

Revised State Plan for WIA and Wagner-Peyser, 2007-2009

1. “The Statewide workforce system is greatly simplified and more efficient with the 2006 launch of **HireNet Hawaii**, which is both a management information system and a massive database that connects employers and job seekers.”
2. In support of talent development, the emphasis for **youth outcomes** shifts from employment to secondary and post-secondary education.
3. The Governor has directed **improved alignment of workforce development programs, education, and the State’s economic development objectives**.

The State is investing in educational initiatives to equip and significantly increase the number of Hawaii graduates with world-class analytical and problem-solving skills developed through science, technology, engineering, and math (“**STEM**”) education in elementary school through college. The State has also joined the **America’s Diploma project** to introduce more rigor into the public school curriculum.

For **incumbent workers**, the State is creating life-long learning and skill-building opportunities both in Adult Education and higher education. The Governor plans to deploy a Rapid Response training program to enable quick turn-around of training programs tailored to employers’ requests for specialized skill sets.

4. Deleted: “As part of its strategy to improve coordination of services in the One-Stop Job Centers, WDC will convene partner State agencies to negotiate **State inter-agency agreements**. These agreements, to be completed by July 2006, will also incorporate coordinated services to youth.” Similarly, inter-agency agreements were deleted from Section II. As annually-signed local agreements have evolved, the need to have State agreements has diminished, although they remain as tools if local areas encounter trouble in their interagency partnerships.
5. R & S updated the **labor market information**.
 - “The Natural Resources and Construction industry with 35,850 jobs represents about 6 percent of the statewide job count. Between 2005 and 2006, its 6.8 percent growth rate was almost three times greater than the State’s overall job growth rate of 2.4 percent.”
 - Decline is expected “mainly in agriculture, forestry, and fishing”. In the last plan, the information industry and manufacturing were expected to decline.
 - Added “especially registered nurses” for health services jobs in demand.
 - Added engineers as jobs in demand.
 - Added computer skilled people to shortage areas.
 - Labor force increased to 643,500.
 - New workers needed each year increased to 23,400.
 - Hawaii’s workforce participation increased to 65%, more in line with the national average of 65.9%.
 - Median earning increased to \$30,454.
 - State now participates in Census Bureau’s Local Employment Dynamics program.
 - Added reference to State’s career information website.

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6. “The State will **study the costs and advantages and disadvantages of merging economic and workforce development functions**. It will clearly define the responsibilities of government agencies and available programs involved in workforce development. The WDC will facilitate the LWIBs’ exploration of opportunities for joint implementation of functions and joint support of certain infrastructure.”
7. “High school/community college partnerships have established **academies** for high growth/high demand industries and continue to do so. The State funds **scholarships** for students and teachers preparing for those industries.”
8. Identified **laws, regulations, policies** that need changing for successful achievement of workforce development goals. From the September 2006 forum for workforce partners and research for WDC’s latest report:
 - Seek immigration reforms and strategies to allow more immigrant workers and talent into the country.
 - Expeditiously implement the American Diploma project network in Hawaii to improve preparation of students for the key transition points throughout the education-to-work pipeline, starting with pre-Kindergarten.
 - Increase investment in Adult Education. Direct Research and Development funds to develop effective strategies for raising literacy skills of adults who test at 5th grade and below levels.
 - Ensure that per-capita public school expenditures follow out-of-school youth to meet their educational needs.
 - Review and amend all Employment & Training Fund policies and administrative rules to become more business-friendly.
9. In March 2007, the State submitted five **waiver requests** to take advantage of flexibility provisions regarding funding and the Eligible Training Provider procedures; summarized the requests.
10. “The State uses its **state government website to provide universal access** to HireNet Hawaii, labor market information, the directory of workforce development programs, economic forecasts and analysis by the State Department of Business, Economic Development, and Tourism, and workforce analysis and recommendations by the State Workforce Development Council.”
11. “all of the full-service One-Stop Job Centers were equipped with assistive technology devices purchased with WIG funds. ... Funds received in PY 2006 under the Disability Navigator Grant will be used to further enhance the delivery of **services to persons with disabilities**.”

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12. “As of April 1, 2007, three of the local area grant recipients operate the One-Stop Job Centers in their county. The Oahu WIB has selected a consortium as its **One-Stop operator.**”
13. The State has no plans to re-designate local areas at this time, but will **explore redesignation of local areas** over the next two years.
14. Re State actions to **build local areas’ capacity** to develop workforce development systems:
 - “Each local area has a state liaison who monitors for compliance, helps identify needs, and provides direct technical assistance on an ongoing basis. With limited funds, the State increasingly relies on USDOL technical assistance.”
 - Deleted, for lack of funds: “a portion of the statewide funds have been provided to local area grantees and LWIB staff and members for participation in national training sessions and conferences.”

