

REVIEW 2007 REVISED WIA STATE PLAN

See the following pages 2-13 for a summary of the proposed 2007 changes to the 2005 State Plan for Title I-B of the Workforce Investment Act and the Wagner-Peyser Act.

The full DRAFT 2007 State Plan is also on this website, named:

[DRAFT State Plan, 2007](#)

By Friday, May 11, 2007 – please send your questions and comments to the:

Hawaii Workforce Development Council
e-mail: dlir.Workforce.Council@hawaii.gov

List of Changes from 2005 Plan

HAWAII

DRAFT

**STATE PLAN
FOR
TITLE I-B
OF THE WORKFORCE INVESTMENT ACT
AND
THE WAGNER-PEYSER ACT**

March 2007

JULY 1, 2007 TO JUNE 30, 2009

Appendixes

Appendix A - Hawaii Governor Linda Lingle's 2007 State of the State Address, January 22, 2007 – **The most recent address is substituted.**

Appendix B - Governor Lingle's 2007 Hawaii Innovation Initiative – **The most recent initiative is substituted.**

Department of Business, Economic Development and Tourism Annual 2004 Report is deleted.

Appendix C - Workforce Development Council yearly Reports to the Governor – **Access to all posted reports is substituted for the 2005 report.**

2003-2004 Hawaii's Investment of Public Funds in Workforce Development Programs: A Funding Summary is deleted.

Appendix D - Hawaii's Critical Workforce Issues, Hawaii NGA Project Overview, January 2007 – **The most recent report is substituted.**

Dennis Jones' February 2005 presentation is deleted.

Appendix E - Hawaii Workforce Development Detailed System Flow Chart

Workforce Development Council Strategic Plan is deleted, as it needs updating.

Appendix F - Hawaii's Governor:Public Workforce Investment System – **The chart is updated and re-named from "Organization of State Agencies".**

Appendix G - 2004-2014 Employment Outlook for Industries and Occupations, State of Hawaii, October 2006 – **Most recent "Outlook" is substituted.**

Appendix H - Summary Table of Strategies: Priority 1 – Job Quality Gap

Appendix I - Summary Table of Strategies: Priority 2 – Worker Supply Gap

Appendix J - Summary Table of Strategies: Priority 3 – Worker Preparation Gap

Appendix K - Summary Table of Strategies: Priority 4 – One-Stop Job Center Gap

Appendix L - Summary Table of Strategies: Priority 5 – Youth Gap

Appendix M - Summary Table of Strategies: Priority 6 – Communication and Coordination Gap

Appendix N - Hawaii's Grievance Procedure for WIA Partners, WIA Bulletin No. 5-03, February 24, 2003 (Response to Sections VIII.G.4 and VIII.J.)

Appendix O - Process for Developing Hawaii's 2007 WIA State Plan – **Most recent process is substituted.**

I. State Vision

I. *Summary of the Governor's vision for a Statewide workforce investment system.*

- The text is re-ordered in alignment with the National Strategic Directions.
- Emphasis on a demand-driven system within a regional economic development context adds the following language: “This geographically isolated and multi-island State constitutes a “region” in and of itself. Its government is highly centralized. For example, Hawaii has one statewide school system and runs its welfare programs from the state level. This plan’s deference to local decision-making is to compensate for the State’s centralized power.”
- Emphasis on an integrated service delivery system that focuses on services rather than programs adds the following language: “flexible statewide workforce system that takes advantage of technology ... 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.”
- In support of talent development, the emphasis for youth outcomes shifts from employment to secondary and post-secondary education.

I.B. *Governor's vision for maximizing and leveraging the broad array of Federal and State resources available for workforce investment flowing through the State's cabinet agencies and/or education agencies in order to ensure a skilled workforce for the State's business and industry?*

- **Substituted new response.**

III. State Governance Structure

III.B.2. *Identify the organizations or entities represented on the State Board.*

- In conformance with the recently amended WDC state statute, the “chair of each of the four county workforce investment boards” is substituted for “at least one member from each of the four county wibs.”

