-4.2%
Trade, Transportation & Utilities	116,430	112,910	-3,520	-3.0%
Information	9,670	9,280	-390	-4.0%
Financial Activities	29,290	28,220	-1,070	-3.7%
Professional & Business Services	75,030	73,210	-1,820	-2.4%
Education & Health Services*	123,360	126,020	2,660	2.2%
Leisure & Hospitality	106,620	101,230	-5,390	-5.1%
Other Services	25,060	24,970	-90	-0.4%
Government*	74,490	74,710	220	0.3%
Self-Employed and Unpaid Family Workers	61,490	58,540	-2,950	-4.8%

*State Education and Hospitals are excluded from Government and included in Education & Health Services.
Total may not add due to rounding to the nearest ten.

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, July 2009.

Short-Term Occupational Forecasts, 2008-2010, State of Hawaii

Statewide employment is forecast to decline by 2.8 percent (19,270 jobs) from the third quarter 2008 to the third quarter 2010.

The most promising occupational group in terms of positive growth will be education, training, and library with 2.5 percent growth over the two-year period, representing 1,120 more jobs. Nine of the occupations in this group ranked among the top 20 fastest growing occupations. They were in the postsecondary or special education areas. The second-best growing occupational group is community and social services with 2.4 percent projected growth (or 260 jobs). Four of those occupations placed in the top 20 fastest growing occupations, mainly the counselors and social workers and assistants. Three other major groups are forecasted to experience positive growth: healthcare support; healthcare practitioners and technical; and life, physical, and social science.

The remaining 17 major groups are all expected to show a decline. Construction and extraction occupations is the only group with a projected double-digit drop, forecasted to decrease by 11.9 percent over the 2008-2010 period. This contraction will mean 5,240 fewer jobs over the two-year period.

Occupational Employment and Growth, 2008-2010, State of Hawaii				
	3rd Qtr.	3rd Qtr.	Growth	
Occupational Group	2008	2010	Net	<i>Percent change</i>
Total, All Occupations	680,630	661,360	-19,270	-2.8%
Management Occupations	43,800	41,870	-1,930	-4.4%
Business and Financial Operations Occupations	28,560	28,360	-200	-0.7%
Computer and Mathematical Occupations	9,100	9,080	-20	-0.2%
Architecture and Engineering Occupations	9,710	9,480	-230	-2.4%
Life, Physical, and Social Science Occupations	7,920	7,950	30	0.4%
Community and Social Services Occupations	10,850	11,110	260	2.4%
Legal Occupations	5,230	5,140	-90	-1.7%
Education, Training, and Library Occupations	44,900	46,020	1,120	2.5%
Arts, Design, Entertainment, Sports, & Media Occupations	12,870	12,610	-260	-2.0%
Healthcare Practitioners and Technical Occupations	27,230	27,470	240	0.9%
Healthcare Support Occupations	16,240	16,430	190	1.2%
Protective Service Occupations	21,180	20,990	-190	-0.9%
Food Preparation and Serving Related Occupations	71,050	68,240	-2,810	-4.0%
Building & Grounds Cleaning & Maintenance Occupations	37,560	36,460	-1,100	-2.9%
Personal Care and Service Occupations	26,210	25,890	-320	-1.2%
Sales and Related Occupations	72,680	70,460	-2,220	-3.1%
Office and Administrative Support Occupations	104,670	101,430	-3,240	-3.1%
Farming, Fishing, and Forestry Occupations	4,920	4,640	-280	-5.7%
Construction and Extraction Occupations	44,100	38,860	-5,240	-11.9%
Installation, Maintenance, and Repair Occupations	23,530	22,690	-840	-3.6%
Production Occupations	18,070	17,460	-610	-3.4%
Transportation and Material Moving Occupations	40,260	38,700	-1,560	-3.9%

Total may not add due to rounding to the nearest ten.

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, July 2009.

Long-Term Industry Projections, State of Hawaii, 2006-2016 (Revised)

- Statewide employment is projected to grow at a moderate pace of 4.5 percent (31,010 jobs) from 2006 to 2016.
- Education and health services is the most promising industry in terms of providing significant job growth with a projected increase of 11.1 percent (13,710 jobs). Professional and business services may also grow by 8.8 percent (6,900 jobs).
- Two other prominent industries will expand more modestly: Leisure and hospitality is poised for a 3.2 percent hike; while trade, transportation and utilities could see a 1.0 percent increase.
- Natural resources and mining is expected to decline the most, both in terms of net decrease (280 jobs) and percent decline (-3.7 percent). Other industries showing a decrease are manufacturing (-1.5 percent), information (-0.8 percent), and the self-employed and unpaid family workers (-0.4 percent).

Industry Employment and Growth, State of Hawaii, 2006-2016 (Revised)					
Industry	Employment		Growth		Avg. Ann.
	2006	2016	Net	Percent	Growth
Total, All Industries	686,110	717,120	31,010	4.5%	0.5%
Natural Resources & Mining	7,570	7,290	-280	-3.7%	-0.4%
Construction	35,610	36,910	1,300	3.7%	0.4%
Manufacturing	15,140	14,910	-230	-1.5%	-0.2%
Trade, Transportation & Utilities	120,510	121,710	1,200	1.0%	0.1%
Information	10,730	10,640	-90	-0.8%	-0.1%
Financial Activities	29,880	30,020	140	0.5%	0.0%
Professional & Business Services	78,200	85,100	6,900	8.8%	0.9%
Education & Health Services*	123,320	137,030	13,710	11.1%	1.1%
Leisure & Hospitality	107,710	111,200	3,490	3.2%	0.3%
Other Services	24,610	25,980	1,370	5.6%	0.6%
Government*	71,750	75,490	3,740	5.2%	0.5%
Self-Employed and Unpaid Family Workers	61,070	60,850	-220	-0.4%	0.0%

NAICS Code	Industry Title	Employment		Growth		Avg. Ann. Growth
		2006	2016	Net	Percent	Growth
000000	Total Employment, All Jobs	686,110	717,120	31,010	4.5%	0.5%
101000	GOODS-PRODUCING INDUSTRIES	58,320	59,100	780	1.3%	0.1%
101100	Natural Resources and Mining	7,570	7,290	-280	-3.7%	-0.4%
110000	Agriculture, Forestry, Fishing and Hunting	7,290	6,960	-330	-4.5%	-0.5%
111000	Crop Production	5,890	5,490	-400	-6.8%	-0.7%
112000	Animal Production	650	640	-10	-1.5%	-0.2%
114000	Fishing, Hunting and Trapping	140	150	10	7.1%	0.7%
115000	Support Activities for Agriculture and Forestry	610	670	60	9.8%	1.0%
210000	Mining	290	320	30	10.3%	1.0%
101200	Construction	35,610	36,910	1,300	3.7%	0.4%
230000	Construction	35,610	36,910	1,300	3.7%	0.4%
236000	Construction of Buildings	11,750	11,700	-50	-0.4%	0.0%
237000	Heavy and Civil Engineering Construction	5,020	5,320	300	6.0%	0.6%
238000	Specialty Trade Contractors	18,840	19,890	1,050	5.6%	0.6%
101300	Manufacturing	15,140	14,910	-230	-1.5%	-0.2%
310000	Manufacturing	15,140	14,910	-230	-1.5%	-0.2%
311000	Food Manufacturing	6,300	6,100	-200	-3.2%	-0.3%
312000	Beverage and Tobacco Product Manufacturing	750	930	180	24.0%	2.4%
313000	Textile Mills	50	50	0	0.0%	0.0%
314000	Textile Product Mills	210	210	0	0.0%	0.0%
315000	Apparel Manufacturing	860	500	-360	-41.9%	-4.2%
321000	Wood Product Manufacturing	360	400	40	11.1%	1.1%
322000	Paper Manufacturing	210	140	-70	-33.3%	-3.3%
323000	Printing and Related Support Activities	1,190	930	-260	-21.8%	-2.2%
324000	Petroleum and Coal Products Manufacturing	460	500	40	8.7%	0.9%
325000	Chemical Manufacturing	370	380	10	2.7%	0.3%
326000	Plastics and Rubber Products Manufacturing	290	280	-10	-3.4%	-0.3%
327000	Nonmetallic Mineral Product Manufacturing	1,130	1,200	70	6.2%	0.6%
332000	Fabricated Metal Product Manufacturing	510	430	-80	-15.7%	-1.6%
334000	Computer and Electronic Product Manufacturing	70	120	50	71.4%	7.1%
336000	Transportation Equipment Manufacturing	570	910	340	59.6%	6.0%
337000	Furniture and Related Product Manufacturing	560	600	40	7.1%	0.7%
339000	Miscellaneous Manufacturing	1,210	1,190	-20	-1.7%	-0.2%
102000	SERVICES-PROVIDING INDUSTRIES	566,720	597,170	30,450	5.4%	0.5%
102100	Trade, Transportation, and Utilities	120,510	121,710	1,200	1.0%	0.1%
420000	Wholesale Trade	17,910	19,440	1,530	8.5%	0.9%
423000	Merchant Wholesalers, Durable Goods	6,590	7,220	630	9.6%	1.0%
424000	Merchant Wholesalers, Nondurable Goods	9,530	10,250	720	7.6%	0.8%
425000	Wholesale Electronic Markets and Agents and Brokers	1,800	1,980	180	10.0%	1.0%
440000	Retail Trade	69,900	72,400	2,500	3.6%	0.4%
441000	Motor Vehicle and Parts Dealers	7,380	7,070	-310	-4.2%	-0.4%
442000	Furniture and Home Furnishings Stores	1,820	1,890	70	3.8%	0.4%
443000	Electronics and Appliance Stores	1,700	1,750	50	2.9%	0.3%
444000	Building Material and Garden Equipment and Supplies Dealers	4,910	5,100	190	3.9%	0.4%
445000	Food and Beverage Stores	12,770	13,630	860	6.7%	0.7%
446000	Health and Personal Care Stores	5,170	5,420	250	4.8%	0.5%
447000	Gasoline Stations	2,670	2,410	-260	-9.7%	-1.0%
448000	Clothing and Clothing Accessories Stores	11,490	11,400	-90	-0.8%	-0.1%
451000	Sporting Goods, Hobby, Book, and Music Stores	3,400	3,450	50	1.5%	0.1%
452000	General Merchandise Stores	12,340	14,090	1,750	14.2%	1.4%
453000	Miscellaneous Store Retailers	5,950	5,860	-90	-1.5%	-0.2%
454000	Nonstore Retailers	300	350	50	16.7%	1.7%
480000	Transportation and Warehousing	29,770	26,650	-3,120	-10.5%	-1.0%
481000	Air Transportation	10,130	8,040	-2,090	-20.6%	-2.1%
483000	Water Transportation	5,010	2,340	-2,670	-53.3%	-5.3%
484000	Truck Transportation	3,200	3,520	320	10.0%	1.0%
485000	Transit and Ground Passenger Transport	2,120	2,210	90	4.2%	0.4%
487000	Scenic and Sightseeing Transportation	3,500	3,730	230	6.6%	0.7%
488000	Support Activities for Transportation	3,750	4,380	630	16.8%	1.7%
492000	Couriers and Messengers	1,330	1,590	260	19.5%	2.0%
493000	Warehousing and Storage	740	840	100	13.5%	1.4%

NAICS Code	Industry Title	Employment		Growth		Avg. Ann.
		2006	2016	Net	Percent	Growth
220000	Utilities	2,930	3,220	290	9.9%	1.0%
221000	Utilities	2,930	3,220	290	9.9%	1.0%
102200	Information	10,730	10,640	-90	-0.8%	-0.1%
510000	Information	10,730	10,640	-90	-0.8%	-0.1%
511000	Publishing Industries	2,550	2,390	-160	-6.3%	-0.6%
512000	Motion Picture and Sound Recording Industries	1,810	2,000	190	10.5%	1.0%
515000	Broadcasting (except Internet)	1,230	1,250	20	1.6%	0.2%
516000	Internet Publishing and Broadcasting	30	50	20	66.7%	6.7%
518000	Internet Service Providers, Web Search Portals, and Data Processing Services	730	650	-80	-11.0%	-1.1%
102300	Financial Activities	29,880	30,020	140	0.5%	0.0%
520000	Finance and Insurance	16,890	17,110	220	1.3%	0.1%
522000	Credit Intermediation and Related Activities	8,970	8,850	-120	-1.3%	-0.1%
523000	Securities, Commodity Contracts, & Other Financial Investments & Related Activities	1,120	1,230	110	9.8%	1.0%
524000	Insurance Carriers and Related Activities	6,760	6,990	230	3.4%	0.3%
525000	Funds, Trusts, and Other Financial Vehicles	30	40	10	33.3%	3.3%
530000	Real Estate and Rental and Leasing	13,000	12,920	-80	-0.6%	-0.1%
531000	Real Estate	8,340	8,140	-200	-2.4%	-0.2%
532000	Rental and Leasing Services	4,650	4,760	110	2.4%	0.2%
102400	Professional and Business Services	78,200	85,100	6,900	8.8%	0.9%
540000	Professional, Scientific, and Technical Services	24,080	26,300	2,220	9.2%	0.9%
541000	Professional, Scientific, and Technical Services	24,080	26,300	2,220	9.2%	0.9%
550000	Management of Companies and Enterprises	7,510	7,540	30	0.4%	0.0%
551000	Management of Companies and Enterprises	7,510	7,540	30	0.4%	0.0%
560000	Administrative & Support & Waste Management & Remediation Services	46,610	51,270	4,660	10.0%	1.0%
561000	Administrative and Support Services	44,940	49,430	4,490	10.0%	1.0%
562000	Waste Management and Remediation Service	1,670	1,830	160	9.6%	1.0%
102500	Education and Health Services	123,320	137,030	13,710	11.1%	1.1%
610000	Educational Services	61,430	66,990	5,560	9.1%	0.9%
611000	Educational Services	61,430	66,990	5,560	9.1%	0.9%
620000	Health Care and Social Assistance	61,880	70,040	8,160	13.2%	1.3%
621000	Ambulatory Health Care Services	22,830	25,110	2,280	10.0%	1.0%
622000	Hospitals	18,550	19,660	1,110	6.0%	0.6%
623000	Nursing and Residential Care Facilities	6,680	8,260	1,580	23.7%	2.4%
624000	Social Assistance	13,830	17,010	3,180	23.0%	2.3%
102600	Leisure and Hospitality	107,710	111,200	3,490	3.2%	0.3%
710000	Arts, Entertainment, and Recreation	11,500	12,010	510	4.4%	0.4%
711000	Performing Arts, Spectator Sports, and Related Industries	1,820	1,790	-30	-1.6%	-0.2%
712000	Museums, Historical Sites, and Similar Institution	1,540	1,650	110	7.1%	0.7%
713000	Amusement, Gambling, and Recreation Industries	8,140	8,570	430	5.3%	0.5%
720000	Accommodation and Food Services	96,210	99,190	2,980	3.1%	0.3%
721000	Accommodation	39,140	39,000	-140	-0.4%	0.0%
722000	Food Services and Drinking Places	57,070	60,190	3,120	5.5%	0.5%
102700	Other Services (Except Government)	24,610	25,980	1,370	5.6%	0.6%
810000	Other Services (Except Government)	24,610	25,980	1,370	5.6%	0.6%
811000	Repair and Maintenance	4,500	4,550	50	1.1%	0.1%
812000	Personal and Laundry Services	7,600	7,890	290	3.8%	0.4%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	12,030	13,000	970	8.1%	0.8%
814000	Private Households	490	530	40	8.2%	0.8%
102800	Government	71,750	75,490	3,740	5.2%	0.5%
900000	Government	71,750	75,490	3,740	5.2%	0.5%
910000	Total Federal Government Employment	31,740	32,310	570	1.8%	0.2%
999100	Federal Government, Excluding Post Office	28,970	29,590	620	2.1%	0.2%
491100	Postal Service	2,770	2,720	-50	-1.8%	-0.2%
920000	State, Excluding Education and Hospitals	22,540	23,950	1,410	6.3%	0.6%
999200	State Government, Excluding Education and Hospitals	22,540	23,950	1,410	6.3%	0.6%
930000	Local, Excluding Education and Hospitals	17,470	19,230	1,760	10.1%	1.0%
999300	Local Government, Excluding Education and Hospitals	17,470	19,230	1,760	10.1%	1.0%
671	TOTAL SELF-EMPLOYED AND UNPAID FAMILY WORKERS	61,070	60,850	-220	-0.4%	0.0%
6010	Self-Employed Workers	59,560	59,690	130	0.2%	0.0%
7010	Unpaid Family Workers	1,520	1,170	-350	-23.0%	-2.3%

Note: Data were rounded to nearest ten and may not sum to totals in bold.

Long-Term Occupational Projections, State of Hawaii, 2006-2016 (Revised)

- Statewide employment is projected to grow by 4.5 percent or 31,010 jobs between 2006 and 2016.
- The occupational group anticipated to exhibit the strongest growth will be community and social services at a 1.5 percent average annual rate over the ten-year period, representing 1,500 more jobs. Leading this group will be mental health counselors, medical and public health social workers, and social and human service assistants. The next best growing occupational group will consist of healthcare support personnel with 1.4 percent projected growth for an even greater number of jobs - 2,070. Nursing, psychiatric, and home health aides will largely fuel this group's increase. Computer and mathematical jobs are also expected to grow respectably with a 1.2 percent rate, contributing 1,160 additional jobs. Three other major groups are forecasted to experience 1.0 percent or more average annual growth: protective service; education, training, and library; and healthcare practitioners and technical.
- Another 13 major groups are expected to show annual increases between 0.1 and 0.7 percent. Three major groups will post negative growth of 0.1 percent: farming, fishing, and forestry (-40 jobs); transportation and material moving (-540 jobs); and office and administrative support (-1,340 jobs).

Occupation Employment and Growth, State of Hawaii, 2006-2016 (Revised)					
Occupation Title	Employment		Growth		Avg. Ann.
	2006	2016	Net	Percent	Growth
Total, All Occupations	686,110	717,120	31,010	4.5%	0.5%
Management Occupations	44,470	45,210	740	1.7%	0.2%
Business & Financial Operations Occupations	27,110	29,110	2,000	7.4%	0.7%
Computer & Mathematical Occupations	9,460	10,620	1,160	12.3%	1.2%
Architecture & Engineering Occupations	10,100	10,550	450	4.5%	0.4%
Life, Physical, & Social Science Occupations	7,520	8,060	540	7.2%	0.7%
Community & Social Services Occupations	10,180	11,680	1,500	14.7%	1.5%
Legal Occupations	4,950	5,220	270	5.5%	0.5%
Education, Training, & Library Occupations	43,430	48,080	4,650	10.7%	1.1%
Arts, Design, Entertainment, Sports, & Media Occupations	13,580	14,240	660	4.9%	0.5%
Healthcare Practitioners & Technical Occupations	26,280	28,940	2,660	10.1%	1.0%
Healthcare Support Occupations	15,160	17,230	2,070	13.7%	1.4%
Protective Service Occupations	20,770	23,110	2,340	11.3%	1.1%
Food Preparation & Serving Related Occupations	72,860	76,690	3,830	5.3%	0.5%
Building & Grounds Cleaning & Maintenance Occupations	38,890	40,970	2,080	5.3%	0.5%
Personal Care & Service Occupations	26,410	28,320	1,910	7.2%	0.7%
Sales & Related Occupations	70,310	73,310	3,000	4.3%	0.4%
Office & Administrative Support Occupations	109,570	108,230	-1,340	-1.2%	-0.1%
Farming, Fishing, & Forestry Occupations	5,420	5,380	-40	-0.7%	-0.1%
Construction & Extraction Occupations	39,830	41,700	1,870	4.7%	0.5%
Installation, Maintenance, & Repair Occupations	25,400	26,380	980	3.9%	0.4%
Production Occupations	19,200	19,430	230	1.2%	0.1%
Transportation & Material Moving Occupations	45,200	44,660	-540	-1.2%	-0.1%

Total may not add due to rounding to the nearest ten.

A complete list of all long term occupational projections can be found in Appendix A.

COMPREHENSIVE STATE PLAN FOR WORKFORCE DEVELOPMENT
STATE OF HAWAII
2009-2014

Section 2:

Workforce Priorities
In the State of Hawaii
2009–2014
(Update)

The WDC and other stakeholders identified recommendations that address the priority areas in the first year of the planning period 2009 to 2014, at a WDC Special Meeting, held on January 12, 2009. Recommendations identified as the focus for planning and implementation during Year 1 (2009-2010) are:

Priority #1 “Improve the Delivery of Timely Education and Training to Prepare Current and Future Workers for High-Demand Occupations”

A. Develop common assessment and evaluation methodologies for workforce development programs/initiatives across the education and workforce pipeline.

- Update and expand an asset map of workforce development resources. Identify talent pipelines and workforce needs for the six primary industry clusters.

UPDATE: The Education and Training Committee started asset mapping with healthcare training due to the high number of in-demand occupations. The Healthcare Steering Committee will continue to meet during 2010 and report results to the Education and Training Committee for the next Report.

- Develop a comprehensive evaluation model for workforce development programs to promote accountability, increase effectiveness and gain efficiencies.

UPDATE: A Forum is being planned during 2010 to develop recommendations to the Governor and Legislature on this topic.

- Develop criteria in partnership with education and training agencies (public and private), using best practices from other states and regions. Include a continuous improvement component.
- Encourage agencies that collect data useful to improving workforce development to share their data and develop a “common language” across the system.

UPDATE: The WDC supports the P-20 Longitudinal Study that will collect data across a number of agencies in order to better understand how children progress through the system into the workplace. See the P-20 information in this Report.

- Align Career Pathways and Career Academy information with the U.S. Department of Labor’s occupational codes to help participants understand career options and education/skill requirements. Reassign codes when possible to conform to USDOL/DLIR.
- Conduct a comprehensive audit of barriers to data sharing. Make legislative and administrative recommendations for changes to increase and encourage sharing.
- Continue to investigate work-readiness certification models and implement a work-readiness certification process recognized by employers statewide.

UPDATE: The Oahu WIB pilot project in work-readiness will be launched during 2010 using a test group of 400. The results of the Oahu WIB pilot will be used to determine how to take the program statewide. See Oahu WIBs Reed Act Report for more information.

- Obtain buy-in from employers and their intermediaries. Use experiences in other states and regions to make refinements.

B. Increase and Expand Access to Workforce Development Resources

- Conduct an assessment of One-Stop Centers including current and desired capabilities, and the gaps in the current system.

UPDATE: An evaluation is being developed by the WDC in collaboration with LWIBs, WDD, One-Stop Centers and other stakeholders. The evaluation process will be conducted during Q4 of 2010 and Q1 of 2011.

- Reduce the remediation requirements of public school students who enter UH community colleges (generally math and English). Investigate using Adult Education resources. Identify benchmarks that enable UHCC campuses to focus on college-level instruction and reduce remediation.
- Create alternatives to funding for workforce preparation (such as the private sector, tax credits, expansion of ETF, bond financing, use of community and faith-based organizations and schools, reallocation of existing resources, and participation in multi-state and regional consortia). Investigate actions taken in other states and regions.

C. Prepare future workers for careers in all occupations deemed high-demand and moderate to high-skilled.

- Develop scholarship and other support for students who enter specific fields of study such as nursing, education (especially in math, science and special education) and other identified high-need occupations. Students would agree to work in Hawaii for a specific period, and priority would be given to those who contractually agree to work in isolated and rural areas.

D. Provide mechanisms to facilitate experiential learning for students and youth, and work to expand business-education partnerships.

- Create and expand incentives and opportunities for teachers (particularly in STEM and other high-demand areas) to receive education and training in areas that will help them to generate more student interest in workforce development-related areas. Increase the visibility of these programs and raise funds to participate in national competitions.

UPDATE: The WDC is developing an asset map of experiential learning opportunities in the state.

- Conduct a social marketing campaign for the public that stresses the importance of post-secondary education and training. Seek private or federal funding.

Priority #2

“Focus more attention on upgrading the skills of incumbent workers”

A. Provide incentives for incumbent worker upgrade training.

- The legislature should explore an innovative training initiative designed to stimulate job growth and hiring. Hawaii’s Unemployment Insurance (“UI”) law could be amended to allow those receiving UI benefits to receive on-site workplace training, while receiving regular UI benefits as well as a training allowance. Employers in the program would provide up to 24 hours per week of training for up to eight weeks with no wage costs, during which time the employer would evaluate the UI claimant for a possible permanent job.

UPDATE: The DLIR initiated the Volunteer Internship Program (“VIP”) in early 2010 as a joint effort between the UI and WDD Divisions. UI claimants who choose to participate can work up to 32 hours per week for up to eight weeks, and will receive a certificate of skills learned at the end of the program. In similar programs in other states, up to two-thirds of interns are placed in permanent employment.

- Create roundtable forums with stakeholders to provide recommendations to the Governor and Legislature on ways to incentivize employers to create and maintain in-house training programs to upgrade the skills of their employees.

UPDATE: The WDC created a Steering Committee to examine the needs of healthcare employers in the State.

- The legislature should explore amending Hawaii’s UI law to allow for a federally-approved Shared Work program. Currently, Hawaii offers partial UI benefits for employees who have their hours reduced, but the take-home pay cannot exceed the UI benefit amount.
- Enact Lifelong Learning Account (“LiLA”) legislation. LiLAs are employer-matched, portable individual savings accounts used to finance education and training for career advancement, and are similar to a 401(k). LiLAs provides Hawaii’s employers an incentive by offering annual tax credits of up to \$500 to offset the employee’s contributions to the account.

B. Skills identification

- Identify skill sets for high demand occupations linked with priorities for training and an approved credentialing process. The credentialing process would also need to be developed for recommendations #1 and #2 to be effective.

UPDATE: The LMI and State Energy Sector Partnership grants will establish the needs for green jobs in several industries and sectors. The LMI grant will fund new tools for research and analysis that will benefit other sectors.

Priority #3

“Expand the labor pool in the face of anticipated long-term labor shortage”

Policy Action Statement: “To fully employ untapped and under-tapped labor pools of *unskilled* and *skilled* people, the three strategic priority recommendations for the WDC are geared towards expanding the economy and engaging businesses.”

- **Green Jobs Initiative** Hawaii must be more self-sustaining and build economy-driving industries. The Federal “Green Jobs Act” will likely be funded; Hawaii should be prepared to compete for funds.

UPDATE: The WDC secured a competitive State Energy Sector Partnership grant in the amount of \$6 million to train incumbent workers and persons for entry-level positions in renewable energy, energy efficiency and sustainable agriculture industries.

- **Sector Initiative** Use sector strategy to identify and expand economic drivers compatible with people with one or more barriers to employment. For example, the creative industry includes micro-enterprises and cottage industries.
- **Business Leadership Network** This concept, organized at the national level, helps employers understand issues in hiring people with disabilities. Two counties are creating networks. Explore creating employer networks for other groups such as veterans, ex-offenders, immigrants, and welfare recipients.

UPDATE: Business Leadership Networks have been formed in Hawaii and Maui Counties. The WDC is assisting Hire Abilities Hawaii establish a statewide network of business peers during 2010.

Next Steps

The WDC will broker the development of a “Green Jobs” workforce development information clearinghouse, which could feature a summit, report publication, or a combination of several initiatives.

UPDATE: The DLIR-led LMI grant will develop green jobs information for use on www.hiwi.org, the Career Kokua website, HireNet Hawaii, and at One-Stop Centers. The LMI grant began in 2010 and will run until May 30, 2011.

The WDC will seek technical assistance to explore effective economic drivers for the State, small businesses, and under-represented populations.

Priority #4

“Address Workforce Housing”

Policy Action Statement

- “The Workforce Development Council will take an active role in supporting policies so that access to housing is not a barrier to having a vibrant (low to high end) workforce in Hawaii.”
- Solicit organizations to present their programs to the WDC in order to assist the Council in understanding the role it can have regarding housing, transportation and public infrastructure to support workforce development.
- The WDC will seek county support for a statewide workshop series on workforce housing issues, and identify specific workforce housing needs for each county.
- Include within the HireNet Hawaii system an information and feedback process (for employers and jobseekers) to identify barriers to housing and employment .
- Advocate to advance recommendations from other organizations that support access to housing that more of Hawaii’s workforce can afford.

UPDATE: The WDC has established a Committee with the mandate to respond on issues relating to housing. Given the severity of the recession, the Committee is focusing on economic development issues and will resume discussion on housing concerns beginning in 2012.

COMPREHENSIVE STATE PLAN FOR WORKFORCE DEVELOPMENT
STATE OF HAWAII
2009-2014

Section 3:

Workforce performance
In the State of Hawaii
2008

In Program Year (“PY”) 2008, the record breaking low unemployment rate of PY 2007 vanished. There was an economic recession that was characterized by extraordinary uncertainty. Employers, jobseekers, and service providers experienced the impact of a rapid rise in unemployment from 4.3% in July 2008 to 8.0% in June 2009. The average unemployment rate or measure U3 was 6.3% and the fuller measure of unemployment or measure U6 was 13.3%. Table 1 compares Hawaii’s unemployment rates with the country’s rates.

Two Measures of Labor Underutilization, Hawaii and US July 2008 to June 2009

Measures	Hawaii	US
U-3, total unemployed, as a percent of the civilian labor force (this is the official unemployment rate)	6.3%	7.6%
U-6 total unemployed, plus all marginally attached workers, plus total employed part-time for economic reasons, as percent of the civilian labor force plus all marginally attached workers. (this reflects a more complete picture of labor underutilization)	13.3%	13.7%

Note: North Dakota and Nebraska had the lowest unemployment rates at 3.7% and 4.0% (U3), respectively. They also have the lowest underutilization at 7.0% and 7.8% (U6), respectively. U1, U2, U4, and U5 measures are discussed and presented in www.bls.gov/lau/stalt09q2.htm

Mass Layoff Events in Hawaii Program Years 2007 and 2008 By Industry and Workers Laid Off

Mass Layoff Events By Major Industry PY 2007*			
<i>Industry</i>	<i>Events</i>	<i>Laid Off</i>	<i>Percent</i>
Transportation & Warehousing	6	5,193	71%
Accommodation & Food Services	3	915	13%
Construction	7	710	10%
Information	2	222	3%
Retail Trade	2	168	2%
Manufacturing	1	60	1%
Total	21	7,268	
<u>Closures</u>	4	4,890	
Transportation and Warehousing	3	4,827	
Retail Trade	1	63	

Mass Layoff Events By Major Industry PY 2008*			
<i>Industry</i>	<i>Events</i>	<i>Laid Off</i>	<i>Percent</i>
Accommodation & Food Services	11	1,610	36%
Construction	15	1,382	31%
Transportation & Warehousing	5	747	17%
Health Care & Social Assistance	3	239	5%
Information	2	223	5%
Retail Trade	2	211	5%
Administrative & Waste Service	1	90	2%
Total	39	4,502	
<u>Closure</u>			
Transportation & Warehousing	1	162	

*Original Source of Data reports in terms of Fiscal Year (FY). PY 2007 is also FY 2008 covering July 1, 2007 to June 30 2008, PY 2008 is FY 2009 covering July 1, 2008 to June 30, 2009

By US Bureau of Labor Statistics definition, a mass layoff even constitutes 50 or more worker separations at an establishment for a duration of at least 30 days.

