



WORKFORCEDEVELOPMENT

COUNCIL

**State of Hawaii
State Energy Sector Partnership and Job Training
Grant
SGA/DFA PY 08-20**

October 2009

3.1 ABSTRACT

Applicant and Category: The applicant is the State Workforce Development Council

Title: Hawaii Clean Energy Initiative Sector Training Grant

Level of Funding Requested: \$ 6,000,000 for the three-year grant.

Communities: The proposal covers the State of Hawaii, inclusive of the four Local Workforce Investment Boards--the counties of Honolulu (Oahu), Hawaii, Maui and Kauai. Congressional District 1 is primarily urban (Honolulu), while Congressional District 2 (rural Oahu and the other three counties) is primarily rural with small towns with some suburban areas on Oahu. All major areas with pockets of poverty and areas of isolation are included in the grant.

Any county listed are impacted by automotive-related restructuring? No.

Sectors and Occupations Addressed: Sectors included are: Transportation, Green Construction, Sustainable Agriculture, Recycling and Waste Reduction and Electricity Generation. Occupations: Contractors, Specialty Contractors, Middle Management and Project Managers in the area of Construction, Carpenters, Electricians, Plumbers and Pipefitters, Elevator Installers and Repairers, HVAC specialists, Painters, Tapers, Glazers, Floor Covering Installers, Certified Home Energy Auditors and Home Energy Raters, Testing / Adjusting / Balance technicians, Solar Photovoltaic Installers, Solar Sales Representatives and Assessors, Biofuels Processing Technicians, Power Plant Operators, Agricultural Technicians, Soil and Water Conservationists, Soil and Plant Specialists, Nursery and Greenhouse Managers, Utility Project Management, Green-Focused Procurement, Integrator and Corporate Planner with a Green Focus and Apprenticeship Training.

Populations: The project targets 1,300 participants with a substantial investment in training for workers impacted by national energy and environmental policy and individuals in need of updated training related to the EE and RE industries for occupations that enable them to increase their skills along a career ladder. Non-incumbents include low-income, displaced workers, veterans, and disadvantaged populations, who will train for primarily entry-level positions.

Grant Partners: Major partners include the Workforce Investment Board System (State WIB and four LWIBs); the State of Hawaii Department of Labor and Industrial Relations; the State of Hawaii Apprenticeship Council; the State of Hawaii Department of Business, Economic Development and Tourism; the University of Hawaii Community Colleges; Pacific Resources Partnership; District Council 50 of the Painters and Allied Trades, the Hawaii Farm Bureau, Hawaiian Electric Co., the Building Industry Association of Hawaii, the General Contractors Association of Hawaii, the Associated Builders and Contractors – Hawaii Chapter, Goodwill Industries of Hawaii, Catholic Charities and the Economic Development Alliance of Hawaii and the four local economic development boards.

Synopsis of the Sector Plan: The State of Hawaii State Energy Sector Plan is focused on developing green industries in Hawaii to meet the most aggressive energy plan on the nation. To implement this program, the Sector Plan has created a structure to develop a mechanism in which incumbent workers are provided cutting-edge training in green skills in order to compete with foreign labor on Recovery Act funded projects. It also will provide those workers who are dislocated and disadvantaged the opportunity to learn new green-focused skills to provide them long-term, career development jobs in green industries and industries with a green-layer. The grant not only provides training but leaves in place a green training infrastructure within the private and public sectors.

To implement the seamless flow, there has been developed a Sector Energy Partnership, made up of strategic partners who represent an existing alignment of education, workforce development, economic development and private sector businesses that will guide the State Energy Sector Partnership grant implementation process.

Specific plans **regarding recruiting, training placement and retention** are as follows:

The grant proposal would widen the capability to recruit a greater share of dislocated workers, employees affected by national energy and environmental policy, those in need of updated training, as well as the at-risk population by allowing the One-Stops to focus on dislocated workers and veterans, allowing two statewide non profit providers (Catholic Charities and Goodwill Industries of Hawaii) to provide recruiting, training, placement, and retention activities to the at-risk populations. These two specific providers already have a successful and long history of providing services under other government grants to poor working single mothers, immigrants, ex-offenders, homeless and other disadvantaged populations.

Utilizing the UHCC system will enable each campus to also provide case management as well as provide recruiting, training, placement, and retention activities to those populations that would not ordinarily utilize the state's One-Stop Centers. The inclusion of the UHCC system and non-profits as an extension of the LWIBs and One-Stops allows for the greatest amount of recruitment amongst a diverse population.

Incumbent Worker: Through the partnership with Labor Organizations, Trade Associations, and the Hawaii Farm Bureau focused on construction and agriculture with green-layering, along with industries focused on energy efficiency and renewable energy, a ready-made pool of potential employees requiring green-focused training is available. Those individuals selected for green focused training will either be recruited through the Trade Association or the company the incumbent worker is employed by. Training will be green focused either through a Trade Association program or through a program set up by the Community Colleges. Placement will either be through on-the-job training programs, apprenticeship programs or outright reassignment or promotion opportunities. Long term retention will be tracked by the recruiting organization or company, in which they will report to the local One-Stop for record-keeping purposes.

It is projected that 500 incumbent workers will be recruited and receive training and that 400 will be in unsubsidized employment who will be retained for at least 2 quarters after placement.

Disadvantaged Worker: Through the partnership with all LWIBs, as well as the nonprofit entities, workers who are disadvantaged will be provided opportunities to train in new green-focused jobs. Specific populations that are targeted by the two non-profit partners, as well as disadvantaged populations served by the One-Stop/LWIB system will be recruited through the entity's normal process, with training assigned after assessment. Supportive services for this population will be performed by the non-profit entity through funded and leveraged resources. Placement will be performed through the One-Stop and HireNet system, in which all funded clients will be required to post for job availability. Companies that are partners in the SESP will be required to post all available positions on HireNet.

It is projected that 150 disadvantaged workers will be recruited and receive training, and that 75 will be in unsubsidized employment who will be retained for at least 2 quarters after placement

Dislocated Worker: Through the partnership with all LWIBs and One-Stops workers who are unemployed or dislocated will be provided opportunities to train in new green-focused jobs. Those people who are unemployed, receiving UI and required to be registered on HireNet, will be the recruiting pool. Those individuals recruited will be placed into green training through a SESP partner

program (Labor Union, Community College, Trade Association or LWIB ETP). Supportive services, should they be required to complete training, will be performed by the non-profit entity through funded and leveraged resources. Placement will be performed through the One-Stop and HireNet system, in which all funded clients will be required to post for job availability. Companies that are partners in the SESP will be required to post all available positions on HireNet.

It is projected that 650 dislocated workers will be recruited and receive training and that 550 will be in unsubsidized employment who will be retained for at least 2 quarters after placement

Proposed Training Activities:

These are the proposed training activities of the SESP. These trainings were proposed with the idea of placing participants into apprenticeship, on-the-job training programs or gainful permanent employment.

Table 14. Training Offerings - Aligned with Industry and Targeted Occupations		
INDUSTRY AND OCCUPATIONS	TRAINING PROGRAM	CERTIFICATE/DEGREE
<i>Energy Efficient Building, Construction, Retrofit, and Energy Efficiency Assessment Industry and Occupations</i>		
Certified Energy Auditor/Home Energy Rater SOC: 13-1199.01	Energy Management Training Program (Residential, Commercial & Small Business)	Certificate of Completion (88-hours of instruction + 10 hours of applied learning.)
Weatherization Installers and Technicians or Energy Efficiency Retrofitters and Installers SOC: 47-4099.03- Weatherization Installers and Technicians	Facilities Maintenance and Construction (FAMCO)	North American Board of Practitioners (NABCEP)
Energy Commissioners (Green New & Emerging)	Pre-Apprentice and Apprenticeship Programs	Home Energy Rating System (HERS)
Testing, Adjusting and Balancing TAB Technicians (Green New & Emerging)	Sustainable Construction Program	Building Professional Institute (BPI)
Construction Trades SOC Minor Groups: 47-2000- Construction Trade Workers 47-3000- Helpers, Construction Trades 47-4000- Other Construction and Related Workers 51-4000- Metal Workers and Plastic Workers		Leadership in Energy and Environmental Design (LEED)
HVAC Mechanics, Technicians or Installers SOC Minor Group: 49-9021- Heating, Air Conditioning, and Refrigeration Mechanics and Installers		
<i>Renewable Energy Power Industry and Occupations</i>		
Solar Photovoltaic Installers SOC Minor Group: 47-2230- Solar Photovoltaic Installers	Photovoltaic Energy Training Program (Residential, Commercial & Small Business)	Certificate of Completion (88-hours of instruction + 10 hours of applied learning.)
Solar Sales Representatives and Assessors SOC: 41-4011.07		North American Board of Practitioners (NABCEP)
<i>Biofuels Industry and Occupations</i>		
Biofuels Processing Technicians SOC: 51-8099.01	Process Technician Program	Certificate of Professional Development (500 hours of instruction + 40 hours of applied learning)
Power Plant Operators SOC: 51-8013		

PART II. TECHNICAL PROPOSAL

2.1 STATEMENT OF NEED

The State of Hawaii is unique in that it is the one state almost entirely dependent upon imported oil, importing an estimated 51 million barrels of oil annually at a cost of nearly \$7 billion. Imported oil accounts for 77% of Hawaii's electricity, the highest of any State. Renewable energy (RE) sources such as waste to energy, wind and solar only account for 9% of Hawaii's electricity needs.¹ This is a situation that occurs despite the fact that Hawaii has the most diverse array of alternative energy potential in the nation. Hawaii has the ability to deploy an energy infrastructure that can utilize every alternative energy source known: sunlight, wind, rain, tides, seawater, geothermal sources, and biomass.

Due to the State's relatively small size and geographic isolation, energy cannot be transported over another state's energy grid or pipeline. This reality has long pressured policy makers to adopt policies aimed at lessening Hawaii's dependence on foreign oil. Hawaii's isolation and movement to Green Industries presents a unique opportunity for federal policy makers to utilize the State as a "test bed" or "model" for the rest of the nation.

2.1.1 State Energy Policy. The State of Hawaii's energy policy has its origins in the first "energy crisis" of the early 1970s, and has been expanded and updated through the years. The goals of the State's energy plan have been codified in Section 226-18, Hawaii Revised Statutes, (HRS)² which require planning for and giving consideration to a number of objectives, including increasing the use of indigenous energy resources, improving energy security, and reducing greenhouse gas emissions while sustaining dependable, reasonably priced and efficient statewide

¹ Department of Business, Economic Development and Tourism and US Department of Energy. Hawaii Clean Energy Initiative 16 Jul. 2009. Available: <http://www.hawaiicleanenergyinitiative.org/about.html>

² Hawaii State Legislature. Objectives and Policies for Facility Systems – Energy 15 Sept. 2009. Available: http://www.capitol.hawaii.gov/hrscurrent/Vol04_Ch0201-0257/HRS0226/HRS_0226-0018.htm

energy systems. Hawaii's energy activities are further guided by the Hawaii Clean Energy Initiative (HCEI), a first of its kind partnership between the State and the U.S. Department of Energy, which seeks to transform the State's energy supply from near-total dependence on imported fossil fuel to 70% energy self sufficiency by 2030.³ Programs are underway in efficiency, renewable generation, transmission, renewable fuels, and transportation to affect these changes. The partnership, announced in January 2008, engages private sector companies, from the solar industry to the utilities, and a number of county, state and federal agencies to achieve its aggressive goals.

