

Hawai'i County Workforce Investment Board (HCWIB) Report to the WDC

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County: Hawai'i

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1) Summary

Hawai'i County continues to look for ways to help support residents and businesses struggling with job losses, closures and the slow recovery of the economy. The One Stop network continues to be a valuable tool for collaboration and communication between partners. Workforce Development Division, our community college and the WIB are gearing up for SESP. ARRA and Reed Act Contracts are expended in Hawaii County. The programs enabled the County to leverage WIA and other funds, very crucial during this economic crisis. The Hawaii County WIB and Big Island Workplace connection continues to cross collaborate for the benefit of our clients and community.

2) Individual WIA Programs

Workforce Development Division - Adult Program:

Unemployment rate for Hawai'i County dropped to over 9.3% in October, 2010. Although this represents a slight improvement on the job front, enrollees continue to be the hardest to serve: welfare participants, persons with disabilities, individuals with multiple barriers, etc. Typically, our Adult Program participants are adversely affected by the influx of qualified, skilled workers flooding the labor market. Hawai'i Branch, with its local offices in Hilo and Kona, has stepped up its job preparation activities for our participants to increase their competitiveness.

Despite employment opportunities remaining scarce, WDD staff continue to provide an array of job readiness workshops with heavier emphasis on career navigation and counseling. Continuous engagement is a common theme for all levels of unemployed individuals. Participants have opportunities to seek local college financial aid assistance through orientation and application workshops at the One-Stop. As a direct result of a Greg Newton training in early 2010, Career Exploration workshops and Job Clubs have been added Core and Intensive activities. Training opportunities have almost exhausted program service monies.

With modest budgets and limited training dollars, program staff continues to refer to other BIWC E & T agencies as well as non-mandated partners like Goodwill Industries, Paxen Group, Salvation Army, etc.

As an active partner with the Going Home Initiative, a community-based reentry program for prisoners, WDD is a referral source for ex-offenders reentering the labor market. They are given priority services to WIA orientation and testing. Co-case management services are offered while enrolled in WIA Adult program.

Workforce Solutions, another community consortium advocating the self-sufficiency of persons with disabilities, also is a referral source to our Adult Program. With the inception of our Business Leadership Network and its mission to recognize business leaders supporting persons with disabilities, this will greatly enhance employment opportunities for this population with our island employers.

Due to Hawai'i County's high per capita poverty rates and double digit unemployment rate, Hawai'i Branch continues to dual enroll participants with one-stop partners like Alu Like, Division of Vocational Rehabilitation, Senior Employment & Training Program, and other non-mandated one-stop partners to optimize funding resources due to the poor economy.

In Hilo, a computer training room and the valuable resources from the Hilo Community School for Adults instructor are making it possible for WIA participants to receive basic education and basic keyboard training.

In Kona, the Kona Community School for Adults provides Competency-Based High School Diploma training at the one-stop location.

Orientation sessions have grown from two per month to eight per month and are at capacity as many are interested in training and retraining. Specifically, there is overwhelming interest in Certified Nurse Assistant Training. Unfortunately, many of our graduates are taking a longer time obtaining gainful employment upon completion due to the poor economy.

At the end of PY 2009 (July 31, 2010), we closed with 139% of our enrollment goals, or 181 out of 130 planned participants.

As of October 31, 2010 (PY 2010), we are at 106% of our goals, or 161 participants out of our planned 152 for PY 2010.

Recently, HIWEDO has procured TORQ, an analytical assessment tool for career navigation. We look forward to the new state-of-the-art tool available to our counselors and workforce system here in Hawaii County.

ARRA Adult

The receipt of ARRA funds has greatly aided our backlog of qualified adult applicants and has provided much-needed training dollars.

Notable partnerships that supported the sustained quality and quantity of services included: direct linkage with Going Home (prison-to-community reentry program) and its Co-Case Management Subcommittee; referrals from Workforce Solutions (consortium aiding persons with disabilities); referrals from Judiciary to support adjudicated adults; and referrals from Huiana, DOE officials and youth agencies (for youth 18 years and older).

In keeping with the intent of ARRA, staff puts an emphasis on “green industries and occupations” when seeking Work Experience and OJT opportunities.

As of October 31, 2010, ARRA Adult enrollees are at 107% or 107 enrollments accomplished with an annual planned goal of 100.

Workforce Development Division - Dislocated Worker Program:

Similarly, this population has been adversely affected by the stubborn economic slowdown. Fortunately, many of these participants has greater skill sets and sounder work maturity skills. However, with many participants, new occupational skills and skill sets need to be learned. Readjustment services in this very tight economy becomes paramount to their re-employment. This population, however, remains more selective on long-term training opportunities offered by our Program.

What is becoming more and more apparent is the increased desperation in our participants’ job and career choices and desire for immediate employment vs. education enhancement. However, due to the economic realities, many have opted to enroll in courses at the Hawaii Community College and at the University of Hawaii at Hilo Campus. Participant’s also take advantage of financial aide workshops and orientations.

Business closures and multiple layoffs are generating many unemployed applicants seeking re-employment and re-training services under our Dislocated Worker Program. Several former State Employees affected by layoffs have entered as participants in this program.

Computer training, Certified Nurse Assistant and Commercial Driver Education are the predominant training of choice. Many of the dislocated workers are now accepting employment opportunities that are well below their original expected pay range. Many participants are opting to return to school and/or receive more training during this economic downturn.

As of October 31 2010, enrollments are at 99% or 178 enrollments accomplished with an annual planned goal of 180. Please note that 2009 DW was extended to March 31, 2011.

Recently, HIWEDO has procured TORQ, an analytical assessment tool for career navigation. We look forward to the new state-of-the-art tool available to our counselors and workforce system here in Hawaii County.

ARRA DW

The influx of ARRA funds for this program has greatly aided us in serving this population. Unfortunately, many of our training slots and the availability of desired opportunities are rather limited.

Recent extensions in unemployment insurance benefits have kept some eligible participants from enrolling. We have accelerated our enrollment efforts and have asked our LWIB Oversight Committee to pursue additional Eligible Training Providers.

As of October 31, 2010, ARRA DW enrollees are at 71% or 149 enrollments accomplished with an annual planned goal of 210. Here, with the emphasis on “green” and lack of training capacity at the moment, enrollment lags. Please note that November’s data are not tabulated and should slightly improve this count. NOTE: In preparation of our SESP Grant, many more “green” training opportunities have seen become available.

Workforce Development Division – ARRA Youth Summer Program:

This landmark federal initiative aimed at bringing immediate employment opportunities to economically disadvantaged in and out-of-school youth was granted to Hawai’i Branch WDD in February 2009. Here are our latest counts:

- 589 youth enrolled
- 1,287 applications were taken in
- 180 worksites were made available

The biggest obstacles were: the short time frame and lack of appropriate job sites for our youth. However, many had incredible experiences; employers were impressed with the overall level of our youth’s employability levels; and numerous “green” and energy-saving experiences were offered to our youth. Many youth have been since referred to Paxen, Goodwill and our WIA Adult Programs.

Goodwill Industries – Out of School Youth Program:

Number Served: The Ola I Ka Hana Program served sixty-three older and younger youth in the program year. Of these, fifty-eight are age 14-18 and five are age 19-21. Intensive recruitment activities in West Hawaii are yielding results as we expect enrollment of five new Kona students.

Success: On October 21, the youth participated in a job readiness training event led by Goodwill’s Human Resources Coordinator, Debbie Ragasa. The youth presented their resumes and received professional feedback and participated in mock interviews. The entire group critiqued each interview highlighting what was good and

not so good about each participant's interview session. The Ola program has also developed a new Job Readiness Training PowerPoint presentation to enhance the youth's job seeking and job preparation skills.

Also in the classroom, fifteen youth started the new CB unit in Consumer Economics. Basics 101 classes are on-going to bring youth scores up to eligibility for placement in CB classes. In the community, youth continue to pick up litter at various locations and volunteer weekly at the Kaiāo Community Garden. This month also included a continuation of Breast Cancer Awareness.

Raven Braun, a CB student, attended her first meeting of the Hawaii County Youth Council. A second request inviting parents/guardians to consider being a parent representative on the Youth Council was also made.

Staffing: Chante Ching, Youth Specialist, resigned her position. New hires as of November 16 include Ola Program Coordinator, Sandra Nuha and Youth Specialist, Kelly Kahawai. The remaining Youth Specialist vacancy is expected to be filled in the near future.