Source: "Mass Layoffs Statistics (MLS) Program", DLIR Research and Statistics Office,

Impact of Economic Recession and Layoffs in Hawaii, Program Year 2008

Islands Reaching Double-Digit Unemployment Rate in June 2009

Molokai - 17.8%
Lanai - 10.1%
Kauai - 11%
Hawaii - 11.4%

Top Seven Industries That Laid Off Workers, January to December 2008**

Construction - 29.4%
Accommodation/food services - 11.8%
Administrative/waste services - 10.6%
Transportation/warehousing - 8%
Retail trade - 5.6%
Healthcare/social assistance - 3.4%; and
Professional/technical services 2.7%.

Race, Gender, and Age of Laid Off Workers, January to December 2008**

64% were Whites and Latinos, Hawaiians, or Filipinos
Ratio of 2 males for every 1 female
72.5% of claimants were between 25 to 64 years old.

**Based on Average of Monthly Unemployment Benefit Claims from January to December 2008

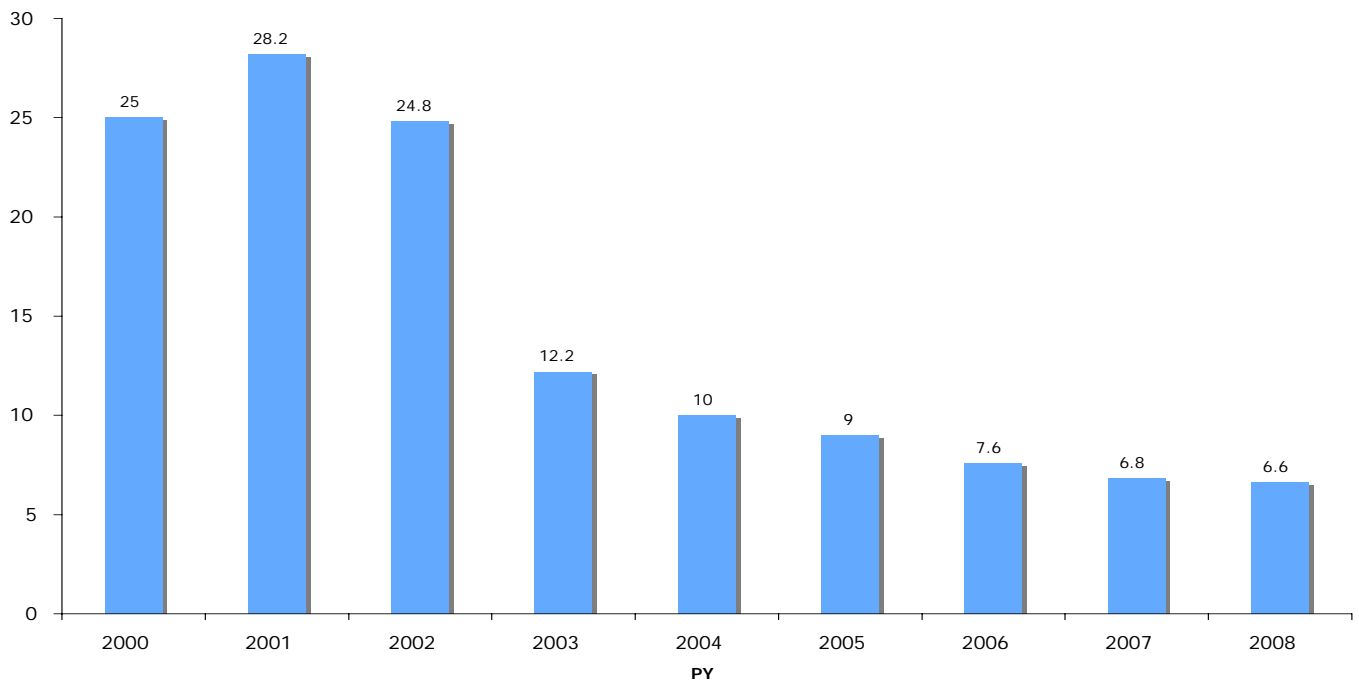
Skills Need and Education and Training Providers

In PY 2008, *Kumu'Ao* or the State's consumer report card system listed 58 WIA eligible training providers and 1,021 available programs. Forty-seven providers offered long-term training while 33 provided short-term ones. The Oahu workforce investment area had the most training providers at 30, followed by Hawaii at 15, and Kauai and Maui at two each. (see www.hawaiicrcs.org).

WIA Title I-B Formula Grant Fund Expenditure

Hawaii spent a total of \$ 6,182,656 in WIA Title I formula fund and an additional \$ 435,053 in American Recovery and Reinvestment Act ("ARRA") supplemental funding. The expenditure is indicative of the decreasing fund allocation to Hawaii since the inception of WIA. Chart 2 shows that the total PY 2008 expenditure level is lower than any previous program year.

Expended WIA Formula Fund Allocation 2000-2008



State and Local Area Highlights

The WIA-driven workforce development infrastructure includes the Workforce Development Council (“WDC”), the Workforce Development Division (“WDD”), and the Research and Statistics Office (“R&S”), all housed in the Department of Labor and Industrial Relations (“DLIR”); 14 One-Stop centers in six major Hawaii islands and the virtual Hire-Net Hawaii; and four Local Workforce Investment Boards (“LWIBs”). The system continued to engage stakeholders in economic development, education, workforce development activities that advance Governor Linda Lingle’s Hawaii Innovation Initiative and Clean Energy Initiative, and a demand-driven workforce development strategy that focuses on alignment of stakeholders in Hawaii’s workforce development system.

Workforce Development Council

The program year started with the appointment of a new WDC executive director followed by those of several WDC members and staff. The WDC held four regular meetings and one special planning meeting that included briefings on the following topics of strategic significance:

“Incumbent Workers Training”

Jennifer Shishido, Department of Labor and Industrial Relations

“Green Jobs Initiative”

Howard Wiig, Department of Business, Economic Development and Tourism

“Economic Conditions in Hawaii”

Hawaii economists, Paul Brewbaker and Pearl Iboshi

”Big Island Going Home: A Landmark Prison Co-Community Initiative”

Sandra Sakaguchi, Hawaii Island Workforce and Economic Development Organization (“HIWEDO”) et al., coordinated by Senator Will Espero and WDD

“Business Leadership Network-Medical Infrastructure Grant Project”

Susan Miller, University of Hawaii Center for Disability Studies

“Unemployment Services: Best Practices”

Signe Godfrey, Stan Fichtman and Anna Powell, WDC

“One Stops”

Silvia Silva, Oahu WorkLinks

“American Recovery and Reinvestment Act”

James Hardway and Mark Anderson, WDC and DBEDT respectively

“National Perspectives and Insights about USDOL Leadership”

Linda Lawson, National Governors’ Association

In PY 2008, the WDC revisited the overall state of workforce development and completed a *2009-2014 State Comprehensive Workforce Development Plan*. Research and analysis were completed on the state of the economy, education, and employment. Workforce development issues were re-evaluated and strategic directions re-prioritized. Among others, the process mapped several other multi-stakeholder, multi-year plans that serve as implementation conduits. (e.g. Workforce Development Plans for Tourism, High Technology, Nursing Construction; Also P-20 Initiative, Early Education, Plan for Temporary Assistance for Needy Families program, Career and Technical Education/Carl Perkins Plan). The 2009-2014 Comprehensive Plan provided the overarching framework for subsequent PY 2008 WDC activities. Some of these activities are:

- Establishment of five WDC working committees for the purpose of implementing plan recommendations.
- *July 1, 2009 to June 30, 2010 Workforce Investment Act State Plan Modification* including performance level negotiation and waiver plan.
- Enhancement of workforce intelligence including the:
 - review and approval of the DLIR Research and Statistics Office’s *Annual Work Plan for the ETA Workforce Information Grant*;
 - commissioning the DLIR Research and Statistics Office to complete the initial green jobs report entitled *“Hawaii Green Report”*;
 - Collaboration with the Hawaii Science and Technology Institute in publishing a high technology jobs report entitled, *“Innovation and Technology in Hawaii: An Economic and Workforce Profile”*.
- Collaborative grant seeking for ARRA USDOL competitive grants.

DLIR Workforce Development Division (“WDD”)

As the State’s Workforce Agency, the DLIR assigned the WDD to be the program administrator of WIA program grants. The WDD also is a key partner with other state, county, and other organizations to help employers and jobseekers meet workforce needs.

For PY 2008, the WDD applied for and complied with requirements for receiving WIA Title I-B funds. On May 21, 2008, the state announced the receipt of the following allocation from the USDOL:

Adult Services Program	\$ 2,361,767
Dislocated Workers Program	\$ 1,543,687
Youth Program	\$ 2,404,095

Implementing Governor Linda Lingle’s economic stabilization strategy of maximizing federal dollars and partnerships, the WDD also complied with the contractual requirements for receiving supplemental WIA Title I-B funds from the ARRA. On March 10, 2009, the State received ARRA supplement funds for the three programs listed on the next page:

Adult Services Program	\$ 1,234,406
Dislocated Workers Program	\$ 2,161,193
Youth Program	\$ 2,918,025

The WIA requires that no less than 85% of Title I-B funds be allocated to local investment areas. It supports the use of up to 15% for state required and allowable activities, and rapid response. To distribute 85% of PY 2008 funds and the ARRA supplement, the WDD reviewed and approved 16 WIA contracts (four each for four local areas) for regular formula funds, 16 contracts for ARRA-WIA funds, and several modifications to PY 2007 and PY 2008 contracts. To distribute the remaining 15%, the WDD reviewed and approved funding for activities including the following:

- Maintenance and update of HireNet Hawaii as a virtual one stop support system. In PY 2008, the system registered a total of 75,461 jobseekers and tracked all WIA participants. The update includes modifications to accommodate changes that ARRA made to youth eligibility and outcomes. Specifically, the system could now capture data and produce monthly reports for ARRA. Its job search channel was also updated to clearly identify whether posted job is a “green” job (www.hirenethawaii.com).
- Maintenance and update of Kumu A’o, the Hawaii’s Consumer Report Card system. In PY 2008, the website information on eligible training providers was updated (see www.hawaiicrcs.org).
- Desk and on-site program and fiscal monitoring of four local area WIA programs; preparation, submission, and validation of quarterly participant and performance reports; generation and distribution of HireNet reports on a weekly and monthly bases to local areas for program management purposes; data validation of a sample of over 400 participant records statewide on all counties. The February 2009 site visit by the USDOL Region 6 team identified areas of positive practices as well as areas needing further compliance.
- On-site training to local areas on HireNet Hawaii as well as technical assistance by the Social Policy Research Associates, Inc. to improve youth outcomes.
- Financial and fiscal administration of the WIA Title I funds. These services were provided primarily by the DLIR Administrative Service Office.
- State Workforce Investment Board activities. The WDC highlights are presented in the previous two pages.
- Deployment of rapid response teams. The WDD in partnership with the DLIR Office of Director, DLIR Unemployment Insurance Division, DLIR Research and Statistics Office, One Stop Centers and partners mobilized rapid response teams to respond to mass layoff event including one closure. Some of the companies that sought help and were assisted are the Rehabilitation of the Pacific, Ilikai Hotel, Marriott Kauai Lagoons, Castle and Cooke Lanai, SuperFerry, Maui Land and Pineapple, Nick’s Fish Market, E&O Trading, Brew Moon, Hilo Hattie.

List of WDD-Administered and PY 2008-Funded Programs

- Reemployment Assessment (REA)
- Military Spouse and Career Advancement Account
- National Emergency Grant (NEG)
- Senior Community Service Employment Program (SCSEP) including ARRA supplement
- Reed Act Funds
- Disability Navigator Program
- Local Veterans Employment Representative Program/Disabled Veterans Outreach Program (LVER/DVOP)
- Personal Reemployment Account (PRA)
- Work Opportunity Tax Credit (WOTC)
- Alien Labor Certifications (ALC)
- State Employment Training Funds (ETF)
- State Apprenticeship Program (State of Hawaii)
- Certified Nursing Assistant Program Earmark Grant (CNA)
- Wagner-Peyser Program (W/P)
- Reemployment Services-ARRA supplement

The WDD supported two waivers that were designed to meet the Obama Administration's vision of summer youth employment. As a result, three out of the four local areas were able to launch their respective ARRA Summer Youth Employment Programs in the summer of 2009. As of June 30, 2009, the HireNet Hawaii database recorded a total of 421 ARRA-funded participants of which 353 were youth who were employed during the summer. As of August 31, 2009, the total of ARRA-funded participants increased to 700 of which 553 were youth who were employed during the summer. Chart 4 features a snapshot of ARRA implementation as reported by one local investment area. Maui hired additional personnel and engaged many employers to provide work readiness skills development for youth ages 14-24.

A Snapshot of Local Area Implementation of ARRA

Maui 's Early Phase of ARRA WIA Implementation in Maui

WIA ARRA Adult and Dislocated Worker Program

Maui WDD hired two new staff to handle HireNet Hawaii registration and job seeking services. Once new hires have been fully oriented, the WDD Maui Branch intends to implement more in-depth job seeking services.

WIA ARRA Summer Youth Employment Program (SYEP)

Service Provider: Maui Economic Opportunity, Inc.

As of July 31, 2009, the Maui SYEP registered 57 youth. Each one is involved in 32 hours per week of on-the-job training and eight hours of classroom education. The employers supporting the development of work readiness skills for these youth include the Keiki Kokua Thrift Store, Hana Cultural Center, Community Work Day, Maui Coastal Land Trust, Boys and Girls Club of Maui, ALU LIKE Hana, Kihei Youth Center, County of Maui-Hana, Association of Fishponds of Maui, Maui Economic Opportunity Inc (Youth Services, Head Start, Community Services, Being Empowered and Safe Together or BEST, Administration, and Fiscal, Molokai Office) , Hale Mahaolu-Home Pume-hana Senior Center, Molokai Community Service Council, Molokai Youth Center, State Parks Division-Pala`au State Park, and County Parks and Recreation, Building Maintenance.

DLIR Research and Statistics Office (R&S)

The R&S is the State Labor Market Information entity and conducts major research activities and publish research results for different target audiences. To support workforce development solutions in Hawaii, the R&S requested and received a PY 2008 grant of \$ 323,871 for Workforce Information core Products and Services. The grant required that specific labor market information be delivered. Information was delivered primarily through the website, www.hiwi.org. In PY 2008, various workforce stakeholders had increased interest in unemployment conditions, employment projections, and green jobs. Among others, the R&S customized information products and services to support:

- Allocation of WIA formula funds among local areas;
- Workforce development planning;
- Preliminary research and analysis on green jobs in Hawaii;
- Kumu'Ao, Consumer Report Card System; and
- Green pathways in Career Kokua, Hawaii's Career Information Delivery System.

Overall performance—State of Hawaii

STATE OF HAWAII	Total Participants Served	Adults	491	
		Dislocated Workers	760	
		Older Youth (19-21)	30	
		Younger Youth (14-18)	343	
ETA Assigned # 15000	Total Exiters	Adults	387	
		Dislocated Workers	766	
		Older Youth (19-21)	31	
		Younger Youth (14-18)	488	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	-	
	Employers	72%	-	
Entered Employment Rate	Adults	79%	75.8%	
	Dislocated Workers	79%	83.8%	
	Older Youth	73%	50%	
Retention Rate	Adults	85%	83.2%	
	Dislocated Workers	86%	92.5%	
	Older Youth	80.5%	56.3%	
	Younger Youth	51%	47.5%	
Average Earnings (Adults, Dislocated Workers) Six Months Earnings Increase (Older Youth)	Adults	\$10,800	\$13,402.90	
	Dislocated Workers	\$14,000	\$15,585.30	
	Older Youth	\$3,900	\$ 2,932	
Credential/Diploma Rates	Adults	62%	74.8%	
	Dislocated Workers	66%	81.3%	
	Older Youth	69%	30.8%	
	Younger Youth	44%	60.2%	
Skill Attainment Rate	Younger Youth	70.5%	89.5%	
Placement in Employment or Educa- tion	Youth (14-21)	---	50.9%	
Attainment of Degree or Certificate	Youth (14-21)	---	55.4%	
Literacy or Numeracy Gains	Youth (14-21)	---	23.6%	
Overall Status of STATE Performance		Not Met*	Met**	Exceeded***
Note: Two Customer Satisfaction Outcomes not included. *Met within 80% of target level, ** between 80% to 100%, ***over 100%		3	4	8

COMPREHENSIVE STATE PLAN FOR WORKFORCE DEVELOPMENT
STATE OF HAWAII
2009-2014

Section 4:

Description and Performance
Of Local Workforce Investment Boards
And the State Workforce System

2008

(October 1, 2008—September 30, 2009)

Oahu Workforce Investment Board (“OWIB”)

The OWIB covers the State’s largest local investment area in terms of resident population. Its Oahu WorkLinks one stop delivery system has the most number of physical locations (8) - five with full services and three with limited services.

In PY 2008, the Oahu Workforce Investment Board acted on demand-driven priorities. Among others, local coordination and regional cooperation focused on the following job tools:

- *Job Searching Tool.* The OWIB procured TORQ for piloting at Oahu WorkLinks sites. TORQ -the Transferable Occupation Relations Quotient- is an analytical tool that links occupations based on the abilities, skills and knowledge required by workers in a vast number of occupations. TORQ is a simplifying tool that promises to facilitate reemployment of workers from industries that are laying off and into industries that are hiring.
- *Job Training Tool - The Eligible Training Providers (ETP) program.* With the support of other LWIBs and State entities, the OWIB streamlined the State-provided WIA training provider eligibility application from a 90-page packet to a 12-page one. The OWIB also shifted the processing of ETP applications from once a year to a rolling basis. It is also working on an online version of the application.
- *Job Readiness Tool.* The OWIB held stakeholders’ seminar on two work readiness credentialing instruments namely the LRI Accuvision and ACT’s WorkKeys. Both instruments are tools that promise to simplify how employers can determine whether a worker or jobseeker has the basic work readiness skills. Through a pilot to be conducted with the University of Hawaii, the OWIB will determine which instrument will fit Oahu’s needs more.
- *Job Communication Tool.* The OWIB has a newly re-designed website, www.honolulu.gov/dcs/owib/. The website simplifies the steps to gain information about unemployment insurance benefits, job search workshops, and others.
- In PY 2008, Oahu stepped up its effort to be more accessible to clients. For example:
 - On January 30, 2009, OWIB members repeated their support for their adopted school, Roosevelt High School, and mentored approximately 340 junior high school students.
 - On March 13, 2009, an Oahu WorkLinks Hauula center was formally opened by Honolulu Mayor, Mufi Hanemann. This “access point” is located where it can serve a large population of native Hawaiians and other Pacific Islanders.
 - On March 16, 2009, Oahu WorkLinks’ administrator Rolanse Crisafulli was tapped by KGMB9 TV Morning Show to inform the growing number of unemployed about One Stop Center services.

Overall performance—Oahu WIB

Local Area Name O`AHU	Total Participants Served	Adults	231	
		Dislocated Workers	632	
		Older Youth (19-21)	36	
		Younger Youth (14-18)	526	
ETA Assigned # <u>15005</u>	Total Exiters	Adults	146	
		Dislocated Workers	186	
		Older Youth (19-21)	9	
		Younger Youth (14-18)	193	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	---	
	Employers	72%	---	
Entered Employment Rate	Adults	79%	83.7%	
	Dislocated Workers	79%	89.8%	
	Older Youth	73%	28.6%	
Retention Rate	Adults	85%	82.8%	
	Dislocated Workers	86%	94.1%	
	Older Youth	80.5%	60%	
	Younger Youth	51%	43.4%	
Average Earnings (Adults, Dislocated Workers)	Adults	\$ 10,800	\$ 13,648.50	
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$ 14,000	\$ 16,928.90	
	Older Youth	\$ 3,900	\$ 3,475.50	
Credential/Diploma Rates	Adults	62 %	86.5%	
	Dislocated Workers	66%	90.9%	
	Older Youth	69%	22.2%	
	Younger Youth	44%	66.2%	
Skill Attainment Rate	Younger Youth	70.5%	92%	
Placement in Employment or Education	Youth (14-21)		47.2%	
Attainment of Degree or Certificate	Youth (14-21)		56%	
Literacy or Numeracy Gains	Youth (14-21)	---	40%	
Overall Status of OAHU Performance		Not Met*	Met	Exceeded
Note: Two Customer Satisfaction Outcomes not included. *Met within 80% of target level		3	3	9

Hawaii County Workforce Investment Board (“HCWIB”)

The Hawaii WIB covers the State’s largest local investment area in terms of land area. The Big Island Workplace Connection one stop delivery system has two physical locations in Hilo and Kona.

In PY 2008, the HCWIB continued to make significant strides in establishing direct linkages and expanding infrastructural support entities including the Mayor’s Task Force on Employment Solutions, Hawaii Island Workforce and Economic Development Ohana (HIWEDO), Mayor’s Health Crisis Task Force, Pahoia Weed and Seed, Puna Roundtable, Joint Education Chamber Chairs Committee, DOE Community Alliance, Hawaii Tourism Authority’s Strategic Plan, Business-Education Partnership, and Big Island Workplace Connection. This is primarily due to the maturation of key local initiatives requiring major community stakeholders to collaborate to insure sustainability of these initiatives:

“*Going Home*” Comprehensive Prison-to-Community Reentry Initiative;
“*Huiana*” Islandwide Internship Program for High School Students;
“*Workforce Solutions*” Consortium for Persons with Disabilities;
Business Resource Centers and Employers Services

In the process, the Big Island has been paving the way for promising practices especially in labor pool expansion and collaboration. For example:

- The Hawaii County WIB and collaborators presented at the March 2009 National Association of Workforce Board National Conference. The presentation on best practices was entitled “Rural Workforce Initiatives: Hawai’i County A Collaborative Community Model”.
- “*Going Home*”, the initiative served 115 ex-offenders which is almost 200% more of the planned 40 participants. The initiative involved 15 community agencies and seven form a co-case management team.
- “*Huiana*”, the internship program engaged 142 high school students which represents 137% more than the target goal of 60. It involved 81 employers or eight times more than the target of 10 employers. It also reached 10 high schools or five times more than the targeted two students. Pre- and Post surveys show that participants improved in employability and career awareness/direction.
- “*Workforce Solutions*”, the consortium has 12 agencies collectively promoting Persons with disabilities.
- “*Business Resource Center and Employers Services*”. Early rapid response included a July 22, 2008 Workshop for Employers entitled “Surviving the Tough Times”. Classrooms began serving businesses in the early evenings and the Hilo Community School for Adults initiated more Adult Basic Education classes for an increasing number of laid off workers who lacked basic skills.

Looking ahead, the HIWEDO, the nonprofit organization established by the Hawai’i County WIB, began serving as the coordinating entity for *Huiana* and *Going Home* programs. This transition is one of the steps towards sustaining these collaboration-intensive programs.

Overall performance—Hawaii County WIB

Local Area Name HAWAII COUNTY	Total Participants Served	Adults	150	
		Dislocated Workers	171	
		Older Youth (19-21)	4	
		Younger Youth (14-18)	123	
ETA Assigned # <u>15010</u>	Total Exiters	Adults	87	
		Dislocated Workers	72	
		Older Youth (19-21)	3	
		Younger Youth (14-18)	54	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	-	
	Employers	72%	-	
Entered Employment Rate	Adults	79%	69.7%	
	Dislocated Workers	79%	74%	
	Older Youth	73%	-	
Retention Rate	Adults	85%	83.3%	
	Dislocated Workers	86%	88.2%	
	Older Youth	80.5%	-	
	Younger Youth	51%	45.8%	
Average Earnings (Adults, Dislocated Workers)	Adults	\$ 10,800	\$ 10,982.40	
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$ 14,000	\$ 13,968.50	
	Older Youth	\$ 3,900	- \$ 2,000	
Credential/Diploma Rates	Adults	62%	67.5%	
	Dislocated Workers	66%	68.8%	
	Older Youth	69%	-	
	Younger Youth	44%	34.3%	
Skill Attainment Rate	Younger Youth	70.5%	74.1%	
Placement in Employment or Education	Youth (14-21)		57.9%	
Attainment of Degree or Certificate	Youth (14-21)		56.8%	
Literacy or Numeracy Gains	Youth (14-21)		18.8%	
Overall Status of HAWAII COUNTY Performance		Not Met*	Met	Exceeded
Note: Two Customer Satisfaction Outcomes not included. *Met within 80% of target level		3	5	7

Kauai Workforce Investment Board ("KWIB")

The KWIB covers the State's smallest local investment area in terms of land area and number of residents. The *Work-Wise-Kauai* One stop delivery system has one physical location in Lihue.

In PY 2008, Kauai pursued solutions that had strong support from employers and other stakeholders. Amidst increasing demand for services, declining WIA regular funds, and with a supportive community, Kauai promoted local cooperation and promising practices such as:

- Data-driven planning and monitoring. In updating its Strategic Plan, Kauai held six industry forums, and a "Profile of the Kauai Workforce" presentation that was based on an extensive survey of employers, employees, and students. Kauai assessed its one stop operations with numbers. (e.g. one stop foot traffic versus staffing trends).
- New job fair practices. In PY 2008, the focus of Kauai's job fairs was connecting job seekers with employers who were hiring by taking the events into the communities including the Northshore, Westside, and Southshore. Various social services agencies and our community college were available at all these events to make participants aware of the array of support and resources available in the community. Kauai also held its 9th annual island-wide job fair on a week day (versus Saturday) and in the new Kauai Community College One Stop Center, a facility that consolidates all student services under one roof, the same philosophy as WIA one stops. At this fair, Kauai focused on rapid reemployment and engaged employers who were seeking to fill positions immediately. The County's "*Mobile computer classroom*" was introduced at all of these events enabling job seekers to use the laptops and access the job search resources of the State's HireNet Hawaii system.
- New registered apprenticeship program. Among others, Kauai Foreign Auto and Collision program was recognized as the first integrated WIA-apprenticeship Program in the State of Hawaii.
- Youth Leadership Academy and Career Awareness Program.* Leadership Kauai graduated 14 at-risk high school students from their Leadership Academy which equipped participants with leadership and basic work readiness skills that local employers strongly seek. In conjunction with the Department of Education, Leadership Kauai implemented a Reed Act-funded Ka Ulu Pono career awareness of jobs in demand program in all public high schools and one private, engaging students in project-based coursework specifically related to Kauai's six high growth industries, also fostering deeper relationships with Kauai private businesses and employers.
- 5th Annual Industry Tour for Teachers and Counselors.* This annual event continues to bridge the gap between student preparation and employers need by educating the educators. In PY 2008, employers demonstrated the increasing demand for skilled workers in technologically advanced agricultural jobs that helped, at least among the participants, to dispel the myth that all agricultural jobs are low-paying and low-skilled ones.

Overall performance—Kauai WIB

Local Area Name KAUAI	Total Participants Served	Adults	22	
		Dislocated Workers	7	
		Older Youth (19-21)	1	
		Younger Youth (14-18)	67	
ETA Assigned # <u>15020</u>	Total Exiters	Adults	29	
		Dislocated Workers	6	
		Older Youth (19-21)	3	
		Younger Youth (14-18)	20	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	-	
	Employers	72%	-	
Entered Employment Rate	Adults	79%	81.3%	
	Dislocated Workers	79%	62.5%	
	Older Youth	73%	100%	
Retention Rate	Adults	85%	81.4%	
	Dislocated Workers	86%	90%	
	Older Youth	80.5%	-%	
	Younger Youth	51%	69.2%	
Average Earnings (Adults, Dislocated Workers)	Adults	\$10,800	\$ 16,371.10	
	Dislocated Workers	\$ 14,000	\$ 14,980.80	
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 3,900	-\$ 1,910.00	
Credential/Diploma Rates	Adults	62%	40.7%	
	Dislocated Workers	66%	50%	
	Older Youth	69%	50%	
	Younger Youth	44%	50%	
Skill Attainment Rate	Younger Youth	70.5%	95.9%	
Placement in Employment or Education	Youth (14-21)	-	66.7%	
Attainment of Degree or Certificate	Youth (14-21)	-	40%	
Literacy or Numeracy Gains	Youth (14-21)	-	-	
Overall Status of KAUAI Performance Note: Two Customer Satisfaction Outcomes not included. *Met within 80% of target level		Not Met* 5	Met 3	Exceeded 7

Maui County Workforce Investment Board (“MCWIB”)

The MCWIB covers three major islands namely Maui, Molokai, and Lanai. The WorkSource Maui one stop delivery system has three physical locations - two full service centers in the islands of Maui and Lanai and a limited service in the island of Molokai.

In PY 2008, Maui remained steadfast in promoting a seamless transition of youth and adults to post-secondary education and/or high-skill jobs. In the process, Maui paved the way for promising solutions including the following:

- Tapping an array of learning, education and training entities including those beyond the confines of the three islands. Education and training needs for WIA participants were secured by tapping opportunities offered by several entities including the Hui Malama Learning Center, the Maui Community School for Adults, Leeward Community College, Kapiolani Community College, UH-West Oahu, and Honolulu Community College.
- Introducing a “Pre-Enrollment” Phase for the Ku`ina program, the local area’s youth program. The intent is to prepare potential WIA program youth enrollees to be successful in the WIA youth program setting. Without expending WIA funds, each potential student is provided a semester’s worth of hands-on experience if WIA youth program activities. The students who successfully meet threshold requirements are admitted as Ku`ina program students.
- Alignment with the Department of Education’s Personal Transition Plan (PTP) requirements and Maui Community College success. The MWIB leveraged Reed Act funds to help public high school students succeed in meeting the job readiness skills component of their personal transition plans, a new requirement for high school graduation. The effort included outreach and recruitment of 296 high school students to attend the Maui Community College Unmasked and E Ho`okama`aina, two events offering career exploration and educational enrichment. It included the participation of over 500 students in 5 orientations on and/or field trips to WorkSource Maui/WorkSource Molokai one stop centers. It includes pilot testing the use of an 11th grade English class to support student preparation for taking the COMPASS (or computer-adaptive placement assessment and support), a placement test used by Hawaii’s public community colleges.
- Alignment of Registered Apprenticeship and Workforce Investment Act programs. Maui spearheaded a regional coordination that implemented a June 25, 2009 Registered Apprenticeship Action Clinic. With active participation of the local WIBs and Al Valles of the USDOL Office on Apprenticeship, the well-attended event raised awareness about the array of registered apprenticeship programs that have led to viable career ladders and high-paying and satisfying jobs. The event produced five action plans (3 for Oahu and 1 for each other local areas) for improving registered apprenticeship and WIA program alignment.