State Policies for the Creation of Jobs. Hawaii's economic policies, as codified in Chapter 226, HRS,⁴ are directed toward achieving the objectives of full employment, increased income and job choice, and improved living standards for Hawaii's people. Recognizing its finite land resources and unique ecological environment, Hawaii committed to transforming from an economy based on land development to one based on the limitless potential of human innovation. The Governor envisioned two key transforming initiative: the 2005 **Hawaii**

Innovation Initiative and the 2008 **Hawaii Clean Energy Initiative**. The 2005 Hawaii Innovation Initiative stressed the necessity of developing a highly-skilled, innovation-oriented workforce. (particularly a STEM-skilled-Science, Technology, Engineering and Mathematics). A major element of the 2008 Clean Energy Initiative is workforce development for the clean energy economy. **Hawaii Comprehensive Workforce Development Plan** published in May 2009 by the Department of Labor and Industrial Relations' (DLIR) Workforce development

³ Lingle, Linda & Karsner, Alexander. (2008, Jan. 28) Memorandum of Understanding Between the State of Hawaii and the U.S. Department of Energy. Available: <http://hawaii.gov/gov/hcei/energy-initiatives>

⁴ Hawaii State Legislature. Hawaii State Planning 15 Sept. 2009. Available: http://www.capitol.hawaii.gov/hrscurrent/Vol04_Ch0201-0257/HRS0226/HRS_0226-.htm

Council (WDC), the Plan identified four priority goals that are supportive of the transition to an innovative, greener economy:

Table 1: WDC Goals and Relevant Recommendations	
Goal 1: Delivering Timely Education and training to close gaps in producing future workers for high demand occupations.	<ul style="list-style-type: none"> • Increase and expand access to workforce development resources. Prepare future workers for careers in all occupations deemed high-demand and moderate to high-skilled.
Goal 2: Upgrading the skills of incumbent workers to keep them current with the changing needs of the occupational requirements.	<ul style="list-style-type: none"> • Create roundtable forums to develop incentives for employers to retrain incumbent workers.
Goal 3: Expanding the labor pool in the face of an anticipated long-term labor shortage due to the retirement of the “baby boom” generation.	<ul style="list-style-type: none"> • Identifying federal funding sources to implement a “Green Jobs Initiative,” which will assist the State’s need for self-sufficiency and to build economy-driving industries in this sector. • Recognizing the need for robust economic drivers in the short and long term (the Sector Initiative) that are compatible with people and eliminating barriers to employment.
Goal 4: Address Workforce Housing.	<ul style="list-style-type: none"> • Exploring housing that is affordable for the state’s workforce.

WIA-Wagner Peyser State Plans. The Comprehensive Plan is the framework from which Hawaii’s Workforce Investment Act (“WIA”)/Wagner Peyser State Plans (State Plans) were developed subsequent to the economic downturn and the Recovery Act mandated by the U.S. Department of Labor. The State Plans are specifically designed to focus on the Governor’s vision for a statewide workforce investment system, which starts with her vision for economic development.

At the onset of PY 2008, the State, LWIBs, and the local area WIA One-Stop delivery systems were strategically geared to addressing Hawaii’s severe labor shortages. In 2007, Hawaii’s average unemployment rate was 2.63%, but by August 2009, the unemployment rate had risen to 7.2%⁵. This rapid escalation of the State’s unemployment rate (and subsequent rapid deterioration of the economy), led the State and local areas in turn, to reconfigure their strategies toward this new development utilizing funding allocated on better economic times.

⁵ Department of Labor and Industrial Relations. 5 Oct. 2009. Available: http://www.hiwi.org/admin/uploadedPublications/468_SADJLAUS.pdf

Projections of employment opportunities in energy efficiency and renewable energy industries vary, but all sources show that these industries will continue to expand in Hawaii, despite the current economic downturn. According to the Pew Charitable Trusts, from 2002 to 2007, companies and industries in Hawaii focusing on energy renewal and energy efficiency grew by 7.1% and 6.5% respectively.⁶ A July 2009 WDC study identified firms and jobs directly in the alternate/renewable energy sector and found they were located across nine industries, and accounted for nearly 3,600 jobs in 2007, up almost 50% from 2,400 jobs in 2002.⁷ Hawaii's State Plan modification, submitted on June 30, 2009, specifically refocuses WIA and Wagner-Peyser programs to address one of the fastest growing unemployment rates in the nation by gearing strategies and focus toward the Recovery Act and Clean Energy Initiative activities.

Needs Analysis of the State Related to the Current Economy. An increase in skilled, locally trained workers for the Green Industry sector will help Hawaii pursue aggressive economic and workforce development goals, as well as meet the 70% clean energy target Hawaii has set for itself under the state energy policy.

Hawaii is dominated by lower-skilled service industries, particularly in tourism and retail which constitute 27% of the economy and 40% of the workforce.⁸ The average salary for these low-skilled positions, numbering nearly 230,000, is \$26,870, while the overall average is \$39,465. After several years of low unemployment rates, Hawaii's rate doubled in one year, with major layoffs in tourism, transportation and construction. While lower than the U.S. average of 9.4%, the State's unemployment rate of 7.2% does not reflect those who work 2-3 jobs to make a "living wage," nor the high number of long-term unemployed.

⁶ Clean Energy Economy: Repowering Jobs, Businesses and Investments Across America, The Pew Charitable Trusts, June 2009.

⁷ Hawaii Green Report. Available: http://hawaii.gov/labor/wdc/august-13-2009-meeting-materials/Hawaii%20Green%20Report_draft.pdf

⁸ "Comprehensive State Plan for Workforce Development 2009-2014: Annual Report to the Governor"

Islands with smaller populations and parts of rural Oahu have higher unemployment rates and more long-term unemployed persons than urban Oahu. Layoffs included 39 mass layoff affecting 4,890 workers in 2008, and 21 mass layoffs affecting 4,502 workers in 2009.⁹ The region covered in this grant proposal is the State, which includes four Local Workforce Investment Boards (LWIBs). Urban Honolulu (Congressional District 1) contains the bulk of the population, at approximately 675,000.¹⁰ The rest of Oahu and the three counties of Hawaii, Maui and Kauai (Congressional District 2) had a population of nearly 639,000 in 2007 and are considered primarily rural with towns and pockets of isolation.

Table 2. Labor Force Situation and August 2009 Unemployment Rates Across the State¹¹			
County/State	Labor Force	Unemployment Rate	Select Area Characteristics
Honolulu	445,250	6.0%	Outside urban Oahu, low-income pockets of high poverty in Waipahu, Waianae Coast, Waimanalo
Hawaii	86,650	10.3%	Great income and poverty disparity between East (Hilo) and West (Kona) Hawaii. East Hawaii UI is at 15%
Maui	78,500	9.3%	County includes low-income island of Molokai which has a UI rate of 18% since closure of largest employer.
Kauai	32,800	9.6%	Heavily reliant on tourism and experiencing high Unemployment
State	643,250	7.2%	Labor Force Participation Total participation=65.4% Participation for those in poverty=40.9% Poverty Rate <100% =15.5%, 100 -200%= 17.9%

There are a number of barriers to employment of the target populations:

- Distance learning has increased educational opportunities statewide, but the cost of access to clinical training on Oahu is prohibitively expensive, as the only transportation between islands is air travel. It is a goal of the workforce system to develop jobs with career ladders in these areas where health care facilities are sometimes the largest employers.
- Low-income and low-skilled persons often require financial assistance and supportive services to successfully complete training and enter the workforce. Hawaii's WIA

⁹ DLIR Research and Statistics Office. Mass layoff events included closure of Aloha Airlines (Transportation), Marriott, Ilikai, Kauai Lagoons (Hotels/Resorts), and Hilo Hattie (Retail)

¹⁰ Department of Economic Development and Tourism. Available: http://hawaii.gov/dbedt/info/census/Hawaii_Census_2010/

¹¹ From www.census.gov and www.hiwi.org

experience shows these populations often require basic skills and/or English as a Second Language (ESL) prior to occupational training. Few shorter-term non-credit options qualify for federal and state financial aid. There are ideally-suited occupations for these persons, but the lack of access to appropriate training continues to negatively impact families and communities.

Projected Trends in the Energy Renewable and Renewable Energy Industries. Each local area or county's alternative energy development plan is unique and reflect the EE and RE assets of its communities. For example, solar energy-based jobs are needed by all local areas such as photovoltaic system installers, but wind or geothermal-based jobs such as wind turbine technicians are more unique to specific islands such as Kauai. Broadly speaking, all local areas need occupations that the National Center for O*Net Development classified as green-increased demand occupations, green-enhanced occupations, and green new and emerging occupations.

Green jobs data is limited and there are often varied estimates:

- The "U.S. Metro Economies, Green Jobs in the US and Metro Areas" from October 2008 projects the growth of jobs rising from 2,022 in 2006 to 15,997 in 2030, an increase of 691%.
- The State DLIR Research and Statistics (R&S) Office estimates that growth in related jobs from 2006-2016 will be in construction (+8.2%), transportation (+4.2%) and utilities (+6.1%).
- CleanEdison, a green workforce consulting service determined that employees currently involved in building retrofitting, solar power, wind power, advanced biofuels and smart grid constitute the highest percentage of the current and potential green jobs workforce. There is a need to train incumbent workers in appropriate green skills in order to capture a large percentage of the Short-term market (2010 through 2013).

Table 3. Industry	Number of jobs
Building Retrofitting	20,160
Mass Transit	8,670
Wind power	9,310
Solar Power	14,730
Advanced Biofuels	4,230
Smart Grid	8,240
Total Direct and Indirect Jobs	65,340

Source: BLS, Occupational Employment Statistics-September 2008

- An Economic Modeling Specialists Inc. (EMSI) report commissioned by the University of Hawaii shows a higher-than average job increase in Hawaii of beginning and advanced LEED skills, energy auditing, geothermal, weatherization, and solar. While below average in solar, new state laws will expand the requirements for solar occupations quickly. Construction industries have the highest number of positions for energy-related jobs—jobs included in the EMSI study were carpenters and laborers, electricians, equipment operators and industrial truck drivers.
- The O*NET OnLine Summary for Agribiotechnology includes a number of agricultural job openings in the next six years: Food Science Technicians (Hawaii’s need is 32 per year); Soil and Plant Specialists (6,000 nationwide), first-line supervisors of Agricultural Crop and Horticultural Workers (10,000); Nursery and Greenhouse Managers (22,000) and Biological Technicians (41,000). With an extended growing season and an increasing focus on bioagriculture, Hawaii will continue to require various types of agricultural workers who must understand green concepts in order for the industry to be sustainable.
- Table 3 is a sampling of federal ARRA funding for Energy Related activities that will require training for both incumbent, dislocated, adult and youth workers.