Follow-up: Ola Youth Specialists continue to follow up with youth at a minimum of two times per month through telephone calls, one-on-one and small group sessions.

2009-2010 Collaborations:

The Ola program's ongoing collaborative relationships include BISAC, Ke Ala Pono –Drug Intervention Program, Hilo Community School for Adults, East and West Hawaii High Schools, Big Island Martial Arts, Boys and Girls Club Community Garden, Yoga Centered, GIH Waiver/ Adult Day Health Program, Yoga and Meditation Club, Alu Like, Na Leo Public Access Television Station, Regency Retirement Home Kona, Kaloko Auto Body, Men of Pa'a, Hilton Waikoloa Village, Puna Geothermal Ventures, Mokupapapa Discovery Center, UHH PACRC, Ka Wai Ola O Umauma: Community Sustainability Institute NELAH, Pana'ewa Zoo, American Lung Association. Hawaii Community College, Hawaii Fresh Products and Lava 105

Paxen – In School Youth Program:

Currently, we are servicing an enrolled total of Fifty Nine (59) participants. We have a total of Fifty three (53) "current enrollment participants" and six (6) participants who have been exited so far in PY 2010-2011 and are in "follow up services". Our annual planned number for Program Year 2010-2011 is Seventy - Two (72).

During this month we held our Work Readiness Training for ten (10) "new" PY 10-11 participants. These participants were recruited from Kamehameha, Kea'au and Pahoa high school and Kua O Ka La Charter School. They came from an array of backgrounds and barriers, but when in the classroom these participants worked well as a group. The participants enjoyed having guest speakers. Our two participants from Kua O Ka La Charter School were very interested in Paula Thomas from Hui 'Ana. They asked for applications on the spot and are planning on going through the Spring internship. One of the participants' stated that they don't get offered much of those internship opportunities because they're far off of the geographics. All of the participants were really interested in the Greener Pastures module and were surprised by the different ways they could be "Green". They enjoyed the guest speaker that day and learned about self-sustainability as well as "Green Barter".

Since school has resumed last month, we have been working on a tutoring program that we would like to offer our participants outside of what is available to them in school. We are hoping to utilize other community partners to assist with tutoring outside of the school setting. However, right now we are looking at means of transportation for these participants.

We are also providing follow up to twenty-one (21) participants who have been exited during PY 2009-2010. We have successfully transitioned some of them into our Adult Program, FORWARD MARCH, to assist with that jump from high school into the Adult workforce. We continue to work with the local community colleges

and University to establish a rapport between them and the participants who are of eligible age. We've assisted participants in applying for and sustaining higher education and financial aid tuition assistance, resume building, financial literacy, employment seeking, referrals to outside agencies, etc.

Collaborations:

We continue to work with Public Library System, Department of Human Services, First to Work Program, Child Welfare Services, BISAC, Acadia Health Care, Mental Health Services, Child and Family Services, Workforce Development Offices, Hui 'Ana, HCEOC, Hilo and Kona Community School for Adults, Judges, Public Defenders and Probation Officers, Therapists, Staff from Hilo High school, Kea'au High school, Hawaii Academy of Arts and Sciences, Pahoa High School, Kamehameha Schools, Ka'u High school, Konawaena High school, and Kealakehe High school, and local businesses (Shaka, Hana Hou Restaurant, Boys and Girls Club, HOVE Loggers, etc).

Activities: October 4-8, 2010 ~ WIA Work Readiness Training Classes

Big Island Workplace Connection (BIWC) One-Stop Activities:

Sept. 9: Attended Livermore Labs Graduation Ceremony

Sept. 20: Initiated first health care internship sites for Medical Reimbursement Specialist Graduates with HawCC

Oct. 5: Attended Health Care Skills Panel Session on Oahu

Oct. 7: Attended LWIB Outreach and Planning Meeting

Oct. 12: Facilitated Going Home Employer Relations Meeting

Oct. 12: Attended Going Home G.M. Chairs Meetings

Oct. 13: Attended monthly Business Leadership Network Meeting

Oct. 14: In partnership with Workforce Solutions, conducted 4th Annual Disabilities Awareness Conference

Oct. 19: Participated in LWIB Exec and Oversight Committee Meetings

Oct. 21: Held inaugural Construction Career Day (in partnership with DOT, DOE, HawCC and business community) (900 students from around the island; over 30 vendors and contractors)

Oct. 21: Monthly Hawaii Island Health Care and Recruitment and Retention Committee Meetings

Oct. 22: Attended Transportation Conference in Waikoloa to address worker commute challenges on the Big Island

Oct. 23: Conducted Inaugural Business Leadership Network Banquet honoring business leaders who best advocate for the self-sufficiency of employees/individuals with disabilities

Oct. 27: Attended monthly BIWC Meeting

Oct. 28: Participating in Huiana Governance Meetings (monthly)

Oct. 28: Participated in TORQ Orientation (Transferable Occupational Relationship Quotient)

Oct. 29: Participated in HIWEDO Fundraiser Jail and Bail

Nov. 9: Participated in 2nd Skills Panel Session on Oahu

Nov. 12: Serving on Beacon Grant's Community Engagement Advisory Committee

Nov. 30: Conducted employer focus group on Going Home's Employer Support Network

Dec. 1: Attended DOE Community Alliance Meeting. (planning mentoring initiative for DOE and general workforce)

Dec. 16: To attended Science & Tech Work Group

3) Other Items/Programs

REA- Re-Employment & Eligibility Program continues with approximately 30 U.I. Claimants per week. A series of follow-up sessions are conducted by WDD staff with these targeted individuals with the intent to

reduce the overall duration of U.I. benefits. This, as well as most programs, takes advantage of ongoing , relevant workshops at our one-stop locations.

VIP – Volunteer Internship Program – recently, this initiative has been extended beyond Dec. 31, 2010 allowing internship opportunities with the health and other emerging industries in Hawaii Island. This innovated program will work in tandem with our business service delivery strategy and specifically with our ETF Program. UI claimants to continue to receive UI benefits, but allows them to volunteer up to 32 hours/week at various businesses with the intent of getting job training and employment

ETF Program –This incumbent worker training program will be a welcomed addition of the resources and programs available to our employers. Budgets are currently being formulated and Eligible Training Providers are being recertified. Promotional efforts with employers, business organizations and incumbent workers will commence shortly.

Reed Act II: see attached report

Hawai'i Island Workforce and Economic Development Ohana, Inc (HIWEDO):

HIWEDO completed its participation in the Hawaii County Reed Act funded initiative at the end of October with the delivery of a county-wide Transportation Conference, in collaboration with the County Mass Transit Department. The conference brought together stakeholders to share experiences and provide recommendations for improving transportation options.

HIWEDO received a two-year Second Chance Act grant from the US Dept of Justice to support Going Home's development of a mentoring program for former offenders. The Going Home Consortium, HOPE Services Hawaii and the Public Safety Department will collaborate to establish a program serving 40 offenders annually. Establishing an island-wide mentoring program was identified as one of the major goals during the Going Home Strategic Plan development last year.

The nonprofit continues to develop sustainability options, including outsourcing grant writing, involving the HIWEDO board of directors in the delivery of a fund-raising event in late October, and securing corporate donations for the Huiana student internship program.

