

Kaua`i WIB Report to the WDC

Date:	February 11, 2011
Island:	Kaua`i County
Prepared by:	Jan Miyamoto, WIA Administrator

1) SUMMARY

CURRENT STATE OF KAUA`I'S WORKFORCE

Kaua`i's unemployment rate declined from 8.5% in October to 7.9% in December 2010, the first time in two years that the rate has been under 8%. Improving consumer confidence was seen in aggressive retail hiring for the Holiday season and in brisk sales this past year.

The Grand Hyatt completed its major renovation project in December and reopened all its rooms, the Poī'pū Bay Golf Course and the adjoining upscale Yum Cha Chinese Restaurant which was good news for workers who were able to return to work after having been laid off since April.

KWIB ACTIVITIES/EVENTS/PROGRAMS

In December, the Board said aloha to several key members: Randall Francisco - Kauai Chamber of Commerce President who previously served as Board Chair for 18 months through December 2009; Tom Cooper - General Dynamics-AIS Senior Program Manager, a long time member who Chaired the board during 2004 – 2006 and is a strong supporter of the youth program; and Lester Calipjo, Kauai Foreign Auto business owner - who is a proponent of apprenticeship.

The Board also welcomed three new members in January: Kathy Kato - County Housing Agency Family Self-Sufficiency Coordinator, Ike Cockett - Courtyard by Marriott Kauai Coconut Beach Hotel Manager, and Canen Hookano - Pacific Light and Power.

Jeff Matsu, Lead Researcher for DLIR's Green Workforce Report visited Kaua`i in January and met with key energy leaders and toured some sites to gather input regarding anticipated skills gaps. His full itinerary included: Pacific Light and Power (and their Westside site), Kaua`i Community College, Kaua`i Economic Development Board, Kaua`i Island Utility Cooperative (and South shore AES site), County Office of Economic Development, and Grove Farm. Jeff presented the findings of the recent green jobs survey to the WorkWise – Kaua`i One Stop Job Center staff and to the Kaua`i Workforce Investment Board. Data from Hawai`i's Green Workforce: A Baseline Assessment and the skills gap analysis currently underway will be used by the Kaua`i Workforce Investment Board to facilitate necessary changes within our community to ensure we are able to GROW OUR OWN talent for this sector.

Renewable energy remains a key focus for KWIB and the community. In January, a 1.3 MWH photovoltaic system, currently the largest in the State, was dedicated in Kapaa and added to the power grid while the construction of the 3 MWH system in Kōloa, which Jeff toured, should get underway in the foreseeable future. In addition, KIUC is currently having Environmental Assessments completed for potential hydroelectric systems on 4 alternate rivers.

Kaua'i Community College's first Photovoltaic course started on January 15. WIA formula funds were used for tuition of participants referred to the program by the One-Stop since SESP funds were not yet available. Another course will commence once the SESP service provider contract is executed. Additional KCC non-credit courses, some of which focus on sustainable agriculture, were just approved by KWIB for inclusion on Kaua'i's training matrix.

The Kaua'i Workforce Investment Board and Kaua'i Island Utility Cooperative (KIUC) are collaborating and pooling SESP resources to bring Association of Energy Engineers training to Kaua'i later this year that will equip local energy managers to sit for the Certified Energy Manager (CEM) or the Energy Manager in Training (EMIT™) credentials. Large energy consumers around the State will be able to benefit from this training, especially those from hotels, hospitals, utilities, manufacturing, large commercial facilities, etc. Their ability to significantly reduce their power consumption will reduce their operating costs and delay or reduce utility companies' need to expand their energy production.

SESP partner agencies' staff including the County, the WorkWise One Stop, KCC, and Goodwill received grant training on January 21 from WDC staff. It was particularly beneficial for all the involved individuals to meet one another and begin discussion on how to approach recruitment and referral of individuals to maximize benefits to the community.

WorkWise – Kaua'i One Stop Job Center staff are partnering with Kaua'i Community College Cooperative Education to host a Job Fair open to the public on the Community College campus in April. SHRM members expressed their willingness to participate in the fair during their membership meeting in early February, and also recommended having another one in early October. This is especially welcomed feedback since no island-wide job fair has been held in the past two years because of lack of business interest.

WorkWise coordinated TSA's very successful job fair at the County's Civic Center in the Fall that drew about 350 applicants. TSA will be returning for a 3-day fair in March in anticipation of extensive hiring this spring.

County WIA Administer was invited by Kapa'a High School educators to participate in their Smaller Learning Communities (SLC) grant project that is a consortium of 5 high schools on 3 islands. The new Principal at Kapa'a High School is Daniel Hamada who recently served on WDC as the DOE Superintendent's representative.