Table 4. Federal ARRA Funding of Energy-Related Projects in Hawaii	
\$43.8 million	Mass transit projects mostly on Oahu
\$165.5 million	Military construction projects
\$5 million	Army Corps of Engineer projects
\$60 million	Department of the Army construction
\$8.6 million	US Fish and Wildlife construction projects
\$15.7 million	National Parks construction projects
\$35 million	Public school modernization/construction

\$29.9 million	State Energy Program
\$12.5 million	Weatherization funds
\$15 million	EE and conservation block grant funds
\$.75 million	Hawaiian Electric Co. wind energy projects
\$1.2 million	Energy Star rebate program
\$4.1 million	CDBG grants mostly for building repair/upgrades
\$.85 million	Tripler AMC building upgrades
\$.2 million	National Cemetery of Pacific building upgrades
Approx. \$388 million in Federal ARRA Funding of Energy-Related Projects	

2.1.2 Current and Projected Employment by Occupation in Green Industries.

Table 5. Current and Projected Employment by Occupation in Green Industries

SOC Code Occupations		2008 Employment	2008-2010 Avg. Annual Opening	SOC Code Occupations		2008 Employment	2008-2010 Avg. Annual Opening
ENERGY-EFFICIENT BUILDING, CONSTRUCTION, AND RETROFIT INDUSTRIES				MANUFACTURING INDUSTRY(SUSTAINABLE PRODUCTS USING SUSTAINABLE PROCESSES AND MATERIALS)			
11-9021	Construction Managers	2,700	40	11-9021	Construction Managers	2,700	40
15-1000	Computer Specialists	8,800	230	17-1011	Architects, Except Landscape & Naval	790	10
17-2000	Engineers	5,610	130	17-2051	Civil Engineers	1,950	50
17-2071	Electrical Engineers	730	20	17-3011	Architectural & Civil Drafters	830	20
17-3000	Drafters, Engineering, & Mapping Technicians	2,900	60	19-3051	Urban & Regional Planners	390	10
47-2111	Electricians	3,070	80	47-2031	Carpenters	1,040	120
47-2152	Plumbers, Pipefitters, & Steamfitters	2,470	50	47-2061	Construction Laborers	6,730	40
47-2211	Sheet Metal Workers	680	20	47-2111	Electricians	3,070	80
47-3013	Helpers, Electrician	470	10	47-2141	Painters, Construction & Maintenance	3,350	60
49-9021	Heating, A/C, & Refrigeration Mechanics & Installers	900	20	47-2152	Plumbers, Pipefitters, & Steamfitters	2,470	50
51-4000	Metal Workers & Plastics Workers	1,820	30	47-2181	Roofers	950	20
51-8013	Power Plant Operators	310	10	47-2211	Sheet Metal Workers	680	20
51-8093	Petroleum Pump Systems Oper., Refinery Oper., & G	170	10	47-3012	Helpers, Carpenters	510	10
53-7062	Laborers & Freight, Stock, & Material Mover	8,550	290	47-3013	Helpers, Electricians	470	10
				47-4011	Construction & Building Inspectors	780	10
				49-9051	Electrical Power-Line Installers & Repairers	300	10
				53-3032	Truck Drivers, Heavy & Tractor-Trailer	4,370	70
RENEWABLE ELECTRIC POWER INDUSTRY				TRANSPORTATION INDUSTRY			
11-9021	Construction Managers	2,700	40	11-9021	Construction Managers	2,700	40
19-2031	Chemist	200	10	17-1011	Architects, Except Landscape & Naval	790	10
45-2000	Agricultural Workers	4,100	110	17-2051	Civil Engineers	1,950	50
45-2011	Agricultural Inspectors	120	0	17-3011	Architectural & Civil Drafters	830	20
47-2111	Electricians	3,070	80	19-3051	Urban & Regional Planners	390	10
47-2152	Plumbers, Pipefitters, & Steamfitters	2,470	50	47-2031	Carpenters	1,040	120
47-2221	Structural Iron & Steel Workers	370	10	47-2061	Construction Laborers	6,730	40
47-3013	Helpers, Electrician	470	10	47-2111	Electricians	3,070	80
49-2094	Electrical & Electronics Repairers, Comm. & Indust.	480	20	47-2141	Painters, Construction & Maintenance	3,350	60
49-9051	Electrical Power-Line Installers & Repairers	300	10	47-2152	Plumbers, Pipefitters, & Steamfitters	2,470	50
51-4121	Welders, Cutters, Solderers, & Brazers	750	20	47-2181	Roofers	950	20
51-8013	Power Plant Operators	310	10	47-2211	Sheet Metal Workers	680	20
53-7062	Laborers & Freight, Stock, & Material Mover	8,550	290	47-3012	Helpers, Carpenters	510	10
				47-3013	Helpers, Electricians	470	10
				47-4011	Construction & Building Inspectors	780	10
				49-9051	Electrical Power-Line Installers & Repairers	300	10
				53-3032	Truck Drivers, Heavy & Tractor-Trailer	4,370	70
BIOFUELS INDUSTRY				GREEN CONSTRUCTION INDUSTRY			
11-9021	Construction Managers	2,700	40	11-9021	Construction Managers	2,700	40
19-2031	Chemist	200	10	15-1000	Computer Specialists	8,800	230
45-2000	Agricultural Workers	4,100	110	17-2000	Engineers	5,610	130
45-2011	Agricultural Inspectors	120	0	17-2071	Electrical Engineers	730	20

Table 6. Specific Employers that Need or will Need Skilled Workers that are likely to be Hiring within the Grant period					
Renewable Energy/Energy Efficiency	Solar	Wind	Ocean/Wave	Agriculture/ BIO	Utilities / Geothermal
Energy Industries, LLC Maui Land and Pineapple Co. H2 Technologies, Inc Hoku Scientific, Inc HSI Electric, Inc Pacific Energy Services Pacific West Energy, LLC Kaumakani Rezachek & Associates Renewable Energy Services, Inc Trex Advanced Materials Waimana Enterprises, Inc Wave Peak Energy LLC Worldwide Energy Group	Affordable Solar Co. Hnu Energy Inter-Island Solar Supply Island Pacific Energy Pacific Energy Strategies LLC Pacific Sun Energy ProVision Technologies, Inc. Sopogy, Inc SunEdison Hawaii SunPower Corporation Suntech Hawaii Zero Emissions Leasing LLC	Kaheawa Wind Power (First Wind) Wind Power HI LLC.	Honolulu Seawater A/C LLC International Underwater Explorations Makai Ocean Engineering, Inc. Navatek, Ltd. Safe Water Systems Sea Engineering, Inc. Pacific Ocean Wave Energy & Research, LTD	Clear Fuels Technology, Inc. Hawaii BioEnergy, LLC. HR Biopetroleum, Inc. Imperium Hawaii Kuehnle AgroSystems Co LLC Pacific Biodiesel, Inc Cordon LLC Sunfuels Hawaii Kualoa Ranch Hawaii. Inc Monsanto Hawaii	Hawaii Electric Light Company Hawaiian Electric Company Kauai Island Utility Cooperative Maui Electric Company Puna Geothermal. Venture

2.1.3 Skills and Competencies Gained; How Participants will Put Skills to Work. The training participants will receive training for either “green-layered” (incumbent) or either a new “green job” (jobseekers). Many of the green-layered industries are construction-related and meet the requirements of the activities identified by the State Energy Office and the Economic Development Alliance of Hawaii. Participants will put their new skills to work as Hawaii deploys the HCEI and Recovery Act activities. As the economy improves, the private sector will hire these workers, who will by then have training in green skills.

2.1.4 Characteristics of the State’s Labor Force. Hawaii’s economic drivers are currently government (employing 21% of workers), trade, transportation and utilities (19%), tourism and retail (18%), and education and health services (13%), and as of 2009, Q1. The highest annual average wages were found in utilities, management, professional and technical services, and construction as shown in Table 6, all higher than the average wage of \$39,465.

Table 7. Energy-Related Industry Average Wages Paid, 2007

NAIC	Sector or Industry Description	Number Employed	Average Wage
All Sectors	TOTAL	625,835	\$ 39,465
22	Utilities	3,016	75,757
55	Management of companies and enterprises	7,612	71,940
54	Professional and technical services	24,597	60,360
23	Construction	38,807	59,297
51	Information	10,691	53,534
11	Agricultural, forestry, fishing and hunting	60,983	50,780
	Government	118,903	48,118
48-49	Transportation and warehousing	29,970	38,289
56	Administrative and waste services	44,027	28,119

In 2007, 65% of the working age population (defined by BLS as ages 16-99) participated in the labor force. The groups with lower participation include those who are low in educational attainment (62%), are living in poverty (41%), or have disabilities (48%). In 2006, about 17% of the State's private workforce was 55 years and older, up from 12.5% a decade earlier, an increase of 60% during a period when overall employment grew by 17% and workers age 25-44 remained the same. Adding to the ranks of older workers is a lower employment turnover rate among those 55 or older. In the next decade, many workers with substantial skills and experience will retire. While imported labor was historically important in Hawaii's growth, the rate has slowed, putting more pressure on the State to ensure that residents are educated and trained for occupations that pay a "living wage," such as many of those in energy.¹²

While it is challenging to present accurate information during this period of economic uncertainty, a UH Economic Research Organization report issued May 15, 2009 forecasted job losses in nearly all sectors and in all four counties. The DLIR's R&S Office released short-term projections in June, 2009, showing changes in the economy for 2008-2010:

¹² "Comprehensive State Plan for Workforce Development 2009-2014: Annual Report to the Governor" May 2009. Available: <http://hawaii.gov/labor/wdc/pdf/WDC%20Comp%20Report%20-%20061509%20FINAL.pdf>

Table 8: Short-Term Industry Employment and Growth, 2008-2010, State of Hawaii

	2008 Q3	2010 Q3	Net Growth	Percent
Total, All Industries	680,640	661,370	-19,270	-2.8%
Natural Resources & Mining	6,970	6,360	-610	-8.8%
Construction	37,410	31,710	-5,700	-15.2%
Manufacturing	14,830	14,200	-630	-4.2%
Trade, Transportation & Utilities	116,430	112,910	-3,520	-3.0%
Information	9,670	9,280	-390	-4.0%
Financial Activities	29,290	28,220	-1,070	-3.7%
Professional & Business Services	75,020	73,210	-1,810	-2.4%
Education & Health Services	123,360	126,020	2,660	2.2%
Leisure & Hospitality	106,620	101,230	-5,390	-5.1%
Government	74,490	74,710	220	0.3%
Self-Employed and Unpaid Family Workers	61,490	58,540	-2,950	-4.8%

Source: DLIR, Research and Statistics Office June, 2009

Long-term projections show modest growth overall, with more substantial growth in utilities, financial activities and tourism.

Table 9. Long-Term Projections <u>Industry</u>	Employment		Change in Employment
	2006	2016	<u>Avg. Annual Growth Rate</u>
TOTAL, ALL INDUSTRIES	686,750	735,390	0.70%
GOODS-PRODUCING INDUSTRIES	58,320	60,680	0.40%
SERVICE-PROVIDING INDUSTRIES	566,280	610,900	0.80%
Utilities	2,930	3,110	0.60%
INFORMATION	10,690	11,420	0.70%
FINANCIAL ACTIVITIES	29,880	31,030	0.40%
PROFESSIONAL & BUSINESS SERVICES	78,200	86,740	1.10%
EDUCATION & HEALTH SERVICES	122,910	139,180	1.30%
LEISURE & HOSPITALITY	107,710	116,660	0.80%
OTHER SERVICES (Except Government)	24,610	27,350	1.10%
GOVERNMENT	71,750	72,880	0.20%

Source: DLIR Research and Statistics Office, November 2008

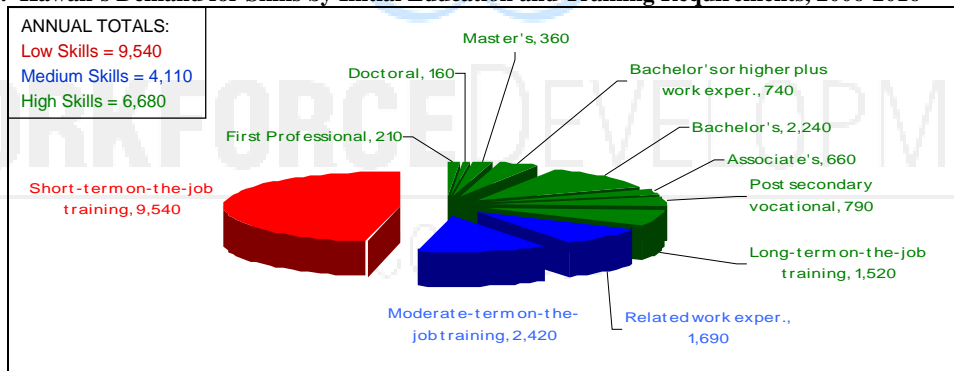
The State anticipates increases in traditional jobs that are considered “green” layered due to federal grants for weatherization, private energy project, and federal earmark projects for 2010-2011. The WDC commissioned the DLIR R&S Office to complete a “Green Jobs Labor Market Analysis” to identify the projected number of green jobs. These jobs, specifically those in clean energy, will be essential in transforming Hawaii’s economy as envisioned by the Governor and supported by the Recovery Act. In October 2008, Global Insight Inc. estimated the number of

green occupations in the County of Honolulu to be 2,022 with an expansion to 15,997 occupations by the year 2038.