4) Quantitative Report

Actual vs. Goals (4th Quarter PY 2009)	4th Qtr ACTUAL	4th QTR. - 4 QTR. CUMULATIVE	GOAL For Year	% of GOAL Cum./Goal
Youth Program				
Older Youth Entered Employment Rate	*0.00%	33.3%	33.0%	101%
Older Youth Retention Rate	*0.00%	0.0%	60.0%	0%
Older Youth Earnings Increase	\$613	\$ 613	\$2,500	25%
Older Youth Credential/Diploma Rate	*0.0%	*0.0%	38.0%	*0%
Younger Youth Skill Attainment Rate	84.6%	74.8%	71.0%	105%
Younger Youth Diploma or Equivalent Rate	66.7%	43.5%	44.0%	99%
Younger Youth Retention Rate	66.7%	57.4%	44.0%	130%
Adult Program				
Entered Employment Rate	64.7%	54.1%	65.0%	83%
Retention Rate	100.0%	85.7%	74.0%	116%
Average Earnings	\$16,840	\$10,365	\$10,800	96%
Employment and Credential Rate	100.0%	68.4%	62.0%	110%
Dislocated Worker Program				
Entered Employment Rate	77.8%	77.1%	57.0%	135%
Retention Rate	100.0%	94.2%	86.0%	110%
Average Earnings	\$12,966	\$13,604	\$5,996	227%
Employment and Credential Rate	75.0%	68.4%	57.0%	120%

* No youth exited for this measure, not a negative number, not applicable

Actual vs. Goals (1st Quarter PY 2010)	1st Qtr ACTUAL	1st QTR. - 4 QTR. CUMULATIVE	GOAL For Year	% of GOAL Cum./Goal
Youth Program				
Older Youth Entered Employment Rate	*0.00%	100.0%	40.0%	250%
Older Youth Retention Rate	*0.00%	0.0%	60.0%	0%
Older Youth Earnings Increase	*\$0	\$613	\$1,750	35%
Older Youth Credential/Diploma Rate	*0.0%	0.0%	38.0%	0%
Younger Youth Skill Attainment Rate	100.0%	91.5%	71.0%	129%
Younger Youth Diploma or Equivalent Rate	50.0%	48.7%	46.0%	106%
Younger Youth Retention Rate	41.7%	56.1%	44.0%	128%
Adult Program				
Entered Employment Rate	45.0%	49.3%	50.0%	99%
Retention Rate	90.9%	86.5%	82.1%	105%
Average Earnings	\$8077	\$9,439	\$10,800	87%
Employment and Credential Rate	25.0%	57.9%	55.0%	105%
Dislocated Worker Program				
Entered Employment Rate	85.7%	77.1%	77.8%	120%
Retention Rate	77.8%	94.2%	88.7%	103%
Average Earnings	\$9,618	\$13,604	\$12,835	87%
Employment and Credential Rate	83.3%	68.4%	83.3%	139%

5) Other

HCWIB Quarterly Meeting:

Wednesday, November 10, 2010. The HCWIB held its quarterly meeting at the Manono campus of Hawaii Community College in Hilo. The group took a tour of the Digital Media Arts program and the CAD/ Drafting and Building Science program. They also had a lunch prepared and served by the students of the culinary arts program. Students addressed the WIB about their programs of study and instructors discussed the curricula and how the WIB can support their programs. Our Next HCWIB meeting will be February 23, 2011 in Kona at the Outrigger Keauhou.

Reed Act Program II Accomplishments

Provider	Hawaii County		
Quarter End	9/30/2010		
Period from	12/23/2008 to	9/30/2010	Contract End Date
Amount Allocated	\$ 1,558,183.00	Amount spent @ end of reporting	\$1,516,394
% of total spent	97%	Month 21 of 22	95%

Category	Initiative Description	Category Allotr
Operation Mainstream II	To outreach and recruit the under-utilized populations, meeting the needs of local businesses.	\$703,830

Excel with English-as-a-Second Language (ESL)

Key Features/Actions:

1. Support large Micronesians 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)
2. Support immigrant agricultural workers with support services, acculturation and job readiness services:
 - a. Thai workers on Kona farms
 - b. Latino workers
3. Support all other legal immigrant groups with acculturation and successful transition to workplaces in Hawaii County.
4. Conduct capacity building for key stakeholders

Self-Sustainability:

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

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

Desired Outcomes:	Notes
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.)	<ul style="list-style-type: none"> · Connected with Catholic Charities, Employment Core Services Unit to work with mutual clients on ESL issues. · Hawaii Community College – West Hawaii has just purchased new ESL on-line classes. Will refer job seekers in need of services to program. · In partnership with the FTW program, UFUE clients are being provided with job search workshops. Lg # of participants are Marshall Islanders. · Designed train the trainer Job Readiness Workshops to be delivered to various Micronesians 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. - Original plan to train individuals identified by Micronesians Untd. didn't wk. Several attempts to have the organization follow up were unsuccessful. · Shifted focus to UHHC, HCC and out of school Micronesians individuals to train the trainer and deliver Job Readiness to various Micronesians populations. Secured 7 students. Will commence train the trainer 2/10. · February 2010 to March 2010 Began and completed 8 Job –Readiness Train-the Trainer sessions of 5 College Micronesians students ranging from sophomores to seniors. Students will be identifying target groups within their clans through schools, homes and churches to conduct Job-Readiness. Students will have complete use of One-Stop, Resource Center and supplies. Some students have already brought some clients in. · Kona Community School for Adults started new ESL class geared to migrant farm workers. · 2 Excel in ESL trained students completed work readiness training to a total of 5 participants using One-Stop and off-site facilities · May 2010 Catholic Charities approved one of our trainees to do her practicum at their site and upon completion, hired her (after graduation) where she will be working as a social worker to deliver the Job Readiness (Excel in ESL) package that she was trained in. She will be part of sustaining the training for the Micronesians population and others · Staff attended state-wide meeting of advisory council for Adult Education schools. · Staff attending island wide Meth conference. · Formalized procedures with the MEO's National Farmworker Jobs Program out of Maui for services and referrals with training WDD staff. Plans to have MEO do presentation for all One-Stop partners.

Reed Act Program II Accomplishments

2. Offer a viable applicant source to agricultural employers islandwide. (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
- * January to March 2010 - contacted 14 Agri. Businesses to determine realtime and 3 year future needs of workers. Results have been lack-lustre due to economy and rising fuel costs, shipping etc. Many employers have laid employees off, some are restructuring. Employers find no shortage of qualified employees.
- * Met with R & D to discuss support to Big Island agricultural employers.
- * Continuing with work with County on new ag. initiative (informational workshops being planned.
- Formalized procedures with the MEO's National Farmworker Jobs Program out of Maui for services and referrals with training WDD staff. Plans to have MEO do presentation for all One-Stop partners.
- Working with Hilo Community School for Adults to set up a VESL class for micronesians to learn English while learning computer basics.
- Tapping DOE ESL East Hawaii District specialists for instructors. Will plan on providing the class at the Hilo One-Stop
- Met with Rep. Tsuji (State Ag Chair) and offered WDD's assistance to help farmers. He is very receptive

Hawaii County S.T.E.M. Initiative

Key Features/Actions:

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 renown 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:

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

Desired Outcomes:	Notes
<ol style="list-style-type: none"> 1. Established heightened understanding of S.T.E.M. career opportunities (Documented by teacher and student pre and post surveys). 	<ul style="list-style-type: none"> * Participated in alternative energy forum. Staff attended "green workshop". Met with 3D employer as new technology evolves and will be "next generation" filming. * Worked with Senior Project (DOE) personnel to incorporate STEM with this new high school requirement to obtain BOE certificate. * Working with Huiana Coordinator re: full incorporation of S.T.E.M. * Promoted S.T.E.M. with DOE Community Alliance · Coordinated STEM related Huiana students to apply and take part in post-Huiana participation of the Summer Youth Employment Program. Student will be able to enroll in a work experience component for pay and their Intern site following the completion of their required intern hours. · Enrolled 20 Huiana students into the 2010 Summer Youth Work Experience program · Latest Huiana Summer count: 56 students of which approximately 50% were engaged in S.T.E.M. related occupations. · Working with LWIB Planning and Outreach Committee (re: Jim Kennedy's "Hawaii Island Astronomy Workforce Opportunities 2010-2023" Report and Health Alliance's Health Care Professionals Completed Survey) · Contacting 2010 Summer Youth In-School students to promote and refer for Spring Huiana Internship program for slots related to STEM. · STEM initiative meeting Waiakea HS and USDA for guest speakers forum regarding robotics.

Reed Act Program II Accomplishments

<p>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.</p>	<p>Huiana participant from Kealakehe High internship at Oceanic Time Warner.</p> <ul style="list-style-type: none"> · Conducted 4 coordination meetings with Hilo High School Principal, Huiana Coordinator, Senior Project Coordinator, STEM team leader. · Identified 22 STEM students · Conducted 2 Parent Teacher orientations · Identified eleven employers for STEM senior project · Conducted 5 Mentor Training of STEM employers; coordinated with Hawaii Community College · Identifying juniors who are in STEM related pathways to orient and refer to Huiana - Scheduling Job Readiness workshop for STEM pathway Juniors in preparation of Huiana enrollment · January – March 2010 Began and completed 6 Job Readiness sessions for 15 STEM students identified at Hilo High School. Students were directly referred to Huiana Internship program for Summer intern participation. · Worked with Huiana Coordinator to identify STEM mentors/employers otherwise not listed on Huiana employer list. · Established link to be on review committee for Senior Projects for Hilo High School's STEM discipline. · Internships with Konawaena High School - students placed at Oceanic and Kona Business Center. · April 2010- conducted and completed Job Readiness session for 12 STEM High School students · Placed 2 Grant+ participants in photovoltaic/solar installation positions. * Incorporating RCUH's and Senator Takamine's Science & Tech Initiative with Reed Act's Initiative
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Aloha Shelters (Homeless) Project

Key Features/Actions:

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-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
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 Pl
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 Hc and Community Development, Office of Social Ministries, etc.