Overall performance—Maui WIB

Local Area Name MAUI COUNTY	Total Participants Served	Adults	18	
		Dislocated Workers	45	
		Older Youth (19-21)	13	
		Younger Youth (14-18)	30	
ETA Assigned # <u>15015</u>	Total Exiters	Adults	11	
		Dislocated Workers	31	
		Older Youth (19-21)	2	
		Younger Youth (14-18)	12	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	---	
	Employers	72%	---	
Entered Employment Rate	Adults	79%	50%	
	Dislocated Workers	79%	77.8%	
	Older Youth	73%	-	
Retention Rate	Adults	85%	100%	
	Dislocated Workers	86%	93.9%	
	Older Youth	80.5%	100%	
	Younger Youth	51%	65%	
Average Earnings (Adults, Dislocated Workers)	Adults	\$ 10,800	\$ 13,570.10	
	Dislocated Workers	\$ 14,000	\$ 14,918.10	
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 3,900	\$ 4,378.30	
Credential/Diploma Rates	Adults	62%	-	
	Dislocated Workers	66%	-	
	Older Youth	69%	-	
	Younger Youth	44%	62.5%	
Skill Attainment Rate	Younger Youth	70.5%	76.5%	
Placement in Employment or Education	Youth (14-21)		50%	
Attainment of Degree or Certificate	Youth (14-21)		62.5%	
Literacy or Numeracy Gains	Youth (14-21)		38.5%	
Overall Status of MAUI COUNTY Performance		Not Met*	Met	Exceeded
Note: Two Customer Satisfaction Outcomes not included. *Met within 80% of target level		4	1	10

Overall performance of Workforce System—Statewide

Negotiated Performance Targets and Results

In PY 2008, the State met negotiated outcomes relating to employment, retention, earning and employability among adults and dislocated workers. It met negotiated outcomes relating to retention and employability for youth ages 14-18. It missed negotiated outcomes relating to employment, retention, earning and employability among youth ages 19-21. As reflected in Table 3, the State exceeded eight of its negotiated performance targets, has three within the 80%-100% threshold, and missed all four older youth performance targets. It does not have results for customer satisfaction measures.

Table 3. PY 2008 Statewide Performance Measure Results Summary

Performance Measure	State Negotiated Performance Levels	State Results	Rating
Entered Employment Rate -Adults	79%	75.8%	Met 80% of target
Entered Employment Rate-Dislocated Workers	79%	83.8%	Exceeded
Entered Employment Rate Older Youth	73%	50%	Did not meet 80%
Employment Retention Rate- Adults	85%	83.2%	Met 80% of target
Employment Retention Rate-Dislocated Workers	86%	92.5%	Exceeded
Employment Retention Rate-Older Youth	80.5%	56.3%	Did not meet 80%
Education Retention Rate- Younger Youth	51%	47.5%	Met 80% of target
Average Earnings -Adult	\$ 10,800	\$13,402.90	Exceeded
Average Earnings -Dislocated Workers	\$ 14,000	\$15,885.30	Exceeded
Six Months Earning Increase –Older Youth	\$ 3,900	\$ 2,932	Did not meet 80%
Credential /Diploma Rate-Adults	62%	74.8%	Exceeded
Credential/Diploma Rate-Dislocated Workers	66%	81.3%	Exceeded
Credential/Diploma Rate-Older Youth	69%	30.8%	Did not meet 80%
Credential/Diploma Rate-Younger Youth	44%	60.2%	Exceeded
Skill Attainment Rate-Younger Youth	70.5%	89.5%	Exceeded
Customer Satisfaction-Employers	72%	-	-
Customer Satisfaction-Participants	82%	-	-

The performance targets of each local area are the same as the State's negotiated performance levels. Compositely, the four local areas exceeded 52% of their targets, met 17%, and missed 32%. Chart 5 summarizes the performance variation across the local areas. There are a total of 60 boxes for 4 local areas with 15 outcomes each. "Gold" boxes are for goals that were exceeded, "silver" ones for goals were met, and "bronze" ones for goals that were not met. The number in each cell is the total number of PY 2008 exiters recorded by the local area.

PY 2008 Performance Results of Local Areas Color Coded Summary and Overall Ex-iter Count

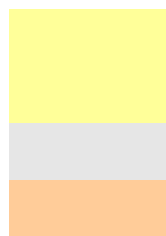
Entered Employment Rate	STATE	Oahu	Hawaii C	Kauai C	Maui C
Adults	273	146	87	29	11
Dislocated Workers	295	186	72	6	31
Older Youth (19-21)	17	9	3	3	2
Retention Rate	STATE	Oahu	Hawaii C	Kauai C	Maui C
Adults	273	146	87	29	11
Dislocated Workers	295	186	72	6	31
Older Youth (19-21)	17	9	3	3	2
Younger Youth (14-18)	279	193	54	20	12
Average Earnings/6 Mos Earning Increase	STATE	Oahu	Hawaii C	Kauai C	Maui C
Adults	273	146	87	29	11
Dislocated Workers	295	186	72	6	31
Older Youth (19-21)	17	9	3	3	2
Credential/Diploma Rate	STATE	Oahu	Hawaii C	Kauai C	Maui C
Adults	273	146	87	29	11
Dislocated Workers	295	186	72	6	31
Older Youth (19-21)	17	9	3	3	2
Younger Youth (14-18)	279	193	54	20	12
Skill Attainment Rate	STATE	Oahu	Hawaii C	Kauai C	Maui C
Younger Youth (14-18)	279	193	54	20	12

Legend:

" Gold " Exceeded (Above 100% of negotiated level)

" Silver " Met (80% to 100%)

" Bronze " Did not Meet (Below 80%)



As Chart 5 reflects, local areas were most consistent with each other in exceeding the goals for “adult average earnings”, “retention rate of dislocated workers and “younger youth skills attainment rate”. They were also most consistent with each other in missing the goal of “older youth credential/diploma rate”. The outcomes for younger youth in all four local areas were dramatically much better than the outcomes for older youth. Consistent with its population size and funding level, Oahu had far more participants and exiters than the three other local areas. Maui though had the least number of exiters and not Kauai.

The local areas were consistent with each other in having few older youth participants and exiters. The pattern is different in the adult and dislocated workers programs. Oahu and Maui exited more dislocated workers than adults while Kauai and the Big Island of Hawaii had more adults exiting than dislocated workers.

Based on number of targets met, Hawaii did better in the prior program year (i.e. Year 8 or PY 2007). Then, it missed the target for older youth credential rate but hit the remaining 14 measures at 100% or higher. The interplay of several factors has contributed to PY 2008 results. Some of the factors in play were:

- Over projection: The PY 2008 performance targets were negotiated when Hawaii was experiencing a record-low unemployment rate. Thus, the rapid economic downturn was not foreseen at negotiation time but factored in actual performance. The rapid rise in unemployment rate made it challenging for all one stop centers to adjust their program services. The double-digit unemployment rates in some communities made it more difficult for some exiters to find jobs or retain their jobs.
- Unemployment lower in Oahu: Oahu’s performance was affected by the recession but not as much as other areas’. Because of the heavier weight of Oahu on overall State performance, the State met at least 80% of some employment-related goals.
- Innovations in program design and use of non-WIA resources: There were program push backs due to dwindling WIA resources, leadership changes, and staff turnover. Some found solutions through collaboration. For example, co-enrollment and co-case management between programs and agencies allowed more WIA participants to get the support services and training that they needed. These participants’ positive outcomes were credited in WIA and the other programs.
- Small number of older youth exiters: The performance outcomes for older youth were based on the results of 17 exiters. Mathematically, the weight of one outcome is greater when there are few exiters. Some of the negative individual outcomes were attributed to: a) lost of contact and hence the inability to follow-up. Loss of contact occurred despite the practice of establishing three points of contact at program registration time; and b) Non-certifiable training. An employer provided training that increased the employability of a person with disability. Nevertheless, the gain for this particular exiter did not meet the requirements for certifiable training.
- Lack of credentials: The smaller islands or local areas did not have the array of training programs that can meet the needs of different participants.
- Attention to details: Local workforce investment area’s expertise in managing cases factored in performance outcome accounting. For example, the Social Policy Research Associates, Inc. (“SPRA”) provided technical assistance and WIA staff learned that simple adjustments in exit and activity schedules can affect performance outcomes. Trained staff employed this flexibility and improved some of the outcomes. On the other hand, Region 6 federal monitors established that there was confusion and misunderstanding of the definitions of data elements, what source documentation was required, and how participants were identified. The lack of understanding led to the under-accounting of some outcomes.
- Different focus: The WDD did not conduct a customer satisfaction survey and focused its efforts on the anticipated implementation of the new Workforce Information Streamlined Performance Reporting (“WISPR”). Following the recommendation of Region 6 federal monitors, the State will resume survey and establish customer satisfaction results for PY 2009.

COMPREHENSIVE STATE PLAN FOR WORKFORCE DEVELOPMENT
STATE OF HAWAII
2009-2014

Section 5:

Reed Act Activities
In the State of Hawaii
2009 report

Background

The “Reed Act,” a provision of the Social Security Act, provides for the distribution of federal unemployment tax funds to state unemployment insurance and employment service programs in the event the federal government collects excess unemployment tax revenues. As the federal government approached a balanced budget in the late-1990s, Reed Act distributions were made to the states in March of 2002 in the amount of \$8 billion, including a \$30.8 million distribution to Hawaii. This distribution was made to give states an opportunity to make significant improvements in unemployment insurance (“UI”) and employment services (“ES”) operations in areas where funds had not been sufficient.

On May 8, 2002 the US Department of Labor (“DOL”) Employment and Training Administration (“ETA”) issued Training and Employment Guidance Letter (“TEGL”) No. 24-01. TEGL 18-01 provided information regarding the requirement that state legislatures appropriate funds for specific purposes as outlined in the TEGL and the UIPL 39-97.

In order to use the Reed Act distributions, the Hawaii State Legislature was required to: (1) amend Section 393-13, Hawaii Revised Statutes to conform state law to federal requirements and (2) appropriate funds. In the 2006 Legislative session, a bill was passed and signed into law as Act 190 that made the requisite changes and appropriated the following amounts of Reed Act funds to the WIBs and WDC.:

A total of \$10 million was allocated for use by LWIBs and the DLIR for use in fiscal year 2006-2009:

\$5,070,557	Oahu WIB
\$1,528,331	Maui WIB
\$1,275,556	Kauai WIB
\$1,925,556	Hawaii WIB
<u>\$200,000</u>	WDC
\$10,000,000	TOTAL

Fifteen percent of the local appropriations were used by DLIR (WDD) in order to enhance HireNet Hawaii and administer the funds. Hawaii County received an additional year of Reed Act funding for \$1,999____.

Federal law restricts the use of Reed Act funds to payment of

(1) unemployment compensation,
(2) the administration of the state’s unemployment compensation law, and
(3) the administration of the state’s system of public employment offices. Reed Act funds may be used in the same manner that Wagner-Peyser Act funds are used to support Hawaii’s One-Stop Job Centers. Examples of activities allowable under the Wagner-Peyser Act include:

- Staff for delivery of appropriate core and intensive service employment services;
- Equipment and resources for resource rooms;
- Payment of rent, utilities, and maintenance of facilities, in accordance with cost sharing guidelines;
- Shared costs of operation of local one-stops including payment for one-stop operators;
- Development of products that support service delivery such as labor market information products and job bank technology;
- Purchase of computer, network and telecommunications equipment, and application development and other technology resources including assisted technology that support employment and workforce information service delivery;
- Outreach and educational materials targeted at users of one-stop employment and workforce information services;
- Training, technical assistance, and professional development of staff who deliver employment and workforce information services.

Act 190 became effective on July 1, 2006. Appropriated funds had to be legally obligated before June 30, 2007, and obligated expenditures made before June 30, 2008. Act 190 included a requirement that each WIB “submit a workforce development plan that shall be approved by the workforce development council prior to the release of funds by the department of labor and industrial relations.” The local plans were reviewed and approved by DLIR and the US Department of Labor. An important consideration in developing the plan was to address sustainability, or how the initiatives would be funded after the appropriation period.

“Reed Act” activities—Oahu

Provider: OAHU WORKFORCE INVESTMENT BOARD	
Quarter end: 12/31/09	
Period From: 02/01/07 To: 11/30/09	Contract End Date: 06/30/10
Amount allocated: \$5,070,557	Amount spent at end of reporting period:\$3,794,312 (As of 11/30/09)
Percentage of total spent: 74.8%	Month: 11/30/09

Category	Initiative Description	Category allotment
Employer Outreach & Service	To improve upon our services to businesses by providing assistance with their human resource and workforce development needs.	\$1,040,522

TITLE OF PROGRAM: Satellite Business Resource Center in Kapolei

AMOUNT ALLOCATED: \$230,846

AMOUNT EXPENDED: \$159,955

KEY FEATURES AND ACTIONS OF PROGRAM: To improve services to businesses on the Leeward side of the island, Oahu WorkLinks’ Business Services Section will operate the satellite Business Resource Center in Kapolei to assist businesses with their human resource and workforce development needs.

Kapolei’s job market has grown by 24 % in the past five years, driven by residential, commercial and industrial development, and is expected to more than double by 2020. The number of jobs in the West Oahu community increased from 18,750 in 2000 to 24,516 in 2005, according to the City’s Department of Planning and Permitting, which uses census and state land use data to project both population and job growth.

Oahu WorkLinks’ (OWL) Business Services Section will operate a satellite Business Resource Center in Kapolei to assist businesses with their human resources and workforce development needs. Kapolei’s job market has grown by 24% in the past five years, driven by residential, commercial and industrial development, and is expected to more than double by 2020. The number of jobs in the West Oahu community increased from 18,750 in 2000 to 24,516 in 2005, according to the City’s Department of Planning and Permitting, which uses census and state land use data to project both population and job growth.

The Center will be staffed with two Business Developers (one full-time and one part-time employee) with the use of Reed Act funds. The center will serve job seekers and workers in Kapolei and the surrounding community to meet the recruitment and training needs of the businesses for qualified personnel. Counselors and volunteers from the Small Business Administration and Small Business Development Corporation, serving as consultants and guest speakers, may provide individual or group counseling to entrepreneurs, technical assistance sessions and training workshops. Workshops will include HireNet Hawaii training, compliance with Department of Labor and Industrial Relations regulations on workers’ compensation, unemployment insurance requirements, Americans with Disability Act (ADA), occupational safety and health etc.

SELF SUSTAINABILITY: It is OWL’s intent to establish successful relationships with other community agencies that will lead to a willingness of a number of parties to continue to partner and support this level of service in the Kapolei region. Examples of organizations that might consider collaborating to continue these services include the Small Business Administration, Small Business Development Corporation, various Chambers of Commerce, the City and County’s Office of Economic Development,

the State Department of Business and Economic Development, Enterprise Honolulu, or one or several of the nonprofit organizations expanding with new facilities in the area.

Desired Outcome	Notes	% Completed
<p>Increase Leeward employer usage of OWL services (resource center, job posting, training, referral and hiring) by 40%.</p> <p>There will be 70 additional West Oahu businesses agreeing to participate with OWL by June 30, 2009.</p>	<p>The actual outcomes of OWLs' Business Service's activities in the Leeward area have exceeded our desired outcome. Since PY 07-08, OWLs' Business Services has conducted outreach to over 316 new businesses in the Leeward.</p> <p>In addition, we are planning to provide assessment activities via a unique workforce development tool called Transferable Occupation Relationship Quotient (TORQ) to customers. This tool will assist with assessing customers various skills from various occupations and matching them with particular occupations.</p> <p>Also, we have planned for two job fairs; one in January and another in May 2010.</p>	<p>73%</p> <p>The remaining funds of \$59,891 will be expended on personnel costs and other current expenses to include the new TORQ assessment service and two job fairs.</p>

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff assisted services in accordance with 20 CFR 652.207 and 208.

TEGL 24-01 #7: Computer equipment, network equipment, telecommunications equipment, application development, and other technology resources, including assisted technology, that support employment and workforce information service delivery.

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: Expansion of Business Services to Small Businesses

AMOUNT ALLOCATED: \$809,676

AMOUNT EXPENDED: \$503,363

KEY FEATURES AND ACTIONS OF PROGRAM: To enhance current services to small and medium size businesses by providing staff support for our Business Services Section to serve as business representatives and provide the following support:

- Conduct outreach, promote One-Stop programs and services to businesses (e.g. HireNet Hawaii) and disseminate promotional materials
- Assist small and medium size businesses with strategies for recruitment, placement and retention
- Coordinate or facilitate workshops/training sessions to address business need for rapid technological or organizational changes
- Assist businesses in planning and re-designing workplace practices to be more productive in working with special workers such as job accommodations for people with disabilities
- Attend industry/business organization meetings and utilize membership resources to promote assessment, advocacy, and services to meet industry workforce needs
- Assist in implementing recommendations from employer forums or focus groups convened by OWIB
- Assist in facilitating meetings to connect industry with secondary and post-secondary education to promote partnerships, internships, or mentoring opportunities
- Conduct labor market research for specific industry or business
- Conduct customized job fairs

SELF SUSTAINABILITY: To increase customer satisfaction from employers, it is crucial that OWL continues to build one-on-one working relationships with businesses in addition to encouraging them to participate in self-registration and self-service. When businesses recognize the value of OWL services, they will continue to utilize our services even after this project ends. It is also possible that

- One or more business organizations might adopt this initiative.
- A plan for charging businesses a fee for service may be developed.

Desired Outcome	Notes	% Completed
Increase employer participation with OWL by 30% (expand the participation of an additional 300 businesses) through job posting, resource center use, training, referrals or hiring.	The actual outcomes of OWLs' Business Service's activities in the Honolulu area have exceeded our desired outcome. Since PY 07-08, OWLs' Business Services has conducted outreach to over 586 new businesses in the Honolulu area. In addition, we are planning to provide assessment activities via a unique workforce development tool called Transferable Occupation Relationship Quotient (TORQ) to customers. This tool will assist with assessing customers various skills from various occupations and matching them with particular occupations. Also, we have planned for two job fairs; one in January and another in May 2010.	62% The remaining funds of \$306,313 will be expended on personnel costs and other current expenses to include the new TORQ assessment service and two job fairs.

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208. TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

Category	Initiative Description	Category allotment
Labor Pool Expansion	To expand the labor pool by working in partnership with various organizations in the community by providing outreach to under represented populations	\$2,884,691

TITLE OF PROGRAM: Programs for under-represented groups

AMOUNT ALLOCATED: \$2,475,418

AMOUNT EXPENDED: \$1,845,678

KEY FEATURES AND ACTIONS OF PROGRAM: To expand the labor pool by working in partnership with education, non-profit organizations and other entities in the community by conducting outreach to populations that are currently under-represented in the workforce such as immigrants with limited English proficiency, ex-offenders, individuals with disabilities, discouraged workers and people experiencing homelessness. It is OWIB's plan to partner with interested providers of programs and services that engage these populations with special needs and develop strategies to prepare them for the workplace. Although occupational training will not be provided as it is not allowable under the Reed Act, programs that provide assessment, vocational counseling, workshops on job search assistance, career planning, job placement and retention services that demonstrate successful outcomes with these populations are eligible.

SELF SUSTAINABILITY: There is a return on investment in expanding the labor pool. Each unemployed person who becomes employed will increase contributions to the tax base. It is estimated that annual salary of \$16,000 to \$20,000 yields an annual tax contribution of \$3,240 to \$3,840. An annual salary of \$20,000 to \$30,000 yields an annual tax contribution of \$4,128 to \$5,628. In addition to increased tax contributions, returning unemployed people to the workforce will decrease the costs of current taxpayers' burden to fund services for prisons (\$40,150 per in-state inmate); General Assistance (\$5,016/person); TANF (\$9,600/person); SSI (\$7,236/person); SSI in foster care home (\$13,499/person) etc. It is possible that at the completion of these programs:

- The Community Colleges, Adult Education, non-profit or faith-based organizations, and OWL embrace the lessons and strategies learned from these pilot programs and leverage appropriate resources to continue outreach and job preparation efforts.
- Based on the success of the pilot programs, OWIB and other entities would seek necessary funding or grants to sustain the programs.

Desired Outcomes	Notes	% Completed
<p>1. Develop a model program to engage an under-represented population successfully in the workforce.</p>	<p>WorkHawaii developed a model work readiness preparation program that serves people experiencing homelessness with funding support from the Community Development Block Grant (CDBG).</p> <p>In FY 09 (PY 08) WorkHawaii continued our partnership with homeless service providers, churches, state and community agencies to implement the project funded under a Community Development Block Grant. People who are experiencing homelessness and have serious barriers to employment seldom access the resources and services that are available at Oahu WorkLinks. This project aimed at engaging the participation of these individuals by providing a supportive and structured environment for them to develop basic socialization and life skills, to explore their interests, to develop career goals, and to build their confidence and ease their transition to the world of work. The program has been expanded to Leeward Oahu with a new component for legal support services, the Bench Warrant Recall Program. It was contracted through Volunteer Legal Services of Hawaii (VLSH) to assist eligible homeless individuals with resolving outstanding non-felonious bench warrants. With the support from the Chief Justice, the Public Defenders' office and the Prosecutors' office, VLSH established a streamlined process by coordinating with multiple jurisdictions to represent the homeless clients.</p> <p>Highlights in FY 2009</p> <p>93 individuals attended work readiness workshops</p> <p>11 individuals received subsidized work experience training</p> <p>18 individuals entered employment</p> <p>9 volunteers (4 attorneys, 3 law students, 2 paralegal interns) worked in the Bench Recall Program</p> <p>20 homeless clients were represented in multiple courts</p> <p>10 bench warrants were recalled</p> <p>In the current fiscal year, we have further enhanced our model program by implementing the Rent to Work program with HOME funds. We provide one year of rental assistance to persons who are homeless and have proven their commitment to becoming gainfully employed. Still in its infancy, 38 clients have completed the referral process, 35 vouchers have been issued and 19 people have found apartments to rent.</p>	<p>76%</p> <p>The remaining funds of \$529,740 will be expended on personnel costs and other current expense to include the funding of a personnel services contract with DLIR-WDD to conduct Core Services and an allocation for an employees' vacation trust fund</p>
<p>2. 500 people who are currently unemployed and from under-represented groups will receive information about OWL services and complete intake and registration as a result of the outreach.</p>	<p>Since PY 07-08, OWLs' has provided services to over 30,308 new job-seekers with a total of 3,846 individuals representing the under-represented population.</p>	

3. 400 people will complete assessment of their career interests, aptitudes and skills. As well as career counseling and job-readiness training.	Since PY 07-08 a total 623 of these individuals from the under-represented population have completed some level of career assessment service and/or counseling and job readiness training.	
30 people will enter employment	Since PY 07-08, 145 individuals have entered into employment from the under-represented population.	
Access to information and services at Oahu WorkLinks will be improved for people with disabilities and limited English proficiency.	The Oahu WorkLinks centers have utilized resources from the Disability Program Navigator, UH Center on Disability Studies, Division of Vocational Rehabilitation and other partner agencies or programs to enhance our information and services to people with disabilities. ADA work stations are available at all centers and we are working on the installation of ADA doors. We contributed to the early development of the website www.Realchoiceshawaii.com which is a comprehensive resource directory for people with disabilities. We will continue to partner with the Office of Language Access, the City's Equal Opportunity Office and other community-based organizations with expertise in serving immigrants to develop informational materials for individuals with limited English proficiency	

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 # 6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: Programs for At-Risk Youth

AMOUNT ALLOCATED: \$466,229

AMOUNT EXPENDED: \$367,388

KEY FEATURES AND ACTIONS OF PROGRAM:

To increase the participation of at-risk youth such as youthful offenders, who have serious barriers to employment, in career development activities by providing the following:

- intensive outreach and recruitment services that assist youth with establishing positive working relationships with career development specialists;
- job readiness and preparation services such as assessment of employment skills, resume writing, labor market exploration, and career ladder development; and
- counseling and guidance services that address youth development issues such as developing positive working relationships with adults, appropriate behavior and coping skills at work, and developing work place values such as integrity and perseverance

SELF SUSTAINABILITY: Youthful offenders who engage in career development activities are more likely to secure employment and not re-offend. The annual cost saving in reducing recidivism is \$48,000 to \$60,000 per youth. Furthermore, the return on investment on young people who earn a minimum wage of \$8.33 yields an annual tax contribution of \$3,240 to \$3,840. Upon program completion, it is possible that:

- The Community Colleges, Adult Education, non-profit or faith-based organizations, and OWL embrace the lessons and strategies learned from these pilot programs and leverage appropriate resources to continue career development activities.
- OWIB and other entities could seek discretionary or earmark funding from federal and state agencies such as the Department of Education, the Department of Labor, Department of Justice, and Department of Health and Human Services to continue career development activities.

Desired Outcome	Notes	% Completed
A minimum of 300 youth will enroll in the one-stop system, Oahu Work-Links.	Since PY 07-08, OWLs' one-stop system has enrolled a total of 1058 youths.	79% The remaining funds of \$98,841 will be expended on personnel cost and other current expenses.
A minimum of 150 youth will complete job readiness and preparation services-A minimum of 100 youth will complete counseling and guidance services.	Since PY 07-08, 1058 youths has received job readiness and preparation services, which included counseling and guidance services to assist them in career development and preparation for employment. In addition since PY 07-08, 140 youths have received employment	

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208.

TEGL 24-01 # 6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: Expansion of OWL Services for Improved Job Matching

AMOUNT ALLOCATED: \$155,411

AMOUNT EXPENDED: \$122,153

KEY FEATURES AND ACTIONS OF PROGRAM: To enhance successful matching of employers with job seekers, OWL staff will use Reed Act funds to focus on systems designed to allow for more in depth screening, verification of qualifications and matching of interests and career goals, and coaching of job seekers. Additionally, the two employees, called Employer Liaisons, to be funded with Reed Act funds, will be better able to develop employer profiles which will contain desirable characteristics, job skill requirements, as well as more detailed descriptions of the work environment and the opportunities and benefits afforded by the employer.

Currently 60% of job seekers visiting OWL Centers do not have adequate computer skills or access to the Internet and have difficulty in navigating HireNet Hawaii on their own. These and other individuals with more challenges require one-on-one staff assistance in developing their resumes and job readiness preparation. The current 3-hour long job search workshops do not offer the support structure for these customers to succeed in meeting employer expectations for job referrals. With the special populations that OWIB plans to target, it is anticipated that more customers will require intensive staff assistance.

To encourage these job seekers with limited skills to continue to participate successfully, OWL will develop a Job Club program for the customers that will provide opportunities for structured daily interactions with instructors/ counselors/peers in a supportive small group environment.

Job Club members will learn about and participate in any or all of the following activities:

- Values and interest assessment
- Work ethic development
- Job retention strategies
- Communication skills
- Time management
- Problem-solving skills

- Life/work balance strategies
 - Research on employers/jobs available that are of interest to the customer
 - Mock interviews to reduce stress and practice successful interview strategies
- Job search activities such as networking, registering with employment agencies, utilizing job boards, etc.

SELF SUSTAINABILITY:

Once the front-end work of establishing a system to gather information from employers and job seekers is completed, and data is gathered from the employers, the program should be sustainable without additional funding. As with all of the other Reed Act funded activities, OWL intends to be successful and hopes to generate sufficient demand for these services whereby fees could be imposed to defray some of the costs.

Desired Outcome	Notes	% Completed
30% of the applicants referred to employers will be hired	Since PY 07-08, OWLs' expansion of our job matching activities have far exceeding the desired outcome. A total of 474 job-seekers were hired by employers out of 871 job-seekers in the applicant pool. Thus resulting in a 54% hiring rate.	79% The remaining funds of \$33,258 will be expended on personnel costs and other current expenses.

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208.

TEGL 24-01 # 6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TEGL 24-01 #10: Improving access for individuals with disabilities, including remodeling or retrofitting One-Stop Career Centers and purchasing appropriate software, hardware, furniture and supplies (e.g. Braille readers).

TEGL 24-01 #11: Improving access for individuals with limited English proficiency, including language line services, development of forms, automated voice messages, etc. in languages other than English.

TITLE OF PROGRAM: Career Advancement/Promotional Materials/Activities

AMOUNT ALLOCATED: \$167,746

AMOUNT EXPENDED: \$100,958

KEY FEATURES AND ACTIONS OF PROGRAM: To address the challenge of meeting businesses' need for workers who possess at least basic "work readiness" skills, the OWIB is developing a system for work readiness credentialing that will have buy-in from stakeholders such as businesses, unions, education agencies, economic development entities as well as training providers. A pilot project is established based on the research completed by a consultant to test two nationally recognized systems: LRI Accuvision and ACT WorkKeys.

OWIB is partnering with the public education system to offer students exposure to career options and opportunities to experience different careers. A pilot project is established with Roosevelt High School.

SELF SUSTAINABILITY:

- The City’s Department of Information Technology will host and maintain the websites.
- Based on the success of these programs, OWIB and other entities would seek discretionary or earmark funding from federal agencies such as the Department of Labor, Department of Justice, and Department of Health and Human Services to continue these programs.

Desired Outcome	Notes	% Completed
<p>A Work Readiness Credentialing System will be established that has the support of the business community that sees it as a value-added service from the workforce development system.</p>	<p>OWIB held two seminars on work readiness credentialing instruments within the past twelve months. One instrument is the LRI Accuvision credential. The other instrument is ACT’s WorkKeys credential. These two instruments represent different approaches to measuring soft skills. In order to help determine which may best fit our needs on Oahu, this summer with WorkHawaii, OWIB is running a pilot project of both instruments for assessing youth and adults.</p> <p>Status: Staff is being trained to administer the testing instruments. Business Services Team is preparing to meet with interested employer organizations. Collateral materials are being developed.</p>	<p>60%</p> <p>The remaining funds of \$66,788 will be expended on personnel costs and other current expenses related to staff training and program implementation.</p>
<p>Students have a better understanding of career opportunities and options through direct interactions with business and industry leaders.</p>	<p>On January 30, 2009, OWIB partnered with Roosevelt High School to provide career mentoring and guidance to approximately 340 junior high school students and about 60 senior students. OWIB sponsored the first career day at RHS for approximately 400 students in their junior year of school in May 2008. The purpose of career day is to expose students to a variety of careers or job industries with the intent of fostering greater interest and involvement in their academic studies, extracurricular activities, and/or personal development with a career goal in mind. OWIB is continuing this partnership and seeking other activities to complement this endeavor with Roosevelt High School.</p>	

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 # 6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TEGL 24-01 #10: Improving access for individuals with disabilities, including remodeling or retrofitting One-Stop Career Centers and purchasing appropriate software, hardware, furniture and supplies (e.g. Braille readers).

TEGL 24-01 #11: Improving access for individuals with limited English proficiency, including language line services, development of forms, automated voice messages, etc. in languages other than English.

TITLE OF PROGRAM: Establish a Satellite One-Stop Center in Hauula Civic Center

KEY FEATURES AND ACTIONS OF PROGRAM: The facility originally proposed for renovations in the first Reed Act Plan is no longer available. Fortunately, the City has a space available at the City's Hauula Civic Center.

In 2009, OWL established a satellite One-Stop center in Hauula to provide services to the current underserved areas along Koolauloa and the North Shore. OWL plans to conduct outreach to the local communities and collaborate with faith-based and community organizations to promote employment services to under-represented populations such as people experiencing homelessness, immigrants with limited English proficiency, and individuals with disabilities.

SELF SUSTAINABILITY:

The City's Department of Facilities Maintenance will maintain the facility.

Desired Outcome	Notes	% Completed
Orientation and registration will be provided to a 100 individuals	Since January 2009, OWL's Hauula Center opening we have registered 1070 visitors, with a total of 85 new individuals registering for services.	100%
50 individuals will receive career counseling and job referral services.	Since OWL's Hauula Center opening a total of 58 individuals received career counseling and job referrals. A total of 5 individuals have entered into employment.	