Skill levels vary in the target populations. Table 9 shows the breakdown by skill level based on educational attainment.

- The state economy is dominated by low-skilled occupations that require minimal training. Some jobseekers require basic education (English and mathematics) to enable them to enter and successfully complete short-term training for entry-level positions.
- Most moderate-level training is in entry-level Registered Apprenticeship occupations, whose incumbents gain occupational skills as they transition to green training.
- Highly-skilled workers included in this proposal would include journeyworkers, who would have the requisite occupational and supervisory skills.

Table 10: Hawaii’s Demand for Skills by Initial Education and Training Requirements, 2006-2016



Source: DLIR Research and Statistics Office, October 2008

Hawaii experiences some unique challenges in developing a skilled workforce. There are six populated islands, with Oahu being the most populated with two-thirds of the population. The only transportation between islands is air travel, and not all programs are offered at all community colleges (four on Oahu and one each on the islands of Hawaii, Maui and Kauai). In addition, there are many rural and isolated regions in the state, including Oahu, where typically few employment opportunities exist. Demographically, during periods of recession (which in

Hawaii was most of the 1990s), many of the State's younger, skilled workers left for better opportunities in the mainland U.S., furthering a "brain drain" that hampers economic and workforce development and economic recovery.

Skill gaps and "leaks" are evident in the outcomes of Hawaii's education system. Hawaii lags the national average in reading and mathematics attainment in the 4th and 8th grades, and the graduation rate of public high school students is 79% (2007). Wagner-Peyser information indicates that a more than half of jobseekers were not able to be referred to suitable employment, and that nearly 20% did not graduate from high school. The percentage of students entering the University of Hawaii Community College System (UHCC) who require remedial English and mathematics reach 50%, which drains resources from college-level courses. Anecdotal evidence from apprenticeship program managers indicate that up to 40% of applicants in Hawaii cannot pass the English and math portions of the entry test.¹³

2.2 STATE ENERGY SECTOR PARTNERSHIP

The SESP board is comprised of strategic partners who represent an existing alignment of state energy sector policy, education, workforce development, economic development and private sector businesses that will guide the State Energy Sector Partnership grant implementation process. The SESP Steering committee established the Local Project teams on each of the four LWIBs.

¹³ "Comprehensive State Plan for Workforce Development 2009-2014: Annual Report to the Governor" May 2009. Available: <http://hawaii.gov/labor/wdc/pdf/WDC%20Comp%20Report%20-%20061509%20FINAL.pdf>

Required Members	Public/Private Agency(s) / Sector Represented	Contribution to Sector Plan	Roles and Responsibilities
Signe Godfrey	Acting Chair, WDC President, Olsten Staffing	The WDC, statewide WIB, drafted the SESP grant. The WDC also convened stakeholder meetings and provided resources in the development process.	The Project Director will be housed in the WDC and will be the point person in implementing the plan for the grant. The WDC will staff, coordinate, and provide project management for the grant and State Energy Sector Plan. Report quarterly performance data to USDOL. They will coordinate contracts with the non-profits, and community colleges for workforce activities; as well as co-ordinate incumbent worker training statewide.
James Tollefson	Chair, OWIB President, Chamber of Commerce for State of Hawaii	The LWIBs proposed the projects teams that will oversee the grant activities. The LWIBs also identified specific training activities to their local areas. Additionally, they collaborated on the strategies for recruitment, retention, placement, and retention.	Each LWIB will house and lead its own Regional/local Project Team comprised of local employers, local community college representatives, economic development board members, labor representatives, as well as the local members of the Non-profits attached to this Grant. They will provide funding to the county One-Stop Centers for workforce activities; submit reporting and performance information to the WDC. They will oversee and coordinate training activities and resolve issues that occur between One-Stops, non-profits, and the community colleges.
Michael Gleason	Chair, HIWIB		
Randall Francisco	Chair, KWIB President, Kauai Chamber of Commerce		
Gwen Ueoka	Chair, MWIB;		
Darwin Ching	Director (Cabinet Official), Department of Labor and Industrial Relations	The DLIR assisted in drafting the SESP and providing data regarding occupations and skill sets for the Green Industry.	The DLIR will be responsible for fiscal oversight and the state MIS system. The State Apprenticeship Council will provide guidance and approval regarding apprenticeship program requirements.
Ted Liu	Director, (Cabinet Official), Department of Business, Economic Development & Tourism	DBEDT helped draft the Sector Plan as well as provided coordination between the energy sector and public agency partners.	DBEDT will continue to facilitate activities between the energy sector, the public and the private and public agencies as it relates to the state energy plan.
Ted Peck	State Energy Czar, Hawaii State Energy Office, DBEDT	The State Energy Office (SEO) houses the HCEI and is the lead agency in the development of the State Energy.	SEO will participate as energy experts and will identify experiences from other states useful to the Hawaii project.
Mark Anderson	State of Hawaii Recovery Act Coordinator	Assisted in identify Recovery Act projects and funding.	The Coordinator is the Governor's central person regarding all Recovery Act projects including grants. He will ensure that any available resources will be provided to the project.
Kyle Chock	Executive Director, Pacific Resources Partnership (PRP)	Labor organizations have been very involved in the development of the Sector Plan and will continue to work with the project to develop incumbent training in green processes and skills.	PRP (representing both the Hawaii Carpenters Union and their signatory contractors) and District Council 5 will identify skill and training needs to assist in the development of green training programs and curriculum for apprentices, journeyman, and white collar supervisors for their organizations. The labor organizations will continue to provide guidance and will participate on Project Teams for one or more LWIBs.
Richard Vieira	District Council 50		

			The organization will leverage resources to assist in the grant activities.
Mark Duda	President, Hawaii Solar Energy Association	Identified demand and job skill requirements for solar energy industries.	The industry associations, employers, and utilities role will be to assign members to each of the local project teams/LWIBs to oversee and coordinate training activities in each of the LWIB areas.
Ann Yamamoto	Executive Director, Hawaii Farm Bureau	Identified agricultural and bio fuel training activities that were needed by Hawaii's farms.	
Patricia Wong	Sr. Vice-President, Corporate Services - Hawaiian Electric Industries	HEI is Hawaii's major utility company and a signatory to the State Energy Plan. Assisted in understanding the role of the utility in the HCEI and targeting needs.	
Karen T. Nakamura	CEO, Building Industry Association of Hawaii (BIA)	These major employers or employer trade associations provided industry guidance and needs assessments for development of training components of the Sector Plan.	They will (have) assisted in identifying the skills required to prepare participants for the energy efficiency, renewable energy and sustainable agriculture industries.
Johnny Higa	Executive Vice-President, General Contractor's Association of Hawaii		
Jonathan Young	President, Associated Builders and Contractors-Hawaii		
Danielle Moskowitz	Vice President, Goodwill Industries of Hawaii	The nonprofits were instrumental in identifying costs and re-examining possibilities in how WIA services can be delivered.	Each of the employers and trades listed will identify specific employees to be provided incumbent worker training under this grant. The partners, where applicable, will assist the state in procuring or designing green training for the trade associations for apprentices, journeymen, and white collar supervisors. The organizations will leverage resources to assist in the grant activities.
Stella M.Q. Wong	Vice President of Programs, Catholic Charities of Hawaii		
Mark McGuffie	Managing Director, Enterprise Honolulu (EH) representing the Economic Development Alliance of Hawaii	EDAH, comprised of the four economic development boards: EH, Maui Economic Development Board, Kauai Economic Development Board & Hawaii Economic Development Board participated in the design of the sector plan by identifying economic development projects that were green related on each of the LWIBs areas.	These non-profit organizations will directly recruit the at-risk population and provide case-management services for: training, placement and retention activities. Where applicable and available, non-profits will leverage available funding to assist in providing supportive services. The non-profits will register participants in the state MIS and collect and report performance data to the Local Project teams.
Dr. John Morton	Vice President for Community Colleges - University of Hawaii System	The system office participated in the Sector Plan by assisting in the identification of training needs and drafting the SESP.	EDAH will provide guidance for the project to ensure that training efforts are aligned with local economic development goals. EDAH will coordinate and communicate specific energy related activities from the local EDBs to the Steering Committee.
			The UHCCs will be the primary training venues and will participate in coordinating activities statewide. UHCC will also recruit, provide training, placement and retention activities to jobseekers that would not traditionally use the one-stops for job training referral. The UHCC's will register participants in the state MIS and collect and report performance data to the local Project teams whose geographic area they belong.

Table 11. LEVERAGED RESOURCES		
SOURCE	DESCRIPTION	ESTIMATED VALUE
WIA Funds - LWIB	LWIBS will use Recovery Act WIA funding, using the same formulas and covering some support services.	\$1,000,000
WIA Funds – SWIB - WDC	WDC is the applicant, and if awarded, overseer of the implementation and overall operation of the grant. Clerical services, video conferencing ability, equipment and supplies, time of Executive Director and staff.	\$420,000
Labor Organizations and Trade Associations	Training Funds and use of various front room and backroom supplies and equipment to monitor grant activity. Equipment and supplies to students during trainings or apprenticeships.	TBD
Nonprofit Service Providers (Goodwill Industries International Hawaii and Catholic Charities)	Nonprofit service providers who are part of the grant will provide supportive services to applicants who qualify for TANF funds. These services include the purchase of textbooks, specialized equipment for classwork, transportation assistance and childcare	TBD
ARRA funds to the state of Hawaii	Hawaii’s share of ARRA funds for EE/RE projects in Hawaii include this breakdown: <ul style="list-style-type: none"> • Development of the state energy program • Energy efficiency and conservation block grants • Weatherization Assistance program • Smart grid resiliency All of these programs are focused on developing new green-focused energy policies in Hawaii, including the development of jobs and employment opportunities for unemployed	\$45,358,000
University of Hawaii Community Colleges	<ul style="list-style-type: none"> • The UH Rapid Response Fund, which is used to support the development of a photovoltaic Installation and Training Curriculum developed by Sola Energy International • Department of Labor ARRA Capacity Building Grant, used in the development of a non-credit small business/residential and commercial photovoltaic system 	\$180,735

2.3 STRATEGY AND WORKPLAN

2.3.1 Description of Hawaii’s State Energy Sector Strategy. The SESP strategy to meet

workforce needs for federal and state mandated activities, including the state mandate that requires 70% of all energy to be renewable by the year 2030 is to redesign how workers are recruited into the WIA infrastructure. As required by the State WIA and Wagner-Peyser Plans, Hawaii is reconfiguring how services are delivered to maximize federal and state dollars, concentrating on the EE and RE fields. Currently in Hawaii, adults, dislocated workers, youth or workers looking for skill upgrades are funneled to one of Hawaii’s many One-Stop centers.

The grant proposal suggests increasing the capability to recruit a greater share of dislocated workers, employees affected by national energy and environmental policy, those in need of updated training, as well as the at-risk population by allowing the One-Stops to focus on

dislocated workers and veterans, allowing two statewide non profit providers (Catholic Charities and Goodwill Industries of Hawaii) to providing recruiting, training, placement, and retention activities to the at-risk populations. These two specific providers already have a successful and long history of providing services under other government grants to poor working single mothers, immigrants, ex-offenders, homeless and other disadvantaged populations.

The grant also envisions the inclusion of the University of Hawaii Community College (UHCC) system, enabling each campus to also provide case management and providing recruiting, training, placement, and retention activities to those populations that would not ordinarily utilize the state’s one-stop centers. The inclusion of the UHCC system and non-profits as an extension of the LWIBs and One-Stops allows for the greatest amount of recruitment amongst a diverse population.