Desired Outcomes:	Notes
<p>1. Establish or link with homeless coalition that advocates self-sufficiency for the homeless.</p>	<ul style="list-style-type: none"> * Attended training on Section 8 employment & training program. * Working on additional funds to assist with Kaloko Project, CAP · May 2010 - Provided planning and coordination for Homeless Vets Stand-Down event addressing homeless veterans and their spouses at the Keaau National Guard Armory. Information about One-Stop, Veteran employment services and homeless connections to other agencies were delivered and established · Attended Vets Homeless Stand-Down fair at Keaau National Guard Armory provided intake and WDD services to 45 vets · Going Home Initiative working with Pono Hawaii Ola's Transitional Housing Project (ex-offenders) · Working iwth Public Safety officials, homeless, and co-occurring support agencies for homeless, mentally ill, and drug dependent offenders. * Working with HIWEDO staff re: work-readiness workshops for homeless population
<p>2. Conduct or coordinate delivery of quarterly (4) job readiness workshops for homeless population.</p>	<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 · January to March 2010 – Provided information and job Readiness materials to over 300 homeless and partial homeless individuals at; Office for Social Ministries - "No Meth Around" event, Thy Word Ministries - Agency Fair, and coordinating for additional job readiness and One-Stop delivery of services to homeless Veterans. · Continuing coordination meetings to present Veterans Homeless event and deliver Job Readiness information and Hirenet registration · Coordinating & Planning Homeless workshop with Under His Wings organization * Presenting job readiness workshop materials for homeless coordinators

Reed Act Program II Accomplishments

<p>3. Ensure that transitional housing materials and support available at one-stop centers.</p>	<p>WH transition day center relocated temporarily.</p> <ul style="list-style-type: none"> · Providing direct employment assessment and assistance to OHCD housing (SECTION 8) applicants. · Providing intermittent services to Friendly Place of Kona - referrals to WDD continue. · Provided Reed Act and BIWC info. to members of Ponahawai Ola (homeless ex-offenders in temporary shelter) * Supporting Ponahawaiola leadership with job readiness activities, etc. * In preparation for Kaloko Homeless Shelter's opening, discussing job readiness workshops and itinerant schedule · Met with Catholic Charities to discuss referrals of homeless immigrants as well as partnering for additional services · Promoted employment and training services to Ponahawaiola participants (Going Home's ex-offender population) * Met with Office of Social Ministry staff and participants of Ponahawaiola to finalize referral procedures to BIWC
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Youth Supported Employment Initiative

Key Features/Actions:

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
<p>1. Establish a partnership with DOE Title I officials and WDD resulting in signed MOU</p>	<p>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.</p> <ul style="list-style-type: none"> * Reestablished working relationship with DOE Title I Supervisor Wade DeSa (via DOE Community Alliance Meeting) * Met with Complex Area Superintendent and key DOE officials to pursue long-term commitment to serving SPED students · WDD to host two Special Ed students and one teacher assistant to perform one semester of interning at WDD beginning August 2010 · Signed MOU with DOE to mentor 2 sped interns. · Conducted pre-employment skills workshop for "work readiness" class at Kealahou High School (special needs students). · Attended training on Life Plan Program with hopes of referring Summer Youth participants to this program.
	<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> <ul style="list-style-type: none"> · Coordinated parent, teacher, student advisory committee – Youth Supported Employment · Created Passport to Work Job Readiness curriculum; First Impressions, Work Interests and Pathways etc. · Conducted 6 workshops, up to 10 pending · Referred students to Huiana Internship program · Coordinating transition services agency fair for parents and students; scheduled for March 2010 · Continuing to coordinate and plan Family Affair event for Sped Transition Initiative at Pahoa HS. · Assisting in assessing students for referral into the Huiana Internship program * Enrolled 2 W. HI SPED students with private employer (Oceanic Time Warner) <p>January to March 2010 - Coordinated Family Affair event for Special Education Students of Pahoa High School and their parents to be held April 6, 2010 at the Pahoa HS cafeteria. Registered 17 transition agencies to be at the event.</p>

Reed Act Program II Accomplishments

<p>2. Establish formal linkage with Huiana Internship Initiative resulting in 15 Special Education (SPED) students enrolling in Huiana</p>	<p>Referrals will be provided by the school and paid for through the Medicare Infrastructure Grant. Worked with Pahoa HS Sped Coordinator to identify students to participate in Huiana Program for the summer of 2010.</p> <ul style="list-style-type: none"> * W Hawaii Workforce Solutions partnering with ARC of Kona on Transition Grant to help special ed students transition into workforce. · Completed Family Affair event for disabled and special education students (and parents) from Pahoa High School. 17 agencies participated, 15 students attended * Incorporated SPED population in Huiana's recent Strategic Planning Session · Out of 598 Summer participants placed in work experience, 6 self attested as sped students were served and referred to Huiana. Certain provisions and assessments were provided to worksite supervisors. · Meeting with Waiakea HS to deliver Job Readiness Workshop to 24 Special Education students and refer to Huiana
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Adjudicated Youth Project

Key Features/Actions:

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
<p>1. Establish partnership with Prosecutors and Probation Department measured through project completion, regular meeting minutes or MOU.</p>	<p>Established working relationship with Judicial system to obtain SOWE and WIA referrals. · Conducted meetings with Hale Kipa (adjudicated youth school) and Prosecuting Attorneys Office representative to deliver Job Readiness and Huiana Internship referral process.</p> <ul style="list-style-type: none"> * Met with Charlene Iboshi re: systematizing referrals of Court-appointed youth to WDD * Established working relationship with HIWEDO, recipient of Prosecutors Drug Court Grant · Working with Drug Court Grant coordinator and promoting one-stop employment and supportive services · Working closely with Mari Horike, Drug Court Alumni Liaison. Now this population is included in job club participation, etc.
	<p>Enrolled adjudicated youth in SOWE program. · Met with Hale Kipa teachers & officials as pilot to create Job Readiness and referral of adjudicated youth into Huiana. Identified 20 student participants</p> <ul style="list-style-type: none"> · Coordinated parent, teacher, student advisory committee – Youth Employment Development (YED) · Created Job Readiness curriculum; Personal & Career Pathway Assessment, Self-Sufficiency Budgeting, Job Search Portfolio and Mock Interviewing for Sped · Conducted 6 workshops for Hale Kipa · Referred students to Huiana Internship program · Provided certificates of completion complimented with incentives donated by

Reed Act Program II Accomplishments

<p>2. Serve 10 adjudicated youth on a pilot module using the Huiana Internship framework</p>	<p>Prosecuting Attorneys Office</p> <ul style="list-style-type: none"> · Assisting in assessing students for referral into the Huiana Internship program · SOWE program conducted a motivational workshop for participants with various speakers from the community. * WDD local offices interfacing new TANF Summer Program with adjudicated youth from local high schools · Provided 2010 Summer Work Experience for 7 students identified as adjudicated youth · Working on placing summer youth students in employment (TANF ARRA program). · Placed 13 adjudicated youth at worksites during the Summer Youth TANF work experience program · Working with HIWEDO/Prosecutor's Drug Mentoring Program Coordinator, Paula Thomas and Mari Horike respectively. · Summer Program completed with well over 10 adjudicated youth participating
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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 er (paid and unpaid work experiences)
2. Key activities: peer mentoring (successful ex-offenders assisting those ready to be transitioned), promotion of Federal Bonding Progra 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:

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

Desired Outcomes:	Notes
<p>1. Establish at least six (6) paid or unpaid internship sites serving at least one furloughed parolee and one probationer.</p>	<ul style="list-style-type: none"> · Reed Act staff initiated beginning stages of ex-offender internship program. Outlined initial activites. Some employers identified. · Incorporating mentoring initiative to complement internship · Provided Forklift Training to W. HI ex-offenders via private employer (Veterans Produce) * Partnered with Office of Social Ministries Mentoring/Internship Program · May 2010 - Completed 8 forklift and OSHA safety training in East Hawaii · Continuing work with Co-Case Management Team and OSM Ponahawai `Ola Housing coordinators with internship sites. · Working to use VIP program to promote long term unemployed ex-offenders as interns to employers and for ex-offenders to promote themselves. Partnering with Goodwill Industries of Hawaii to meet with those registered on HNH. * Established six (6) internships via: work experience, VIP, OSM partnership, voluntary

Reed Act Program II Accomplishments

<p>2. Establish a peer mentoring advisory group (made up of formerly incarcerated individuals)</p>	<ul style="list-style-type: none"> · Reed Act staff completed mentor training with partner Ponohawai ola. Still planning design for mentorship. · Participated in Internship/mentoring session with ex-offenders as mentees with Ponahawai ola. · Peer leadership groups have been activated and serving as peer mentors (Men & Women of Pa'a, START, FIRST exoffender groups) · Received 15 backpacks to distribute to needy ex-offenders with resource and hygiene products. · Working with Dr. Joseph Pascarelli with mentoring initiative. Conducted train-the-trainer session. Follow-up session in April/May 2010. * Held follow up meeting with Dr. Pascarelli, Huiana Coordinator Paula Thomas, and DOE Rep. Roy Kobayashi (developing a Strategic Plan) * Continued strategic dialogue with Huiana coordinator and Dr. Pascarelli re: peer advisory group · Planning with HIWEDO and Going Home Specialist to promote peer mentoring · Planning on ex-offender peer Job Club however may require special permission to allow for ex-offenders to consort. · Met with Dr. Joe Pascarelli re: Mentoring Initiative for youth and adults. · HIWEDO recently awarded Mentoring Grant. Will continue to link this population with this new community initiative. * Finalized agreement with HIWEDO re: mentoring partnership and support via advisory group
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Category	Initiative Description	Category Allotr
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

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 tr
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
	<ul style="list-style-type: none"> * 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 Termint, Freddy's Rest. and Manono Mini Mart, Neighborhood Place of Puna, Advantage Ads, Awai & Sons. * Participated in Kona Kohala Chamber of Commerce Roundtable on web-based discussion on workforce and economic development issues. - January to March 2010 - East Hawaii provided HNH & various services to INA Sign Center, JCP Construction, CNA Generator Services, Derrick's Well Drilling, Puna Rentals, Kyle Chock DDS, TC & S Corporation, Hawaii Chimney and Vent, Dr. Liza Smigel MD, Ken's Towing Service, Buenos Burritos, and Hawaii Collision Center. * Met with R & D Director, and HIEDB Director about reconvening discussions. All parties receptive but all busy at the moment · Plans for next employer forum to use local chapter of SCORE to help small businesses grow and develop entrepreneurs with guidance and skills · Met with County R & D Director, OHCD, HIWEDO, HawCC re: a series of Entrepreneurial Workshops in 4 major regions of the Big Island · BIWPC presentation on Na Leo (public access channel). * Conducted monthly meetings with HIWEDO, R & D and HIWEDO on joint economic and workforce development issues for Hawaii County · Actively engaged in new Science & Tech Task Force and planning workforce and economic development strategies to bring high tech innovation center to Big Island · Hilton Grand Vacations held a mini job fair at Kona WDD. 15 applicants

Reed Act Program II Accomplishments

<p>1. A free clearinghouse will be established for prospective business entrepreneurs and/or developers to promote economic and workforce development in Hawaii County.</p>	<p>attended</p> <ul style="list-style-type: none"> · Manheim Auto Auction conducting safety training at One Stop. · Contact made with Jack in the Box. To open new site in Kona in Oct · Working closely with Hawaii County R & D, RCUH re: joint economic and workforce development initiatives (i.e., Entrepreneurs Information Fair, Sci & Tech Advisory Committee, etc.) · Our new Sci & Tech Work Group will serve as a premier clearinghouse for joint economic development and workforce development initiatives. * Via Hawaii Island Health Care Alliance, directly assisting physicians with business set up and workforce support
<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, ADA/AA Seminar, COBRA Subsidy/Labor Laws, Green Jobs Fundin, Mentoring Workshop, Navigating Hawaii Labor Laws; a total of 293 emolyers attended January to March 2010 - Coordinated Job Accomodation Network (JAN) workshop in February 2010. 40 employers attended.</p> <ul style="list-style-type: none"> * Distributed materials at Hawaii Community College Career Fair and Honoka'a Resource Fair. * Provided orientation to Salvation Army Foster individuals * Provided "Navigating Hawaii's Labor Laws" seminar to 30+ employers in W Hawaii. * Meetings and employer forums held to discuss all related topics. · Planning for a series of entrepreneurship forums featuring successful entrepreneurs · May 2010 - SCORE Hawaii provided an overview to employers in this quarter's workshop. Designed to help business start, grow and strategize, the workshop was well attended · Established contact with Rural Development Specialist from Rural Assistance Community Corporation (RCAC) to discuss recruiting employees for Environmental Water Specialists. · Planning first Entrepreneurs Info Fair in October 2010. · Planning and coordinating 4th Annual Employer Disability Forum with the Workforce Solutions consortium
	<p>Attended workforce training strategic planning session on TMT telescope. Video taped informational session for NaLeo viewers on public television. HirenetHawaii orientations and Labor Market Inforamtion provided to over 310 employers. Assisted 100 employers with Job Orders inputting. Worked jointly with Hawaii County R & D for Green Industry LMI.</p> <ul style="list-style-type: none"> * Providing workforce intelligence data to requesting business leaders. * Met with manager of HR manager of North Hawaii Hospital to discuss workforce data. * Participated in Business Expo sponsored by Kona Kohala Chamber. Presented information on WDD services includeing new VIP Program. * Attended HCC regents meeting to support building of new WH campus at Palamanui. * Provided information on WDD service via public access chanel Na Leo. * Participated in Health recruitment and retention committee. Met with Alii Health to work in physician retention program. * Providing workforce intelligence to various business leaders from various industries. Receiving positive reception. · April 2010- Job developed with 3 employers, assisted 5 new employers with HNH

Reed Act Program II Accomplishments

<p>3. Disseminate workforce industry and economic development data to stakeholders</p>	<ul style="list-style-type: none"> · Preparation for Employer Appreciation luncheon in May. * Submitted regular workforce intelligence data to business and industry leaders island wide · Gave presentation to RCUH specialist re: workforce and industry demographics. · Provided HNH, Livermore and One-Stop Information to Rural Development Specialist from Rural Assistance Community Corporation (RCAC) to discuss recruiting employees for Environmental Water Specialists. Met with Livermore Laboratory recruiter and mentors to discuss recruiting strategies for participants and planning to provide employer input and survey for STEM, high-tech and energy occupations in future workshop. Met with employers during Livermore Hilo graduation to promote concept of Livermore and solicit job openings for those recruits who have completed six month training/work experience. · Workforce related now being widely circulated to key businesses and business leaders. · Participated in island wide meeting to establish internship program for certified medical reimbursement specialist. Kona Community Hospital to have 2 interns from West Hawaii.
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Business Service Center Partnership Initiative with chambers and Kanoelehua Industrial Area Association

Key Features:

1. Expand business service concept to include KIAA as an industry-WDD partnership model.
2. Establish planning committee: KIAA leadership, WDD, UHH, HawCC, RCUH, Hawaii County Research & Development, etc.
3. Assess capacity building needs of organization and its leaders
4. Incorporate needs and priorities with existing business service center in E. HI
5. Conduct a series of employer forums, workshops for its members
6. Utilize new Business Service Center and self-contained classroom (formerly HawCC class)
7. 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
<p>1. A clearly-established business resource center for KIAA.</p>	<ul style="list-style-type: none"> · 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. · Gathered employer focus group to seek advice on desired workforce intelligence data. · Scheduling VIP orientation meetings at Business Resource Center · One-on-one employer services provided by our Business Resource Rep. * Business Service Rep. continues to work with KIAA leadership with HNH, business resource assistance, etc.
	<ul style="list-style-type: none"> * 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. * US Census Bureau, TSO, Manheim, etc. using business center. * Suisan Co. Ltd., Big Island Toyota, Joint Education Chairs Committee all utilizing new Business Resource Center * January to March 2010 - Provided orientations and tours of Business Resource Center to 17 employers. * HIWEDO, Recruitment * Retention Employer Committee Members. · April 2010 - Provided orientations and tours of Business Resource Center to 8 · Provided information on WDD services to Nan Inc and CTS Earthmoving - contractors for new mid-level road in Kona to be built with ARRA funds. · Met with various business leaders to promote SESP grant. Promote green training for workforce. · Participated in Kona Town Meeting. Provided VIP information. · Assisted 6 employers with HNH, Resume search. Assisted 2 employers with introduction to starting own business · Presentation to Kona Sunrise Rotary on WDD services highlighting business