Category	Initiative Description	Category allotment
Capacity Building	To build capacity for OWIB members and staff in order to improve on building our demand driven workforce development system.	\$182,557

TITLE OF PROGRAM: Training for OWIB Members and Staff

AMOUNT ALLOCATED: \$50,557

AMOUNT EXPENDED: \$0

KEY FEATURES AND ACTIONS OF PROGRAM: Training for OWIB members and staff to learn about globalization and emergence of completely new social, political and business models; to evaluate strategic plan and measure outcomes; to align vision and mission with a more demand-driven workforce system; to gather information about global or national issues related to economic development, education and workforce development; and to learn about best practices regarding board development and leadership as well as One-Stop operations. This activity will be conducted with Reed Act funds pending allowable use. Costs will be allocated to benefiting programs based on the ratio of participants registered in Wagner Peyser to those registered in WIA or other programs.

SELF SUSTAINABILITY: N/A

Desired Outcome	Notes	% Completed
A system will be developed to allow for every board member to understand his role and responsibilities	<p>In addition to attending national leadership conferences such as the ones sponsored by the National Association of Workforce Boards and the U.S. Department of Labor, and local conferences such as those sponsored by the Chamber of Commerce and the Society of Human Resource Management, OWIB members and staff have organized themselves effectively into committees and sub-groups that provide opportunities for members to share their expertise and exercise their roles as business leaders. A mission and a vision statement are clearly articulated. The OWIB website has been redesigned and the hosting was transferred from an outside vendor to the City' server to allow users to access timely information in a more expedient manner. For example, hyperlinks were added to the Unemployment Insurance Office and a calendar of Oahu WorkLinks workshops is also being posted. A Twitter feature was added to expand the ways in which we can communicate with our customers.</p> <p>Status: Website is now online at www.owib.org. In two months, it has become the 72nd most visited city government website out of the over 500 city government websites.</p>	<p>0 %</p> <p>The funds of \$50,557 for this category will be reallocated in modification 4 to Employer Outreach Svcs, Labor Pool Expansion, and Technology & Equipment categories.</p>

<p>A current and dynamic plan to meet Oahu's workforce needs as prioritized by the board will be developed and implemented.</p>	<p>OWIB has submitted their local strategic plans that describe its priorities. OWIB continues research on its matrix of leading economic indicators as a tool to gauge the job environment. The matrix includes information from Hawaii economic research organizations, US and international economic think tanks, and highlights economic and labor news from the top 5 points of geographic origin for Hawaii tourists.</p> <p>Status: Research is ongoing. News updates from around the world may be found on www.owib.org.</p> <p>OWIB is also investing in a new technology to increase the efficiency of job matching and retraining for job seekers. To help job searchers find jobs that match their capabilities or that are in related fields, OWIB received approval from DLIR to utilize Reed Act Funds for this project. We are now in the process of procuring TORQ for implementation at Oahu WorkLinks sites. TORQ - the Transferable Occupation Relationship Quotient - is an analytical tool that links occupations based on the <i>abilities, skills, and knowledge</i> required by workers in a vast number of occupations. TORQ™ expands the notion of career pathways into an interconnected web of possibilities based on the factors that really matter for career mobility - not a specific job that someone is doing or has done, but what someone is <i>capable</i> of doing.</p> <p>Status: We have cleared expenditure approval process and are now reviewing contract language.</p>	
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BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 # 6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #9: Training, technical assistance, and professional development of staff who deliver employment and workforce information services.

TITLE OF PROGRAM: Certification and Training for OWL Staff and Partners

AMOUNT ALLOCATED: \$100,000

AMOUNT EXPENDED: \$12,144

KEY FEATURES AND ACTIONS OF PROGRAM: To provide training and development for staff and one-stop partner agencies to improve customer services to both job seekers and employers; enhance knowledge of labor market trends and needs of specific industry clusters; improve understanding of service integration of one-stop system; follow up on additional training on HireNet; attain and maintain competencies as workforce development professionals through credentialing or certification process. Costs will be allocated to benefiting programs based on the proportion of staff in Wagner Peyser program versus staff in WIA or other non -WIA programs.

SELF SUSTAINABILITY: N/A

Desired Outcome	Notes	% Completed
90% of OWL professional staff obtain credential or certification as workforce development professional	As to date a total of 12 OWL professional staff has obtained credentials. Further progress in our efforts will depend upon receiving approval from the employee's union contract agreement.	12% The remaining funds of \$87,856 will be reallocated in modification 4 to Employer Outreach Svcs, Labor Pool Expansion, and Technology & Equipment categories.
All OWL professional staff will be proficient in the use of HireNet.	Training and support have been provided by State and the private contractor Geographic Solutions at no charge.	

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 # 6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #9: Training, technical assistance, and professional development of staff who deliver employment and workforce information services.

TITLE OF PROGRAM: Training for Youth Staff and Providers

AMOUNT ALLOCATED: \$32,000

AMOUNT EXPENDED: \$0

KEY FEATURES AND ACTIONS OF PROGRAM: To improve the delivery of services to youth and employers by providing training and professional development for Youth Services Center staff who delivers employment and workforce information services. Costs will be allocated to benefiting programs based on the proportion of staff in Wagner Peyser versus staff in WIA or other non-WIA programs

SELF SUSTAINABILITY: N/A

Desired Outcome	Notes	% Completed
90% of the Youth Services Center staff that participate in training and development will obtain credential or certification as workforce development professionals	Training and development activities were provided by partner programs, such as the City's YouthBuild and WIA-Youth Programs. Thus, no funds were needed to support this initiative.	0 % The funds of \$32,000 for this category will be reallocated in modification 4 to Employer Outreach Svcs, Labor Pool Expansion, and Technology &

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 # 6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #9: Training, technical assistance, and professional development of staff who deliver employment and workforce information services

Category	Initiative Description	Category allotment
Technology and Equipment	To replace and update out-dated equipment, software, and IT infrastructure in order to improve efficiency and productivity.	\$337,987

TITLE OF PROGRAMS:

Upgrade computer equipment/software for OWL (\$140,000) and YSC (\$59,426) to replace old equipment that does not meet City standard; improve computer network infrastructure; upgrade existing computer software; acquire new software (Plato)

Install fiber optic cables to connect Waianae OWL to City network (\$7,500)

Purchase video conferencing equipment/televisions to connect Dillingham, Waianae, Kapolei and Kapiolani offices to other OWL offices (\$106,061)

Purchase tables, carts, racks, hand trucks, display boards, easels etc. for training/conference/meeting/office use (\$5,000)

Purchase ADA door openers for Dillingham, Waipahu, and Honolulu offices (\$20,000)

AMOUNT ALLOCATED: Individual figures presented in each project

KEY FEATURES AND ACTIONS OF PROGRAM: Features are noted in each of the programs presented in the “Title of Programs section”.

SELF SUSTAINABILITY:

Computer equipment will be maintained by City’s Department of Information Technology.

Desired Outcome	Notes	% Completed
With the installation of fiber optic connections and upgraded computer equipment, the speed with which data travel is improved by 6,500 times, thereby enhancing efficiency and productivity significantly	The installation of the fiber optic cables as well as the new hardware systems has dramatically improved the efficiency and productivity of our staff and center customers. The fiber optic cable expenditure was supported 100% by WIA Program. The majority of the funds supported the new hardware systems to include computers and system upgrades	100%
Compliance with ADA requirements.	We continue to make progress on our plans to install ADA door openers in our centers.	

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 42-01 #2: Equipment and resources for resource rooms.

TEGL 24-01 # 6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #7: Computer equipment, network equipment, telecommunications equipments, application development, and other technology resources, include assistive technology, that support employment and workforce information service delivery.

TEGL 24-01 #10: Improving access for individuals with disabilities, including remodeling or retrofitting One-Stop Career Centers and purchasing appropriate software, hardware, furniture and supplies (e.g. Braille readers).

Category	Initiative Description	Category allotment
Proportionate Share of Operational Costs of One-Stop Centers	Funds used to support administration and service delivery of employment and workforce information services in One-Stop centers for the purpose of payment for rent, utilities, and maintenance of facilities, including common spaces such as resource rooms, reception areas, conference areas, etc., in accordance with cost sharing guidelines.	\$360,113

TITLE OF PROGRAM: Proportionate Share of Operational Costs of One-Stop Centers

AMOUNT ALLOCATED: \$360,113

AMOUNT EXPENDED: \$259,225

KEY FEATURES AND ACTIONS OF PROGRAM:

SELF SUSTAINABILITY: N/A

Desired Outcome	Notes	% Completed
To appropriately allocate one-stop operational costs.	One-stop operational costs are continuously monitored and reported on a monthly basis.	72% The remaining funds of \$100,888 will be expended for its' stated purpose by June 30, 2010.

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 18-01 Attachment I: Funds used to support administration and service delivery of employment and workforce information services in One-Stop centers for the purpose of payment for rent, utilities, and maintenance of facilities, including common spaces such as resource rooms, reception areas, conference areas, etc., in accordance with cost sharing guidelines

Category	Initiative Description	Category allotment
HireNet Hawaii	To improve the delivery of services to businesses and job seekers by funding the necessary maintenance and enhancements to the HireNet Hawaii system.	\$264,687

TITLE OF PROGRAM: HireNet Hawaii

AMOUNT ALLOCATED: \$264,687.00

AMOUNT EXPENDED: \$264,687.00

KEY FEATURES AND ACTIONS OF PROGRAM: To improve the delivery of services to businesses and job seekers by funding the necessary maintenance and enhancements to the HireNet Hawaii system

SELF SUSTAINABILITY: N/A

Desired Outcome	Notes	% Completed
N/A		100%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE): N/A

“Reed Act” activities—Kauai

Provider: KAUAI WORKFORCE INVESTMENT BOARD	Quarter end:
Period From: April 5, 2007 To:	Contract End Date: September 30, 2009
Amount allocated \$1,258,994.00	Amount spent at end of reporting period: 1,253,131.92
Percentage of total spent 99.5%	Month: Program End

Category	Initiative Description	Category allotment
Employer Outreach & Service	To outreach and recruit the under-utilized populations, meeting the needs of local businesses	\$59,258 (Mod 2)

TITLE OF PROGRAM: Develop Kaua`i Labor Market Information through Industry-focused Forums

AMOUNT ALLOCATED: \$10,000

AMOUNT EXPENDED: \$5,078.64

KEY FEATURES AND ACTIONS OF PROGRAM: Generate, compile and distribute County-specific workforce information which allows job seekers, employers, and providers and planners of job training and economic development to obtain information pertaining to job opportunities, labor supply, and the market situation in Kaua`i’s growth industries. Also plan specific strategies to address the immediate workforce needs identified, integrating them into the Kaua`i Workforce Investment Board Strategic Plan.

SELF SUSTAINABILITY: The forums will be designed to solicit real-time industry-specific information and trends that all businesses within the cluster will find useful and relevant to their businesses. Access to this timely and relevant data will encourage key business leaders to continue to participate in industry work teams in the future.

Desired Outcome	Notes	% Completed
Develop relevant local labor market information to enhance job seeker and employer labor exchange activities.	<ul style="list-style-type: none"> Held facilitated Industry Forums with Kaua`i’s six growth industry clusters: <ul style="list-style-type: none"> Food & Agriculture Sports & Recreation Health & Wellness High Technology Renewable Energy Arts & Culture Business leaders addressed, by industry, key challenges and workforce development issues related to a trained, educated, and quality workforce, providing insight into enhancing labor exchange activities on Kauai. 	100%
Establish regular industry work/ advisory teams for at least 2 of the industry clusters to ensure ongoing and reliable sources of current local workforce information.	<ul style="list-style-type: none"> Working with industry advisory groups that provide current industry-specific local workforce information. <ul style="list-style-type: none"> Health and Wellness Energy 	100%
Update the Kaua`i WIB Strategic Plan using local labor-market generated information so that it is an active working document [KWIB - 9].	<ul style="list-style-type: none"> Local labor market information integrated into the updated Kaua`i Workforce Investment Board (KWIB) strategic plan. Action plans still being finalized. 	95%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #6: Development of products that support service delivery such as workforce information products and job bank technology.

Category	Initiative Description	Category allotment
LABOR POOL EXPANSION	To seek new and untapped sources of workers to meet labor needs	\$595,389 (MOD 2)

TITLE OF PROGRAM: Community Labor Exchange Events

AMOUNT ALLOCATED: \$40,000 (MOD 3)

AMOUNT EXPENDED: \$38,507.68

KEY FEATURES AND ACTIONS OF PROGRAM: By providing, and supporting, labor exchange events in a variety of venues and with greater frequency, we mitigate barriers and enhance our ability to address the needs of a greater cross-section of employers and job seekers.

Sponsor/participate in a variety of labor exchange events which may include: Neighbor-island, Island-wide and local area events, industry cluster events and mini-job fairs, based upon the feedback from the business forums.

Also partner with Kaua'i Economic Development Board (KEDB) for out-of-state labor exchange activities at "Kama'aina Come Home" events where skilled former Hawaii residents and others with close Kaua'i ties can be identified and encouraged to return to Kaua'i for current employment opportunities. This initiative will include developing collateral materials that highlight Kaua'i's employment needs, particularly difficult to fill positions, and developing and maintaining a data bank of potential candidates qualified to fill these needs.

SELF SUSTAINABILITY: The community recruitment events will be sustained through support from related business and/or community associations and employers within the industries, possibly including a registration fee for participating employers, as necessary in the future. Event sponsors will be secured to support future job fairs.

KEDB's participation in subsequent mainland labor exchange events will be supported by the businesses and industries that directly benefit from these events.

Desired Outcome	Notes	% Completed
25% increase in the number of businesses participating in Kaua'i job fairs, from 56 in May 2006 to 70 by the end of the funding period.	<ul style="list-style-type: none"> Job Fairs held: 5/07, 4/08, 5/08, 9/08, 10/08, 11/08, 4/09 In 2007 64 businesses participated. In 2008,81 businesses participated in one or more of the 5 job fairs which served over 1000 job seekers, and were held: 1 island wide, <ul style="list-style-type: none"> 2 regional and 2 targeted displaced groups. <p>[45% increase in participating employer]</p>	100%
Sponsor participation in 3 "Kama'aina Come Home" events that generate at least 6 serious employer-job candidate dialogues with probable placement within 2 years.	<ul style="list-style-type: none"> Contracted Kama'aina Careers to implement Off-shore Labor Exchange Events. Company participated in 36 events in 7 western states sharing Kaua'i information & brochure. Kaua'i staff participated in 13 of the 36 events during 3 road trips. Contacts with Hawai'i connections = 2646 Quantifiable relocation outcome difficult to measure for specific events since typically long process between contact and actual relocation. At least 2 scheduled employer interviews resulted from contacts. Other direct contacts not always reported back. 	100%
Develop a brochure that promotes the cross section of employers and industries on Kaua'i actively seeking skilled talent.	<u>Kama'aina Come Home to Kauai</u> brochure created to highlight Kaua'i's 6 "fast growing" industry clusters; was distributed at the 36 events referenced above.	100%
Establish and maintain a data bank of out-of-state individuals considering/planning relocation.	Database established. Of the contacts made, 7% indicated Kaua'i as their island of preference and 37% were open to statewide consideration.	100%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

- TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208.
- TEGL 24-01 #6: Development of products that support service delivery such as workforce information products and job bank technology.
- TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: Community Outreach to Underrepresented Populations

AMOUNT ALLOCATED: \$122,149 (MOD 3)

AMOUNT EXPENDED: \$123,633.57

KEY FEATURES AND ACTIONS OF PROGRAM: *workwise! will conduct aggressive outreach into the community through contacts with agencies that serve targeted populations to identify potential workers and then provide specialized service to integrate them into the workforce, thereby expanding the labor pool. Special attention will be given to underrepresented populations such as: ex-offenders, retirees, youth, persons with special needs, veterans, individuals with limited English proficiency, etc. Other target populations will include: discouraged workers, TANF recipients, new residents, spouses of military personnel, mothers re-entering the workforce, etc.

Plan collaborative events with groups that may be sources of workers such as, but not limited to: AARP, Kaua'i Center for Independent Living (KCIL), etc.

SELF SUSTAINABILITY: The tools that are created, the venues that are utilized, and the linkages established will continue to be utilized by the *workwise! staff, partner agencies, and the other agencies that are involved in the project.

Desired Outcome	Notes	% Completed
Establish 3 - 5 Memorandum of Understanding for non-partner collaboration to initiate direct referrals from these agencies to the *workwise! One-Stop system for labor-exchange services.	<ul style="list-style-type: none"> • MOU to establish relationships with non-*workwise! partners was drafted but unable to get approval from DLIR & attorney general for use. Did however still cultivate relationships with: YWCA, Kaua'i Intake Center, Hoola Lahui, Hina Mauka, State DOH, County Housing, WIC, Lihū'e & Kapaa Public Libraries, KCCC, Kaua'i Food Bank, Boys and Girls Club, DHS/IMU, West Side Ministries, Hale Opio, Insights to Success. These agencies represent the interests of the identified underrepresented groups. 	100%
5% increase in registered job seekers among underrepresented populations that can be tracked (i.e. TANF, Veterans and Youth), between February 1, 2007 and June 30, 2007.	<p>Increase between 2/01/07 and 6/30/09</p> <ul style="list-style-type: none"> • Youth 1929 +868 +45% • Vets 807 + 58 + 7% • Unable to capture TANF data 	100%
Plan an educational seminar for One-Stop staff and employers that addresses the challenges and benefits of hiring individuals from these targeted populations and implement by November 30, 2007.	<ul style="list-style-type: none"> • Originally collaborating with SHRM for a 9/08 seminar on Hiring the Disabled. SHRM then decided to utilize their speaker for another subject instead. • WDD/WorkWise Kaua`i then became a contributing co-sponsor of EmployAbilities Conference held April 17-18, 2009. Conducted workshops for employers providing information re: services for persons with disabilities and program services available through the One-Stop. Provided outreach opportunities to people with disabilities. Several hundred youth with disabilities and their families, as well as employers attended. 	100%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

- TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208.
- TEGL 24-01 #6: Development of products that support service delivery such as workforce information products and job bank technology.
- TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.
- TEGL 24-01 #9: Training, technical assistance, and professional development of staff who deliver employment and workforce information services.
- TEGL 24-01 #11: Improving access for individuals with limited English proficiency, including language line services, development of forms, automated voice messages, etc., in languages other than English.

TITLE OF PROGRAM: Leisure and Hospitality Industry Career Exploration

AMOUNT ALLOCATED: \$53,240 (MOD 3)

AMOUNT EXPENDED: \$48,609.28

KEY FEATURES AND ACTIONS OF PROGRAM: Establish a Leisure and Hospitality Industry Career Exploration Program model that can be replicated by other island regions.

The program will begin with a one-day conference open to job seekers and incumbent workers that will feature a keynote speaker and multiple workshops led by other speakers. After this event, participants who confirm their interest in working in the industry and in further developing their skills will then enroll in a ten-day workshop series that will include: classroom overview of hospitality industry components, work-readiness and customer service skills, and on-the-job career exploration opportunities that effectively convey the qualities and behaviors which help to create and deliver an unforgettable vacation experience for our visitors.

Participants desiring to further their education in the field will then be advised of the educational opportunities available at Kaua'i Community College which include: a Hospitality Operations Certificate of Completion, Certificate of Achievement and a Hospitality Services Associate Degree.

SELF SUSTAINABILITY: KCSA as lead agency will ensure sustainability by working with the Southshore Workforce Development Project and other related business partners to establish future registration fee schedule, registration reimbursement program and scholarship programs to be funded primarily by the business partners who directly benefit. [Actual lead agency was WDD/WorkWise].

Desired Outcome	Notes	% Completed
Sponsor a Leisure and Hospitality Industry outreach event to introduce the program to the public and to recruit program participants.	Initial event was held in June 2007 prior to contract execution so In-Kind donations were made by industry businesses to cover the event costs.	100%
Sponsor a 10-day workshop series.	<ul style="list-style-type: none"> • Two-week workshop series held in June 2007 with 5 participants. By early 2008, Kaua'i's workforce landscape dramatically changed (since defining of the project in 2006). Hospitality industry businesses were laying off workers and struggling to survive. • December 2008, WorkWise Kaua'i adjusted the program and hosted its "Aloha Begins with Me - Enhancing My Employability" workshop, with a focus on enhancing the individual's skills to make him/her more employable (anywhere) - work readiness skills that are common to MOST EMPLOYERS and which employers regularly say are lacking, including interviewing preparation and tips. Over 35 job seekers participated in the event with most expressing interest in participating in a job club. 	100%

76 % of program graduates will secure employment in the industry within 1 month of graduation (entered employment).	Hospitality industry businesses laying off workers or not hiring. Employment sought in other fields.	0%										
83 % of those securing employment in the industry will still be employed after 6 months (retention).	Hospitality industry businesses laying off workers or not hiring. Employment sought in other fields.	0%										
71% of job-seekers will express satisfaction with the program, based on an exit survey like that conducted by WDC (customer satisfaction).	<table border="0"> <tr> <td>Presenters Rating Ave (on Scale of 5)</td> <td>4.0</td> </tr> <tr> <td>Satisfaction with:</td> <td></td> </tr> <tr> <td>Handouts (24)</td> <td>96%</td> </tr> <tr> <td>Schedule (22)</td> <td>88%</td> </tr> <tr> <td>Met/exceeded expectations (19)</td> <td>76%</td> </tr> </table>	Presenters Rating Ave (on Scale of 5)	4.0	Satisfaction with:		Handouts (24)	96%	Schedule (22)	88%	Met/exceeded expectations (19)	76%	100%
Presenters Rating Ave (on Scale of 5)	4.0											
Satisfaction with:												
Handouts (24)	96%											
Schedule (22)	88%											
Met/exceeded expectations (19)	76%											

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: Project Job Preparation and Career Exploration for At-Risk High School-Age Youth

AMOUNT ALLOCATED: \$60,000 (MOD 1)

AMOUNT EXPENDED: \$60,000

KEY FEATURES AND ACTIONS OF PROGRAM: Establish a pilot project designed to increase participation of at-risk youth by redirecting potential dropouts towards a productive life through emphasis on lifelong learning. This project will focus on job skills assessment and skills development through classroom activities and hands on work experience.

Seventeen year olds who have elected to withdraw from high school will be assessed, and those who meet eligibility criteria for the project, will be enrolled in the Kauai Community School for Adults (KCSA) High School Diploma Program.

Each project participant will receive job search assistance, referral and placement with an employer. The participant will develop work readiness skills while in the classroom during part of the day and will then apply the skills while in the work setting during the other part of the day.

Upon successful completion of the program, the participant will have developed valuable work skills and will have secured, or will shortly thereafter secure permanent employment, thereby expanding Kaua'i's labor force. In addition, the participant will receive a credential that verifies his/her acquired job search and work readiness skills - a State of Hawaii high school diploma or GED.

SELF SUSTAINABILITY: Once the funding period ends, KCSA will continue the program using materials and facilities secured during the roll out and participant referrals from appropriate agencies will continue. The Job Counselor function will be integrated into the One-Stop's staff after the funding period ends

Desired Outcome	Notes	% Completed
100% of program participants are placed in internships during the project period.	Enrolled 34 participants. 33 Of 34 placed in employment (97%) 2 lost jobs towards end of program	97%
80% of project participants will secure unsubsidized employment (entered employment rate) within 3 months of the end of their program.	As of March 31, 2009: 6 of 6 (100%) of participants completing their academic programs at least 3 months prior; secured employment and / or maintained their previous employment within the three months.	100%
80% of project participants will still be employed (employment retention rate at six months) six months after securing employment.	As of March 31, 2009: 10 of 12 (83%) participants reaching their 6 month date, were still employed, not necessarily at the same job they had previously.	100%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

- TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208.
- TEGL 24-01 #2: Equipment and resources for resource rooms.
- TEGL 24-01 #4: Payment for rent, utilities, and maintenance of facilities, including common spaces such as resource rooms, reception areas, conference areas, etc., in accordance with cost sharing guidelines.
- TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: Youth Outreach

AMOUNT ALLOCATED: \$130,000

AMOUNT EXPENDED: \$130,000

KEY FEATURES AND ACTIONS OF PROGRAM: Expand the existing work readiness program geared for youth - recruit participants; provide outreach activities which may include: study skills; summer employment opportunities directly linked to academic and occupational learning; work experiences including internships and job shadowing; occupational skill training; literacy and numeracy assessment; leadership development opportunities which may include such activities as positive social and workplace behavior, decision making, teamwork and other activities; pre-vocational and work readiness assessment counseling; technology literacy awareness; character development, and job placement services.

SELF SUSTAINABILITY: This initiative is a one-time infusion of supplemental funds to develop additional work-ready candidates for Kaua`i employers. KWIB will continue to identify other funding sources including working with business partners to establish tuition, scholarship, and tuition reimbursement programs primarily funded by the businesses who directly benefit.

Desired Outcome	Notes	% Completed
Enroll at least 38 participants age 16 and older, with priority given to out-of-school youth.	21 enrolled in Leadership Development Program to improve and expand the work readiness of those entering the workforce.[Nine did not complete the program]. Four LDP youth then enrolled in the Pi`ina Hoku Program, joining 16 new youth. Total youth enrolled = 37	97%
77% of participating out-of-school youth will secure unsubsidized employment within 1 month of exiting their program (entered employment rate).	With the economic downturn, employment options were not readily available. So all participants were paired with a mentor for either job shadowing, unpaid internship, or project-based learning. Mentor-mentee relationships continuing after the end of the formal program.	100% in simulated work environment
80% of participating out-of-school youth will maintain unsubsidized employment after 6 months of exiting their program (employment retention rate).	This timeframe exceeded the parameters of the Reed program due to the delayed start of this youth program	NA

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

- TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208.
- TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services

TITLE OF PROGRAM: Develop Youth Career Awareness of Skills and Jobs in Demand

AMOUNT ALLOCATED: \$160,000

AMOUNT EXPENDED: \$160,000

KEY FEATURES AND ACTIONS OF PROGRAM: Prepare middle and high school youth to meet the future workforce needs of existing Kaua`i industries. Provide youth with experiential opportunities to identify and then reinforce the critical skills needed for jobs on Kaua`i particularly in the six growth industry clusters: Food & Agriculture, Health & Wellness, Sports & Recreation, Arts & Culture, High Technology, and Renewable Energy.

Build upon the foundation established with the County’s existing Team Tech and Team Health Adopt-A-School programs by strengthening relationships with learning institutions on Kaua`i and developing more partnerships with businesses in the other industry clusters to provide support for related student projects, internship opportunities, and their expertise in the schools as guest speakers, club advisors, etc.

Expand opportunities for youth to develop their skills in critical thinking, problem-solving, team-building and self-directed learning as well as examine various career options and identify viable career paths through existing and evolving programs facilitated by agencies such as, but not limited to, the Kaua`i Economic Development Board (KEDB). Programs may include, but will not be limited to:

- Future Scientist & Engineers of America (FSEA)
- Robotics
- Underwater RUV (Robotics)
- Rocketry Club
- Project EAST (Environmental and Spatial Technology) - Explore technology and engage in service learning

“Can You Hear Me How?” - Hands on experience of how digital transmission works

Create opportunities for educators and counselors to learn about these industry clusters, existing career opportunities and those anticipated in the future, and the skill sets and educational requirements for these occupations to enhance their ability to effectively advise their students.

SELF SUSTAINABILITY: These programs will be supported and maintained by the public-private partnerships that are established. This sustainability model has already been demonstrated and is operating successfully with the County’s existing Adopt-A-School Program.

Desired Outcome	Notes	% Completed
Establish “job” clubs at participating schools for work readiness and career exploration activities to address the preparatory requirements for many career fields.	19 Waimea HS ROV 22 Island School Kaua`i Island First Robotics 18 Island School SCUBA 30 Kaua`i HS Project EAST 27 Kaua`i HS Biodiesel Car 42 Kapa`a HS Health Services Pathway 12 Kapa`a HS Aquaculture Kawaiini Charter Hawaiian Culture expressed in clay Clubs established at 5 high schools with 182 club members participating in 8 programs.	100%
Recruit appropriate businesses to advise club members about available jobs in their industry and the occupational skills needed for careers in their field.	Leaders from 23 Kaua`i businesses and agencies representing the 6 industry clusters networked with students and shared information regarding their industries. Team building activities provided opportunity for student and industry representative interaction...	100%
Sponsor at least 1 industry tour for educators and other career advisors.	A Career Awareness Conference was held in May 2009 which showcased student projects representing the 6 industry clusters. Educators, advisors and 239 students from schools around the island participated.	100%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

Category	Initiative Description	Category allotment
CAPACITY BUILDING		\$225,800 (MOD 2)

TITLE OF PROGRAM: Strategic Plan Update

AMOUNT ALLOCATED: \$130,000 (MOD 2)

AMOUNT EXPENDED: \$130,000

KEY FEATURES AND ACTIONS OF PROGRAM: Ensure integrated and high quality workforce development and labor exchange services that meet and exceed the needs of our business and workforce clients and job seekers are accessible, delivered effectively and support the County of Kaua'i's economic development goals.

Commission a study to identify: "What is required to enhance labor-exchange on Kaua'i from the business perspective?" The study will also examine the feasibility of implementing a fee-for-service system that will help reduce the One-Stop Career Center's dependency on fluctuating Federal funds. The One-Stop will then be able to operate under more stable conditions, thereby better assuring its ability to continue to provide existing services and expand its array based on employer and workforce demand.

The results of the study will be utilized to prepare our subsequent strategic plan update. This will include:

- Identify what related workforce development services will best complement and enhance the operations of the One Stop Career Center
- Develop and implement a fee-for-service system

SELF SUSTAINABILITY: The County, KWIB and the One Stop Career Center will be responsible for carrying out the programs and initiatives identified in the Strategic Plan.

Desired Outcome	Notes	% Completed
Updated Strategic Plan	<ul style="list-style-type: none"> • Phase I - Completed initial project, data assessment and development of jobseeker and employer profiles. Developed, completed On line Employer, Job Seeker, Student Surveys and presented initial results to KWIB. • Phase II.-- Gathered information through Industry Forums; assessed and integrated into strategic plan update. Strategic planning sessions held with KWIB 	95%
Develop action plans to implement the Study's findings and integrate into our strategic plan.	Information from KWIB Fall board retreat and committee discussions being integrated into the final strategic plan to finalize action plans. [See bottom page 1]	50%
Begin developing a fee-for-service system for labor exchange services that cannot be or are under funded by, current funding methods.	Executive Committee held discussions with various workforce experts to identify pros & cons, challenges and opportunities applicable to Kaua'i's rural environment. Resources from other WIBs reviewed. No determination has been made yet whether to pursue.	25%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 b.: Performance improvement - Evaluating current delivery systems to see how they may be improved and funding the costs of improvement.

TITLE OF PROGRAM: One-Stop Career Center Staff and KWIB Members Training

AMOUNT ALLOCATED: \$95,800 (MOD 2)

AMOUNT EXPENDED: \$117,727.16

KEY FEATURES AND ACTIONS OF PROGRAM: Fully equip the One-Stop Career Center staff and Kaua'i Workforce Investment Board (KWIB) members to effectively provide an integrated array of high-quality labor exchange-related services to workers, job seekers and businesses.