The goal is to develop a blueprint for other DOE high schools to implement at their campuses that will: 1) better transition incoming freshmen into high school so they will be successful and complete their education and 2) integrate core courses curriculum to better ensure that the focus is relevant to real world application. This is an opportunity to include in the project design the skill sets needed by high school graduates to successfully enter the workforce.

2) INDIVIDUAL PROGRAMS

WorkWise – Kaua‘i – ADULT AND DISLOCATED WORKER PROGRAMS

WorkWise Kauai/WDD Activities

Job Seeker walk-in visits dipped to 37 per day in December but rose again to 40 in January. The average of those registering for, or inquiring about, UI benefits increased from 29% during August through November to over 31% of the walk-ins during December and January.

Projects/Programs

The **WIA** programs continue to enroll and serve new and existing participants. There are currently 9 active participants in **ARRA DW**, 16 participants in **formula DW**, 4 participants in **ARRA Adult** and 10 participants in **formula Adult**. The **SCSEP** program has **24** active Special/Formula participants. The WIA DW program also enrolled five participants in the first Photovoltaic Installer I class at KCC, in preparation for WDD participation in the **SESP** program.

The **Reemployment and Eligibility Assessment (REA)** program provides four (4) three (3) hour orientations, workshops and activities over an eight (8) week period. Since implementation a year ago, over **521** participants have been assisted. Early data suggests that REA participants remain on UI benefits approx one week less than a comparable control group of UI recipients who did not receive these services.

The program is currently being re-designed and will exist in a new format as of April 01, 2011. The REA program has been extended through June 30, 2011, and may be extended again beyond that point.

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

Thus far, **90+** interns and over 20 businesses have registered to participate. There have been **43** successful intern/business matches. Two (2) interns have since secured employment with businesses at which they interned, while eight (8) were hired by businesses other than those at which they interned. The VIP program will be extended to run through June 30, 2011.

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

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

WIA YOUTH PROGRAM

After many unexpected delays, the County of Kaua‘i’s RFP for the Youth Program was finally posted. The contract should be awarded by the end of February and the contract executed shortly thereafter.

The State Department of Defense, our previous Service Provider, was able to effectively leverage funds, primarily from various contracts with the State’s Department of Human Services. With the anticipated heavy cuts in the to the State Budget’s funding of families and youth programs, it is likely that the number we are able to serve under WIA will be severely reduced.

3) OTHER ITEMS

Kaua‘i Community School for Adults

After reporting last quarter that significant DOE budgetary cutbacks may result in severely reduced services or the loss of the Principal’s position at KCSA, these changes will come to fruition as of the start of the next fiscal year. This is unfortunate since enrollment has significantly increased over the last 18 months due to the continuing depressed economic conditions and program services are vital to our Youth Program as well. The Kaua‘i Area Complex Superintendent is still trying to determine how he might be able to maintain oversight of the school through his administrative offices.

4) KAUA‘I COUNTY ACTUAL VS. GOALS FOR 1st and 2nd QTRs of PY 10

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

Our OCET Director is aggressively introducing new courses to address community needs and meet credentialing requirements so these credential measures should improve over time.

In recent years Older Youth have been placed in the subcontractor’s alternate Adult work readiness program to address their most immediate needs for employment and because of limited program funding. There have been no exits so measures show as 0% which actually should be “Not Applicable” since their denominators are 0.

[see table on next page]

WIA Quarterly Report (ETA Form 9090) (Q1 11/12/2010; Q2 2/14/11)

Adult Program	PY 09 GOALS	Q4 to 06/30/10		PY 10 Performance Targets	Q1 4 qtrs to 9/30/10	Q2 4 qtrs to 12/31/10
Entered Employment Rate	65.0%	44.4		50 %	50.0	80.0
Employment Retention Rate	74.0%	93.8		82.1%	87.5	88.9
Average Earnings	\$10,800	12,238		\$10,800	\$10,815	\$11,479
Employment and Credential Rate	62.0%	17.6		55%	0.0	0.0
Dislocated Worker Program						
Entered Employment Rate	57.0%	66.7		65%	40.0	50.0
Employment Retention Rate	86.0%	100.00		86%	100.0	100.0
Average Earnings	\$5,996	16,874		\$14,750	\$19,267	\$22,727
Employment and Credential Rate	57.0%	0.0		60%	0.0	0.0
Older Youth (19-21)						
Entered Employment Rate	33.0%	66.7		40%	NA	NA
Employment Retention Rate	60.0%	41.7		60%	100.0	100.0
Average Earnings Change	\$2,500	1,831		\$1,750	NA	NA
Credential Rate	38.0%	0.0		38%	NA	NA
Younger Youth (14-18)						
Skill Attainment Rate	71.0%	83.9		71%	92.2	96.2
Diploma Attainment Rate	44.0%	50.0		46%	42.1	42.9
Retention Rate	44.0%	41.7		44%	65.0	72.2
Customer Satisfaction						
Participant	72.0%			72%		
Employer	82.0%			82%		