Reed Act Program II Accomplishments

<p>2. Increase business usage of one-stop and Business Resource Center by 30%</p>	<p>services.(25 employers) · Hilton Grand Vacation conducted mini Job Fair at Kona WDD for housekeeping positions.(15 applicants) · Provided workforce demographics to Research & Development Specialist, RCUH Specialist inBusiness Resource Center · Participated in recruitment and retention subcommittee on Health initiatives. · Provided one-stop information to human resources manager at Lowe's. Need to expand hiring to include EEO areas including women and minorities. · Business Resource Center being regularly utilized via our Business Leadership Network activities. Well surpassed goal. · Participated in island wide meeting to establish internship program for certified medical reimbursement specialist. Kona Community Hospital to have 2 interns from West Hawaii. * Introduced key health care entities to our Business Resource Centers in Hilo and Kona. Agreed to participate in health care internships * More than doubled business participation with WDD and business resource centers</p>
<p>3. A replicable model that demonstrates regular usage of one-stop services (i.e., business resource center, conference rooms, video conferencing, computer classroom)</p>	<p>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. · HIWEDO and consultant utilizing Business Resource Center for future training of employers · CBHSD classes at Kona WDD - accreditation team did site visit to ensure program requirements being met. * All employer activities at WDD offices promote business resource centers and computer room. * acquired dvd's, websites, links for employers utilizing business resource centers · Health Care Alliance members now utilizing video conferencing at our Hilo and Kona locations. Also utilizing partners in Ka'u and in Waimea.</p>
<p>4. Purchase and install 10 computers in Resource Center</p>	<p>For East Hawaii, 5 computers have been purchased and installed in the Business Resource Center. West Hawaii purchased and installed 2 computers. * Approvals all finalized; awaiting order by Admin office · Computers for Hilo and Kona received. Awaiting installation by Admin I.T. staff. · Finalizing installation sessions with Admin I.T. specialists. · All computers (Hilo and Kona) to be installed by Oct. 22, 2010</p>

Reed Act Program II Accomplishments

Category	Initiative Description	Category Allotm
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.	\$590,189

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 population 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 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 grantwriter (using start-up grant funds from the County of Hawaii) to build community support, conduct fundraising activities and apply for grants to sustain the programs.

Desired Outcomes:	Notes
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
	<p>July - GH strategic plan reviewed by Exec Committee and Consortium. Revisions continue. Kulani closing impact assessed. Huiana engaged HACBED in strategic planning process. Grant opportunities reviewed and potential funding sources considered.</p> <p>August--(GH) content of strategic plan reviewed and revised. Formatting and preparation for printing underway. Impact of planned closure of Kulani Correctional Facility topic for Executive Committee at Consortium meeting. (Huiana) 2nd meeting with HACBED director around sustainability. Expecting templates useful for action planning involving employers and other stakeholders. Mentors polled as to satisfaction with interns and program in general. Opened discussion with fundraiser/grantwriter consultant and identified opportunities.</p> <p>September - Going Home Strategic Plan 2009 - 2012 has been completed and formatted. The appendices is being added as committees finalize their action plans, goals and activities. Looking at overall planning for HIWEDO sustainability with the assistance of outside consultant Greg Newton in January 2010. Huiana is pursuing grant opportunities and corporate sponsorship.</p> <p>October - Going Home committees completed action plans until 2014, which includes sustainability plans.</p> <p>November - Going Home - Completed. Huiana met with consultant to pick process of strategic planning.</p> <p>January- Huiana consultant began meeting with Huiana stakeholders for sustainability planning that will be integrated into strategic plan.</p> <p>February - Development of sustainability strategies were discussed at the Going Home Executive Committee & Consortium meetings held in early February.</p> <p>March- The 2009-2014 Going Home Strategic Plan (action agenda) was completed and distributed. Sustainability strategies discussed at the Going</p>

Reed Act Program II Accomplishments

<p>2. Completion of action agendas and long-term sustainability plans for Huiana and Going Home.</p>	<p>completed and distributed. Sustainability strategies discussed at the Going Home Executive Committee meeting on March 9. Huiana- working on strategic planning session in early May.</p> <p>April - Sustainability strategies were discussed at the Going Home Executive Committee meeting on April 13th. An employer recognition event for Hilo is being held on May 11th. Intention is to seek employer support not only for job placements but also sustainability. Huiana- Strategic Planning session set for June 3 & 4 at the UH Hilo Manono Campus.</p> <p>May- GH held an Employer recognition event in Hilo on May 11th and in Kona on May 19th to seek employer support for job placements and sustainability. Huiana- met with consultant to plan June strategic planning session.</p> <p>June- The 2009-2014 Going Home Strategic Plan has been completed and distributed. Huiana- held a two-day strategic planning session on June 3-4,2010, which resulted in a plan-on-a-page strategic plan for Huiana and was adopted by the Huiana governance committee on June 17,2010.</p> <p>July- Going Home Executive Committee conducted review of roles, purposes and structure ofr sustainability planning. Changes being implemented. August Agenda being prepared to focus on sustainability issues.</p> <p>August- Going Home Executive Committee discussed sustainability issues, committees to discuss plans to continue meeting after HIWEDO staff cuts. Plans for fundraiser in October 2010 for grant writing. Huiana presented to BOE Board and replication in other counties.</p>
	<p>July - GH holds to one-day conference planned for Hilo and adds technical assistance to plan. Huiana has no additional progress to report.</p> <p>August - GH conference set for 12/3 in Hilo with Mayor's office as co-sponsor. Huiana focus remains expansion to West Hawaii</p> <p>September - A part-time staff was hired to continue East Hawaii GH facilitation, and Program Coordinator will begin working with West Hawaii agencies on collaborative efforts and models. Going Home will be presented a replicable model for other interested Counties at a one-day conference held in Hilo on December 3, 2009. Planning for conference is underway and invitations mailed. Huiana has partnered with About Face to begin replication in the Waikoloa and WH area. The Huiana Program Coordinator reports that conversations with DBEDT and STEM coordinator in Oahu has opened interest and possibilities for replicability and expansion.</p> <p>October - Going Home conference is expected to receive more than 150 interested participants, including outer islanders, on December 3, 2009. Planning is progressing well, with the Executive Committee functioning as the planning committee. Tentative program and registration materials mailed Oct. 30.</p> <p>November - 155 participants registered for Going Home replication conference on December 3, 2009. Strategic plans were completed for distribution and replication initiative.</p> <p>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.</p> <p>January- Website is under development for Going Home. A presentation was made to GH members to discuss replication components and content. Huiana website content is being inputted and almost completed.</p> <p>February - (GH)The executive Committee and the Community Relations Committee met jointly on February 9, 2010 to discuss content, formats, and policies.(Huiana) Website under development to enable online registration. Discussed with Maui Economic Development Board possibility of implementing similar programs in other Hawaii Counties.</p> <p>March- Going Home website still under development. An informational brochure about Going Home is under development, that will provide an overview to other counties and expand the network.</p> <p>April- The Going Home Executive Committee and Community Relations Committee reviewed and commented on the draft website. Final changes will be completed in early May and the website available to the public by the end of May. Huiana- Consultant and Executive Director working on developing guidelines for an internship program that will extend the Huiana model to other variable markets.</p>