Provide training on topics including, but not limited to:

*workwise! One-Stop Staff

Kaua'i Economic Development Plan 2005 - 2015 goals and objectives
HireNet and other tools available at the One Stop for partners, job seekers and employees
Employer needs by Industry Clusters
KWIB Strategic Plan

Case Management
Vocational training
Dealing with different personalities and learning styles
Identifying and assessing barriers
Public Speaking/Presentation skills
Customer service skills

And for selected staff:
Creating PowerPoint presentations
Train-the Trainer
Best Practices (conference)

Board Members and Staff

Kaua'i Economic Development Plan 2005 - 2015 goals and objectives
HireNet and other tools available at the One Stop for partners, job seekers and employees
Employer needs by Industry Clusters
KWIB Strategic Plan

History of the Workforce Investment Act
Roles of partner agencies
Role of Board in Community - Best Practices

SELF SUSTAINABILITY: Employees who complete the Train-the-Trainer curriculum and the other content-based training will train new staff, partner staff and others requiring the training in the future. Criteria for selection as a trainer will include: willingness to serve in this capacity and minimal potential loss of the trainer within 5 years through lay-off or retirement.

Each conference attendee will share information from designated segments of the conference with the rest of the KWIB members upon return from the conference. Materials from the events will be added to our resource library for use by all KWIB members and One-Stop staff.

Materials from other training sessions will be compiled and added to our resource library, as well. These materials will also be used for future Board Orientation sessions.

Information gleaned from LWIB and WDC meetings will be used for expanded discussion and evaluation of our own KWIB programs.deliver employment and workforce information systems.

Desired Outcome	Notes	% Completed
Each national conference attendee will share best practices information from the conference and feedback about suitability for local market with the rest of the KWIB members via presentations scheduled as part of Board Member training.	Board members and staff attended: NAWB Feb 2008 – Washington DC Workforce Innovations, July 2008 – New Orleans, LA One-Stop Staff National Assn Workforce Development Professionals, May 2008 – Virginia Beach, VA All reported back to their respective constituencies after return.	100%
A resource library established at *workwise! for board, partner and staff use	Resource materials on hand. Library will be established in the business resources area of the new WorkWise office after its relocation in April 2010.	80%
Increase to 60% Board Members' average KWIB meeting attendance for Program Year 2006 between February 1, 2007 to June 30, 2007 as a measure of satisfaction and commitment.	Provided 9 workshops for Board members in 2008 and access to on-line board resources. Average KWIB attendance during CY 2009 increased to 19, equivalent to 63% of members. [Range 17 – 22].	100%
86% Employer Satisfaction rating, as measured by WDC for Program Year 2006.	State survey results not available.	NA
75% Customer Satisfaction rating, as measured by WDC for Program Year 2006.	State survey results not available	NA

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #9: Training, technical assistance and professional development of staff who deliver employment and workforce information systems.

Category	Initiative Description	Category allotment
TECHNOLOGY		\$200,069 (MOD 3)

TITLE OF PROGRAM: One-Stop Operator & Career Center Technology Upgrade and Remote One-Stop Computer Resource Centers Set Up

AMOUNT ALLOCATED: \$128,894 (MOD 3)

AMOUNT EXPENDED: \$124,306.74

KEY FEATURES AND ACTIONS OF PROGRAM: The *workwise! One-Stop Career Center is scheduled to relocate to the Lihu'e Civic Center within calendar year 2007. In conjunction with the office relocation, the introduction of the State's HireNet Hawaii system, and reductions in workforce funding, it is essential that technology be fully integrated into the Center's daily operation to optimize and ensure quality service to clients.

Equip the island's One-Stop Career Center with upgraded technology including: new office LAN system, upgraded operating system and software, upgraded workstations for all staff and for resource areas, additional resource computers for use by job seekers and employers, and large flat-screen monitors and other equipment to supplement and/or upgrade existing teleconference equipment.

In addition, ensure easy access to HireNet Hawaii and other workforce resources for all Kaua'i-ians, including those preparing to enter the workforce. Provide broader and more convenient island-wide access to labor market information and labor-exchange services that will result in increased "entered employment rate."

Strategically locate remote One-Stop computer resource centers dedicated to labor market information and labor-exchange services around the island in facilities such as middle and high schools, Kaua'i Community College (KCC), the Waimea Technology Center, and in neighborhood centers, public libraries or other appropriate community facilities of underserved communities such as Hanapepe, Koloa, Kapaa, Kilauea, Hanalei, etc.

Locate a telephone with direct connection to the One-Stop Career Center office at each remote One-Stop computer resource center so that the client has access to professional assistance during office hours, as well. A computer technician may be hired or an internship established through Kaua'i Community College to service the computers.

Also orient Kaua'i educators and high school students to the Remote One-Stop Computer Resource Center at each school.

SELF SUSTAINABILITY: A similar remote dedicated LMI and Labor exchange center with telephone access has been functioning successfully since 2004 in a heavily trafficked county facility that houses the Finance, Motor Vehicle Licensing, and Driver's Licensing Offices. The new sites will be similarly configured to limit web access to permissible addresses only.

At the end of the funding period, the One Stop's technology equipment will be integrated into the County of Kaua'i's IT computer equipment maintenance schedule. The fair market value will be based on the applicable depreciation schedule for technology equipment.

KWIB will partner with school PTSAs, business associations, Rotary Clubs and/or individual businesses that will assume the cost of the internet and telephone service, maintenance and repair of the computers and work stations, and to replace the equipment at appropriate intervals at the end of the funding period.

Desired Outcome	Notes	% Completed
10% increase in registered job seekers from the areas served by a remote One-Stop computer resource center within one year of installation (by zip code)	Because of our inability to overcome the State's issue on indemnification, we were unable to locate equipment at remote sites. Instead, we acquired mobile classrooms with battery powered laptops which the One Stop and partner agencies are able to use around the island for labor-exchange and career awareness activities. Participants have access to HNH, as well as on-line applications. So data is not captured as specified in this measure.	NA
10% increase in registered job seekers under 21 years of age between February 1, 2007 and June 30, 2007.	2/01/07 - 643 registered 6/30/09 - 868 registered 35% increase	100%
Meet or exceed the PY 2006 Entered Employment Rate goals for all programs	Using PY 08 data due to the delay in implementation. Adult and Youth Programs exceeded EER goals. The DW program achieved 79.1% of its goal.	67%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #2: Equipment and resources for resource rooms.

TEGL 24-01 #4: Payment for rent, utilities, and maintenance of facilities, including common spaces such as resource rooms, reception areas, conference areas, etc., in accordance with cost sharing guidelines.

TEGL 24-01 #7: Computer equipment, network equipment, telecommunications equipment, application development, and other technology resources, including assisted technology, that support employment and workforce information service delivery.

TITLE OF PROGRAM: HireNet Hawai`i Maintenance/Administration fee paid to the State

AMOUNT ALLOCATED: \$71,175 (MOD 3)

AMOUNT EXPENDED: \$71,175

Category	Initiative Description	Category allotment
ADMINISTRATION		\$178,478

TITLE OF PROGRAM: Staff to Implement Reed Act Initiatives

AMOUNT ALLOCATED: \$165,515

AMOUNT EXPENDED: \$152,285.21

KEY FEATURES AND ACTIONS OF PROGRAM: Fund two (2) FTE equivalents dedicated to Reed Act implementation. These positions are of limited duration specifically to implement the Reed Act programs and activities; the positions will end once the funds are spent and proper reporting is filed with the State.

SELF SUSTAINABILITY: None, as the positions will be eliminated once funds are spent and proper reporting is performed.

Desired Outcome	Notes	% Completed
Procurement and contracting activities will be completed by the end of the funding period.	All Procurement and Contracting activities processed and activities completed.	100%
All planned programs are in progress at the end of the funding period.	1. Planned programs completed. 2. Collaboration between workforce development, economic development and educational entities is continuing while public - private partnerships are also being encouraged.	100%
All funds will be disbursed or encumbered by the end of the funding period	\$5,862.08 unspent	99.5%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208.

TEGL 24-01 #5: Shared costs for operation of local One-Stop Career Centers, including payment for One-Stop operators in accordance with cost sharing guidelines.

TITLE OF PROGRAM: State Reed Act Administration Fee

AMOUNT ALLOCATED: \$12,963

AMOUNT EXPENDED: \$12,963

“Reed Act” activities—Maui

Provider: COUNTY OF MAUI (for MAUI COUNTY WORKFORCE INVESTMENT BOARD)		
Quarter end: First Reporting – Report #1		
Period From: May 11, 2007	To: Dec. 31, 2009	Contract End Date: June 30, 2010
Amount allocated \$1,508,487	Amount spent at end of reporting period: \$1,162,559.40	
Percentage of total spent 77%	Month: December 2009	

Category	Initiative Description	Category allotment
Employer Outreach & Service	To outreach and recruit the under-utilized populations, meeting the needs of local businesses	\$585,000

TITLE OF PROGRAM: WDD Customized Business Services (M-1)

AMOUNT ALLOCATED: \$570,000

AMOUNT EXPENDED: \$ 519,086.76

KEY FEATURES AND ACTIONS OF PROGRAM: Expansion and awareness of business services offered by One-Stop (WorkSource Maui, WorkSource Molokai) on Maui, Molokai and Lanai. Services will be focused towards employers and incumbent workers. Increase support to staff, customize services to UI claimants, and network with business partners to customize current services or establish new services such as, Employer Forums, Workshops, and Job Fairs to assist employers in hiring special-population groups. Expand outreach services to out-laying areas.

SELF SUSTAINABILITY:

Desired Outcome	Notes	% Completed
Customize “Job Club” Workshops on Maui, Molokai, and Lanai, focusing on specific areas of concern as defined by business network		91%
Increase awareness and educate employers about benefits and services that are offered by WDD/ WorkSource Maui, and the One-Stop Center.		91%
Expand on re-employment services to UI recipients to better prepare them for re-entry into the present workforce.		91%
Increase utilization of self-serve resource area at WorkSource Molokai by 10%, and Lanai by 20%.		91%
Job Fairs will provide appropriate employment and re-employment services to clients.		91%

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208.

TEGL 24-01 #6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: Maui County Business Resource Center (MCBRC) (M-1)

AMOUNT ALLOCATED: \$15,000

AMOUNT EXPENDED: \$8,783.00

KEY FEATURES AND ACTIONS OF PROGRAM: To further expand on the training services available at the MCBRC in partnership with the One-Stop Center (WorkSource Maui) and the numerous community partners (e.g. Maui Economic Opportunity, Small Business Development Center, SCORE, etc.). Services (including workshops) are currently available to both businesses and individuals. Expansion and program enhancement/ development will also require additional marketing materials

SELF SUSTAINABILITY:

Desired Outcome	Notes	% Completed
Increase employer workshops by 20% per month		<u>59%</u>
Increase employer workshop offered on Molokai and Lanai		<u>59%</u>
Increase awareness of services available at the MCBRC and the One-Stop Center.		<u>59%</u>
Develop print media that will serve as tools to aid their clients or the clients of their partners		<u>59%</u>
Provide employment opportunities for employers and job seekers.		<u>59%</u>

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

Category	Initiative Description	Category allotment
Labor Force Pool Expansion		\$562,000

TITLE OF PROGRAM: Youth Program – MCC (M-2)

AMOUNT ALLOCATED: \$270,000

AMOUNT EXPENDED: \$249,946.35

KEY FEATURES AND ACTIONS OF PROGRAM: Expanding our training programs

Nurturing the established relationships with local public schools in the County of Maui.
 Coordinate sessions for outlying areas of Maui County to facilitate job readiness, workforce information for youth.
 More formal training (MCC & elsewhere) , OJT's, work experience, internships
 Develop curriculum materials for new programs.

SELF SUSTAINABILITY:

Desired Outcome	Notes	% Completed
Increase the outreach efforts and the ability to take workforce information to youth and individuals to all areas of Maui County, including the outlying areas of Molokai, Lanai, and East Maui.		<u>93%</u>
Youth will gain awareness of career opportunities and pathways leading to careers through job/career fairs, career search, job shadowing, etc.		<u>93%</u>
Youth will be exposed to information regarding the labor market demands, skill needs and industry outlook.		<u>93%</u>
Increased awareness of services available at WorkSource Maui and WorkSource Molokai.		<u>93%</u>
Increase awareness of career opportunities and the pathways leading to these careers		<u>93%</u>
Service at least 100 participants in Career Center	Career center not completed, however, exceeded serving 100 participants.	<u>93%</u>

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff-assisted services in accordance with 20 CFR 652.207 and 208.

TEGL 24-01 #6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: Youth Program - MEDB/Project E.A.S.T.

AMOUNT ALLOCATED: \$145,000

AMOUNT EXPENDED: \$145,000

KEY FEATURES AND ACTIONS OF PROGRAM: Provide youth the opportunity to develop career awareness in jobs in demand and labor market information. Provide opportunity for skill and academic development and expose youth to career paths, labor market information, projects, equipment and opportunities that are limited or non-existent in their areas.

SELF SUSTAINABILITY:

Desired Outcome	Notes	% Completed
Establish Project E.A.S.T. labs in three (3) new schools on Molokai, Lanai, East Maui		<u>100%</u>
Develop and complete a minimum of 2 community projects per location		<u>100%</u>

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #7: Computer equipment, network equipment, telecommunications equipment, application development, and other technology resources, including assisted technology, that support employment and workforce information service delivery.

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services

TITLE OF PROGRAM: Youth Programs – AOHT (M-2)

AMOUNT ALLOCATED: \$20,000

AMOUNT EXPENDED: \$0

KEY FEATURES AND ACTIONS OF PROGRAM: Develop program curriculum and maintain these programs that will help prepare youth for entry into the workforce, particularly in the Hospitality Industry. Develop a reference handbook for youth participants covering the various areas of program activities. Activities such as: interviewing skills, communications skills, resolving conflict in the workplace; teamwork; “dress for success” program; financial literacy; and resume writing. Partner with community agencies to establish new and expand current youth programs that focus on life skills, academic growth, and applicable employment skills. Career Pathways, Academies, Internships -- get the students out into the workforce for “hands-on” experience; serves them, employers and the community

SELF SUSTAINABILITY: The Maui Hotel and Lodging Association, with assistance from the County will sustain this program.

Desired Outcome	Notes	% Completed
Enhance and develop enrichment programs that support the development for the hospitality and tourism workforce.		<u>0%</u>
Increased awareness of services available at WorkSource Maui and WorkSource Molokai.		<u>0%</u>
Increased awareness of career opportunities and the pathways leading to these careers		<u>0%</u>

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: Business Education Partnership (BEP) Program (M-2)

AMOUNT ALLOCATED: \$10,000

AMOUNT EXPENDED: \$1870.00

KEY FEATURES AND ACTIONS OF PROGRAM: Establish a program that derives from a partnership between the school district, local businesses, students and the community to improve and promote lifelong learning and economic opportunities for all Maui County Residents. The program also includes mentoring, job shadowing and internships.

SELF SUSTAINABILITY:

Desired Outcome	Notes	% Completed
Identify high school for pilot project.		<u>100%</u>
Identify local businesses that will partner to support this program.		<u>100%</u>
Identify and establish mentoring, job shadowing, and internship opportunities for participants. (Reed Act funds will not pay for internships)		<u>20%</u>

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

TITLE OF PROGRAM: MEO-B.E.S.T. Program

(M-3)

AMOUNT ALLOCATED: \$125,000

AMOUNT EXPENDED: \$42,727.67

KEY FEATURES AND ACTIONS OF PROGRAM: Partner with community agency to provide various programs and services to clients in this special population. Services offered will be case management, employment services, mentoring for job retention, job counseling and referrals to support services.

SELF SUSTAINABILITY: Program will be sustained by Maui Economic Opportunity, Inc. with assistance from partnering agencies (both public and private).

Desired Outcome	Notes	% Completed
Increase entrance into labor pool		<u>34%</u>
Clients will participate in mentoring services		<u>34%</u>
Clients will receive pre-employment and career development services		<u>34%</u>
Identify customized training for re-entry of the older workforce		<u>34%</u>

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #8: Outreach and educational materials targeted at users of One-Stop employment and workforce information services.

Category	Initiative Description	Category allotment
Capacity Building		\$81,920

TITLE OF PROGRAM: Capacity Building Program (M-4)

AMOUNT ALLOCATED: \$81,920

AMOUNT EXPENDED: \$ 40762.20

KEY FEATURES AND ACTIONS OF PROGRAM:

- Staff (both WIB and program) will need additional training to effectively serve the needs of employers in recruitment, job placement, assessment of workers skills (aptitudes and achievement level), and the various other areas.
- Workshops and/or conferences for WIB members to aid in providing policy and guidance for the One-Stop and workforce development programs.
- Increase financial resources (e.g. grant writing, contractual services, etc).

SELF SUSTAINABILITY:

Desired Outcome	Notes	% Completed
Improve the delivery of One-Stop services to clients and employers.		<u>50%</u>
Establish a means of continuous improvement at both the Board level and service delivery level.		<u>50%</u>
To improve Wagner-Peyser program outcomes		<u>50%</u>

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #6: Development of products that support service delivery such as workforce information products and job bank technology.

TEGL 24-01 #9: Training, technical assistance, and professional development of staff who deliver employment and workforce information services.

Category	Initiative Description	Category allotment
IT System		\$143,524

TITLE OF PROGRAM: IT System - HireNet Hawaii Maintenance, upgrade, support. (M-5)

AMOUNT ALLOCATED: \$122,324

AMOUNT EXPENDED: \$105,152.44

KEY FEATURES AND ACTIONS OF PROGRAM: The State Dept. of Labor has absorbed the costs associated with the maintenance of the system that supports case management and performance measures/accountability. Decreased funding for WIA will result in substantial costs billed to each County. The system may require additional upgrades and support to accommodate the added program measures and program requirements as instilled by the USDOL, State DLIR/WDD, WDC, and/or the MCWIB.

SELF SUSTAINABILITY:

Desired Outcome	Notes	% Completed
Increase business awareness of services available at WorkSource Maui and WorkSource Molokai		<u>State DLIR will need to measure these.</u>
Increase business and individual awareness of the HireNet Hawaii system.		
Increase access to learning tools for individuals; and delivery of workforce services to youth, in out-laying areas (e.g. Molokai, Lanai, and remote areas of Maui)		
Increase efficiency of equipment available at the One-Stop Resource Centers to allow for better services available to the customers/users.		

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #2: Equipment and resources for resource rooms.

TEGL 24-01 #7: Computer equipment, network equipment, telecommunications equipment, application development, and other technology resources, including assisted technology, that support employment and workforce information service delivery

TITLE OF PROGRAM: Computer Systems

(M-6)

AMOUNT ALLOCATED: \$21,200

AMOUNT EXPENDED: \$ 49,230.98

KEY FEATURES AND ACTIONS OF PROGRAM: To improve the delivery of services to users of the One-Stop Resource Center; to establish portability in the service delivery to outlying areas of Maui County, and upgrade equipment available to staff and users of the One-Stop Resource Centers at WorkSource Maui and WorkSource Molokai.

SELF SUSTAINABILITY:

Desired Outcome	Notes	% Completed
Increase business awareness of services and HireNet Hawaii System available at WorkSource Maui and WorkSource Molokai.		<u>Unable to measure</u>
Increase access to learning tools for individuals in out-laying areas		<u>100%</u>
Expanding delivery of workforce services to youth in outlying areas.		<u>100%</u>
Increase efficiency of equipment Available at the One-Stop Resource Center to allow for better services available to the customers/users.		<u>100%</u>

BASIS OF INCLUSION OF INITIATIVE (TEGL DIRECTIVE):

TEGL 24-01 #2: Equipment and resources for resource room.

TEGL 24-01 #7: Computer equipment, network equipment, telecommunications equipment, application development, and other technology resources, including assisted technology, that support employment and workforce information service delivery.

“Reed Act” activities—Hawaii County

Provider: HAWAII COUNTY WORKFORCE INVESTMENT BOARD	
Quarter end: 12/31/09	
Period From: 12/23/08 To: 12/31/09	Contract End Date: 06/30/10
Amount allocated: \$1,558,183.00	Amount spent at end of reporting period:\$836,784 (As of 12/30/09)
Percentage of total spent: 55%	Month: 11 OF 18

Category	Initiative Description	Category allotment
Operation Mainstream II	To outreach and recruit the under-utilized populations, meeting the needs of local businesses.	\$613,830

TITLE OF PROGRAM: Excel with English-as-a-Second Language (ESL)

KEY FEATURES AND ACTIONS OF PROGRAM:

Support large Micronesian population migrating to Hawaii County with support services, acculturation and job readiness services:

- a. Include the various groups from the Federal States of Micronesia
- b. Work with HCEOC, Office of Community Services and Micronesia United (newly-formed advocacy group)

Support immigrant agricultural workers with support services, acculturation and job readiness services:

- Thai workers on Kona farms
- Latino workers

Support all other legal immigrant groups with acculturation and successful transition to workplaces in Hawaii County. Conduct capacity building for key stakeholders.

SELF SUSTAINABILITY:

Collaborate for program needs with Micronesia United (a newly-formed non-profit group attempting to empower Micronesians who relocated to Big Island), HIWEDO, and Catholic Charities; and

Facilitate train-the-trainer workshops so leaders will have the capacity to carry on employment readiness activities for this population.

Desired Outcome	Notes	% Completed
1. Establish a network of service providers to advocate the self-sufficient of these immigrant populations. (Documented by an active consortium via minutes, membership, capacity building programs, train the trainer, etc.)	<ol style="list-style-type: none"> 1. Connected with Catholic Charities, Employment Core Services Unit to work with mutual clients on ESL issues. 2. Hawaii Community College – West Hawaii has just purchased new ESL on-line classes. Will refer job seekers in need of services to program. 3. In partnership with the FTW program, UFUE clients are being provided with job search workshops. Large number of participants are Marshall Islanders. 4. Designed train the trainer Job Readiness Workshops to be delivered to various Micronesian leaders who, in turn will provide to various clans through meetings, church gathering etc. (Scheduled meeting with Chukese and Marshallese populations for train-the-trainer sessions. Also promoting 11/12 Mentoring Conference.) 5. Original plan to train those individuals identified by Micronesians United fell through. Several attempts to have the organization follow up were unsuccessful. 6. Shifted focus to UHHC, HCC and out of school Micronesian individuals to train the trainer and deliver Job Readiness to various Micronesian populations. 7. Secured 7 students. Will be commencing train the trainer in February. 	40%

2. Offer a viable applicant source to agricultural employers island wide. (Documented by the increase in hiring of immigrant workers by 20%)	Met with Agriculture employer Mountain Meadows to encourage hiring of legal immigrants. Employer considers 6 Latinos and Filipinos	20%
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TITLE OF PROGRAM: Hawaii County S.T.E.M. Initiative

KEY FEATURES AND ACTIONS OF PROGRAM:

1. Support and complement State level S.T.E.M. initiatives
2. Work with island high schools and post-secondary institutions on curricula, articulation, etc.
3. Work with business and industry leaders to:
 - a. Identify renowned industry leaders (particularly those residing in N. and W. Hawaii) and seek their participation and support
 - b. Arrange for speaking engagements
 - c. Support and facilitate workshops by select leaders
4. Work in partnership with Huiana and other internship initiatives
5. Conduct capacity building for key stakeholders
6. Consult with the following industries
 - a. astronomy
 - b. information technology
 - c. engineering
 - d. biomedicine
 - e. diversified and bio agriculture
7. Work in conjunction with Huiana Internship Initiative

SELF SUSTAINABILITY:

Work with DOE for CTE or related funding;

1. Promote the incorporation and integration of new initiatives into existing systems (DOE, HawCC, U HH, WDD, BEP etc.);
2. Work with industries and business organizations with future subsidizing on initiatives;
3. Incorporate with Huiana Internship Initiative; and
4. Seek support from HIWEDO.

Desired Outcome	Notes	% Completed
1. Established heightened understanding of S.T.E.M. career opportunities (Documented by teacher and student pre and post surveys).	<ol style="list-style-type: none"> 1. Participated in alternative energy forum. Staff attended "green workshop". Met with 3D employer as new technology evolves and will be "next generation" filming. 2. Worked with Senior Project (DOE) personnel to incorporate STEM with this new high school requirement to obtain BOE certificate. 	50%
2. Incorporate S.T.E.M. indoctrination in all three (3) Complex Area Complexes resulting in the completion of a total of 6 S.T.E.M. -based Huiana interns, at least one from each of the 3 complex areas.	<ol style="list-style-type: none"> 1. Huiana participant from Kealakehe High internship at Oceanic Time Warner. 2. Conducted 4 coordination meetings with Hilo High School Principal, Huiana Coordinator, Senior Project Coordinator, STEM team leader. 3. Identified 22 STEM students 4. Conducted 2 Parent Teacher orientations 5. Identified eleven employers for STEM senior project 6. Conducted 5 Mentor Training of STEM employers; coordinated with Hawaii Community College 7. Identifying juniors who are in STEM related pathways to orient and refer to Huiana 8. Scheduling Job Readiness workshop for STEM pathway Juniors in preparation of Huiana enrollment 	50%

TITLE OF PROGRAM: Aloha Shelters (Homeless) Project

KEY FEATURES AND ACTIONS OF PROGRAM:

1. Provide employment and employment readiness activities to participants in public housing or on waiting lists for public housing;
2. Support Community Action Partners and related advocacy groups working on the full continuum of services to the homeless and/or at-risk homeless populations;
3. Coordinate workshops, informational sessions for this target population;
4. Attend all related meetings supporting employment and self-sufficiency for this population;
5. Serve as a clearinghouse for employment related needs for this population; and
6. Establish or strengthen networks that emphasize employment and self-sufficiency for this population.

SELF SUSTAINABILITY:

1. Include Employment component with Community Action Partners (homeless coalition)
2. Seek non-profit support to augment employment services for the homeless
3. Operationalize employment services in transitional homeless shelters including, but not limited to: Pono Hawaii Ola, Kaloko, Friendly Place, etc.
4. Insure that the homeless population will continue to be included in the overall servicing of under-utilized target groups by consulting with: Mayor’s Task Force on Employment Solutions, Hawaii County Workforce Investment Board, Big Island Workplace Connection, Office of Housing and Community Development, Office of Social Ministries, etc.

Desired Outcome	Notes	% Completed
1. Establish or link with homeless coalition that advocates self-sufficiency for the homeless.	<ul style="list-style-type: none"> • Attended training on Section 8 employment & training program. 	20%
2. Conduct or coordinate delivery of quarterly (4) job readiness workshops for homeless population.	<ul style="list-style-type: none"> • Receiving referrals and delivering weekly workshop services to wait-listed County Housing applicants as needed. • Provided orientation services to ex-offenders seeking permanent housing. • Participated in Homeless and Hunger Event. 	60%
3. Ensure that transitional housing materials and support available at one-stop centers.	<ul style="list-style-type: none"> • WH transition day center relocated temporarily. • Providing direct employment assessment and assistance to OHCD housing (SECTION 8) applicants. • Providing intermittent services to Friendly Place of Kona. 	30%

TITLE OF PROGRAM: Youth Supported Employment Initiative

KEY FEATURES AND ACTIONS OF PROGRAM:

1. Collaborate with Supported Employment Providers, DOE to promote job coaches for high school students with disabilities;
2. Work with Workforce Solutions (disabilities consortium), Disabilities Council, etc. to build adequate infrastructure and support system for students with disabilities
3. Promote initiative with employers, and business organizations
4. Refer eligible students to employment and internship opportunities
5. Work in partnership with Huiana Internship Initiative
6. Refer students to training vendors as appropriate

SELF SUSTAINABILITY:

1. Consult with Hawaii County Youth Council to ensure that this population is not forgotten with WIA Youth Providers
2. Include all pertinent information in "1stop4youths" website
3. include this population with the mission and objectives of Workforce Solutions
4. Continue liaison work with Medicaid infrastructure Grant for continued support
5. Incorporate with Huiana Initiative

Desired Outcomes:	Notes	% complete
Establish a partnership with DOE Title I officials and WDD resulting in signed MOU	Late spring of 2009 - met with DOE district superintendent and eventually Pahoa High School Principal and Sped counselors to establish partnership for Sped Transition plan and Huiana referral process.	70%
Establish formal linkage with Huiana Internship Initiative resulting in 15 Special Education (SPED) students enrolling in Huiana	<p>Met with DVR to coordinate services to serve this population. Will utilize SOWE also. · Met with Pahoa High School officials as pilot to create transition plan for Sped. Students. Identified 20 sped student participants</p> <ol style="list-style-type: none"> 1. Coordinated parent, teacher, student advisory committee - Youth Supported Employment. 2. Created Passport to Work Job Readiness curriculum; First Impressions, Work Interests and Pathways etc. 3. Conducted 6 workshops, up to 10 pending 4. Referred students to Huiana Internship program. 5. Coordinating transition services agency fair for parents and students; scheduled for March 2010. 6. Continuing to coordinate and plan Family Affair event for Sped Transition Initiative at Pahoa HS. 7. Assisting in assessing students for referral into the Huiana Internship program 8. Enrolled 2 W. HI SPED students with private employer (Oceanic Time Warner) 	80%

TITLE OF PROGRAM: Adjudicated Youth Project

KEY FEATURES AND ACTIONS OF PROGRAM:

1. Provide outreach and job search activities to those adjudicated youth through a partnership with the following entities:
 - a. Drug Court
 - b. Family Court
 - c. Teen Court
 - d. HCEOC
 - e. WIA Youth Providers (to support non-training efforts)
 - f. Hawaii Community Correctional Center's Intake Service
2. Utilize resource centers at WDD.
3. Make appropriate referrals to support agencies.
4. Conduct capacity building for key stakeholders.
5. Link with Huiana Internship Initiative.

Self-Sustainability:

1. Work transition strategies with Prosecutors' Criminal Justice Grants.
2. Seek support from Big Island Juvenile Justice System members.
3. Complete capacity-building for key stakeholders, agencies.
4. Incorporate with WIA Youth Providers and Adult Programs.
5. Discuss with Alu Like, HCEOC, etc.
6. Incorporate with Huiana Internship Initiative.

Desired Outcomes:	Notes	% complete
1. Establish partnership with Prosecutors and Probation Department measured through project completion, regular meeting minutes or MOU.	<ol style="list-style-type: none"> 1. Established working relationship with judicial system to obtain SOWE and WIA referrals. 2. Conducted meetings with Hale Kipa (adjudicated youth school) and Prosecuting Attorney's Office representative to deliver Job Readiness and Huiana Internship referral process. 	70%
2. Serve 10 adjudicated youth on a pilot module using the Huiana Internship framework	<ol style="list-style-type: none"> 1. Enrolled adjudicated youth in SOWE program. 2. Met with Hale Kipa teachers & officials as pilot to create Job Readiness and referral of adjudicated youth into Huiana. Identified 20 student participants. 3. Coordinated parent, teacher, student advisory committee - Youth Employment Development (YED). 4. Created Job Readiness curriculum; Personal & Career Pathway. Assessment, Self-Sufficiency Budgeting, Job Search Portfolio and Mock Interviewing for Sped. 5. Conducted 6 workshops for Hale Kipa 6. Referred students to Huiana Internship program 7. Provided certificates of completion complimented with incentives donated by Prosecuting Attorney's Office 8. Assisting in assessing students for referral into the Huiana Internship program 	70%

TITLE OF PROGRAM: Going Home (Ex-Offender Internship Program)

Key Features/Actions:

1. A work-based internship model designed to assist ex-offenders (furloughed, parolees, probationers) with job experiences with island employers (paid and unpaid work experiences).
2. Key activities: peer mentoring (successful ex-offenders assisting those ready to be transitioned), promotion of Federal Bonding Program, job readiness workshops, career guidance, labor market information, job clubs, assessment, counseling.
3. Key players: Going Home consortium members (Alu Like, Goodwill, WDD, BISAC, Public Safety, Office of Social Ministries, etc.).
4. Target groups: ex-offenders ready for re-entry within 1 year; those already released (parolees and probationers).