Table 12. Connecting Training Activities to meet the Needs of the Target Population.

To address these issues:	This training is proposed:	And the needs of the target populations are met:
Increase EE/RE activities to reduce dependence on imported oil as required by the HCEI.	Certified energy auditor. TAB technicians. PV installers. Solar sales and assessors, biofuels processing technicians, power plant operators, project management and procurement.	Highly skilled, incumbent, veterans and displaced workers.
Provide employment opportunities with upward mobility in high-demand and moderate-to-high skilled occupations.	Agricultural technician’s soil and plant specialists, pre-apprenticeship, biofuels process technicians.	Low income, veterans, and disadvantaged populations in all counties.
Develop curricula and training programs to meet future employment needs, such as in energy.	Labor and Trade Organizations will either develop or purchase training modules and curricula for green layer training. UHCC will also develop new certificate programs.	All targeted populations.
Upgrade skills for incumbent workers in areas such as green technologies.	Carpenters, electricians, plumbers, pipefitters, elevator installers/repairers, HVAC workers, painters, tapers, glaziers and flooring installers.	Incumbent workers in construction needing green technology training.
Implement Hawaii Innovation Initiative; Attract private investment, especially in energy.	Training for contractors, middle management, corporate planning/integrator, procurement and project management in industries impacted by EE/RE.	Highly skilled incumbent and displaced workers providing the infrastructure to attract investment.
Increase EE in agriculture and promote “healthy eating” initiatives.	Soil and water conservationists, soil and plant specialists, nursery and greenhouse specialists, agricultural technicians.	Displaced workers, veterans, and low-income and other disadvantaged populations.

As noted on the Statement of Need, there are an estimated 327,810 jobs in the occupations that are connected the EE and RE industries, with average annual job openings amounting to 7,780. These projections were calculated prior to the release of ARRA funding which could increase the amount of job openings in Hawaii. Hawaii plans the following initiatives to implement this strategy:

- Upgrade skills of incumbent workers through green-layered training to enable them to work on green projects that provide upward mobility. A target of 500 incumbent workers will be trained primarily in green-layered processes.
- Provide entry-level training and placement for 150 low income and disadvantaged workers in the green energy and sustainable agriculture industries to provide local employment options and opportunities for advancement where possible.

2.3.2 Description of Priority Populations to be served

Table 13: Identification of Targeted Populations	
Targeted Population	Recruitment methods
Incumbent workers (Workers affected by National Energy Policy.)	The WDC and Project Teams will work with the SESP partners to identify and register incumbents for training.
Displaced workers	One-Stops will do focused recruitment of displaced workers. One-Stops will conduct recruitment fairs to increase the applicant pool. The WDC will
Low-Income Low skilled	Nonprofit partners will assist One-Stops in recruiting low-income, low-skilled populations.
Disadvantaged persons with Limited English proficiency, disability or other.	Each LWIB and Nonprofit organizations will develop methods to target these persons.
Veterans	Recruitment through One-Stops and State Veterans Office.
Recruitment at-large	Public Awareness campaign and media placements to target all populations.

There are a number of barriers to employment of the target populations:

- Distance learning has increased educational opportunities statewide, but the cost of transportation between islands is air travel, which will be provided when required to train persons from neighbor islands. It is a goal of the workforce system to develop jobs with career ladders in these areas where not all training opportunities are available.

- Low-income and low-skilled persons often require financial assistance and supportive services to successfully complete training and enter the workforce. Hawaii’s Workforce Investment Act (WIA) experience shows these populations often require basic skills, English as a Second Language (ESL), and support services prior to occupational training. Few shorter-term non-credit options qualify for federal and state financial aid. There are ideally-suited occupations for these persons, but the lack of access to appropriate training continues to negatively impact families and communities.
- Table 14 indicates the targeted industry sector focus and proposed training activities that will occur.

Table 14. Training Offerings - Aligned with Industry and Targeted Occupations		
INDUSTRY AND OCCUPATIONS	TRAINING PROGRAM	CERTIFICATE/DEGREE
<i>Energy Efficient Building, Construction, Retrofit, and Energy Efficiency Assessment Industry and Occupations</i>		
Certified Energy Auditor/Home Energy Rater SOC: 13-1199.01	Energy Management Training Program (Residential, Commercial & Small Business)	Certificate of Completion (88-hours of instruction + 10 hours of applied learning.)
Weatherization Installers and Technicians or Energy Efficiency Retrofitters and Installers SOC: 47-4099.03- Weatherization Installers and Technicians	Facilities Maintenance and Construction (FAMCO)	North American Board of Practitioners (NABCEP)
Energy Commissioners (Green New & Emerging)	Pre-Apprentice and Apprenticeship Programs	Home Energy Rating System (HERS)
Testing, Adjusting and Balancing TAB Technicians (Green New & Emerging)	Sustainable Construction Program	Building Professional Institute (BPI)
Construction Trades SOC Minor Groups: 47-2000- Construction Trade Workers 47-3000- Helpers, Construction Trades 47-4000- Other Construction and Related Workers 51-4000- Metal Workers and Plastic Workers		Leadership in Energy and Environmental Design (LEED)
HVAC Mechanics, Technicians or Installers SOC Minor Group: 49-9021- Heating, Air Conditioning, and Refrigeration Mechanics and Installers		
<i>Renewable Energy Power Industry and Occupations</i>		

Solar Photovoltaic Installers SOC Minor Group: 47-2230- Solar Photovoltaic Installers	Photovoltaic Energy Training Program (Residential, Commercial & Small Business)	Certificate of Completion (88-hours of instruction + 10 hours of applied learning.)
Solar Sales Representatives and Assessors SOC: 41-4011.07		North American Board of Practitioners (NABCEP)
<i>Biofuels Industry and Occupations</i>		
Biofuels Processing Technicians SOC: 51-8099.01	Process Technician Program	Certificate of Professional Development (500 hours of instruction + 40 hours of applied learning)
Power Plant Operators SOC: 51-8013		

2.3.3 Local Project Teams. The Steering Committee approved the four LWIBs to be the four Project Teams. Each of the Project Teams encompasses the same geographical area as their corresponding LWIBs, E.g., the Counties of Honolulu, Kauai, Maui and Hawaii. The teams are comprised of members from LWIBs, employers, trade associations and labor. Neighbor Island Project Teams will use similar processes while Oahu might differ slightly as it has the largest population (two-thirds of the state). Project Teams will meet with the Steering Committee each quarter.

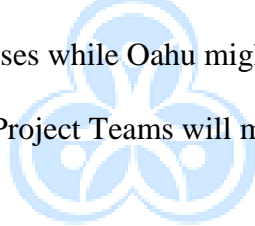


TABLE 15: PROJECT WORK TEAMS AND ROLES		
Lead Staff Person	Role/Organization	Qualifications
Ms. Kathleen Nielsen Ms. JoAnn Inamasu Ms. Jan Miyamoto	Executive Director, Hawaii WIB Executive Director, Maui WIB Executive Director, Kauai WIB	Each ED is the WIA administrator, provides oversight for WIA, Reed Act and ARRA contracts, and staffs the WIB
Ms. Rolanse Crisafulli	Administrator, Oahu WorkLinks (One-Stop Career Systems)	25 Years of experience in administering workforce development programs and is a Certified Workforce Development Professional.
Project Team Partners	Employers, Nonprofits, Trade Organizations, Union Organizations, State and County executives	Will represent EE/RE and sustainable agriculture representative of the needs of the specific county.
Oahu Project Team	DBEDT; BIA; Apprenticeship Training Coordinators Association of Hawaii; Building Trades Council; Hawaiian Electric Company; UHCCs; Catholic Charities; Goodwill Hawaii; PRP; GCA; Enterprise Honolulu; District Council 50	Members of all teams represent public and private agencies with each being selected based on a focus on EE/ER industries and the industries positive impact on the workforce at the local level. . Each Island has representatives of the local Workforce Investment Board, government departments at both the State and County level and the Community Colleges. Along with these members, each local project team also has representatives that are represented on the SESP Steering Committee: BIA, ABC, GCA, Goodwill Industries International (Hawaii), Catholic Charities, ILWU, IBEW, Pacific Resources Partnership, District Council 50. The Hawaii Farm Bureau and the Economic Development Alliance of Hawaii.
Hawaii Project Team	Kona Hospital, DOE, Matson Navigation Co, Big Island Toyota, Institute for Astronomy, the ARC of Hilo, Big Island Workplace Connection, North Hawaii Hospital, Hawaii Island Economic Development Board, DLIR, Alu Like Inc, Creative Arts Hawaii, Services for the Blind, WH Shipman Ltd., Kamehameha Schools, ILWU, N. Hawaii FCU, Volcano Isle Fruit Co., Department of Human Services, UPW, Mauna Kea Resort, Hilo Comm. School for Adults, Economic Opportunity Council, Hawaii Community College, Outrigger,	

	and Willocks Construction Co. Hawaii Electric and Light Co. UHCCs; Catholic Charities; Goodwill Hawaii; PRP; GCA; Enterprise Honolulu. District Council 50	
Maui Project Team	Maui County Workforce Investment Board, Workforce Development Division – Maui and Molokai, Maui Economic Development Board, Inc. (MEDB) Maui Economic Opportunity, Inc. (MEO) Maui Community College (MCC) County of Maui – Office of Economic Development, Hawaii Carpenters Union Hawaii Operating Engineers, ILWU Maui Electric Company (MECO), Maui Hotel and Lodging Association (MHLA) Maui Chamber of Commerce, Maui Native Hawaiian Chamber of Commerce; Maui Electric Company; UHCCs; Catholic Charities; Goodwill Hawaii; PRP; GCA; Enterprise Honolulu.	
Kauai Project Team	CEO of DA Solar Hawaii, President, Solar Plus; President, Virtual Power Plant and Eco Paradise Energy; Trainer, Kauai Island Utility Cooperative; Executive Administrator, Kauai County Farm Bureau; Hawaiian Electric Industries; UHCCs; Catholic Charities; Goodwill Hawaii; PRP; GCA; Enterprise Honolulu.	

2.3.1 Recruitment. As noted in above, the grant proposal would widen the capability to recruit a greater share of dislocated workers, employees affected by national energy and environmental policy, those in need of updated training, as well as the at-risk population by allowing the One-Stops to focus on dislocated workers and veterans, allowing two statewide non profit providers (Catholic Charities and Goodwill Industries of Hawaii) to provide recruiting, training, placement, and retention activities to the at-risk populations. These two specific providers already have a successful and long history of providing services under other government grants to poor working single mothers, immigrants, ex-offenders, homeless and other disadvantaged populations.

Utilizing the UHCC system will enable each campus to also provide case management as well as provide recruiting, training, placement, and retention activities to those populations that would not ordinarily utilize the state’s One-Stop Centers. The inclusion of the UHCC system

and non-profits as an extension of the LWIBs and One-Stops allows for the greatest amount of recruitment amongst a diverse population.

Table 16. Recruitment of Targeted Populations	
Targeted Population	Recruitment Methods
Incumbent Workers	The Project Teams will work with employers and labor to identify and nominate incumbents for training. Most incumbents will be paid during their clinical training.
Displaced Workers	One-Stops will recruit DWs through the HireNet database; Local One-Stops may elect to conduct recruitment fairs to increase the applicant pool.
Low-Income, Low-Skilled	The Department of Human Services and participating nonprofits will assist in recruiting TANF and other low-income populations.
Disadvantaged Persons with Limited English Proficiency, Disabilities	Each Project Team and nonprofit provider will develop methods to target these persons including working with social service agencies. WDC has relationships with organizations addressing disabilities to tap for recruitment.
Veterans	Recruitment through HireNet, State Veterans Office, and veterans groups.
Recruitment-at-Large	Public bus advertising and media placements to target all populations.