Reed Act Program II Accomplishments

<p>3. Huiana and Going Home presented as replicable models to other counties in the State.</p>	<p>May- The GH Executive Committee and Community Relations Committee reviewed and commented on draft website. Phase 1 of website has been published for expansion and replication. GH informational brochure under development.</p> <p>June- The GH informational brochure is currently under development</p> <p>July- A draft of content for GH Brochure was circulated to the Exec Committee and the Community Relations Committee on July 20th.</p> <p>August - Brochure content and layout completed. Distribution expected in final months of REED ACT (September and October). Huiana will continually seek corporate sponsorship as sustainability. Internship model relies on DOE staff and DOE funding cannot be used for HIWEDO staff support. Huiana presented to BOE Board to discuss outer island replication.</p> <p>September - Going Home Brochure completed. Printing scheduled Distribution expected in October).</p>
<p>4. Expand the number of students participating in Huiana to 120.</p>	<p>July - Some students dropped out or delayed owing to conflicts; with corrections included, program serviced 93 students, with some summer enrolles completing in August.</p> <p>August - number remains the same</p> <p>September - Fall/Spring internship process began with student interviews. 38 students were interviewed from Waiakea and Pahoa HS. Interviews will begin at Ka'u, Hilo, Honoka'a, Kea'au and Kealakehe throughout the remainder of 2009. The intakes this month, brings the participation of student participants to 131.</p> <p>October - 56 students are in the fall/spring 2010 program. Total student participation is now 147.</p> <p>November - 56 students are in the fall/spring 2010 program in East Hawaii. 5 West Hawaii students have completed applications. Total student participation is 147.</p> <p>December - Two new students have been enrolled for a total student participation of 149. Virtual internship software was piloted at Pahoa High School. This software will enable Pahoa to offer a green building and design internship annually.</p> <p>July- Summer Hoike was held on July 28, 2010. Served 209 students.</p>
<p>5. Add West Hawaii members of existing Going Home initiative in order to establish a West Hawaii consortium.</p>	<p>August - targeting WH Coalition meeting in mid-September</p> <p>September - Attended the West Hawaii Coalition meeting on September 18, 2009. Plans are to use the December 3, 2009 conference to assist in the expansion efforts by strengthening collaboration and referral system among WH agencies. Agencies have been identified.</p> <p>November - GH Conference will be used to expand the collaboration and referral system among West Hawaii agencies.</p> <p>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.</p> <p>January - The West Hawaii GH Coalition met on January 25, 2009</p> <p>February - The West Hawaii GH Coalition will be focusing on informing employers and adding them to the network</p> <p>March- The West Hawaii Going Home Coalition is planning employer outreach activities, including a survey of employers and potential employers, and an event in May.</p> <p>April- The West Hawaii Going Home Coalition's employer outreach event is scheduled for May. The survey of employers and potential employers will be completed by mid-June. HIWEDO has started an initiative that will expand GH in both East and West Hawaii to include a Drug-Court Alumni group.</p> <p>May- The West Hawaii GH Coalition's employer outreach event was held May 19th. Survey of employers and potential employers will be completed by mid-June.</p> <p>June- GH- attempted to conduct an employer survey as a follow-up to the WH employer appreciation event, due to low attendance it was unsuccessful. Maintain contact for updates.</p> <p>July- GH Group in W.Hawaii, facilitated by Judge, meet to discuss GH Activities.</p> <p>August- GH Group in W.Hawaii continues to meet and is functioning as a body on issues specific in W.Hawaii.</p>

Reed Act Program II Accomplishments

<p>6. Documentation of process developed and evaluated for recruitment of former residents to jobs in Hawaii County.</p>	<p>July - No progress to report August - Using Hirenet to identify inquiries from the West Coast has been suggested, as impractical and inefficient as it might be September - Consultant submitted attendance to conventions attended on the mainland. Plans for next quarter are underway to establish a more measureable effort. October - Working with a new taskforce to develop partnerships and initiatives around science and technology. Initiaves will focus on a recruitment component aimed at Hawaii students attending mainland universities. 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. 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. May - Discussion with Health Alliance on creating information for distribution for former residents/ students currently in mainland. Looking for other opportunities to fund website for initiative that would support employment opportunities. July - Hawaii Health Alliance interested in using HIWEDO site to post employment in the Health care industry. HIWEDO applied for federal grant to assist with costs of developing an online site that would incorporate employment. August - HIHA on HIWEDO Website. HIWEDO seeking additional funding to expand site to include database to support vacancies and training in Health Industry.</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>July - No progress to report at this time August - No progress to report at this time September - No progress to report at this time October - Phone Meeting with Greg Newton in November to discuss content of workshop and materials that could be presented to community partners. November - Shared ideas on webinar development for sustainability aimed at small businesses. Discussed topics and strategically creating short-term action items. December - G.Newton, consultant, will present valuable information to our Big Island Workplace Connection on Jan 21, 2010. January - G.Newton, consultant, presented seismic shifts and strategic planning to HIWEDO, HIWEDO Board, WIB Members and BWIC partners. Presentation made to GH Committee members on social networking tools. Workshop planning underway. February- Huiana website added new feature to enable invited partners and participants to network online. March- HIWEDO engaged with Pacific Radio Group to launch an outreach/informational campaign to increase awareness about HUIANA on the radio April - The Huiana web site now includes all the active mentor sites and enables mentors to connect with one another, HIWEDO sponsored workshop on social networking technology. HIWEDO assisting Hawaii Island Health Alliance in collobaration by providing online tools to share information and access resources. May- Set up training with HIHA Sustainabilitiy Committee on using technological online tools to assist them in collaboration. Set for June. Discussing possibility of training on the NING network for Huiana governance group and Going Home Consortium. June- Huiana- discussing the possibility of training the Huiana governance group on the NING network to support communication and document sharing needs. July- Attended meeting to assess TORQ; an analytical tool that would enhance HIRENET's capabilities and benefit job seekers. August- Discussion with humanities and arts community has evolved to an initiative that focuses on economic and workforce development. HIWEDO has created partnerships that will utilize local resources and integrate into website using discussions and informational pieces.</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 and 208.
- TEGL 24-01 #6: Development of products that support service delivery such as workforce information products and job bank technology.

Reed Act Program II Accomplishments

Islandwide 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 transportat 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 nu participants Islandwide.

Key features/Actions:

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

Self-sustainability:

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

Desired Outcomes:	Notes
1. Increased participation in Huiana or other youth programs by 10%.	<p>July - Huiana connects with Paxeon Group's About Face program to plan Huiana for About Face students in West Hawaii</p> <p>August - no progress to report at this time</p> <p>September - Upon hire, tools will be implementd to measure the effect that transportation has made.</p> <p>October - Hired staff to assist with transportation. Working with Youth Service providers to provide transportation to their clients.</p> <p>November - 2 Huiana participants receiving transportation, increasing participation by 3%. Providing transportation to 58% of Goodwill clients in their Ola program.</p> <p>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.</p> <p>January- Providing transportation to Goodwill, Huiana and Paxen student participants. HIWEDO transported a total of 25 participants. HIWEDO provides transportation to 56% of Goodwill Ola I ka Hana program participants and 3 of active Huiana participants.</p> <p>March- Providing transportation to Goodwill, Huiana, Alu Like, and Paxen student participants. HIWEDO transported a total of 40 participants daily and approx. 120 students to career/job readiness workshops. HIWEDO provides transportation to 56% of Goodwill Ola I ka Hana program participants and 3 of active Huiana participants.</p> <p>April - Providing transportation to Goodwill, Huiana, Alu Like, About Face! and Paxen student participants. HIWEDO transported 65 high school students to various career pathway workshops.</p> <p>May- Provided transportation to Goodwill, Huiana, Alu Like, About Face! And Paxen student participants to total 321 rides(large groups) for the month.</p> <p>June- Provided transportation to Goodwill, Huiana, Alu Like, About Face! And Paxen student participants to total 87 rides for the month.</p> <p>August- Provided transportation to Alu Like. Huiana students will be recruited in Spring and transportation monies will have been expended. Huiana has increased participation each session and funding has allowed students in need of transportation to complete internships.</p>
2. Development of pick –up order mechanism, materials, forms, record-keeping system to deliver the transportation program.	<p>July - Transportation position advertised</p> <p>August - Candidate interview by director and staff</p> <p>September - Candidates interviewed and selection made. Coordination of transportation will be implemented next month.</p> <p>October - Forms and report format are completed. Received requests for transportation in November.</p> <p>November - Transportation services commenced. Process in place.</p> <p>December - Online component has been planned for record-keeping, information dissemination, and contact.</p> <p>January- Online form completed. Publishing and integration to website underway</p> <p>June- Development led to successful Transportation of students and improvement in participation.</p>

Reed Act Program II Accomplishments

<p>3. Development of evaluation model to measure satisfaction with the services, and measure effectiveness.</p>	<p>July - Transportation position advertised August - No progress to report at this time September - No progress to report at this time October - Developing a survey to be distributed to Organizations who are receiving our transportation support. December - Distributed survey to participating program providers. February- Developing a survey to compile transportation specifics, which will be distributed to select organizations and high school students and parents. Planning transportation conference to better knowledge HIWEDO staff on transportation needs. March- Met with Tom Brown to discuss transportation conference content. Date: 06/18/10 Place: Hilton Waikoloa - Tentative April - Paper & Online Surveys completed and to be distributed through mail/email. Partnering with County Mass Transit for distribution of surveys, conference content and costs. May- Transportation Conference to be held 07/30/10 @Waikoloa. June- Transportation Conference rescheduled to be held on 09/23/2010 @ the Hilton Waikoloa. Surveys have been distributed and are being completed by organizations, students and community members(adults). August- Transportation Conference rescheduled to 10/22/2010 @ the Hilton Waikoloa. Surveys have been compiled. September- Transportation Conference 10/22/2010 @ Waikoloa. Surveys compiled, registration distributed & focus groups organized.</p>
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Basis for Inclusion of Initiative:

To improve youth access to employment and workforce information services.