Self-Sustainability:

- Seek long-term support from federal Second Chance Initiative.
- Seek incorporation with Going Home.
- Seek sponsorship from HIWEDO.

Desired Outcomes:	Notes	% complete
1. Establish at least six (6) paid or unpaid internship sites serving at least one furloughed parolee and one probationer.	<ol style="list-style-type: none"> 1. Reed Act staff initiated beginning stages of ex-offender internship program. Outlined initial activities. Some employers identified. 2. Incorporating mentoring initiative to complement internship 3. Provided Forklift Training to W. HI ex-offenders via private employer (Veterans Produce) 	60%
2. Establish a peer mentoring advisory group (made up of formerly incarcerated individuals)	<ol style="list-style-type: none"> 1. Reed Act staff completed mentor training with partner Pono Hawaii. Still planning design for mentorship. 2. Participated in Internship/mentoring session with ex-offenders as mentees with Pono Hawaii. 3. Peer leadership groups have been activated and serving as peer mentors (Men & Women of Pa'a, START, FIRST ex-offender groups) 	85%

Category	Initiative Description	Category Allotment
Employer Outreach II	Working in conjunction with the employer community to improve skill levels of business owners and employees and enhance to overall quality of the workplace.	\$264,164

TITLE OF PROGRAM: Economic & Workforce Development Connections Initiative

Key Features/Actions:

1. Using the LWIB Planning Committee to strategize design, function and purpose of joint economic development and workforce development partnership in Hawaii County.
2. Convene a series of meetings/workshops with pundits from industry, economic development, workforce development, education and training.
3. Collect and format workforce, industry, and economic development data for dissemination to stakeholders.
4. Support community-based planning and decision-making.
5. Facilitate capacity building for key stakeholders.

Self-Sustainability:

1. Jointly support key position(s) with Hawaii County Research & Development (economist, researcher, etc.).
2. Seek adoption by Hawaii County LWIB, HIWEDO.
3. Seek ongoing support from DBEDT.

Desired Outcomes:	Notes	% complete
1. A free clearinghouse will be established for prospective business entrepreneurs and/or developers to promote economic and workforce development in Hawaii County.	<ol style="list-style-type: none"> 1. East Hawaii provided the following new businesses with services, orientation, HNH assistance and use of Business Resource Center - Big Island Premier Care, Chasen's LLC, Care Options, & Hawaiian Paradise Park Owners Association. Bowman Termit, Freddy's Rest. and Manono Mini Mart, Neighborhood Place of Puna, Advantage Ads, Awai & Sons. 2. Participated in Kona Kohala Chamber of Commerce Roundtable on web-based discussion on workforce and economic development issues. 	70%

<p>2. Conduct a series of workshops with pundits from industry, economic development, workforce development, education and training</p>	<p>Disability Awareness forum conducted for new employers at Kona Commons in WH. Kona Kohala Chamber Business Expo - coordinated workshop on Emerging Industries and Job Opportunities. COBRA & Labor Law Workshop attended by 25 WH employers. Conducted the following workshops for East Hawaii - HMSA Level of Coding, Live Green, HCC Career Fair, ADAAA Seminar, COBRA Subsidy/Labor Laws, Green Jobs Funding, Mentoring Workshop, Navigating Hawaii Labor Laws; a total of 293 employers attended</p>	<p>70%</p>
<p>3. Disseminate workforce industry and economic development data to stakeholders</p>	<ol style="list-style-type: none"> 1. Attended workforce training strategic planning session on TMT telescope. Video taped informational session for NaLeo viewers on public television. HirenetHawaii orientations and Labor Market Information provided to over 310 employers. Assisted 100 employers with Job Orders inputting. Worked jointly with Hawaii County R & D for Green Industry LMI. 2. Providing workforce intelligence data to requesting business leaders. 3. Met with manager of HR manager of North Hawaii Hospital to discuss workforce data. 	<p>60%</p>

TITLE OF PROGRAM: Business Service Center Partnership Initiative with chambers and Kanoelehua Industrial Area Association

1. Key Features:

2. Expand business service concept to include KIAA as an industry-WDD partnership model.
3. Establish planning committee: KIAA leadership, WDD, UHH, HawCC, RCUH, Hawaii County Research & Development, etc.
4. Assess capacity building needs of organization and its leaders.
5. Incorporate needs and priorities with existing business service center in E. HI.
6. Conduct a series of employer forums, workshops for its members.
7. Utilize new Business Service Center and self-contained classroom (formerly HawCC class).
8. Replicate KIAA model for other business organizations, Japanese, Hawaii Island and Portuguese Chambers, Downtown Improvement Association.

Self-Sustainability:

1. Seek adoption by KIAA and the Boards of other Chambers.
2. Assist Board with grant applications to secure funding.
3. Seek support from HIWEDO.
4. Promote Employment & Training Fund Macro Grant (or other funding sources) for more longevity.

Desired Outcomes:	Notes	% complete
1. A clearly-established business resource center for KIAA.	<ol style="list-style-type: none"> 1. Business Resource Center up and running. Delivered 5 employer orientations. Planning to deliver coffee hour presentations over the remaining Reed Act period at a frequency of one per month. 2. Gathered employer focus group to seek advice on desired workforce intelligence data. 	70%
2. Increase business usage of one-stop and Business Resource Center by 30%	<ol style="list-style-type: none"> 1. Genki Sushi utilized center to conduct interviews. Target Stores partnering to promote all position/recruitment. Aloha Auto Auction conducting safety training at Kona WDD. In East Hawaii 293 employers have been given orientations and or tours of the one-Stop Center and Business Resource Center. 2. US Census Bureau, TSO, Manheim, etc. using business center. 3. Suisan Co. Ltd., Big Island Toyota, Joint Education Chairs Committee all utilizing new Business Resource Center 	70%
3. A replicable model that demonstrates regular usage of one-stop services (i.e., business resource center, conference rooms, video conferencing, computer classroom)	Presentation to Carpenter's Union members on WDD/BIWPC services. Before hours session held for Kona Kohala Chamber of Commerce members on BIWPS services. HIUW utilizing video conferencing equipment to promote employability services. In East Hawaii 56 employers used various levels of employer/One-Stop services, recruitment, conference rooms etc. Joint Education Chamber Chairs meeting at Hilo one-stop monthly.	75%
4. Purchase and install 10 computers in Resource Center	For East Hawaii, 5 computers have been purchased and installed in the Business Resource Center. West Hawaii purchased and installed 2 computers.	50%

Category	Initiative Description	Category Allotment
System Building	This initiative will support the transition, expansion, and strengthening of youth and ex-offender programs. Examples of which are the Huiana student internship program and the Going Home ex-offender re-integration program. Transition of these two programs to HIWEDO's coordination and financial management is the first step in self-sustainability. Processes will be evaluated, refined and documented to facilitate the replication of these two programs in other Counties. Support will also be provided to initiatives developed through the collaboration of economic development and workforce development, including Kama'aina recruitment, job readiness and exploration for youth, employer outreach, and labor pool expansion.	\$680,189

TITLE OF PROGRAM: Replication & Expansion of Programs for Youth and Ex-Offenders

Key features/Actions:

1. Collaborate with WDD, DOE, employers and community partners to expand Huiana by including additional schools and new populations of students
2. Expand the Going Home program in West Hawaii.
3. Develop action agendas, transition and sustainability plans for Huiana and Going Home.
4. Work with WDD and community partners to develop sustainability plans for new initiatives developed through the collaboration of economic development and workforce development.
5. Build capacity of the staff and community partners by providing information on resource development and use of technology for research and networking purposes.
6. Evaluate, streamline, refine and/or revise Huiana student internship procedures and evaluation process.
7. Build/ support collaborative network to support job readiness initiatives for youth.
8. Evaluate, refine and/or revise Going Home program operations and model.
9. Develop materials, operations manuals, website and other information to present Huiana and Going Home as replicable models for other counties in the State.
10. Meet with other counties to present the models.
11. Work with employers and WDD to establish a system for on-going recruitment of former residents into job vacancies.
12. Collaborate in the delivery of employer outreach and labor pool expansion programs.

Self-sustainability:

1. Sustainability plans will identify needs, and assess resources available, including partners' and community's capacity to provide support.
2. HIWEDO employs staff and a grant writer (using start-up grant funds from the County of Hawaii) to build community support, conduct fund-raising activities and apply for grants to sustain the programs.

Desired Outcomes:	Notes	% complete
1. Successful transition of Huiana student internship and Going Home ex-offender re-integration programs to HIWEDO coordination and fiscal management.	Continue to work with schools and employers to place students in internship positions, Completed	100%
2. Completion of action agendas and long-term sustainability plans for Huiana and Going Home.	October - Going Home committees completed action plans until 2014, which includes sustainability plans. November - Going Home - Completed. Huiana met with consultant to pick process of strategic planning.	60%
3. Huiana and Going Home presented as replicable models to other counties in the State.	December - 128 individuals attended the Going Home replication-expansion conference on December 3, 2009. Strategic plans were distributed, evaluations on delivery and content were excellent, and technical assistance planning is underway. The Going Home website is in the early stages of development. It will include information useful for those elsewhere in the State developing a community-based collaboration such as Going Home.	50%
4. Expand the number of students participating in Huiana to 120.	December - Two new students have been enrolled for a total student participation of 149. Virtual internship software was piloted at Pahoahoa High School. This software will enable Pahoahoa to offer a green building and design internship annually.	100%
5. Add West Hawaii members of existing Going Home initiative in order to establish a West Hawaii consortium.	November - GH Conference will be used to expand the collaboration and referral system among West Hawaii agencies. December - One of the purposes of the Going Home conference on December 3, 2009 was to expand the consortium. While this was successful in certain areas (drug court, faith-based groups, health & wellness areas), success in expanding geographically was limited.	48%

<p>6. Documentation of process developed and evaluated for recruitment of former residents to jobs in Hawaii County.</p>	<p>October - Working with a new task-force to develop partnerships and initiatives around science and technology. Initiaves will focus on a recruitment component aimed at Hawaii students attending mainland universities.</p> <p>November - Met with Jon Sakurai, consultant for Kama'aina Come Home. Looked at several events that would allow HIWEDO to begin collecting "details" on Hawaii students abroad.</p> <p>December-Plans to integrate this initiative other initiatives that focus on specific industries: Health Care, Green and Science and Technology Industries to name a few. Planning is underway for integration in online environment.</p>	<p>45%</p>
<p>7. Development of 2 workshops or lesson materials developed for community partners regarding resource development and/or use of technology for research and networking purposes.</p>	<p>October - Phone Meeting with Greg Newton in November to discuss content of workshop and materials that could be presented to community partners.</p> <p>November - Shared ideas on webinar development for sustainability aimed at small businesses. Discussed topics and strategically creating short-term action items.</p> <p>December - G.Newton, consultant, will present valuable information to our Big Island Workplace Connection on Jan 21, 2010.</p>	<p>45%</p>

Basis for Inclusion of Initiative:

TEGL 24-01 #1: Staff for delivery of appropriate self-services, facilitated self-help, and staff- assisted services in accordance with 20 CFR 652.207 and 208.

TEGL 24-01 #6: Development of products that support service delivery such as workforce information products and job bank technology.

TITLE OF PROGRAM: Island-wide Transportation for Youth

One of the major issues for the youth of Hawaii County is the lack of transportation to access programs targeted for them. County transportation has been supportive in expanding bus routes connecting East Hawaii rural communities to Hilo. This initiative will provide funding for expanding transportation options for youth programs, such as the Huiana student internship program, as it expands in West Hawaii and increases the number of participants Island-wide.

Key features/Actions:

- Provide transportation options for high school students needing to connect to job sites for internship opportunities.
- Provide transportation for students enrolled in youth programs to locations where they can access workforce information services.
- Explore and test models to determine the most effective and efficient method to provide transportation support.

Self-sustainability:

HIWEDO employs staff and a grant writer (using start-up grant funds from the County of Hawaii) to build community support, conduct fund-raising activities and apply for grants to sustain the program.

Desired Outcomes:	Notes	% complete
1. Increased participation in Huiana or other youth programs by 10%.	December - Providing transportation to Goodwill, Huiana and Paxen student participants. HIWEDO transported a total of 22 participants. HIWEDO provides transportation to 56% of Goodwill Ola I ka Hana program participants and 4% of active Huiana participants.	70%
2. Development of pick –up order mechanism, materials, forms, record-keeping system to deliver the transportation program.	December - Online component has been planned for record-keeping, information dissemination, and contact.	96%
3. Development of evaluation model to measure satisfaction with the services, and measure effectiveness.	December - Distributed survey to participating program providers.	60%

Basis for Inclusion of Initiative: To improve youth access to employment and workforce information services.

TITLE OF PROGRAM: Capacity Building/ Workshops: Travel, Long-term Planning, Development of Model Programs

This initiative will support building capacity for the HCWIB, staff, one-stop center partners and other community partners involved with the delivery of key initiatives. The focus will be to provide opportunities that will enable the board, partners and staff to continuously evaluate, strengthen and improve the system and processes.

Key features/Actions:

1. Provide funding for attendance at national conferences on relevant topics to learn about national issues and best practices, and to identify possible speakers and topics for capacity building activities in Hawaii County.
2. Provide funding for attendance at relevant workshops and/or conferences within the State of Hawaii.
3. All travelers are required to file reports, including assessment of new initiatives and/or improvements that can be delivered in Hawaii County.
4. Deliver workshop(s) in Hawaii County.

Self-sustainability:

HIWEDO employs staff and a grant writer (using start-up grant funds from the County of Hawaii) to build community support, conduct fund-raising activities and apply for grants.

Desired Outcomes:	Notes	% complete
1. Attendance at major national conferences for 12 people.	Sent attendees to NAWB 2009 - presentation on replication of Going Home presented November - 7 Attendees will attend NAWB conference in March. Travelers identified and travel is being arranged. December - Attendees to NAWB conference in March are registered and travel has been partially paid.	75%
2. Attendance at relevant workshops and/or conferences within the State for 10 people.	October - Three (3) people attended Hano conference. Two (2) people attended an employment conference. November - Four (4) attended mentoring workshop. December - HIWEDO assisted in sponsoring (2) outer-island individuals to attend Going Home replication-expansion conference. One (1) attended a workshop/presentation on a new USDA initiative called FOCUS (Forestry, Ocean, Climate and US) to expand Huiana's Connections and reach in the natural resources pathway area.	100%
3. Deliver 1 major workshop in Hawaii County.	November - Mentoring workshop in partnership with WDD on November 12, 2009. December - Planning to assist with workforce and economic development planning for HI County LWIB members and BIWC providers through the consultation of Greg Newton. Facilities, materials and agenda completed.	75%

Basis for Inclusion of Initiative:

TEGL 24-01 #6: Development of products that support service delivery such as workforce information products, and job bank technology.
TEGL 24-01 #9: Training, technical assistance, and professional development of staff who deliver employment and workforce information services.

TITLE OF PROGRAM: Island-wide Transportation for Youth

One of the major issues for the youth of Hawaii County is the lack of transportation to access programs targeted for them. County transportation has been supportive in expanding bus routes connecting East Hawaii rural communities to Hilo. This initiative will provide funding for expanding transportation options for youth programs, such as the Huiana student internship program, as it expands in West Hawaii and increases the number of participants Island-wide.

Key features/Actions:

1. Provide transportation options for high school students needing to connect to job sites for internship opportunities.
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3. Explore and test models to determine the most effective and efficient method to provide transportation support.

Self-sustainability:

HIWEDO employs staff and a grant writer (using start-up grant funds from the County of Hawaii) to build community support, conduct fund-raising activities and apply for grants to sustain the program.

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2. Development of pick –up order mechanism, materials, forms, record-keeping system to deliver the transportation program.	December - Online component has been planned for record-keeping, information dissemination, and contact.	96%
3. Development of evaluation model to measure satisfaction with the services, and measure effectiveness.	December - Distributed survey to participating program providers.	60%

Basis for Inclusion of Initiative: To improve youth access to employment and workforce information services.

TITLE OF PROGRAM: Youth_Capacity Building/ Workshops: Travel, Long-term Planning, Development of Model Programs

This initiative will support building capacity for the HCWIB, staff, one-stop center partners and other community partners involved with the delivery of key initiatives. The focus will be to provide opportunities that will enable the board, partners and staff to continuously evaluate, strengthen and improve the system and processes.

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2. Provide funding for attendance at relevant workshops and/or conferences within the State of Hawaii.
3. All travelers are required to file reports, including assessment of new initiatives and/or improvements that can be delivered in Hawaii County.
4. Deliver workshop(s) in Hawaii County.

Self-sustainability:

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Attendance at relevant workshops and/or conferences within the State for 10 people.	October - Three (3) people attended Hano conference. Two (2) people attended an employment conference. November - Four (4) attended mentoring workshop. December - HIWEDO assisted in sponsoring (2) outer-island individuals to attend Going Home replication-expansion conference. One (1) attended a workshop/presentation on a new USDA initiative called FOCUS (Forestry, Ocean, Climate and US) to expand Huiana's Connections and reach in the natural resources pathway area.	100%
Deliver 1 major workshop in Hawaii County.	November - Mentoring workshop in partnership with WDD on November 12, 2009. December - Planning to assist with workforce and economic development planning for HI County LWIB members and BIWC providers through the consultation of Greg Newton. Facilities, materials and agenda completed.	75%

Basis for Inclusion of Initiative:

TEGL 24-01 #6: Development of products that support service delivery such as workforce information products, and job bank technology.
TEGL 24-01 #9: Training, technical assistance, and professional development of staff who deliver employment and workforce information services.

COMPREHENSIVE STATE PLAN FOR WORKFORCE DEVELOPMENT
STATE OF HAWAII
2009-2014

Appendix

Appendix A: Long Term occupational projections, State of Hawaii

LONG-TERM OCCUPATIONAL PROJECTIONS, STATE OF HAWAII, 2006-2016 (Revised)

SOC Code	Occupation Title	Employment		Growth		Avg. Ann.		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Growth	Replacement	Total	
00-0000	Total, All Occupations	686,110	717,120	31,010	4.5%	0.5%	4,200	15,750	19,950	
11-0000	Management Occupations	44,470	45,210	740	1.7%	0.2%	130	860	990	
11-1000	Top Executives	9,630	9,330	-300	-3.1%	-0.3%	**	240	240	
11-1011	Chief Executives	1,540	1,490	-50	-3.2%	-0.3%	0	40	40	4
11-1021	General & Operations Managers	7,960	7,690	-270	-3.4%	-0.3%	0	190	190	4
11-1031	Legislators	130	140	10	7.7%	0.8%	**	**	**	4
11-2000	Advertising, Marketing, Promotions, Public Relations, & Sales Managers	2,730	2,850	120	4.4%	0.4%	10	60	70	
11-2011	Advertising & Promotions Managers	240	240	0	0.0%	0.0%	0	10	10	4
11-2021	Marketing Managers	430	450	20	4.7%	0.5%	**	10	10	4
11-2022	Sales Managers	1,780	1,860	80	4.5%	0.4%	10	40	50	4
11-2031	Public Relations Managers	280	300	20	7.1%	0.7%	**	10	10	4
11-3000	Operations Specialties Managers	5,910	6,120	210	3.6%	0.4%	20	120	140	
11-3011	Administrative Services Managers	1,020	1,070	50	4.9%	0.5%	10	30	30	4
11-3021	Computer & Information Systems Managers	900	950	50	5.6%	0.6%	10	20	20	4
11-3031	Financial Managers	2,400	2,440	40	1.7%	0.2%	**	40	40	4
11-3041	Compensation & Benefits Managers	180	200	20	11.1%	1.1%	**	**	10	4
11-3042	Training & Development Managers	120	120	0	0.0%	0.0%	**	**	**	4
11-3049	Human Resources Managers, All Other	300	310	10	3.3%	0.3%	**	10	10	4
11-3051	Industrial Production Managers	240	250	10	4.2%	0.4%	**	10	10	8
11-3061	Purchasing Managers	250	250	0	0.0%	0.0%	0	10	10	4
11-3071	Transportation, Storage, & Distribution Managers	520	540	20	3.8%	0.4%	**	20	20	8
11-9000	Other Management Occupations	26,190	26,910	720	2.7%	0.3%	90	450	540	
11-9012	Farmers & Ranchers	5,100	5,020	-80	-1.6%	-0.2%	0	50	50	9
11-9021	Construction Managers	2,650	3,020	370	14.0%	1.4%	40	40	80	5
11-9031	Education Administrators, Preschool & Child Care Center/Program	390	410	20	5.1%	0.5%	**	10	10	4
11-9032	Education Administrators, Elementary & Secondary School	1,390	1,460	70	5.0%	0.5%	10	40	50	4
11-9033	Education Administrators, Postsecondary	240	270	30	12.5%	1.3%	**	10	10	4
11-9039	Education Administrators, All Other	120	130	10	8.3%	0.8%	**	**	**	4
11-9041	Engineering Managers	660	700	40	6.1%	0.6%	**	10	20	4
11-9051	Food Service Managers	2,770	2,720	-50	-1.8%	-0.2%	0	70	70	8
11-9081	Lodging Managers	1,030	1,020	-10	-1.0%	-0.1%	0	20	20	8
11-9111	Medical & Health Services Managers	1,040	1,100	60	5.8%	0.6%	10	20	30	4
11-9121	Natural Sciences Managers	250	260	10	4.0%	0.4%	**	10	10	4
11-9131	Postmasters & Mail Superintendents	70	70	0	0.0%	0.0%	0	**	**	8
11-9141	Property, Real Estate, & Community Association Managers	4,470	4,390	-80	-1.8%	-0.2%	0	60	60	5
11-9151	Social & Community Service Managers	710	800	90	12.7%	1.3%	10	10	20	5
11-9199	Managers, All Other	4,670	4,830	160	3.4%	0.3%	20	90	110	8
13-0000	Business & Financial Operations Occupations	27,110	29,110	2,000	7.4%	0.7%	210	460	670	
13-1000	Business Operations Specialists	16,910	18,310	1,400	8.3%	0.8%	160	280	430	
13-1021	Purchasing Agents & Buyers, Farm Products	70	70	0	0.0%	0.0%	0	**	**	9
13-1022	Wholesale & Retail Buyers, Except Farm Products	830	810	-20	-2.4%	-0.2%	0	20	20	9
13-1023	Purchasing Agents, Except Wholesale, Retail, & Farm Products	1,250	1,200	-50	-4.0%	-0.4%	0	30	30	9
13-1031	Claims Adjusters, Examiners, & Investigators	830	860	30	3.6%	0.3%	10	20	30	9
13-1032	Insurance Appraisers, Auto Damage	70	80	10	14.3%	1.4%	**	**	**	7
13-1041	Compliance Officers, ex. Agric., Construction, Health & Safety, & Transportation	2,690	2,780	90	3.3%	0.3%	10	30	40	9

LONG-TERM OCCUPATIONAL PROJECTIONS, STATE OF HAWAII, 2006-2016 (Revised)

SOC Code	Occupation Title	Employment		Growth		Avg. Ann. Growth		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Replacement	Total		
13-1051	Cost Estimators	930	1,050	120	12.9%	1.3%	10	20	30	5
13-1071	Employment, Recruitment, & Placement Specialists	750	780	30	4.0%	0.4%	**	20	20	5
13-1072	Compensation, Benefits, & Job Analysis Specialists	300	330	30	10.0%	1.0%	**	10	10	5
13-1073	Training & Development Specialists	590	650	60	10.2%	1.0%	10	20	20	4
13-1079	Human Resources, Training, & Labor Relations Specialists, All Other	790	890	100	12.7%	1.3%	10	20	30	5
13-1081	Logisticians	350	400	50	14.3%	1.4%	10	10	10	5
13-1111	Management Analysts	2,290	2,470	180	7.9%	0.8%	20	40	60	4
13-1121	Meeting & Convention Planners	280	300	20	7.1%	0.7%	**	10	10	5
13-1199	Business Operations Specialists, All Other	4,650	5,420	770	16.6%	1.7%	80	50	130	5
13-2000	Financial Specialists	10,200	10,800	600	5.9%	0.6%	70	180	240	
13-2011	Accountants & Auditors	5,730	6,180	450	7.9%	0.8%	50	100	150	5
13-2021	Appraisers & Assessors of Real Estate	400	420	20	5.0%	0.5%	**	10	10	5
13-2031	Budget Analysts	480	500	20	4.2%	0.4%	**	10	10	5
13-2041	Credit Analysts	190	180	-10	-5.3%	-0.5%	0	10	10	5
13-2051	Financial Analysts	310	360	50	16.1%	1.6%	10	**	10	5
13-2052	Personal Financial Advisors	680	740	60	8.8%	0.9%	10	10	10	5
13-2053	Insurance Underwriters	360	370	10	2.8%	0.3%	**	10	10	5
13-2061	Financial Examiners	70	80	10	14.3%	1.4%	**	**	**	5
13-2071	Loan Counselors	100	100	0	0.0%	0.0%	0	**	**	5
13-2072	Loan Officers	1,130	1,150	20	1.8%	0.2%	**	10	10	5
13-2081	Tax Examiners, Collectors, & Revenue Agents	160	180	20	12.5%	1.3%	**	0	10	5
13-2082	Tax Preparers	170	130	-40	-23.5%	-2.4%	0	**	**	10
13-2099	Financial Specialists, All Other	410	420	10	2.4%	0.2%	**	10	10	5
15-0000	Computer & Mathematical Occupations	9,460	10,620	1,160	12.3%	1.3%	130	230	360	
15-1000	Computer Specialists	9,090	10,240	1,150	12.7%	1.3%	130	220	350	
15-1011	Computer & Information Scientists, Research	60	60	0	0.0%	0.0%	0	**	**	2
15-1021	Computer Programmers	1,440	1,300	-140	-9.7%	-1.0%	0	30	30	5
15-1031	Computer Software Engineers, Applications	470	630	160	34.0%	3.4%	20	10	20	5
15-1032	Computer Software Engineers, Systems Software	510	620	110	21.6%	2.2%	10	10	20	5
15-1041	Computer Support Specialists	1,710	1,820	110	6.4%	0.6%	10	50	60	6
15-1051	Computer Systems Analysts	1,320	1,570	250	18.9%	1.9%	30	40	60	5
15-1061	Database Administrators	310	370	60	19.4%	1.9%	10	**	10	5
15-1071	Network & Computer Systems Administrators	1,000	1,170	170	17.0%	1.7%	20	20	40	5
15-1081	Network Systems & Data Communications Analysts	910	1,310	400	44.0%	4.4%	40	20	60	5
15-1099	Computer Specialists, All Other	1,360	1,400	40	2.9%	0.3%	**	40	40	6
15-2000	Mathematical Scientists	370	370	0	0.0%	0.0%	0	10	10	
15-2031	Operations Research Analysts	140	140	0	0.0%	0.0%	0	**	**	3
15-2041	Statisticians	190	200	10	5.3%	0.5%	0	10	10	3
17-0000	Architecture & Engineering Occupations	10,100	10,550	450	4.5%	0.4%	50	240	290	
17-1000	Architects, Surveyors, & Cartographers	1,260	1,330	70	5.6%	0.6%	10	30	40	
17-1011	Architects, Except Landscape & Naval	790	820	30	3.8%	0.4%	**	20	20	5
17-1012	Landscape Architects	130	140	10	7.7%	0.8%	**	**	**	5
17-1021	Cartographers & Photogrammetrists	90	100	10	11.1%	1.1%	**	**	**	5
17-1022	Surveyors	250	270	20	8.0%	0.8%	**	10	10	5
17-2000	Engineers	6,130	6,450	320	5.2%	0.5%	40	150	180	

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SOC Code	Occupation Title	Employment		Growth		Avg. Ann.		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Growth	Replacement	Total	
17-2051	Civil Engineers	2,300	2,440	140	6.1%	0.6%	10	60	80	5
17-2061	Computer Hardware Engineers	270	270	0	0.0%	0.0%	0	10	10	5
17-2071	Electrical Engineers	740	810	70	9.5%	0.9%	10	20	20	5
17-2072	Electronics Engineers, Except Computer	650	670	20	3.1%	0.3%	**	20	20	5
17-2081	Environmental Engineers	280	320	40	14.3%	1.4%	**	10	10	5
17-2111	Health & Safety Engineers, Except Mining Safety Engineers & Inspectors	160	170	10	6.3%	0.6%	**	**	10	5
17-2112	Industrial Engineers	70	90	20	28.6%	2.9%	**	**	**	5
17-2121	Marine Engineers & Naval Architects	190	150	-40	-21.1%	-2.1%	0	10	10	5
17-2131	Materials Engineers	20	20	0	0.0%	0.0%	0	**	**	5
17-2141	Mechanical Engineers	500	530	30	6.0%	0.6%	**	10	10	5
17-2199	Engineers, All Other	610	630	20	3.3%	0.3%	**	10	10	5
17-3000	Drafters, Engineering, & Mapping Technicians	2,720	2,770	50	1.8%	0.2%	10	60	70	7
17-3011	Architectural & Civil Drafters	740	690	-50	-6.8%	-0.7%	0	20	20	7
17-3012	Electrical & Electronics Drafters	140	140	0	0.0%	0.0%	**	**	10	7
17-3019	Drafters, All Other	90	100	10	11.1%	1.1%	**	**	**	7
17-3022	Civil Engineering Technicians	230	240	10	4.3%	0.4%	**	10	10	6
17-3023	Electrical & Electronic Engineering Technicians	480	500	20	4.2%	0.4%	**	10	10	6
17-3024	Electro-Mechanical Technicians	20	20	0	0.0%	0.0%	0	0	0	6
17-3026	Industrial Engineering Technicians	30	30	0	0.0%	0.0%	**	**	**	6
17-3027	Mechanical Engineering Technicians	30	30	0	0.0%	0.0%	0	**	**	6
17-3029	Engineering Technicians, Except Drafters, All Other	580	600	20	3.4%	0.3%	**	10	10	6
17-3031	Surveying & Mapping Technicians	300	320	20	6.7%	0.7%	**	10	10	10
19-0000	Life, Physical, & Social Science Occupations	7,820	8,060	540	7.2%	0.7%	50	210	260	6
19-1000	Life Scientists	1,500	1,650	150	10.0%	1.0%	20	40	60	5
19-1012	Food Scientists & Technologists	50	60	10	20.0%	2.0%	**	**	**	5
19-1013	Soil & Plant Scientists	320	340	20	6.3%	0.6%	**	10	10	5
19-1022	Microbiologists	100	100	0	0.0%	0.0%	**	**	**	2
19-1023	Zoologists & Wildlife Biologists	190	200	10	5.3%	0.5%	**	**	10	5
19-1029	Biological Scientists, All Other	180	190	10	5.6%	0.6%	**	**	10	2
19-1031	Conservation Scientists	140	170	30	21.4%	2.1%	**	**	10	5
19-1032	Foresters	20	30	10	50.0%	5.0%	0	**	**	5
19-1042	Medical Scientists, Except Epidemiologists	370	440	70	18.9%	1.9%	10	10	20	2
19-1099	Life Scientists, All Other	50	60	10	20.0%	2.0%	**	**	**	5
19-2000	Physical Scientists	1,550	1,680	130	8.4%	0.8%	10	40	50	2
19-2011	Astronomers	110	120	10	9.1%	0.9%	0	**	**	2
19-2012	Physicists	110	110	0	0.0%	0.0%	0	**	**	2
19-2021	Atmospheric & Space Scientists	70	70	0	0.0%	0.0%	0	**	**	5
19-2031	Chemists	180	200	20	11.1%	1.1%	**	10	10	5
19-2041	Environmental Scientists & Specialists, Including Health	720	800	80	11.1%	1.1%	10	20	30	3
19-2042	Geoscientists, Except Hydrologists & Geographers	210	230	20	9.5%	1.0%	**	10	10	3
19-2043	Hydrologists	40	40	0	0.0%	0.0%	0	**	**	3
19-3000	Social Scientists & Related Workers	2,580	2,740	160	6.2%	0.6%	20	60	80	3
19-3011	Economists	50	50	0	0.0%	0.0%	0	**	**	3
19-3021	Market Research Analysts	140	140	0	0.0%	0.0%	0	**	**	5
19-3022	Survey Researchers	220	230	10	4.5%	0.5%	**	**	**	5