2.3.2 Training. The SESP Steering Committee and the Local Project Teams determined that training activities would be similar across the state. The Project Team and the State will identify training providers using existing WIA Eligible Training Provider lists. Further, the UHCCs and the non-profits will be able to identify trainers that they customarily utilize when training their specific target populations. These training providers will be directed to apply for the WIA Eligible Training Providers. This will allow current training programs utilized by the non-profits that are specific to the needs of their population to be utilized to great effect. Nonprofits will be providing basic skills and support services to participants in each LWIB area. The Local Project Teams and the Steering Committee examined the occupations listed on Table 4 and determined which occupations were appropriate for this grant proposal and are also high-need for the State to implement energy programs. Targeted occupations for disadvantaged and low-income populations include lower-skilled, entry-level positions that with further training and experience will lead to higher level positions. Additionally, the grant will conduct intensive incumbent worker training

2.3.3 Placement. Non-incumbents will be placed into employment through a variety of methods. One-Stop Centers will develop job orders and post to HireNet Hawaii timed to training completion. Nonprofits and Project Teams will do placement in their geographic areas utilizing their own network of employers, HireNet Hawaii (State Job Board) or through the SESP Trade and labor organizations. The Industry Associations will help to identify employers for placement at smaller and long-term care employers. Steering Committee and Project Team members will engage appropriate employers regarding specific job needs and openings for which participant can be placed. In addition, union members will be placed on their union's listing for jobs as they become available. Grant partners will also be solicited to hire training participants. One-Stops, non-profits, and UHCCs will conduct workshops for non-incumbents covering job search, resume writing and interviewing.

Support Services will be offered throughout the training and six weeks into placement. The Supportive services will be a combination of grant funds, formula and ARRA WIA funds, as well as TANF or other funds available to the non-profits that will be leveraged to provide: (1) Childcare; (2) transportation; (3) tuition and books; and (4) applicable tools and equipment for training.

2.3.4 Retention. Grant activities will include engaging employers to assist them in understanding the benefits of retaining workers with green-layered training. Participants who require support services after placement will receive allowances as determined by the One-Stop or nonprofit for up to six weeks after placement to ensure they transition successfully into employment. Additionally, case managers will make periodic follow up calls to the employee to see if any guidance or assistance is needed, with possible referral to a support agency if applicable and funding from the grant partners is insufficient to provide relief.

Table 17. Work Plan and Timeline																
Phases/Key Organizations/Activities/Milestones	Year/ Quarter	2010				2011				2012				2013		
		1	2	3	4	1	2	3	4	1	2	3	4	1		
Phase 1: Start-Up																
Key Organizations: WDC, LWIBs and Project Teams, WDD, UHCC, Employers, Labor organizations and industry groups																
Activities	Milestones	Budget														
1. Project Management Team formed for WDC, LWIBs; with fiscal offices, establish procedures for grant (WDC).	All positions in place by end of Q1.	3-year Cost:	X	X												
2. Convene system-level advisory group to confirm training budget and work plan. Each LWIB assembles project team and coordinates local services and training.	Final workplan and budget complete	Personnel Time	X	X												
3. Meet with employers, unions, and trade associations for details and timeline for incumbent worker training (WDC staff and project teams)	All employers, unions and trade associations understand process to nominate incumbents for training.	None, video-conferencing	X	X												
4. Develop training schedule (WDC, LWIBs, UHCC, private trainers, Labor Organizations, Trade Organizations)		Personnel Time														
5. Upgrade One-Stop tracking system by adding additional data points, provide One-Stop orientation (WDD, One-Stop Centers, Non-Profits, and UHCCs)	HireNet prepared to register/track grant participants	Allocation: \$10,000	X	X												
6. Select assessment system and train case managers in use (LWIBs, WDC, One-Stops, UHCCs, and Non-Profits)	Assessment is in place for use with 400 participants	\$ 160,000 for assessment activities	X	X												
7. Process sourcing, selection and contracts for training, basic skills, pre-requisite training and support services providers (LWIB and project teams)	All contracts for grant activities developed and approved	Allocation: \$30,000		X	X	X										
8. Source and purchase required supplies and equipment for training (LWIBs,)	98% of Equipment and supplies available	Allocation: TBD		X	X				X	X						
9. With employer input, establish criteria for selection of applicants for training opportunities	Criteria to increase training success 5%+	None.	X	X												
Phase 2: Recruitment																
Key Organizations: One-Stop Centers, LWIBs and Project Teams, WDC, UHCC, Employers, Labor Organizations, Trade Associations, Non Profit Community Groups																
Activities	Milestones	Budget														
1. Finalize recruitment and outreach plans. Conduct recruitment at One-Stops (LWIBs, One-Stops, UHCC, Labor Organization's, Nonprofits)	Plan for each LWIB area and each target group	Allocation: \$60,000		X	X				X	X						
2. Implement coordinated media release and announcements	Five placements and two TV appearances	None		X	X				X	X						
3. Work with employers/unions to prepare final list of incumbent workers for training.	Target of 600 incumbents selected.	None		X	X											

4. Place recruitment information at One-Stops, UI Offices and community agencies, Trade Organizations.	multiple points of contact for recruitment	None		X	X			X	X						
5. One-Stops conduct group sessions for recruitment, covering opportunities, expectations, and next steps for participation.	Participants sign "contracts" showing they understand the process	Allocation: \$30,000			X		X		X		X				
6. One-Stops and service providers make selections for training based on criteria established for grant.	All slots for training are filled and wait-list made.	Allocation: \$20,000			X	X				X		X			
7. Selected participants are registered, demographic data captured, and tracked in the One-Stop system (One-Stops, Trade Organizations, Trade Unions, Nonprofits, UHCC)	95% of participants are registered for selected training	Allocation: \$60,000		X	X	X	X	X	X	X	X	X	X	X	X
Phase 3: Training & Tracking															
Key Organizations: LWIBs, UHCC, Private Training Institutions, One-Stop Centers, Trade Organizations, Labor Organizations, Nonprofits															
Activities	Milestones	Budget													
1. UHCC and private trainers constitute classes by LWIB to meet plan requirements--Students enrolled on rolling basis. (all trainers)	90% of training begins on time.	Allocation: \$20,000		X	X	X	X	X	X	X	X	X	X	X	X
2. One-Stops track participants to ensure on track for completion of training. (One-Stops)	All participants tracked including drop-outs	Allocation: \$60,000		X	X	X	X	X	X	X	X	X	X	X	X
3. Assist participants with testing for credentials or licensing when possible (various, One-Stops)	95% pass rate for testing for credentials or licensing.	Allocation: TBD				X	X	X	X	X	X	X	X	X	
4. UHCC and private training providers submit monthly reports to LWIBs and project teams regarding training outcomes, issues and suggestions for improvement. (UHCC, Nonprofits, Trade Organizations, Labor Organizations)	No. participants trained each quarter will vary dependent on training schedule	Allocation: \$30,000				X	X	X	X	X	X	X	X	X	
Phase 4: Job Placement															
Key Organizations: One-Stop Centers, Employers, UHCC, LWIBs and project teams, Labor Organizations, Trade Organizations, Nonprofits															
Activities	Milestones	Budget													
1. One-Stops prepare non incumbent participants by providing job search workshops.	90% of jobseekers will have resume and job search plan	Allocation: \$25,000				X	X	X	X	X	X	X	X	X	
2. One-Stops will conduct job fairs at Centers and employers	Employers will interview and select jobseekers.	Allocation: \$15,000				X		X		X		X		X	
3. One-Stops will work with their Business Services to generate job orders for HireNet Hawaii	50 additional bona-fide job orders	Allocation: \$15,000				X	X	X	X	X	X	X	X	X	
Phase 5: Retention															
Key Organizations: One-Stops, Nonprofits, Trade Organizations, Employers, Labor Organizations															
Activities	Milestones	Budget													

1. One-Stops meet with participants who require additional support services and develop a plan for each.	Support services extended for those who require beginning work.	Allocation: \$100,000 for SS and \$25,000							X	X	X	X	X	X	X	
2. Track retention of participants in first and second quarters following placement (One-Stops)	TBD	Allocation: \$20,000							X	X	X	X	X	X	X	X
All Phases: Project Management																
Key Organizations: WDC, LWIBs, WDD, UHCC, One-Stops																
			Activities		Milestones		Budget									
1. Complete DOL-required training--video-conference debriefing after return (WDC, LWIBs, One-Stops)			Send 3 persons to DOL (WDC, LWIBs)		Allocation: \$11,700		X									
2. Design report and evaluation templates for One-Stops, LWIBs and Project Teams, WDC. (WDC, DLIR, LWIBs)			All reports and templates complete by Q1.		None		X									
3. LWIBs/Project Teams and WDC to meet monthly for project management activities.			All meetings conducted		Personnel time		X			X	X	X	X	X	X	X
4. LWIBs and WDC meet quarterly with SESP Steering Committee for update.			All meetings conducted. 85% attendance.		Personnel time		X			X	X	X	X	X	X	X
5. Submit reports and Final Report and other communication on or before due date (WDC and others)			Reports filed on time.		None					X	X	X	X	X	X	X
6. Disseminate results and deliverables via internet and print products. (WDC)			Reports filed within 3 mos of end of grant		Allocation: \$15,000										X	X
7. Transfer all eligible participants to WIA programs as available at end of grant. (One-Stops)			Continuation of services for WIA.		None											X

COUNCIL

2.3.4 Project Management and Organizational Capacity. The WDC (Statewide WIB) is administratively attached to the State's DLIR, the designated State Workforce Agency, and will be the primary source of statewide program and administrative staff. The proposed Project Director (PD) is an Employment Analyst IV and will fulfill reporting requirements, oversee implementation, perform auditing and direction to workforce and training partners, and convene meetings monthly for Project Team partners. The PD position requires at least five years experience of research in employment studies, maintenance of contacts with a range of groups and agencies; and management of employment policy/evaluation projects. The PD will be a .5 FTE position reporting to the WDC Executive Director.

The DLIR's WDC will utilize the existing WIA framework to ensure fiscal, administrative and performance management compliance with federal requirements. The UH community colleges (CC), non profits, and One-Stop Centers will provide participant data to LWIBs, which are in turn accountable for timely and accurate reporting. The WDC and LWIBs will use the existing common data and reporting systems for transactional and demographic data--the state's information system and job board HireNet Hawaii (used for WIA, Wagner-Peyser and Veterans programs). LWIBs will use One-Stop and trainer reports to review and manage performance. Quarterly performance will be analyzed by the WDC and reports will be sent to LWIBs for review and corrective action if required.

The DLIR and WDC have extensive experience in convening and participating in stakeholder meetings. The DLIR has a successful record of managing federal grants that includes WIA, Wagner-Peyser, Veterans, Trade Adjustment Act, and Senior Community Services Employment programs such as shown.

For all programs including this grant, the fiscal agent is the DLIR’s Administrative Services Office, which uses the State’s Financial Administration Management Information System (FAMIS) and supplemented by its own internal accounting systems to meet Federal and State reporting requirements and DLIR’s management reporting requirements. The DLIR’s internal control system is designed to meet the general requirements of Generally Accepted Accounting Principles (GAAP) and Federal and State laws and regulations. The DLIR’s accounting records are maintained through FAMIS and other accounting systems within the DLIR. Departmental policies and procedures are designed to meet the seven GAAP categories: GAAP and legal compliance, fund accounting, fixed assets and long-term liabilities, basis of accounting, budget and budgetary accounting, classification and terminology, and financial reporting. Government resources are allocated to and accounted for in separate sub-entities called funds, based upon the purpose for which they are spent and the means by which the spending activities are controlled. Grant expenditures are reported quarterly via Employment & Training Administration (ETA) Enterprise Information Management System.