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 deli key initiatives. The focus will be to provide opportunities that will enable the board, partners and staff to continuously evaluate, strengthen and 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 ider 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 Co
4. Deliver workshop(s) in Hawaii County.

Self-sustainability:

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

Desired Outcomes:	Notes
<p>1. Attendance at major national conferences for 12 people.</p>	<p>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. February- Registration, hotel, and travel reservations confirmed for all NAWB attendees. March- 8 participants attended the NAWB conference held in Washington D.C.</p>
<p>2. Attendance at relevant workshops and/or conferences within the State for 10 people.</p>	<p>July - No progress to report at this time August - Two HANO Conferences identified for staff September - Staff registered for October conference 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. January - HIWEDO attended and sponsored Greg Newton to assist with strategic planning and seismic shifts. Total attendance for 4 days was 40 individuals.</p>

Reed Act Program II Accomplishments

<p>3. Deliver 1 major workshop in Hawaii County.</p>	<p>July - Fall Mentoring workshop in conjunction with WDD and DOE under consideration</p> <p>August - Continued cooperation with WDD for November 13 Conference</p> <p>September - Will assist with Mentoring workshop in partnership with WDD on November 12, 2009. Flyers distributed and date finalized.</p> <p>October - Greg Newton secured for January; 4 days of training for local WIB members, One-stop partners and HIWEDO.</p> <p>November- Mentoring workshop in partnership with WDD on November 12, 2009.</p> <p>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.</p> <p>January - HIWEDO attended and sponsored Greg Newton to assist with strategic planning and seismic shifts. Total attendance for 4 days was 40 individuals. Planning for a transportation conference is underway; target date May 2010.</p>
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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 s

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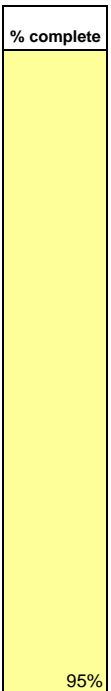
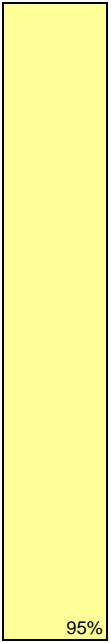
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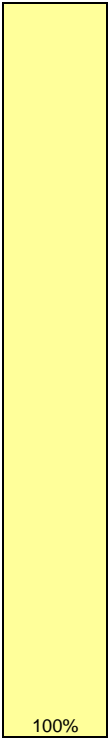
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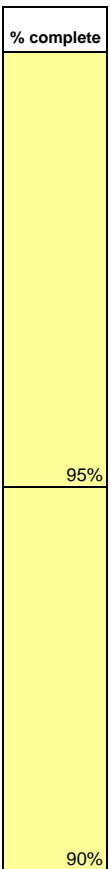


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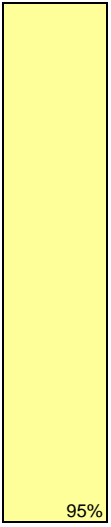


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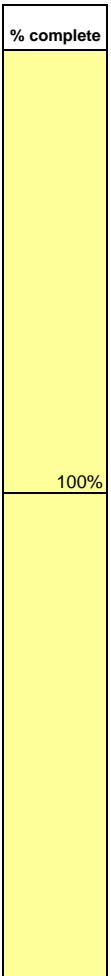
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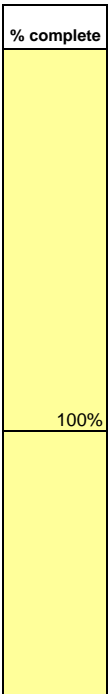
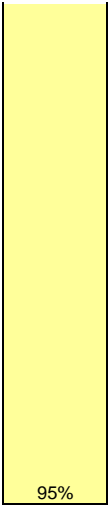
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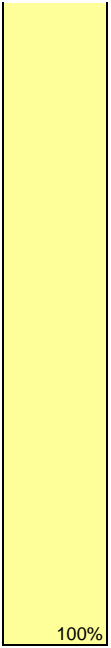
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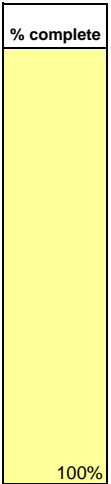


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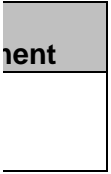
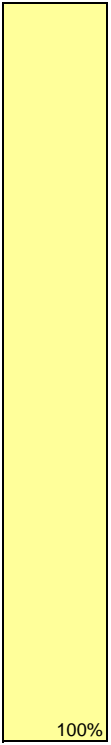


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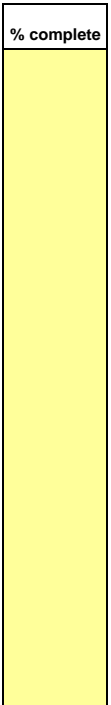


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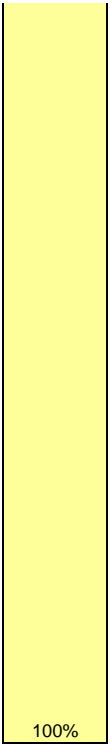
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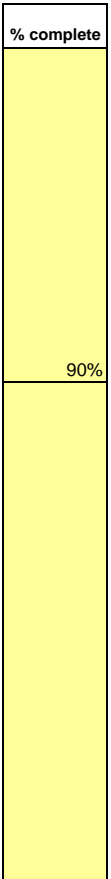
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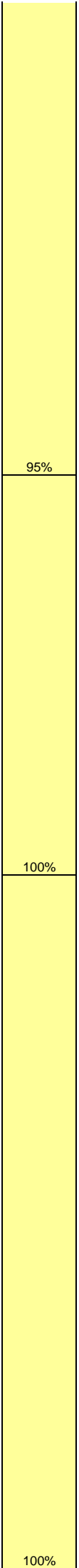
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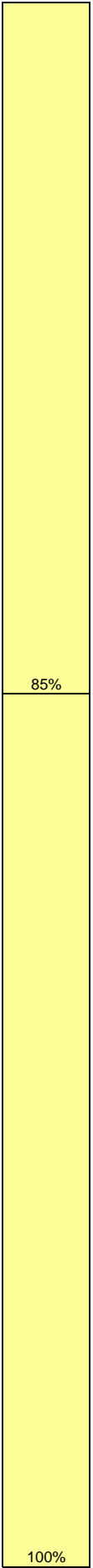
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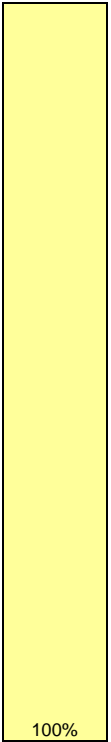
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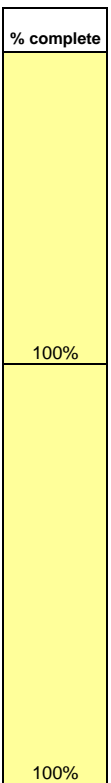


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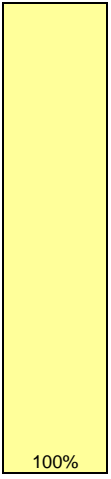
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