III.B.5. *Describe how the Board carries out its required functions.*

- WDC's Strategic Plan is deleted, as it needs to be updated.

III.B.6. *How will the State board ensure that the public (including people with disabilities) has access to board meetings and information regarding State board activities, including membership and meeting minutes?*

- The website accessibility guidelines statement is updated.

III.C. Structure/Process for State agencies and State board to collaborate and communicate with each other and with the local workforce investment system.

- The statement is corrected by adding that “a representative of the State Department of Education, and a representative of the University of Hawaii” also sit on the WDC.

III.C.1. Describe the steps the State will take to improve operational collaboration of the workforce investment activities and other related activities and programs.

- Described HireNet Hawaii, which replaces AOSOS. NOTE: HireNet Hawaii is also described at:
 - VI.A
 - VII.E
 - IX.A.4
 - X.A
 - X.D.4

III.C.4. Describe any cross-cutting organizations or bodies at the State level designed to guide and inform an integrated vision for serving youth in the State.

- 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 inter-agency agreements. These agreements, to be completed by July 2006, will also incorporate coordinated services to youth.” 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.

IV. Economic and Labor Market Analysis

IV.A. What is the current makeup of the State’s economic base by industry?

- Updated all industry information, with the most significant change as follows: “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 far above the next fastest growing industry – the Professional and Business Services group with 5.2 percent – and almost three times greater than the State’s overall job growth rate of 2.4 percent. The Construction sector comprised the bulk of this industry.”

IV.B. What industries and occupations are projected to grow and/or decline in the short term and over the next decade?

- “Only the natural resources and mining sector is expected to decrease as large scale crop output wanes.” 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.

IV.C. In what industries and occupations is there a demand for skilled workers and available jobs, both today and projected over the next decade? In what numbers?

- Updated figures, with higher projected demand
- Added engineers as jobs in demand

IV.D. What jobs/occupations are most critical to the State’s economy?

- Added computer skilled people to shortage areas.

IV.E. What are the skill needs for the available, critical and projected jobs?

- Table IV.3 is updated.

IV.F. What are the current and projected demographics of the available labor pool (including the incumbent workforce) both now and over the next decade?

- Updated figures; labor force increased to 643,500.
- Median earning increased to \$30,454.
- 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%.

V. Overarching State Strategies

V.A. Identify how the State will use WIA Title I funds to leverage other Federal, State, local, and private resources in order to maximize the effectiveness of such resources and to expand the participation of business, employees, and individuals in the Statewide workforce investment system.

- Revised paragraph 1 for Organizationally Structured for Efficiency, to read: “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.”

V.C. *How is the State **targeting industries and occupations** within the State that are high growth, high demand, and vital to the State's economy?*

- State now participates in the Census Bureau's Local Employment Dynamics program.
- Added reference to State's career information website.
- Deleted "the State plans to conduct a sophisticated supply/demand analysis of target industry clusters, to provide data-driven evidence of target industries and occupations, and to assist WIBs in the preparation of their Plans." After exploration, WDC determined that it was not feasible to obtain useful supply data from a modeling vendor.

V.E. *What State strategies are in place to ensure that sufficient system resources are being spent to **support training of individuals in high growth/high demand industries**?*

- Added: "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."

V.G. *How are the funds reserved for Statewide activities used to **incent** the entities that make up the State's workforce system at the State and local levels to achieve the Governor's vision and address the national strategic direction identified in Part I of this guidance?*

- Added: "Hawaii has requested a waiver from these incentive provisions under required Statewide activities. While awaiting approval of the request, the present incentive policy is in effect."

V.I. *Describe the State's strategies to identify State laws, regulations, policies that impede successful achievement of workforce development goals and strategies to **change** or modify them.*

- Added recommendations from the WDC's latest report to the Governor and the September 2006 forum for workforce partners.

V.J. *Describe how the State will take advantage of the **flexibility** provisions in WIA.*

- Added: 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.