2.4 IMPLEMENTATION TIMELINE AND PROJECTED OUTCOMES

2.4.1 Implementation Timeline. The implementation timeline is found in the Work Plan located in Table 17.

2.4.2 Projected Outcomes. The grant has established ambitious goals for key workforce activities—testing new methods for services is anticipated to increase successful completion. HireNet Hawaii is capable of capturing all transactional and demographic data required by the grant.

Table 18. Outcome Goals						
Measures	Low-Income/ Disadvantaged		Incumbent Workers		Displaced Workers/ Veterans	
	No.	%	No.	%	No.	%
Total Number of Participants:	No.	%	No.	%	No.	%

Served	300	100	600	100	300	100
Beginning Education/Training Activities	276	92%	600	100%	279	93%
Completing Education/Training Activities	255	85%	576	96%	261	87%
Completing Education/Training Activities and Receiving Certificate/License	240	80%	552	92%	249	83%
Completing Education/Training Activities and Placed in Unsubsidized Employment	210	70%	NA	NA	240	80%
Placed in Unsubsidized Employment Who Retain an Employed Status in the 1 st -2nd Quarters Following Initial Placement	195	65%	540	90%	225	75%
From Rural/Isolated Regions Gaining Employment	TBD		TBD		TBD	
Trained by County/Local Area	TBD		TBD		TBD	
Reporting Post-Participation Improvement in Several Criteria.	TBD		TBD		TBD	

2.5 SUITABILITY FOR EVALUATION

This grant proposal is specifically designed to maximize and improve recruitment, training, placement and retention activities. The model that the WDC proposes expands recruitment and case management from the one-stop job centers to the nonprofit and community college level to ensure that the greatest amount of customers to be recruited. It allows the one-stops to concentrate on the displaced workers and incumbent workers; nonprofits will focus on recruitment from low-income and other disadvantaged groups. Targeted employers and labor organizations will identify incumbent workers that will be registered and provided training.

All participants will register in the HireNet system at One-Stop Centers. Transactional and demographic data will be sent to One-Stops by training institutions and other service providers, and tracked through placement and retention, creating a single, verifiable system for activities and reporting. Case management, support services, and flexible, primarily non-credit training tailored to meet participant needs will all minimize participant attrition and allow for tracking participants who leave the program.

The WDC, LWIBs, WDD, non-profits and UHCC are all experienced in working with outside evaluators to determine program effectiveness, have systems in place to support collaborative efforts, and will work with academics conducting rigorous research.

State of Hawaii, Workforce Development Council
State Energy Sector Partnership
Steering Committee Charter



Project Name: STATE ENERGY SECTOR PARTNERSHIP FOR THE STATE OF HAWAII

Prepared By: James P. Hardway, Executive Director, Workforce Development Council-State of Hawaii

Date: September 24, 2009

A. Purpose of the Steering Committee

Primary Functions

The primary function of the Steering Committee is to take responsibility for the feasibility, business case and the achievement of outcomes of the State Energy Sector Partnership (“SESP”). The SESP Steering Committee will monitor and review the project status, as well as provide oversight of the project deliverable rollout.

The Steering Committee provides insight on long-term strategies in support of SESP grant mandates. Members of the Steering Committee ensure objectives are being adequately addressed and the project remains under control. In practice these responsibilities are carried out by performing the following functions:

- Monitoring and review of the project at regular Steering Committee meetings;
- Providing assistance to the project when required;
- Controlling project scope as emergent issues force changes to be considered, ensuring that scope aligns with the agreed business requirements of project sponsor and key stakeholder groups;
- Resolving project conflicts and disputes, reconciling differences of opinion and approach;
- Formal acceptance of project deliverables.

Approval Responsibilities

The Steering Committee is responsible for approving major project elements such as:

- Prioritization of project objectives and outcomes as identified in the project;
- Establishing and maintaining open and clear communication with local regional project teams;
- Overseeing set deliverables as identified in the project’s grant application to the Federal Government;
- Budgeting of grant monies, ensuring that effort, expenditures and changes are appropriate to stakeholder expectations;
- Engaging in and developing a strategic plan in line with the development of the sector plan;
- Overseeing of the implementing a successful operation of the State Energy Sector Plan; and
- Participating in periodic program evaluation, budget review and approval of reports to the U.S. Department of Labor as per the requirements of the grant.

B. Steering Committee

Membership & roles

The Steering Committee will consist of the following stakeholder members:

Steering Committee Member	Public Agency(s) Represented	Private Sector Representation
Signe Godfrey	Acting Chair, State Workforce Development Council	President, Olsten Staffing Hawaii
James Tollefson	Chair, Oahu Workforce Development Board	President, Chamber of Commerce of Hawaii (Statewide)
Michael Gleason	Chair, Hawaii County Workforce Investment Board	
Randall Francisco	Chair, Kauai Workforce Investment Board	President, Kauai Chamber of Commerce
Gwen Ueoka	Chair, Maui Workforce Investment Board	
Darwin Ching	Director, Department of Labor and Industrial Relations	
Ted Liu	Director, Department of Business, Economic Development, and Tourism	
Mark Anderson	Deputy Director, Department of Business, Economic Development, State of Hawaii Recovery Act Coordinator	
Kyle Chock		Executive Director, Pacific Resources Partnership
Richard Vieira		International Union of painters and Allied Trades – District Council 50
Mark Duda		President, Hawaii Solar Energy Association
Ann Yamamoto		Executive Director, Hawaii Farm Bureau
Patricia Wong		Sr. Vice-President, Corporate Services - Hawaiian Electric Industries
Karen T. Nakamura		CEO, Building Industry Association of Hawaii
Johnny Higa		President, General Contractor's Association
Jonathan Young		Executive Vice-President, Associated Builders and Contractors-Hawaii Chapter
Laura Kay Rand		VP-Cop. Services, Goodwill Industries International of Hawaii (TBD based upon RFI)
Stella M.Q. Wong		VP of Programs, Catholic Charities of Hawaii
Mark McGuffie		Managing Director, Enterprise Honolulu (EH) representing the Economic Development Alliance of Hawaii
Dr. John Morton	Vice President-Community Colleges, University of Hawaii System	

Role of a Steering Committee member

It is intended that the Steering Committee leverage the experiences, expertise, and insight of key individuals at organizations committed to building professionalism in project management. The specific roles of each division of the steering committee are listed herein below:

Roles and Responsibilities of the SESP Steering Committee (entire committee)

SESP members are the Steering committee for this grant. Their duties include:

1. Provide oversight of the implementation and successful operation of the Sector Plan that is proposed in the grant.
2. Establish the four local project teams that are established in the four county Workforce Investment Boards.
3. Provide information and input for and communication and outreach activities.
4. Work with project teams to implement project goals.
5. Coordinate activities of the local and Regional Project Teams.

Labor (and labor-management) Organizations – Specific roles

1. Participate as a member of the SESP Steering.
2. Name a local representation on each of the four Local and Regional Project Teams (LWIBs) that will implement and coordinate the specific training activities on the four counties.
3. Specify specific training needs and activities that the labor organization needs for each island that will be funded by the grant. This includes incumbent worker and apprenticeship training in “Green”, as well as labor-management programs.
4. Assist project teams and steering committee with identifying labor and skill needs in the energy efficiency and energy renewable industries as they relate to your organization.
5. Consider referrals from the One-Stop job centers for membership.
6. Where applicable, assist the state in procuring and/or designing the “Green” training for journeyman and apprentices.

Employers and Employer Organizations – Specific roles

1. Participate as a member of the SESP Steering Committee.
2. Name a local representation on each of the four Local and Regional Project Teams (LWIBs) that will implement and coordinate the specific training activities on the four counties.
3. Specify and identify specific employers that will have training for each island that will be funded by the grant. This includes incumbent worker training, as well as on the job training programs.
4. Assist project teams and steering committee with identifying labor and skill needs in the energy efficiency and energy renewable industries as they relate to your organization.
5. Acts as a liaison with member employers to promote hiring of workers trained under the SESP grant.
6. Where applicable (HFB, HEI, KIUC, GCA, BIA, and ABC), assist the state in procuring and/or designing the “Green” training for white collar supervisors, journeyman and apprentices.

Public Agencies – Specific roles

1. Participate as a member of the SESP Steering Committee.
2. Name a local representative from each government department named as a steering committee member that will coordinate specific statewide activities and provide information that would be pertinent to the steering committee in their formation, implementation and evaluation of SESP related activities funded by the grant.
3. WDC: Assist in development of specific training programs as requested by Labor Organization/Trade Organization steering committee partners.

C. Steering Committee Meetings

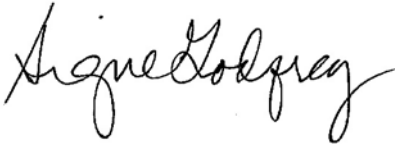
Meeting Schedule and Process

The Steering Committee shall meet at least four times per calendar year, preferably in person but also available via conference call. The date and time for the next subsequent meeting shall be established at each Steering Committee meeting. Either co-chair of the Steering Committee shall have the authority to schedule an emergency meeting no fewer than 10 business days from either (1) the date of notice from the co-chair or (2) a previously scheduled Steering Committee meeting.

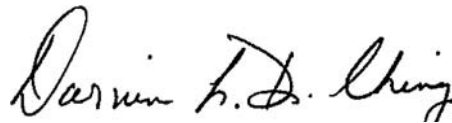
Agendas and minutes

The Steering Committee shall designate a person to take minutes for each Steering Committee meeting. Each Steering Committee meeting minutes shall be approved in final form at the subsequent Steering Committee meeting, and posted on the Workforce Development Council website after approval by the Steering Committee.

D. Signatory page of Partnership Steering Committee



Ms. Signe Godfrey, Acting Chairperson
Hawaii Workforce Development Council-- State of Hawaii



The Honorable Darwin L.D. Ching, Director
Department of Labor and Industrial Relations- State of Hawaii



Mr. James Tollefson, Chairperson
Oahu Workforce Investment Board



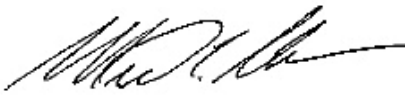
The Honorable Ted Liu, Director
Department of Business, Economic Development and
Tourism – State of Hawaii



Ms. Gwen Ueoka, Acting Chairperson
Maui County Workforce Investment Board



Mr. Mark Anderson, Deputy Director
Department of Business, Economic Development and
Tourism – State of Hawaii



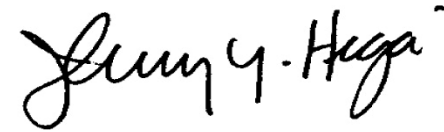
Mr. Michael Gleason, Chairperson
Hawaii County Workforce Investment Board
and the Hawaii Island Workforce and Economic
Development Ohana



Mr. Randall Francisco, Chairperson
Kauai County Workforce Investment Board



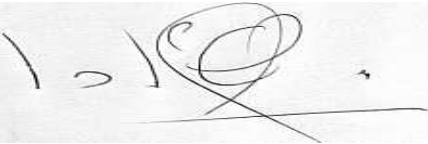
Ms. Karen T. Nakamura, CEO
Building Industry Association of Hawaii



Mr. Johnny Higa, Executive Vice President
General Contractors Association of Hawaii



Mr. Jonathan Young, President
Associated Builders and Contractors – Hawaii Chapter



Mark McGuffe, Managing Director
Enterprise Honolulu (Representing the Economic
Development Alliance of Hawaii)



Theodore Peck, Energy Czar
State of Hawaii



Dr. John Morton, V.P.- Community Colleges
University of Hawaii System



Mr. Kyle Chock, Executive Director
Pacific Resources Partnership



Mr. Richard Vieira, Training Director
International Union of painters and Allied Trades – District
Council 50



Ms. Ann Yamamoto, Executive Director
Hawaii Farm Bureau



Patricia Wong, Sr. Vice President, Corporate Services
Hawaiian Electric Industries