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SOC Code	Occupation Title	Employment		Growth		Avg. Ann.		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Percent	Replacement	Total	
19-3031	Clinical, Counseling, & School Psychologists	690	730	40	5.8%	0.6%	**	10	20	2
19-3039	Psychologists, All Other	80	80	0	0.0%	0.0%	**	**	**	3
19-3051	Urban & Regional Planners	420	470	50	11.9%	1.2%	10	10	20	3
19-3091	Anthropologists & Archeologists	520	560	40	7.7%	0.8%	10	20	20	3
19-3099	Social Scientists & Related Workers, All Other	420	430	10	2.4%	0.2%	**	10	10	3
19-4000	Life, Physical, & Social Science Technicians	1,890	1,990	100	5.3%	0.5%	10	70	80	6
19-4011	Agricultural & Food Science Technicians	210	220	10	4.8%	0.5%	**	**	**	6
19-4021	Biological Technicians	750	770	20	2.7%	0.3%	**	30	30	5
19-4061	Social Science Research Assistants	80	90	10	12.5%	1.3%	0	**	**	6
19-4091	Environmental Science & Protection Technicians, Including Health	140	150	10	7.1%	0.7%	**	10	10	6
19-4092	Forensic Science Technicians	60	70	10	16.7%	1.7%	**	**	**	5
19-4093	Forest & Conservation Technicians	90	100	10	11.1%	1.1%	**	**	10	6
19-4099	Life, Physical, & Social Science Technicians, All Other	500	530	30	6.0%	0.6%	**	20	20	6
21-0000	Community & Social Services Occupations	10,180	11,680	1,500	14.7%	1.5%	150	170	320	
21-1000	Counselors, Social Workers, & Other Community & Social Service Spec.	9,210	10,600	1,390	15.1%	1.5%	140	150	290	
21-1011	Substance Abuse & Behavioral Disorder Counselors	550	660	110	20.0%	2.0%	10	10	20	5
21-1012	Educational, Vocational, & School Counselors	1,200	1,290	90	7.5%	0.8%	10	20	30	3
21-1014	Mental Health Counselors	550	680	130	23.6%	2.4%	10	10	20	3
21-1015	Rehabilitation Counselors	310	320	10	3.2%	0.3%	**	10	10	3
21-1021	Child, Family, & School Social Workers	1,580	1,750	170	10.8%	1.1%	20	30	50	5
21-1022	Medical & Public Health Social Workers	560	680	120	21.4%	2.1%	10	10	20	5
21-1023	Mental Health & Substance Abuse Social Workers	260	300	40	15.4%	1.5%	**	10	10	3
21-1029	Social Workers, All Other	200	210	10	5.0%	0.5%	**	**	10	5
21-1091	Health Educators	350	390	40	11.4%	1.1%	10	**	10	5
21-1092	Probation Officers & Correctional Treatment Specialists	250	290	40	16.0%	1.6%	**	**	10	5
21-1093	Social & Human Service Assistants	2,420	2,940	520	21.5%	2.1%	50	30	80	10
21-1099	Community & Social Service Specialists, All Other	810	910	100	12.3%	1.2%	10	10	20	5
21-2000	Religious Workers	970	1,080	110	11.3%	1.1%	10	10	20	
21-2011	Clergy	750	830	80	10.7%	1.1%	10	10	20	3
21-2021	Directors, Religious Activities & Education	160	180	20	12.5%	1.3%	**	**	10	5
21-2099	Religious Workers, All Other	60	70	10	16.7%	1.7%	**	**	**	5
23-0000	Legal Occupations	4,950	5,220	270	5.5%	0.5%	30	90	120	
23-1000	Lawyers, Judges, & Related Workers	3,110	3,270	160	5.1%	0.5%	20	60	80	
23-1011	Lawyers	2,860	3,010	150	5.2%	0.5%	10	50	70	1
23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	60	70	10	16.7%	1.7%	**	**	**	4
23-2000	Legal Support Workers	1,840	1,950	110	6.0%	0.6%	10	30	40	
23-2011	Paralegals & Legal Assistants	910	1,020	110	12.1%	1.2%	10	10	20	6
23-2093	Title Examiners, Abstractors, & Searchers	370	340	-30	-8.1%	-0.8%	0	10	10	10
23-2099	Legal Support Workers, All Other	400	430	30	7.5%	0.8%	**	10	10	10
25-0000	Education, Training, & Library Occupations	43,430	48,080	4,650	10.7%	1.1%	470	860	1,330	
25-1000	Postsecondary Teachers	8,420	10,120	1,700	20.2%	2.0%	170	140	310	
25-1022	Mathematical Science Teachers, Postsecondary	220	260	40	18.2%	1.8%	**	**	10	3
25-1042	Biological Science Teachers, Postsecondary	620	740	120	19.4%	1.9%	10	10	20	2
25-1051	Atmospheric, Earth, Marine, & Space Sciences Teachers, Postsecondary	130	160	30	23.1%	2.3%	**	**	10	2
25-1061	Anthropology & Archeology Teachers, Postsecondary	50	60	10	20.0%	2.0%	**	**	**	2

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SOC Code	Occupation Title	Employment		Growth		Avg. Ann.		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Growth	Replacement	Total	
25-1062	Area, Ethnic, & Cultural Studies Teachers, Postsecondary	180	220	40	22.2%	2.2%	**	**	10	2
25-1064	Geography Teachers, Postsecondary	40	50	10	25.0%	2.5%	**	**	**	2
25-1067	Sociology Teachers, Postsecondary	130	160	30	23.1%	2.3%	**	**	10	2
25-1081	Education Teachers, Postsecondary	730	880	150	20.5%	2.1%	20	10	30	2
25-1121	Art, Drama, & Music Teachers, Postsecondary	370	450	80	21.6%	2.2%	10	10	10	3
25-1124	Foreign Language & Literature Teachers, Postsecondary	260	310	50	19.2%	1.9%	10	**	10	3
25-1194	Vocational Education Teachers, Postsecondary	1,260	1,480	220	17.5%	1.7%	20	20	40	4
25-2000	Primary, Secondary, & Special Education School Teachers	22,210	24,050	1,840	8.3%	0.8%	190	520	710	
25-2011	Preschool Teachers, Except Special Education	3,020	3,320	300	9.9%	1.0%	30	50	80	7
25-2012	Kindergarten Teachers, Except Special Education	690	780	90	13.0%	1.3%	10	10	20	5
25-2021	Elementary School Teachers, Except Special Education	6,770	7,530	760	11.2%	1.1%	80	150	220	5
25-2022	Middle School Teachers, Except Special & Vocational Education	3,570	3,890	320	9.0%	0.9%	30	80	110	5
25-2023	Vocational Education Teachers, Middle School	60	50	-10	-16.7%	-1.7%	0	**	**	4
25-2031	Secondary School Teachers, Except Special & Vocational Education	7,010	7,260	250	3.6%	0.4%	30	210	230	5
25-2032	Vocational Education Teachers, Secondary School	50	50	0	0.0%	0.0%	0	**	**	4
25-2041	Special Education Teachers, Preschool, Kindergarten, & Elementary School	470	550	80	17.0%	1.7%	10	10	20	5
25-2042	Special Education Teachers, Middle School	180	210	30	16.7%	1.7%	**	**	10	5
25-2043	Special Education Teachers, Secondary School	380	410	30	7.9%	0.8%	**	10	10	5
25-3000	Other Teachers & Instructors	5,660	6,280	620	11.0%	1.1%	60	60	120	
25-3011	Adult Literacy, Remedial Education, & GED Teachers & Instructors	190	210	20	10.5%	1.1%	**	**	**	5
25-3021	Self-Enrichment Education Teachers	2,490	2,930	440	17.7%	1.8%	40	30	70	8
25-3099	Teachers & Instructors, All Other	2,980	3,150	170	5.7%	0.6%	20	30	50	5
25-4000	Librarians, Curators, & Archivists	1,510	1,580	70	4.6%	0.5%	10	50	60	
25-4011	Archivists	70	80	10	14.3%	1.4%	**	**	**	3
25-4012	Curators	30	30	0	0.0%	0.0%	0	**	**	3
25-4013	Museum Technicians & Conservators	40	40	0	0.0%	0.0%	0	**	**	5
25-4021	Librarians	930	960	30	3.2%	0.3%	**	30	30	3
25-4031	Library Technicians	440	460	20	4.5%	0.5%	**	20	20	7
25-9000	Other Education, Training, & Library Occupations	5,640	6,060	420	7.4%	0.7%	40	90	130	
25-9031	Instructional Coordinators	660	790	130	19.7%	2.0%	10	10	20	3
25-9041	Teacher Assistants	4,100	4,370	270	6.6%	0.7%	30	70	90	11
25-9099	Education, Training, & Library Workers, All Other	660	730	50	7.4%	0.7%	10	10	10	5
27-0000	Arts, Design, Entertainment, Sports, & Media Occupations	13,580	14,240	660	4.9%	0.5%	80	350	440	
27-1000	Art & Design Workers	2,550	2,730	180	7.1%	0.7%	20	70	90	
27-1011	Art Directors	190	190	0	0.0%	0.0%	0	10	10	4
27-1012	Craft Artists	20	20	0	0.0%	0.0%	0	**	**	9
27-1021	Commercial & Industrial Designers	20	20	0	0.0%	0.0%	0	**	**	5
27-1022	Fashion Designers	100	90	-10	-10.0%	-1.0%	0	**	**	6
27-1023	Floral Designers	230	210	-20	-8.7%	-0.9%	0	10	10	10
27-1024	Graphic Designers	650	680	30	4.6%	0.5%	**	20	20	5
27-1025	Interior Designers	250	280	30	12.0%	1.2%	**	10	10	6
27-1026	Merchandise Displayers & Window Trimmers	450	500	50	11.1%	1.1%	10	10	20	10
27-1027	Set & Exhibit Designers	50	50	0	0.0%	0.0%	0	**	**	5
27-2000	Entertainers & Performers, Sports & Related Workers	5,440	5,630	190	3.5%	0.3%	30	170	200	
27-2012	Producers & Directors	260	270	10	3.8%	0.4%	**	10	10	4

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SOC Code	Occupation Title	Employment		Growth		Avg. Ann.		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Growth	Replacement	Total	
27-2021	Athletes & Sports Competitors	30	30	0	0.0%	0	0.0%	0	**	9
27-2031	Dancers	1,050	1,020	-30	-2.9%	0	-0.3%	0	60	9
27-2032	Choreographers	40	30	-10	-25.0%	0	-2.5%	0	**	8
27-2041	Music Directors & Composers	260	280	20	7.7%	0	0.8%	**	10	4
27-2042	Musicians & Singers	1,340	1,320	-20	-1.5%	0	-0.1%	0	30	9
27-3000	Media & Communication Workers	3,520	3,730	210	6.0%	30	0.6%	30	70	90
27-3011	Radio & Television Announcers	370	320	-50	-13.5%	0	-1.4%	0	10	9
27-3012	Public Address System & Other Announcers	30	30	0	0.0%	0	0.0%	0	**	9
27-3021	Broadcast News Analysts	40	40	0	0.0%	0	0.0%	0	**	4
27-3022	Reporters & Correspondents	330	330	0	0.0%	0	0.0%	**	10	5
27-3031	Public Relations Specialists	1,510	1,640	130	8.6%	10	0.9%	10	10	20
27-3041	Editors	330	320	-10	-3.0%	0	-0.3%	0	10	5
27-3042	Technical Writers	90	100	10	11.1%	**	1.1%	**	**	5
27-3043	Writers & Authors	290	290	0	0.0%	0	0.0%	**	10	5
27-3091	Interpreters & Translators	350	440	90	25.7%	10	2.6%	10	10	20
27-3099	Media & Communication Workers, All Other	200	220	20	10.0%	**	1.0%	**	10	9
27-4000	Media & Communication Equipment Workers	2,070	2,160	90	4.3%	10	0.4%	50	60	60
27-4011	Audio & Video Equipment Technicians	200	230	30	15.0%	**	1.5%	**	10	9
27-4012	Broadcast Technicians	200	210	10	5.0%	**	0.5%	**	10	6
27-4021	Photographers	910	890	-20	-2.2%	0	-0.2%	0	20	9
27-4031	Camera Operators, Television, Video, & Motion Picture	290	320	30	10.3%	**	1.0%	**	10	7
27-4032	Film & Video Editors	180	200	20	11.1%	**	1.1%	**	**	5
27-4099	Media & Communication Equipment Workers, All Other	250	260	10	4.0%	**	0.4%	**	10	10
29-0000	Healthcare Practitioners & Technical Occupations	26,280	28,940	2,660	10.1%	280	1.0%	490	770	770
29-1000	Health Diagnosing & Treating Practitioners	16,750	18,540	1,790	10.7%	190	1.1%	280	470	470
29-1011	Chiropractors	110	110	0	0.0%	0	0.0%	**	**	1
29-1021	Dentists, General	600	560	-40	-6.7%	0	-0.7%	0	10	1
29-1029	Dentists, All Other Specialists	10	20	10	100.0%	0	10.0%	0	0	1
29-1031	Dietitians & Nutritionists	270	280	10	3.7%	**	0.4%	**	10	5
29-1041	Optometrists	170	160	-10	-5.9%	0	-0.6%	**	**	1
29-1051	Pharmacists	1,230	1,420	190	15.4%	20	1.5%	20	20	40
29-1061	Anesthesiologists	20	20	0	0.0%	0	0.0%	0	0	1
29-1062	Family & General Practitioners	630	610	-20	-3.2%	0	-0.3%	0	10	1
29-1063	Internists, General	180	170	-10	-5.6%	0	-0.6%	**	**	1
29-1065	Pediatricians, General	90	80	-10	-11.1%	0	-1.1%	**	**	1
29-1066	Psychiatrists	140	150	10	7.1%	0	0.7%	**	**	1
29-1067	Surgeons	30	30	0	0.0%	0	0.0%	**	**	1
29-1069	Physicians & Surgeons, All Other	1,210	1,270	60	5.0%	10	0.5%	20	30	1
29-1071	Physician Assistants	120	130	10	8.3%	**	0.8%	**	**	3
29-1111	Registered Nurses	9,890	11,270	1,380	14.0%	140	1.4%	160	300	6
29-1122	Occupational Therapists	250	280	30	12.0%	**	1.2%	**	10	3
29-1123	Physical Therapists	620	700	80	12.9%	10	1.3%	10	20	3
29-1125	Recreational Therapists	50	50	0	0.0%	0	0.0%	**	**	5
29-1126	Respiratory Therapists	340	380	40	11.8%	10	1.2%	10	10	6
29-1127	Speech-Language Pathologists	130	130	0	0.0%	0	0.0%	**	**	3

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SOC Code	Occupation Title	Employment		Growth		Avg. Ann. Growth		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Replacement	Total		
29-1129	Therapists, All Other	30	30	0	0.0%	0	0.0%	0	0	5
29-1131	Veterinarians	180	220	40	22.2%	40	2.2%	**	**	10
29-2000	Health Technologists & Technicians	8,890	9,730	840	9.4%	840	0.9%	90	200	290
29-2011	Medical & Clinical Laboratory Technologists	690	770	80	11.6%	80	1.2%	10	10	20
29-2012	Medical & Clinical Laboratory Technicians	590	600	10	1.7%	10	0.2%	**	10	10
29-2021	Dental Hygienists	850	940	90	10.6%	90	1.1%	10	20	30
29-2031	Cardiovascular Technologists & Technicians	190	220	30	15.8%	30	1.6%	**	**	10
29-2032	Diagnostic Medical Sonographers	110	120	10	9.1%	10	0.9%	**	**	**
29-2034	Radiologic Technologists & Technicians	610	630	20	3.3%	20	0.3%	**	10	10
29-2041	Emergency Medical Technicians & Paramedics	530	580	50	9.4%	50	0.9%	10	10	10
29-2051	Dietetic Technicians	80	80	0	0.0%	0	0.0%	**	**	**
29-2052	Pharmacy Technicians	1,200	1,500	300	25.0%	300	2.5%	30	40	70
29-2054	Respiratory Therapy Technicians	70	60	-10	-14.3%	-10	-1.4%	0	**	**
29-2055	Surgical Technologists	340	380	40	11.8%	40	1.2%	**	10	10
29-2056	Veterinary Technologists & Technicians	310	380	70	22.6%	70	2.3%	10	10	20
29-2061	Licensed Practical & Licensed Vocational Nurses	2,090	2,170	80	3.8%	80	0.4%	10	60	70
29-2071	Medical Records & Health Information Technicians	630	680	50	7.9%	50	0.8%	10	20	20
29-2081	Opticians, Dispensing	220	210	-10	-4.5%	-10	-0.5%	0	10	10
29-2099	Health Technologists & Technicians, All Other	310	310	0	0.0%	0	0.0%	0	**	**
29-9000	Other Healthcare Practitioners & Technical Occupations	640	680	40	6.3%	40	0.6%	**	10	20
29-9011	Occupational Health & Safety Specialists	290	300	10	3.4%	10	0.3%	**	10	10
29-9099	Healthcare Practitioners & Technical Workers, All Other	290	310	20	6.9%	20	0.7%	**	10	10
31-0000	Healthcare Support Occupations	15,160	17,230	2,070	13.7%	2,070	1.4%	210	170	380
31-1000	Nursing, Psychiatric, & Home Health Aides	7,160	8,510	1,350	18.9%	1,350	1.9%	140	60	200
31-1011	Home Health Aides	1,830	2,460	630	34.4%	630	3.4%	60	20	80
31-1012	Nursing Aides, Orderlies, & Attendants	4,850	5,560	710	14.6%	710	1.5%	70	40	110
31-1013	Psychiatric Aides	480	490	10	2.1%	10	0.2%	**	**	10
31-2000	Occupational & Physical Therapist Assistants & Aides	590	660	70	11.9%	70	1.2%	10	10	20
31-2021	Physical Therapist Assistants	130	150	20	15.4%	20	1.5%	**	**	**
31-2022	Physical Therapist Aides	180	200	20	11.1%	20	1.1%	**	**	**
31-9000	Other Healthcare Support Occupations	7,410	8,060	650	8.8%	650	0.9%	70	100	170
31-9011	Massage Therapists	2,040	2,160	120	5.9%	120	0.6%	10	20	40
31-9091	Dental Assistants	1,420	1,570	150	10.6%	150	1.1%	20	30	40
31-9092	Medical Assistants	1,870	2,210	340	18.2%	340	1.8%	30	20	60
31-9093	Medical Equipment Preparers	140	140	0	0.0%	0	0.0%	**	**	**
31-9094	Medical Transcriptionists	220	210	-10	-4.5%	-10	-0.5%	0	**	**
31-9095	Pharmacy Aides	170	150	-20	-11.8%	-20	-1.2%	0	**	**
31-9096	Veterinary Assistants & Laboratory Animal Caretakers	190	190	0	0.0%	0	0.0%	0	**	**
31-9099	Healthcare Support Workers, All Other	1,360	1,430	70	5.1%	70	0.5%	10	20	20
33-0000	Protective Service Occupations	20,770	23,110	2,340	11.3%	2,340	1.1%	230	560	790
33-1000	First-Line Supervisors/Managers, Protective Service Workers	1,610	1,770	160	9.9%	160	1.0%	20	50	60
33-1011	First-Line Supervisors/Managers of Correctional Officers	50	60	10	20.0%	10	2.0%	**	**	**
33-1012	First-Line Supervisors/Managers of Police & Detectives	770	840	70	9.1%	70	0.9%	10	20	30
33-1021	First-Line Supervisors/Managers of Fire Fighting & Prevention Workers	480	530	50	10.4%	50	1.0%	10	20	20
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	320	340	20	6.3%	20	0.6%	**	10	10

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SOC Code	Occupation Title	Employment			Growth			Average Annual Openings			Training Code*
		2006	2016	Net	Percent	Growth	Replacement	Total			
33-2000	Fire Fighting & Prevention Workers	1,970	2,160	190	9.6%	1.0%	20	70	90		
33-2011	Fire Fighters	1,960	2,150	190	9.7%	1.0%	20	70	90	9	
33-3000	Law Enforcement Workers	5,140	6,040	900	17.5%	1.8%	90	130	220		
33-3012	Correctional Officers & Jailers	1,630	2,090	460	28.2%	2.8%	50	40	80	10	
33-3021	Detectives & Criminal Investigators	540	670	130	24.1%	2.4%	10	10	20	8	
33-3031	Fish & Game Wardens	110	110	0	0.0%	0.0%	**	**	**	6	
33-3051	Police & Sheriff's Patrol Officers	2,750	3,050	300	10.9%	1.1%	30	70	100	9	
33-9000	Other Protective Service Workers	12,050	13,150	1,100	9.1%	0.9%	110	310	420		
33-9011	Animal Control Workers	20	20	0	0.0%	0.0%	0	0	0	10	
33-9032	Security Guards	7,710	8,260	550	7.1%	0.7%	60	160	210	11	
33-9091	Crossing Guards	120	120	0	0.0%	0.0%	0	**	**	11	
33-9092	Lifeguards, Ski Patrol, & Other Recreational Protective Service Workers	630	680	50	7.9%	0.8%	10	50	50	11	
35-0000	Food Preparation & Serving Related Occupations	72,860	76,690	3,830	5.3%	0.5%	390	2,760	3,140		
35-1000	Supervisors, Food Preparation & Serving Workers	6,440	6,700	260	4.0%	0.4%	30	60	80		
35-1011	Chefs & Head Cooks	1,200	1,210	10	0.8%	0.1%	**	20	20	8	
35-1012	First-Line Supervisors/Managers of Food Preparation & Serving Workers	5,240	5,490	250	4.8%	0.5%	30	40	60	8	
35-2000	Cooks & Food Preparation Workers	18,550	19,530	980	5.3%	0.5%	100	540	650		
35-2011	Cooks, Fast Food	3,840	4,000	160	4.2%	0.4%	20	100	120	11	
35-2014	Cooks, Restaurant	6,590	6,910	320	4.9%	0.5%	30	180	210	9	
35-2015	Cooks, Short Order	1,300	1,300	0	0.0%	0.0%	**	40	40	11	
35-2021	Food Preparation Workers	5,460	6,010	550	10.1%	1.0%	60	190	240	11	
35-3000	Food & Beverage Serving Workers	36,070	38,490	2,420	6.7%	0.7%	240	1,600	1,850		
35-3011	Bartenders	3,300	3,430	130	3.9%	0.4%	10	120	130	11	
35-3021	Combined Food Preparation & Serving Workers, Including Fast Food	9,860	11,300	1,440	14.6%	1.5%	140	190	330	11	
35-3022	Counter Attendants, Cafeteria, Food Concession, & Coffee Shop	5,690	6,000	310	5.4%	0.5%	30	400	430	11	
35-3031	Waiters & Waitresses	16,340	16,880	540	3.3%	0.3%	60	890	940	11	
35-3041	Food Servers, Nonrestaurant	880	880	0	0.0%	0.0%	0	10	10	11	
35-9000	Other Food Preparation & Serving Related Workers	11,800	11,980	180	1.5%	0.2%	20	550	570		
35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	4,610	4,690	80	1.7%	0.2%	10	190	200	11	
35-9021	Dishwashers	4,770	4,790	20	0.4%	0.0%	**	200	200	11	
35-9031	Hosts & Hostesses, Restaurant, Lounge, & Coffee Shop	2,360	2,440	80	3.4%	0.3%	10	160	170	11	
35-9099	Food Preparation & Serving Related Workers, All Other	60	60	0	0.0%	0.0%	0	**	**	11	
37-0000	Building & Grounds Cleaning & Maintenance Occupations	38,890	40,970	2,080	5.3%	0.5%	210	660	860		
37-1000	Supervisors, Building & Grounds Cleaning & Maintenance Workers	3,770	3,930	160	4.2%	0.4%	20	40	60		
37-1011	First-Line Supervisors/Managers of Housekeeping & Janitorial Workers	2,260	2,320	60	2.7%	0.3%	10	30	40	8	
37-1012	First-Line Supervisors/Mgrs. of Landscaping, Lawn Svc. & Groundskeeping Wrkrs.	1,510	1,610	100	6.6%	0.7%	10	10	20	8	
37-2000	Building Cleaning & Pest Control Workers	25,100	26,420	1,320	5.3%	0.5%	130	480	610		
37-2011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	12,370	13,240	870	7.0%	0.7%	90	240	320	11	
37-2012	Maids & Housekeeping Cleaners	12,100	12,530	430	3.6%	0.4%	40	230	270	11	
37-3000	Grounds Maintenance Workers	10,030	10,620	590	5.9%	0.6%	60	130	190		
37-3011	Landscaping & Groundskeeping Workers	9,690	10,270	580	6.0%	0.6%	60	130	190	11	
37-3012	Pesticide Handlers, Sprayers, & Applicators, Vegetation	100	110	10	10.0%	1.0%	**	**	**	10	
37-3013	Tree Trimmers & Pruners	190	200	10	5.3%	0.5%	**	**	**	11	
37-3019	Grounds Maintenance Workers, All Other	50	50	0	0.0%	0.0%	0	**	**	11	
39-0000	Personal Care & Service Occupations	26,410	28,320	1,910	7.2%	0.7%	260	620	880		

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SOC Code	Occupation Title	Employment		Growth		Avg. Ann. Growth		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Percent	Replacement	Total	
39-1000	Supervisors, Personal Care & Service Workers	1,860	1,870	10	0.5%	0.1%	**	40	40	
39-2000	Animal Care & Service Workers	430	470	40	9.3%	0.9%	**	10	10	
39-2011	Animal Trainers	150	170	20	13.3%	1.3%	**	**	10	10
39-2021	Nonfarm Animal Caretakers	280	300	20	7.1%	0.7%	**	10	10	11
39-3000	Entertainment Attendants & Related Workers	2,110	2,220	110	5.2%	0.5%	10	110	120	
39-3031	Ushers, Lobby Attendants, & Ticket Takers	330	330	0	0.0%	0.0%	**	20	20	11
39-3091	Amusement & Recreation Attendants	1,440	1,510	70	4.9%	0.5%	10	70	80	11
39-3093	Locker Room, Coatroom, & Dressing Room Attendants	170	180	10	5.9%	0.6%	**	10	10	11
39-4000	Funeral Service Workers	100	100	0	0.0%	0.0%	**	**	**	
39-4011	Embalmers	20	20	0	0.0%	0.0%	0	**	**	7
39-4021	Funeral Attendants	80	80	0	0.0%	0.0%	**	**	**	11
39-5000	Personal Appearance Workers	3,130	3,410	280	8.9%	0.9%	30	40	70	
39-5012	Hairdressers, Hairstylists, & Cosmetologists	2,100	2,230	130	6.2%	0.6%	10	30	40	7
39-5092	Manicurists & Pedicurists	340	400	60	17.6%	1.8%	10	**	10	7
39-5094	Skin Care Specialists	580	680	100	17.2%	1.7%	10	10	20	7
39-6000	Transportation, Tourism, & Lodging Attendants	7,580	7,270	-310	-4.1%	-0.4%	10	180	190	
39-6011	Baggage Porters & Bellhops	1,690	1,650	-40	-2.4%	-0.2%	0	20	20	11
39-6012	Concierges	650	610	-40	-6.2%	-0.6%	0	10	10	10
39-6021	Tour Guides & Escorts	2,510	2,550	40	1.6%	0.2%	**	100	100	10
39-6031	Flight Attendants	1,900	1,580	-320	-16.8%	-1.7%	0	30	30	9
39-9000	Other Personal Care & Service Workers	11,200	12,980	1,780	15.9%	1.6%	210	240	450	
39-9011	Child Care Workers	3,360	3,710	350	10.4%	1.0%	40	100	130	11
39-9021	Personal & Home Care Aides	3,980	5,560	1,580	39.7%	4.0%	160	70	230	11
39-9031	Fitness Trainers & Aerobics Instructors	770	830	60	7.8%	0.8%	10	20	20	7
39-9032	Recreation Workers	1,620	1,680	60	3.7%	0.4%	10	30	40	11
39-9041	Residential Advisors	270	300	30	11.1%	1.1%	**	10	10	11
39-9099	Personal Care & Service Workers, All Other	1,200	890	-310	-25.8%	-2.6%	0	30	30	11
41-0000	Sales & Related Occupations	70,310	73,310	3,000	4.3%	0.4%	360	2,100	2,460	
41-1000	Supervisors, Sales Workers	11,910	12,020	110	0.9%	0.1%	10	240	260	
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	9,670	9,750	80	0.8%	0.1%	10	200	210	8
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	2,240	2,270	30	1.3%	0.1%	**	30	40	8
41-2000	Retail Sales Workers	43,970	46,080	2,110	4.8%	0.5%	240	1,560	1,800	
41-2011	Cashiers	12,230	12,030	-200	-1.6%	-0.2%	0	560	560	11
41-2021	Counter & Rental Clerks	2,350	2,630	280	11.9%	1.2%	30	90	120	11
41-2022	Parts Salespersons	790	690	-100	-12.7%	-1.3%	0	10	10	10
41-2031	Retail Salespersons	28,620	30,720	2,100	7.3%	0.7%	210	880	1,090	11
41-3000	Sales Representatives, Services	4,400	4,780	380	8.6%	0.9%	40	90	140	
41-3021	Insurance Sales Agents	600	660	60	10.0%	1.0%	10	10	20	5
41-3031	Securities, Commodities, & Financial Services Sales Agents	760	770	10	1.3%	0.1%	**	20	20	5
41-3041	Travel Agents	650	590	-60	-9.2%	-0.9%	0	10	10	7
41-4000	Sales Representatives, Wholesale & Manufacturing	5,190	5,720	530	10.2%	1.0%	50	120	170	
41-4011	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	430	460	30	7.0%	0.7%	**	10	10	8
41-4012	Sales Representatives, Wholesale & Mfg., ex. Technical & Scientific Products	4,760	5,260	500	10.5%	1.1%	50	110	160	8
41-9000	Other Sales & Related Workers	4,840	4,730	-110	-2.3%	-0.2%	20	90	110	
41-9011	Demonstrators & Product Promoters	870	930	60	6.9%	0.7%	10	30	30	10