VI. Major State Policies and Requirements

VI.A. *What State policies and systems are in place to support common data collection and reporting processes, information management, integrated service delivery, and performance management?*

- HireNet Hawaii description

VI.C. *What State policies are in place to promote universal access and consistency of service Statewide?*

- Added: “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.”
- Added: “all of the full-service One-Stop Job Centers were equipped with assistive technology devices purchased with WIG funds.”
- Added: “Funds received in PY 2006 under the Disability Navigator Grant will be used to further enhance the delivery of services to persons with disabilities.”

VII. Integration of One-Stop Service Delivery

VII.A. *What State policies and procedures are in place to ensure the quality of service delivery through One-Stop Centers?*

- Deleted statement that a consortium of partners was selected as the operator in all of four of Hawaii’s local areas, as that is no longer true.

VII.E. *How does the State ensure the full array of services and staff in the One-Stop delivery system support human capital solutions for businesses and individual customers broadly? [Ref: WIA §112(b)(14)]*

- HireNet Hawaii description

VIII. Administration and Oversight of Local Workforce Investment System

VIII.A.1. *Is the State is currently redesignating local areas?*

- The State has no plans to re-designate local areas at this time, but will explore redesignation over the next two years.

VIII.C. *How will your State **build the capacity of Local Boards** to develop and manage high performing local workforce investment systems?*

- Added: “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 LWLIB staff and members for participation in national training sessions and conferences.”

VIII.D. **Local Planning Process** -- *Describe the State mandated requirements for local workforce areas’ strategic planning. What assistance does the State provide to local areas to facilitate this process, [Ref: WIA§112(b)(2) and 20 CFR 661.350(a)(13)] including:*

- Incorporated salient points in VIII.D.1 response.

VIII.D.1. *What oversight of the local planning process is provided, including receipt and review of plans and negotiation of performance agreements?*

- Re-organized and simplified; updated for this time period.

VIII.E.1. *Describe any intra-State or inter-State regions and their corresponding performance measures.*

- Substituted: “This geographically isolated and multi-island State constitutes an intra-State “region” in and of itself. The Statewide performance measures for WIA, Wagner-Peyser, and other programs apply.”

VIII.E.2. *Include a discussion of the purpose of these designations and the activities (such as regional planning, information sharing and/or coordination activities) that will occur to help improve performance. For example, regional planning efforts could result in the sharing of labor market*

information or in the coordination of transportation and support services across the boundaries of local areas.

- Substituted: “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.”

VIII.G.1. *Identify the **policies and procedures**, to be applied by local areas, for determining **eligibility** of local level training providers, how performance information will be used to determine **continuing eligibility** and the **agency responsible** for carrying out these activities.*

- Added: “In March 2007, the State requested a waiver to eliminate the subsequent eligibility process, thus allowing providers that the local areas found eligible initially to continue under the initial eligibility process and safeguards.”

VIII.K.1. ***State guidelines for the selection of One-Stop providers by local boards***

- Substituted: “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.”

VIII.K.5. ***Reallocation policies***

- Substituted the policy from the 2000 plan which conforms with WIA.

VIII.K.6. ***State policies for approving local requests for authority to transfer funds (not to exceed 20%) between the Adult and Dislocated Worker funding streams at the local level***

- 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. Until that waiver is granted, the following policy remains in effect.”

IX. Service Delivery

IX.A.4. *What **tools and products** has the **State developed** to support service delivery in all One-Stop Centers Statewide?*

- HireNet Hawaii description

IX.B.2. Describe the approach the State will use to **disseminate** accurate and timely workforce information to businesses, job seekers, and employment counselors, in easy to use formats that are readily accessible within One-Stop Career Centers and at remote locations such as libraries, schools, worksites, and at home.

- Added: “The State Legislature and DLIR now fund universal access to the Career Kokua website for all Hawaii residents.”