Stella M.Q. Wong, ACSW, LSW Vice President of
Programs - Catholic Charities of Hawaii



Mark Duda, Executive Director
Hawaii Solar Energy Association



Danielle Moskowitz, Vice President - Human Services
Goodwill Industries of Hawaii

Table I. PROJECT WORK TEAMS AND ROLES

Project Team Partners	Employers, Nonprofits, Trade Organizations, Union Organizations, State and County executives	ROLES AND RESPONSIBILITIES.
Oahu Project Team	<p>In addition to the members already serving on the Oahu Workforce Investment Board who represent public and private agencies committed to being part of the local network of business, labor, government, economic development and educational organizations promoting the availability of living wage jobs and addressing the workforce training needs in existing, emerging and new clean energy and green industries, Oahu would add the following representatives with expertise and relevance to the energy sector on the project team:</p> <ul style="list-style-type: none"> • Howard Wiig, Energy Analyst, Department of Business, Economic Development & Tourism; • Karen Nakamura, CEO, Building Industry Association of Hawaii; • Guy Shibayama, President, Apprenticeship Training Coordinators Association of Hawaii; • Buzzy Hong, Executive Director, Building Trades Council; • Hawaiian Electric Industries, • Solar Energy representatives, and • Representative from Advisory Council on LCC’s Process Tech. 	<p>Members of all teams represent public and private agencies with each being selected based on a focus on EE/ER industries and the industries positive impact on the workforce at the local level. . Each Island has representatives of the local Workforce Investment Board, government departments at both the State and County level and the Community Colleges. Along with these members, each local project team also has representatives that are represented on the SESP Steering Committee: BIA, ABC, GCA, Goodwill Industries International (Hawaii), Catholic Charities, ILWU, IBEW, Pacific Resources Partnership, District Council 50. The Hawaii Farm Bureau and the Economic Development Alliance of Hawaii.</p> <p>The project teamS will be responsible for convening regular dialog, focus groups or surveys to stay on the pulse of emerging skill set needs to meet industry demands for future workers as well as to enhance the skills of current workers. They will continue to promote collaboration and partnership among the different sectors with the end goal of improving the quality of the workforce and facilitating the growth of the new green economy.</p>
Hawaii Project Team	<p>Lance Anderson, Kona Community Hospital Dan Banks, Department of Education Harold Bugado, County of Hawaii office of Aging Russell Chin, Matson Navigation Co. David Deluz Jr., Big Island Toyota Gary Fujihara, Institute for Astronomy Michael Gleason, The ARC of Hilo Blayne Hanagami, Big Island Workplace Connection Wayne Higaki, North Hawaii Community Hospital Jacqui Hoover, Hawaii Island Economic Development Board Alvin Inoue, Unemployment Insurance Division James Kennedy, Eljay Services Inc. Carla Kurokawa, Alu Like Inc. Randy Kurohara, Creative Arts Hawaii Alison Lee, Dept. of Vocational Rehabilitation Services for the blind Kimo Lee, WH Shipman Ltd. Marion Makaimoku, Kamehameha Schools Hawaii Campus George Martin, International Longshore and Warehouse Union Gay Mathews, North Hawaii Federal Credit Union Irene Nagao, Clyde Oshiro, Clyde Oshiro CPA Delan Rusty Perry, Volcano Isle Fruit Company Inc. Ware Pirie, Department of Human Services June Rabago, United Public Workers Gary Rockwood, Mauna Kea Resort Services LLC Shane Saiki, Hilo Community School for Adults Lester Seto, Hawaii County Economic Opportunity Council Debbie Shigehara, Hawaii Community College Char Shigemura, County of Hawaii Office of Management Gary Sirman, Outrigger Keauhou Beach Resort</p>	

	Hugh Willocks, Willocks Construction Co.	
Maui Project Team	Maui County Workforce Investment Board, Workforce Development Division – Maui and Molokai, Maui Economic Development Board, Inc. (MEDB) Maui Economic Opportunity, Inc. (MEO) Maui Community College (MCC) County of Maui – Office of Economic Development, Hawaii Carpenters Union Hawaii Operating Engineers, ILWU Maui Electric Company (MECO), Maui Hotel and Lodging Association (MHLA) Maui Chamber of Commerce, Maui Native Hawaiian Chamber of Commerce; Maui Electric Company; UHCCs; Catholic Charities; Goodwill Hawaii; PRP; GCA; Enterprise Honolulu.	
Kauai Project Team	<ul style="list-style-type: none"> • Dylan DePue, owner and CEO of DA Solar Hawai‘i and DA Solar California focused on PV, solar and thermal systems. Graduate of California Polytechnic Institute, San Luis Obispo with a degree in Forestry & Natural Resources and a minor in Construction Management. Did a sales internship with REC Solar, company that installs all of COSTCO’s systems. Trained 15 REC installers while overseeing projects, including the Kaua‘i store installation. Also constructed high-end homes in Poī‘pū area. • Doug Phillips, President, Solar Plus • Nick Michaels, President, Virtual Power Plant and Eco Paradise Energy • Sheryl Grady, Organizational Development and Training Specialist, Kaua‘i Island Utility Cooperative (KIUC) <p>Melissa McFerrin, Executive Administrator, Kaua‘i County Farm Bureau. Formerly an executive with the Hawai‘i SuperFerry.</p>	
Maui Project Team	Maui County Workforce Investment Board Workforce Development Division – Maui and Molokai Maui Economic Development Board, Inc. (MEDB) Maui Economic Opportunity, Inc. (MEO) Maui Community College (MCC) County of Maui – Office of Economic Development Hawaii Carpenters Union Hawaii Operating Engineers ILWU Maui Electric Company (MECO) Maui Hotel and Lodging Association (MHLA) Maui Chamber of Commerce Maui Native Hawaiian Chamber of Commerce	

Table 2 describes the specific training activities proposed under this grant.

Table 2. Specific Training Activities

Area	Specific Training Activities
State Wide	<p>Assist in the Development of Curriculum and program to train elements of green building design, best practices, implementation for Journeymen, white collar supervisors and apprentices. Provide Training through programs developed in-house, as well as through UHCC. (Building Industries Association, General Contractor’s Association, Associated Builders and Contractors, and District Council 50 – Painters and Applied Trades,)</p> <p>Energy Management Training Program (Residential, Commercial & Small Business) Facilities Maintenance and Construction (FAMCO) Pre-Apprentice and Apprenticeship Programs Sustainable Construction Program (Training for Certified Energy Auditor/Home Energy Rater, Weatherization Installers and Technicians or Energy Efficiency Retrofitters and Installers, Energy Commissioners, Testing, Adjusting and Balancing TAB Technicians, Construction Trades, HVAC Mechanics, and Technicians or Installers)</p> <p>Photovoltaic Energy Training Program: Residential, Commercial & Small Business (Solar Photovoltaic Installers and Solar Sales Representatives and Assessors)</p> <p>Process Technician Program (Biofuels Processing Technicians and Power Plant Operators)</p> <p>Assist in the design of an apprenticeship program and training course for farmers in the sustainable agriculture and healthy eating, as well as assist in training job seekers and incumbent workers. (Hawaii Farm Bureau)</p>
Area Specific	<p>ENERGY SOLUTIONS – Oahu, Maui Training for account managers on safety and reliability risks associated with implementing renewable technologies.</p> <p>TRAIN THE TRAINER PROGRAMS - Maui Aids is longevity of the training program.</p> <p>GREEN CURRICULUM DEVELOPMENT - Maui Establish “green” curriculum that can be incorporated into already existing apprenticeship programs.</p> <p>SOFTWARE - Oahu Strategist modeling software</p> <p>BIOFUEL TESTING - Oahu Cold: Testing Biodiesel for cloud point and cold filter clogging point; Hit: Determining when fuel will go rancid</p> <p>BIOCHEMICAL ENGINEERS - Oahu Apply knowledge of biology, chemistry and engineering to develop usable tangible products.</p> <p>CLIMATE CHANGE ANALYSTS – Oahu Research and analyze policy developments related to climate change</p> <p>COMPLIANCE MANAGERS - Oahu Plan, direct, or coordinate activities of an organization to ensure compliance with ethical or regulatory standards</p> <p>ENVIRONMENTAL RESTORATION PLANNERS – Oahu Collaborate with field and biology staff to oversee the implementation of restoration projects to develop new products</p> <p>ENVIRONMENTAL CERTIFICATION SPECIALISTS - Oahu Guide clients through the process of being certified as “Green”</p> <p>ENVIRONMENTAL ECONOMISTS - Oahu Assess and quantify the benefits of environmental alternatives, such as the use of renewable resources.</p> <p>GIS TECHNICIAN –Oahu Assist scientists and related professionals in building and maintaining Geographic</p>

	<p>Information Systems databases</p> <p>GEOSPATIAL INFORMATION SCIENTISTS AND TECHNOLOGIES - Oahu Research and develop geospatial technologies, specializing in agriculture and other related fields.</p> <p>GREEN MARKETERS - Oahu Create and implement methods to market green products and services</p> <p>INDUSTRIAL ECOLOGISTS – Oahu Study industrial production and natural ecosystems to achieve high production of sustainable resources.</p> <p>PRECISION AGRICULTURAL TECHNICIAN - Kauai</p> <p>BILL ANALYZER – Kauai Utility Bill Validations, Utility Tariff Analysis</p> <p>SYSTEMS INTEGRATOR – Kauai, Maui Technical mastery of BAS, BIM, GIS and ERP systems</p> <p>RENEWABLE ENERGY TRAINING – Kauai, Hawaii</p> <ul style="list-style-type: none"> • Wind Turbine, Photovoltaic and Aquaponic coursework at a renewable energy demonstration facility run by Kauai Community College. • Production of Biomass pellets comprised of Jatropha curcas seed oil for heat and steam production for electricity generation - Hawaii • Cultivation of Jatropha curcas plants for biodiesel production <p>PROCUREMENT AND COMPLIANCE OFFICER - Statewide Trainings in Energy Star and LEED proficiency.</p> <p>RENEWABLE ENERGY PRODUCTS - Hawaii Training in fabricating biomass operated thermoelectric generators for household use of 2Kw capacity and 100 watt units</p> <p>PRODUCTION OF BIOMASS PELLETS – Hawaii Converting Jatropha curcas seed oil for heat and steam powered energy.</p> <p>PRODUCTION FOR ENERGY GENERATION - Hawaii</p> <p>CULTIVATION OF JATROPHA CURCAS FOR ENERGY PRODUCTION - Hawaii</p> <p>WEATHERIZATION ASSISTANCE PROGRAM – Hawaii</p>
<p>Hawaiian Electric (Oahu, Maui, and Island of Hawaii)</p>	<p>CORPORATE PLANNING SYSTEM INTEGRATION Training on the modeling software <i>Strategist</i>. Used for long-range resource planning. Software incorporates renewable energy and greenhouse gas initiatives that utilities are facing in their planning</p> <p>ENVIRONMENTAL Biofuel testing: Lab analysis and equipment training Training on Corp. of Engineer Permitting – wetland/water regulation policy</p> <p>ASSET MANGEMENT Project Management Certification training for employees overseeing renewable energy engineering projects</p> <p>ENERGY SOLUTIONS Training for account managers on safety and reliability risks associated with implementing renewable technology</p>
<p>Kauai Island Utility Cooperative</p>	<p>STAFF ENGINEER LEVEL TRAINING Certified Energy Manager recertification Certified Plant Engineer recertification Project Management Professional (certification) Carbon Reduction Manager certification Distributed Generation Certified Professional</p> <p>PROJECT ENGINEER LEVEL TRAINING Certified Energy Manger recertification Project Management Professional certification Carbon Reduction manager certification Distributed Generation Certified Professional</p> <p>RESIDENTIAL ENERGY SERVICES SPECIALIST TRAINING</p>

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