15. Local Planning Process:

The State requires that local areas submit local WIA plans, which the State reviews and approves for local area implementation. The local WIA plans must conform to the State-issued Local Plan Guidelines, which are consistent with the vision, performance goals and strategic direction of the current WIA State Plan.

By June 2007, the State will extend the local areas’ current 2-year plans to January 31, 2008, except as follows:

- Memoranda of Understanding between the One-Stop Job Centers’ partners must be current as of July 1, 2007.

The State will issue the 2007-2009 Local Plan Guidelines in August 2007.

WDC and the Workforce Development Division (“WDD”) staff will be available to provide requested technical assistance during the local planning process.

16. About Hawaii’s participation in a **region**: “This geographically isolated and multi-island state constitutes an intra-state “region” in and of itself. ... “Hawaii’s government is highly centralized, and most functions are statewide (intra-state regional) in scope: K-12 education; inter-island transportation; welfare; labor department responsibilities such as labor market information, unemployment insurance, Wagner-Peyser, TAA; land use planning; Hawaiian Homelands and Office of Hawaiian Affairs.”
17. “In March 2007, the State requested a waiver to eliminate the subsequent eligibility process for **Eligible Training Providers**, thus allowing providers that the local areas found eligible initially to continue under the initial eligibility process and safeguards.”

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18. The City & County of **Honolulu** has changed its **youth service delivery system** from procurement of youth providers to procurement of youth service vendors. The City's Youth Program Operator can then select the needed services for a youth from the approved vendor list.
19. Substituted the **reallocation** policy from the 2000 plan which conforms with WIA.
20. Added: "In March 2007, Hawaii requested a **waiver from the 20% transfer limit between the Adult and Dislocated Worker funding** streams at the local level.
21. "Funds received in PY 2003 under the Work Incentive Grant were used to purchase assistive technology equipment to ensure that disabled adults and dislocated workers have reasonable access to self-directed services. Funds received in PY 2006 under the Disability Navigator grant will be used to further enhance the capability of One-Stop Centers throughout the state to serve **customers with disabilities.**"
22. The State received \$1.9 million in Congressional Earmark Funds to develop a **Certified Nurse's Aide** project.
23. "Due to the small amount of funds allocated to Hawaii for the **Dislocated Worker** Program, only a small percentage of the funds are retained at the State level for Rapid Response purposes. This amount is insufficient for providing additional assistance to local areas experiencing increased numbers of dislocated workers."
24. Added as topics for **interagency agreements**: "access to financial resources and support services to assist transition into post-secondary education".
25. Inserted sections on how the State uses **Wagner-Peyser and Reed Act funds** to assist youth, and regarding the use of Reed Act funds to support youth services, career development, business services, One-Stop improvement, and labor pool expansion.
26. Hawaii's **Personal Re-Employment Account ("PRA")** demonstration provides experience and a model that will be valuable in crafting similar accounts in the future, such as Career Advancement Accounts or Lifelong Learning Accounts.
27. "The State will use WIA funds to support the **statewide activities required by WIA** with these exceptions: In March 2007, Hawaii submitted requests to a) waive the requirement to provide incentive grants to local areas for regional cooperation among local boards and local coordination of WIA activities; and b) waive the requirement to provide incentive grants to local areas for exemplary performance by local areas on performance measures. Because statewide funds are decreasing, there will be no emphasis on the **allowable statewide activities.**"
30. For **common data system and reporting**: described HireNet Hawaii reports and deleted the WIA Local Reports Group.

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Hawaii's Proposed Negotiated Performance Levels, PY 07 and PY 08

WIA		PY 2007	PY 2008
ADULT	Entered Employment Rate	77.0%	78.0%
	Employment Retention Rate	83.7%	84.4%
	Employment and Credential Rate	61.0%	62.0%
	Average Six Months Earnings	\$10,482	\$10,632
DISLOCATED WORKER	Entered Employment Rate	76.5%	77.0%
	Employment Retention Rate	82.5%	83.0%
	Employment and Credential Rate	65.5%	66.0%
	Average Six Months Earnings	\$13,119	\$13,219
OLDER YOUTH	Entered Employment Rate	73.0%	74.0%
	Employment Retention Rate	80.0%	81.0%
	Credential Rate	68.0%	69.0%
	Earnings Change	\$3,200	\$3,300
YOUNGER YOUTH	Skill Attainment Rate	69.0%	70.0%
	Diploma or Equivalent Rate	42.0%	44.0%
	Retention Rate	50.0%	51.0%
CUSTOMER SATISFACTION	Participants	82.0%	82.0%
	Employers	72.0%	72.0%
WAGNER-PEYSER	Entered Employment Rate	59.0%	60.0%
	Employment Retention Rate	81.5%	82.0%
	Average Six Months Earnings	\$12,000	\$12,276