IX.B.3. Describe how the State’s Workforce Information Core Products and Services Plan is aligned with the WIA State Plan to ensure that the investments in core products and services support the State’s overall strategic direction for workforce investment.

- Added description of Local Employment Dynamics (“LED”) program, which was brought to Hawaii in 2006.

IX.C.1.a. Describe state strategies and policies to ensure adults and dislocated workers have universal access to the minimum required core services.

- Updated paragraph to: “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.”

IX.C.3.b.ii. Describe innovative training strategies used by the State to **fill skills gaps**.

- Replaced response with up-to-date activities.

IX.C.4.b. Describe the reemployment services you will provide to unemployment insurance claimants and the Worker Profiling services provided to claimants identified as most likely to exhaust their unemployment insurance benefits in accordance with section 3(c)(3) of the Wagner-Peyser Act.

- Personal Reemployment Account program described.

IX.C.4.g. Describe the role LVER/DVOP staff have in the One-Stop Delivery System. How will the State ensure adherence to the legislative requirements for veterans’ staff? How will services under this Plan take into consideration the agreement reached between the Secretary and the State regarding veterans’ employment programs?

- Updated response

IX.D.7. *Are Rapid Response funds used for other activities not described above; e.g., the provision of additional assistance to local areas that experience increased workers or unemployed individuals due to dislocation events?*

- Substitute response: “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.”

IX.G.2. *If your state is participating in the ETA Personal Re-employment Account (PRA) demonstration, describe your vision for integrating PRAs as a service delivery alternative.*

- New response

X. State Administration

X.A. *What **technology infrastructure and/or management information systems** does the State have in place to support the State and local workforce investment activities such as a One-Stop operating system designed to facilitate case management and service delivery across programs, a State job matching system, web-based self service tools for customers, fiscal management systems, etc.?*

- HireNet Hawaii description

X.B. *Describe the State’s plan for use of the funds reserved for **Statewide activities**.*

- Substituted response to read: “The State will use funds under WIA §128(a)(1) to support the statewide activities required under Sections §129(b)(2) and 134(a)(2)(B), 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.”

X.C. *Describe how any waivers or workflex authority (both existing and planned) will assist the State in developing its workforce investment system.*

- Substituted response to read: “The waiver requests listed at Section V.J. will save money and time, will strengthen HireNet Hawaii, and will result in more training providers willing to be Eligible Training Providers.”

X.D.1. Describe the State’s performance accountability system, including any state-system measures and the state’s performance **goals** established with local areas.

- **Performance Indicators** section is updated to present the rationale for Hawaii’s performance goals.

X.D.4. Describe the State’s **common data system and reporting processes in place to track progress**.

- Description of HireNet Hawaii reports.
- Deleted WIA Local Reports Group.

X.D.5. Describe any actions the Governor and State Board will take to ensure collaboration with key partners and continuous improvement of the Statewide workforce investment system.

- Deleted “incentive awards and recognition” as an action to ensure collaboration and continuous improvement.

X.D.8. Include a **proposed level for each performance measure** for each of the two program years covered by the Plan.

Hawaii’s Proposed Negotiated Performance Levels, 2007-2009

WIA		PY 2007	PY 2008
ADULT	Entered Employment Rate	%	%
	Employment Retention Rate	%	%
	Average Earnings	\$	\$
	Employment and Credential Rate	%	%
DISLOCATED WORKER	Entered Employment Rate	%	%
	Employment Retention Rate	%	%
	Average Earnings	\$	\$
	Employment and Credential Rate	%	%
OLDER YOUTH	Entered Employment Rate	%	%
	Employment Retention Rate	%	%
	Average Earnings	\$	\$
	Credential Rate	%	%
YOUNGER YOUTH	Skill Attainment Rate	%	%
	Diploma Attainment Rate	%	%
	Retention Rate	%	%
CUSTOMER SATISFACTION	Employer	%	%
	Customer	%	%
Wagner-Peyser	Entered Employment Rate	%	%
	Employment Retention Rate	%	%
	Average Earnings	\$	\$