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SOC Code	Occupation Title	Employment		Growth		Avg. Ann. Growth		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Replacement	Total		
41-9021	Real Estate Brokers	450	410	-40	-8.9%	-0.9%	0	10	10	8
41-9022	Real Estate Sales Agents	1,240	1,160	-80	-6.5%	-0.6%	0	20	20	7
41-9041	Telemarketers	720	580	-140	-19.4%	-1.9%	0	30	30	11
41-9099	Sales & Related Workers, All Other	1,080	1,120	40	3.7%	0.4%	**	10	10	10
43-0000	Office & Administrative Support Occupations	109,570	108,230	-1,340	-1.2%	-0.1%	360	2,310	2,670	
43-1000	Supervisors, Office & Administrative Support Workers	8,020	7,920	-100	-1.2%	-0.1%	0	170	170	
43-1011	First-Line Supervisors/Managers of Office & Administrative Support Workers	8,020	7,920	-100	-1.2%	-0.1%	0	170	170	8
43-2000	Communications Equipment Operators	1,200	960	-240	-20.0%	-2.0%	0	20	20	
43-2011	Switchboard Operators, Including Answering Service	1,100	900	-200	-18.2%	-1.8%	0	20	20	11
43-3000	Financial Clerks	17,110	17,670	560	3.3%	0.3%	80	340	410	
43-3011	Bill & Account Collectors	1,230	1,350	120	9.8%	1.0%	0	20	30	11
43-3021	Billing & Posting Clerks & Machine Operators	2,420	2,290	-130	-5.4%	-0.5%	0	30	30	10
43-3031	Bookkeeping, Accounting, & Auditing Clerks	9,810	10,370	560	5.7%	0.6%	60	150	210	10
43-3051	Payroll & Timekeeping Clerks	920	880	-40	-4.3%	-0.4%	0	20	20	10
43-3061	Procurement Clerks	440	420	-20	-4.5%	-0.5%	0	10	10	10
43-3071	Tellers	2,290	2,360	70	3.1%	0.3%	10	100	110	11
43-4000	Information & Record Clerks	27,630	27,060	-570	-2.1%	-0.2%	160	680	850	
43-4011	Brokerage Clerks	70	60	-10	-14.3%	-1.4%	0	**	**	10
43-4031	Court, Municipal, & License Clerks	830	890	60	7.2%	0.7%	10	20	30	11
43-4051	Customer Service Representatives	6,770	7,870	1,100	16.2%	1.6%	110	190	300	10
43-4061	Eligibility Interviewers, Government Programs	900	970	70	7.8%	0.8%	10	20	20	10
43-4071	File Clerks	910	500	-410	-45.1%	-4.5%	0	20	20	11
43-4081	Hotel, Motel, & Resort Desk Clerks	2,270	2,350	80	3.5%	0.4%	10	90	100	11
43-4111	Interviewers, Except Eligibility & Loan	780	780	0	0.0%	0.0%	0	20	20	11
43-4121	Library Assistants, Clerical	310	340	30	9.7%	1.0%	**	10	10	11
43-4131	Loan Interviewers & Clerks	740	660	-80	-10.8%	-1.1%	0	10	10	11
43-4141	New Accounts Clerks	290	220	-70	-24.1%	-2.4%	0	10	10	8
43-4151	Order Clerks	880	610	-270	-30.7%	-3.1%	0	20	20	11
43-4161	Human Resources Assistants, Except Payroll & Timekeeping	1,100	1,170	70	6.4%	0.6%	10	10	20	11
43-4171	Receptionists & Information Clerks	4,680	4,900	220	4.7%	0.5%	20	120	140	11
43-4199	Information & Record Clerks, All Other	1,290	1,080	-210	-16.3%	-1.6%	0	20	20	11
43-5000	Material Recording, Scheduling, Dispatching, & Distributing Workers	15,770	15,230	-540	-3.4%	-0.3%	10	380	400	
43-5011	Cargo & Freight Agents	860	790	-70	-8.1%	-0.8%	0	20	20	10
43-5021	Couriers & Messengers	560	540	-20	-3.6%	-0.4%	0	20	20	11
43-5031	Police, Fire, & Ambulance Dispatchers	240	270	30	12.5%	1.3%	**	10	10	10
43-5032	Dispatchers, Except Police, Fire, & Ambulance	1,060	1,010	-50	-4.7%	-0.5%	0	30	30	10
43-5041	Meter Readers, Utilities	100	90	-10	-10.0%	-1.0%	0	**	**	11
43-5051	Postal Service Clerks	490	490	0	0.0%	0.0%	0	10	10	11
43-5052	Postal Service Mail Carriers	1,140	1,140	0	0.0%	0.0%	0	30	30	11
43-5053	Postal Service Mail Sorters, Processors, & Processing Machine Operators	610	550	-60	-9.8%	-1.0%	0	10	10	11
43-5061	Production, Planning, & Expediting Clerks	750	780	30	4.0%	0.4%	**	20	20	10
43-5071	Shipping, Receiving, & Traffic Clerks	2,830	2,910	80	2.8%	0.3%	10	70	80	11
43-5081	Stock Clerks & Order Fillers	6,840	6,380	-460	-6.7%	-0.7%	0	160	160	11
43-5111	Weighers, Measurers, Checkers, & Samplers, Recordkeeping	300	280	-20	-6.7%	-0.7%	0	10	10	11
43-6000	Secretaries & Administrative Assistants	15,160	14,990	-170	-1.1%	-0.1%	30	240	270	

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SOC Code	Occupation Title	Employment		Growth		Avg. Ann. Growth		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Percent	Growth	Replacement	Total	
43-6011	Executive Secretaries & Administrative Assistants	4,910	5,160	250	5.1%	0.5%	30	80	100	8
43-6012	Legal Secretaries	910	900	-10	-1.1%	-0.1%	0	10	10	6
43-6013	Medical Secretaries	1,420	1,440	20	1.4%	0.1%	**	20	30	10
43-6014	Secretaries, Except Legal, Medical, & Executive	7,930	7,500	-430	-5.4%	-0.5%	0	130	130	10
43-9000	Other Office & Administrative Support Workers	24,660	24,350	-270	-1.1%	-0.1%	90	480	560	
43-9011	Computer Operators	480	340	-140	-29.2%	-2.9%	0	10	10	10
43-9021	Data Entry Keyers	1,170	1,030	-140	-12.0%	-1.2%	0	30	30	10
43-9022	Word Processors & Typists	2,820	2,430	-390	-13.8%	-1.4%	0	50	50	10
43-9041	Insurance Claims & Policy Processing Clerks	540	510	-30	-5.6%	-0.6%	0	10	10	10
43-9051	Mail Clerks & Mail Machine Operators, Except Postal Service	320	260	-60	-18.8%	-1.9%	0	10	10	11
43-9061	Office Clerks, General	16,570	17,410	840	5.1%	0.5%	90	300	390	11
43-9071	Office Machine Operators, Except Computer	410	360	-50	-12.2%	-1.2%	0	10	10	11
43-9111	Statistical Assistants	90	90	0	0.0%	0.0%	0	**	**	10
43-9199	Office & Administrative Support Workers, All Other	2,210	1,890	-320	-14.5%	-1.4%	0	50	50	11
45-0000	Farming, Fishing, & Forestry Occupations	5,420	5,380	-40	-0.7%	-0.1%	10	130	140	
45-1000	Supervisors, Farming, Fishing, & Forestry Workers	430	440	10	2.3%	0.2%	**	10	10	
45-1011	First-Line Supervisors/Managers of Farming, Fishing, & Forestry Workers	430	440	10	2.3%	0.2%	**	10	10	8
45-2000	Agricultural Workers	4,540	4,420	-120	-2.6%	-0.3%	**	110	110	
45-2041	Graders & Sorters, Agricultural Products	350	340	-10	-2.9%	-0.3%	0	10	10	8
45-2092	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	3,410	3,310	-100	-2.9%	-0.3%	0	90	90	11
45-2093	Farmworkers, Farm & Ranch Animals	640	600	-40	-6.3%	-0.6%	0	20	20	11
45-4000	Forest, Conservation, & Logging Workers	130	160	30	23.1%	2.3%	**	10	10	
45-4011	Forest & Conservation Workers	130	160	30	23.1%	2.3%	**	10	10	10
47-0000	Construction & Extraction Occupations	39,830	41,700	1,870	4.7%	0.5%	190	680	870	
47-1000	Supervisors, Construction & Extraction Workers	3,390	3,510	120	3.5%	0.4%	10	50	60	
47-1011	First-Line Supervisors/Managers of Construction Trades & Extraction Workers	3,390	3,510	120	3.5%	0.4%	10	50	60	8
47-2000	Construction Trades Workers	32,860	34,420	1,560	4.7%	0.5%	160	540	700	
47-2011	Boilermakers	80	80	0	0.0%	0.0%	**	**	**	9
47-2021	Brickmasons & Blockmasons	440	450	10	2.3%	0.2%	**	10	10	9
47-2022	Stonemasons	100	100	0	0.0%	0.0%	0	**	**	9
47-2031	Carpenters	8,380	8,530	150	1.8%	0.2%	20	110	130	9
47-2041	Carpet Installers	290	270	-20	-6.9%	-0.7%	0	**	**	10
47-2042	Floor Layers, Except Carpet, Wood, & Hard Tiles	200	180	-20	-10.0%	-1.0%	0	**	**	10
47-2044	Tile & Marble Setters	840	940	100	11.9%	1.2%	10	10	20	9
47-2051	Cement Masons & Concrete Finishers	1,180	1,250	70	5.9%	0.6%	10	30	40	10
47-2061	Construction Laborers	5,870	6,210	340	5.8%	0.6%	30	40	80	10
47-2071	Paving, Surfacing, & Tamping Equipment Operators	110	120	10	9.1%	0.9%	**	**	**	10
47-2073	Operating Engineers & Other Construction Equipment Operators	2,360	2,490	130	5.5%	0.6%	10	50	60	10
47-2081	Drywall & Ceiling Tile Installers	1,050	1,090	40	3.8%	0.4%	**	20	20	10
47-2082	Tapers	510	520	10	2.0%	0.2%	**	10	10	10
47-2111	Electricians	2,530	2,660	130	5.1%	0.5%	10	70	80	9
47-2121	Glaziers	210	220	10	4.8%	0.5%	**	**	**	9
47-2141	Painters, Construction & Maintenance	3,460	3,700	240	6.9%	0.7%	30	60	90	10
47-2151	Pipelayers	110	120	10	9.1%	0.9%	**	**	**	10
47-2152	Plumbers, Pipefitters, & Steamfitters	2,370	2,550	180	7.6%	0.8%	20	50	70	9

LONG-TERM OCCUPATIONAL PROJECTIONS, STATE OF HAWAII, 2006-2016 (Revised)

SOC Code	Occupation Title	Employment		Growth		Avg. Ann.		Average Annual Openings		Training Code*	
		2006	2016	Net	Percent	Growth	Percent	Growth	Replacement		Total
47-2161	Plasterers & Stucco Masons	260	270	10	3.8%	10	0.4%	**	10	10	9
47-2171	Reinforcing Iron & Rebar Workers	570	610	40	7.0%	40	0.7%	10	10	20	9
47-2181	Roofers	980	1,070	90	9.2%	90	0.9%	10	20	30	10
47-2211	Sheet Metal Workers	630	650	20	3.2%	20	0.3%	**	20	20	9
47-2221	Structural Iron & Steel Workers	130	130	0	0.0%	0	0.0%	0	**	**	9
47-3000	Helpers, Construction Trades	1,590	1,660	70	4.4%	70	0.4%	10	40	50	50
47-3012	Helpers--Carpenters	480	490	10	2.1%	10	0.2%	**	10	10	11
47-3013	Helpers--Electricians	290	300	10	3.4%	10	0.3%	**	10	10	11
47-3014	Helpers--Painters, Paperhangers, Plasterers, & Stucco Masons	170	170	0	0.0%	0	0.0%	0	**	**	11
47-3015	Helpers--Pipefitters, Plumbers, Pipefitters, & Steamfitters	210	230	20	9.5%	20	1.0%	**	10	10	11
47-3019	Helpers, Construction Trades, All Other	240	260	20	8.3%	20	0.8%	**	10	10	11
47-4000	Other Construction & Related Workers	1,750	1,850	100	5.7%	100	0.6%	10	40	50	50
47-4011	Construction & Building Inspectors	550	600	50	9.1%	50	0.9%	10	10	20	8
47-4021	Elevator Installers & Repairers	330	340	10	3.0%	10	0.3%	**	10	10	9
47-4099	Construction & Related Workers, All Other	150	150	0	0.0%	0	0.0%	**	**	10	10
47-5000	Extraction Workers	250	270	20	8.0%	20	0.8%	**	10	10	10
47-5021	Earth Drillers, Except Oil & Gas	20	20	0	0.0%	0	0.0%	0	**	**	10
47-5031	Explosives Workers, Ordnance Handling Experts, & Blasters	170	180	10	5.9%	10	0.6%	**	10	10	10
49-0000	Installation, Maintenance, & Repair Occupations	25,400	26,380	980	3.9%	980	0.4%	120	390	510	510
49-1000	Supervisors of Installation, Maintenance, & Repair Workers	2,480	2,570	90	3.6%	90	0.4%	10	60	70	70
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, & Repairers	2,480	2,570	90	3.6%	90	0.4%	10	60	70	8
49-2000	Electrical & Electronic Equipment Mechanics, Installers, & Repairers	2,620	2,660	40	1.5%	40	0.2%	10	60	70	70
49-2011	Computer, Automated Teller, & Office Machine Repairers	750	690	-60	-8.0%	-60	-0.8%	0	10	10	7
49-2022	Telecommunications Equipment Installers & Repairers, Except Line Installers	370	330	-40	-10.8%	-40	-1.1%	0	10	10	7
49-2091	Avionics Technicians	60	60	0	0.0%	0	0.0%	0	**	**	7
49-2092	Electric Motor, Power Tool, & Related Repairers	50	50	0	0.0%	0	0.0%	0	**	**	7
49-2093	Electrical & Electronics Installers & Repairers, Transportation Equipment	90	100	10	11.1%	10	1.1%	**	**	**	7
49-2094	Electrical & Electronics Repairers, Commercial & Industrial Equipment	700	770	70	10.0%	70	1.0%	10	20	30	7
49-2095	Electrical & Electronics Repairers, Powerhouse, Substation, & Relay	120	120	0	0.0%	0	0.0%	**	**	10	7
49-2097	Electronic Home Entertainment Equipment Installers & Repairers	160	160	0	0.0%	0	0.0%	**	**	**	7
49-2098	Security & Fire Alarm Systems Installers	260	290	30	11.5%	30	1.2%	**	**	10	7
49-3000	Vehicle & Mobile Equipment Mechanics, Installers	7,400	7,600	200	2.7%	200	0.3%	30	140	170	170
49-3011	Aircraft Mechanics & Service Technicians	1,020	970	-50	-4.9%	-50	-0.5%	0	10	10	7
49-3021	Automotive Body & Related Repairers	780	800	20	2.6%	20	0.3%	**	20	20	9
49-3023	Automotive Service Technicians & Mechanics	3,600	3,690	90	2.5%	90	0.3%	10	70	80	7
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	840	910	70	8.3%	70	0.8%	10	20	30	7
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	470	500	30	6.4%	30	0.6%	**	10	10	9
49-3051	Motorboat Mechanics	80	80	0	0.0%	0	0.0%	0	**	**	9
49-3052	Motorcycle Mechanics	70	70	0	0.0%	0	0.0%	0	**	**	9
49-3053	Outdoor Power Equipment & Other Small Engine Mechanics	140	130	-10	-7.1%	-10	-0.7%	0	**	**	10
49-3093	Tire Repairers & Changers	350	380	30	8.6%	30	0.9%	**	10	10	11
49-9000	Other Installation, Maintenance, & Repair Occupations	12,910	13,560	650	5.0%	650	0.5%	70	130	200	200
49-9012	Control & Valve Installers & Repairers, Except Mechanical Door	60	60	0	0.0%	0	0.0%	**	**	**	10
49-9021	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	750	780	30	4.0%	30	0.4%	**	10	20	9
49-9031	Home Appliance Repairers	380	370	-10	-2.6%	-10	-0.3%	0	10	10	9

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SOC Code	Occupation Title	Employment		Growth		Avg. Ann.		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Replacement	Total		
49-9041	Industrial Machinery Mechanics	650	790	140	21.5%	2.2%	10	10	30	9
49-9042	Maintenance & Repair Workers, General	6,830	7,190	360	5.3%	0.5%	40	20	50	10
49-9043	Maintenance Workers, Machinery	130	130	0	0.0%	0.0%	0	**	**	10
49-9051	Electrical Power-Line Installers & Repairers	390	450	60	15.4%	1.5%	10	10	20	9
49-9052	Telecommunications Line Installers & Repairers	880	850	-30	-3.4%	-0.3%	0	20	20	9
49-9062	Medical Equipment Repairers	40	50	10	25.0%	2.5%	**	**	**	6
49-9069	Precision Instrument & Equipment Repairers, All Other	210	210	0	0.0%	0.0%	0	10	10	10
49-9091	Coin, Vending, & Amusement Machine Servicers & Repairers	160	170	10	6.3%	0.6%	**	10	10	10
49-9092	Commercial Divers	20	20	0	0.0%	0.0%	0	0	0	7
49-9098	Helpers—Installation, Maintenance, & Repair Workers	750	790	40	5.3%	0.5%	**	20	20	11
49-9099	Installation, Maintenance, & Repair Workers, All Other	1,040	1,070	30	2.9%	0.3%	**	10	10	10
51-1000	Production Occupations	19,200	19,430	230	1.2%	0.1%	90	410	500	
	Supervisors, Production Workers	1,360	1,380	20	1.5%	0.1%	**	20	30	
51-1011	First-Line Supervisors/Managers of Production & Operating Workers	1,360	1,380	20	1.5%	0.1%	**	20	30	8
51-2000	Assemblers & Fabricators	1,140	1,190	50	4.4%	0.4%	10	20	30	
51-2041	Structural Metal Fabricators & Fitters	130	130	0	0.0%	0.0%	0	**	**	10
51-2092	Team Assemblers	390	420	30	7.7%	0.8%	**	10	10	10
51-2099	Assemblers & Fabricators, All Other	560	560	0	0.0%	0.0%	0	10	10	10
51-3000	Food Processing Workers	3,610	3,940	330	9.1%	0.9%	30	100	130	
51-3011	Bakers	1,300	1,410	110	8.5%	0.8%	10	30	40	9
51-3021	Butchers & Meat Cutters	520	570	50	9.6%	1.0%	10	20	20	9
51-3022	Meat, Poultry, & Fish Cutters & Trimmers	810	930	120	14.8%	1.5%	10	30	40	11
51-3023	Slaughterers & Meat Packers	90	100	10	11.1%	1.1%	**	**	**	10
51-3091	Food & Tobacco Roasting, Baking, & Drying Machine Operators & Tenders	60	70	10	16.7%	1.7%	**	**	**	11
51-3092	Food Batchmakers	690	740	50	7.2%	0.7%	10	20	20	11
51-3093	Food Cooking Machine Operators & Tenders	140	130	-10	-7.1%	-0.7%	0	10	10	11
51-4000	Metal Workers & Plastic Workers	1,810	1,910	100	5.5%	0.6%	20	40	50	
51-4041	Machinists	420	450	30	7.1%	0.7%	**	10	10	9
51-4072	Molding, Coremaking, & Casting Machine Setters, Oper., & Tenders, Metal & Plastic	90	90	0	0.0%	0.0%	0	**	**	10
51-4121	Welders, Cutters, Solderers, & Brazers	780	880	100	12.8%	1.3%	10	20	30	7
51-5000	Printing Workers	920	860	-60	-6.5%	-0.7%	0	20	20	
51-5011	Bindery Workers	80	70	-10	-12.5%	-1.3%	0	**	**	11
51-5021	Job Printers	180	160	-20	-11.1%	-1.1%	0	**	**	9
51-5022	Prepress Technicians & Workers	190	170	-20	-10.5%	-1.1%	0	**	**	7
51-5023	Printing Machine Operators	470	460	-10	-2.1%	-0.2%	0	10	10	10
51-6000	Textile, Apparel, & Furnishings Workers	3,590	3,340	-250	-7.0%	-0.7%	10	60	70	
51-6011	Laundry & Dry-Cleaning Workers	1,750	1,790	40	2.3%	0.2%	**	40	40	10
51-6021	Pressers, Textile, Garment, & Related Materials	600	530	-70	-11.7%	-1.2%	0	**	**	11
51-6031	Sewing Machine Operators	770	590	-180	-23.4%	-2.3%	0	10	10	10
51-6062	Textile Cutting Machine Setters, Operators, & Tenders	20	10	-10	-50.0%	-5.0%	0	**	**	10
51-6092	Fabric & Apparel Patternmakers	20	20	0	0.0%	0.0%	0	**	**	9
51-6099	Textile, Apparel, & Furnishings Workers, All Other	170	160	-10	-5.9%	-0.6%	0	**	**	11
51-7000	Woodworkers	660	710	60	9.2%	0.9%	10	20	30	
51-7011	Cabinetmakers & Bench Carpenters	390	440	50	12.8%	1.3%	10	10	20	9
51-7042	Woodworking Machine Setters, Operators, & Tenders, Except Sawing	110	140	30	27.3%	2.7%	**	**	10	10

LONG-TERM OCCUPATIONAL PROJECTIONS, STATE OF HAWAII, 2006-2016 (Revised)

SOC Code	Occupation Title	Employment		Growth		Avg. Ann.		Average Annual Openings		Training Code*
		2006	2016	Net	Percent	Growth	Percent	Growth	Replacement	
51-7099	Woodworkers, All Other	70	70	0	0.0%	0.0%	0.0%	**	**	** 10
51-8000	Plant & System Operators	1,010	1,130	120	11.9%	1.2%	1.2%	10	30	40
51-8012	Power Distributors & Dispatchers	30	30	0	0.0%	0.0%	0.0%	**	**	** 9
51-8013	Power Plant Operators	200	230	30	15.0%	1.5%	1.5%	**	**	** 10 9
51-8021	Stationary Engineers & Boiler Operators	70	80	10	14.3%	1.4%	1.4%	0	**	** 9
51-8031	Water & Liquid Waste Treatment Plant & System Operators	310	370	60	19.4%	1.9%	1.9%	10	10	10 9
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	270	280	10	3.7%	0.4%	0.4%	**	10	10 9
51-8099	Plant & System Operators, All Other	110	120	10	9.1%	0.9%	0.9%	**	**	** 9
51-9000	Other Production Occupations	5,120	4,980	-140	-2.7%	-0.3%	-0.3%	10	110	120
51-9021	Crushing, Grinding, & Polishing Machine Setters, Operators, & Tenders	50	50	0	0.0%	0.0%	0.0%	0	**	** 10
51-9022	Grinding & Polishing Workers, Hand	30	30	0	0.0%	0.0%	0.0%	0	**	** 10
51-9023	Mixing & Blending Machine Setters, Operators, & Tenders	110	120	10	9.1%	0.9%	0.9%	**	**	** 10
51-9031	Cutters & Trimmers, Hand	70	70	0	0.0%	0.0%	0.0%	0	**	** 11
51-9032	Cutting & Slicing Machine Setters, Operators, & Tenders	70	60	-10	-14.3%	-1.4%	-1.4%	0	**	** 10
51-9041	Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders	80	80	0	0.0%	0.0%	0.0%	0	**	** 10
51-9071	Jewelers & Precious Stone & Metal Workers	200	170	-30	-15.0%	-1.5%	-1.5%	0	**	** 7
51-9081	Dental Laboratory Technicians	190	220	30	15.8%	1.6%	1.6%	**	**	** 10 9
51-9083	Ophthalmic Laboratory Technicians	110	110	0	0.0%	0.0%	0.0%	**	**	** 10
51-9111	Packaging & Filling Machine Operators & Tenders	1,230	1,230	0	0.0%	0.0%	0.0%	0	20	20 11
51-9122	Painters, Transportation Equipment	180	190	10	5.6%	0.6%	0.6%	**	**	** 10 10
51-9123	Painting, Coating, & Decorating Workers	30	30	0	0.0%	0.0%	0.0%	0	**	** 11
51-9131	Photographic Process Workers	130	80	-50	-38.5%	-3.8%	-3.8%	0	10	10 10
51-9132	Photographic Processing Machine Operators	200	100	-100	-50.0%	-5.0%	-5.0%	0	10	10 11
51-9194	Etchers & Engravers	70	70	0	0.0%	0.0%	0.0%	0	**	** 9
51-9195	Molders, Shapers, & Casters, Except Metal & Plastic	140	150	10	7.1%	0.7%	0.7%	**	**	** 10
51-9196	Paper Goods Machine Setters, Operators, & Tenders	80	60	-20	-25.0%	-2.5%	-2.5%	0	**	** 10
51-9197	Tire Builders	20	20	0	0.0%	0.0%	0.0%	0	**	** 10
51-9198	Helpers--Production Workers	1,170	1,190	20	1.7%	0.2%	0.2%	**	30	30 11
51-9199	Production Workers, All Other	300	310	10	3.3%	0.3%	0.3%	**	10	10 10
53-0000	Transportation & Material Moving Occupations	45,200	44,660	-540	-1.2%	-0.1%	-0.1%	180	1,050	1,220
53-1000	Supervisors, Transportation & Material Moving Workers	2,000	2,160	160	8.0%	0.8%	0.8%	20	40	60
53-1011	Aircraft Cargo Handling Supervisors	20	30	10	50.0%	5.0%	5.0%	0	**	** 8
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, & Material Movers, Hand	670	730	60	9.0%	0.9%	0.9%	10	10	20 8
53-1031	First-Line Supervisors/Mgrs. of Transport. & Material-Moving Mach. & Vehicle Oper.	1,310	1,400	90	6.9%	0.7%	0.7%	10	30	40 8
53-2000	Air Transportation Workers	1,190	1,270	80	6.7%	0.7%	0.7%	10	30	40
53-2011	Airline Pilots, Copilots, & Flight Engineers	710	750	40	5.6%	0.6%	0.6%	**	20	30 5
53-2021	Air Traffic Controllers	280	330	50	17.9%	1.8%	1.8%	10	10	10 9
53-3000	Motor Vehicle Operators	17,150	18,330	1,180	6.9%	0.7%	0.7%	130	280	410
53-3021	Bus Drivers, Transit & Intercity	2,420	2,660	240	9.9%	1.0%	1.0%	20	30	60 10
53-3022	Bus Drivers, School	940	990	50	5.3%	0.5%	0.5%	10	20	20 10
53-3031	Driver/Sales Workers	2,330	2,180	-150	-6.4%	-0.6%	-0.6%	0	40	40 11
53-3032	Truck Drivers, Heavy & Tractor-Trailer	3,780	4,130	350	9.3%	0.9%	0.9%	40	70	100 10
53-3033	Truck Drivers, Light or Delivery Services	5,270	5,870	600	11.4%	1.1%	1.1%	60	90	150 11
53-3041	Taxi Drivers & Chauffeurs	1,990	2,060	70	3.5%	0.4%	0.4%	10	30	30 11
53-5000	Water Transportation Workers	3,440	1,980	-1,460	-42.4%	-4.2%	-4.2%	0	100	100

LONG-TERM OCCUPATIONAL PROJECTIONS, STATE OF HAWAII, 2006-2016 (Revised)

SOC Code	Occupation Title	Employment		Growth			Avg. Ann. Growth			Average Annual Openings			Training	
		2006	2016	Net	Percent	Growth	Growth	Growth	Replacement	Total	Code*			
53-5021	Captains, Mates, & Pilots of Water Vessels	1,190	780	-410	-34.5%	0	0	0	30	30	8			
53-6000	Other Transportation Workers	4,760	4,760	0	0.0%	10	10	150	130	150	8			
53-6021	Parking Lot Attendants	2,890	2,990	100	3.5%	10	10	80	80	90	11			
53-6031	Service Station Attendants	610	580	-30	-4.9%	0	0	30	30	30	11			
53-6041	Traffic Technicians	30	40	10	33.3%	0	0	**	**	**	11			
53-6051	Transportation Inspectors	170	200	30	17.6%	**	**	10	10	10	8			
53-6099	Transportation Workers, All Other	1,060	950	-110	-10.4%	0	0	20	20	20	11			
53-7000	Material Moving Workers	16,660	16,160	-500	-3.0%	**	**	460	460	470	11			
53-7011	Conveyor Operators & Tenders	140	150	10	7.1%	**	**	**	**	**	11			
53-7021	Crane & Tower Operators	250	250	0	0.0%	0	0	**	**	**	9			
53-7051	Industrial Truck & Tractor Operators	1,700	1,670	-30	-1.8%	0	0	40	40	40	11			
53-7061	Cleaners of Vehicles & Equipment	2,840	2,790	-50	-1.8%	0	0	110	110	110	11			
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	7,240	7,200	-40	-0.6%	0	0	230	230	230	11			
53-7063	Machine Feeders & Offbearers	360	290	-70	-19.4%	0	0	10	10	10	11			
53-7064	Packers & Packagers, Hand	2,970	2,680	-290	-9.8%	0	0	40	40	40	11			
53-7072	Pump Operators, Except Wellhead Pumps	50	30	-20	-40.0%	0	0	**	**	**	10			
53-7081	Refuse & Recyclable Material Collectors	770	780	10	1.3%	**	**	20	20	20	11			
<p>Note: Data were rounded to nearest ten and may not sum to totals in bold. Occupations with less than 20 employees in 2006 and 2016 were suppressed.</p> <p>*See Appendix for Training Code definitions.</p> <p>**Openings were less than ten but not equal to zero.</p>														

Appendix: Definition of Education and Training Codes

Education/Training Code	Type of Education/Training	Definition
1	First-professional degree	Requires at least 3 years of full-time academic study beyond a bachelor's degree
2	Doctoral degree	Requires at least 3 years of full-time academic study beyond a bachelor's degree
3	Master's degree	Requires 1 or 2 years of full-time academic study beyond a bachelor's degree
4	Bachelor's or higher degree, plus work experience	Requires experience in a related nonmanagerial position for which a bachelor's or higher degree is required
5	Bachelor's degree	Requires at least 4 years of full-time academic study beyond high school
6	Associate's degree	Requires at least 2 years of full-time academic study beyond high school
7	Postsecondary vocational award	Program length ranges from several weeks to a year or more and leads to a certificate but not a degree
8	Work experience in a related occupation	Requires skills and training acquired in a related occupation
9	Long-term on-the-job training	Requires 12 months of on-the-job training or combined work experience and formal classroom instruction, such as apprenticeships and employer-sponsored training
10	Moderate-term on-the-job training	Requires 1 to 12 months of combined on-the-job experience and informal training
11	Short-term on-the-job training	Requires a short demonstration of job duties or 1 month or less of on-the-job experience or instruction

Source: U.S. Department of Labor, Bureau of Labor Statistics.

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