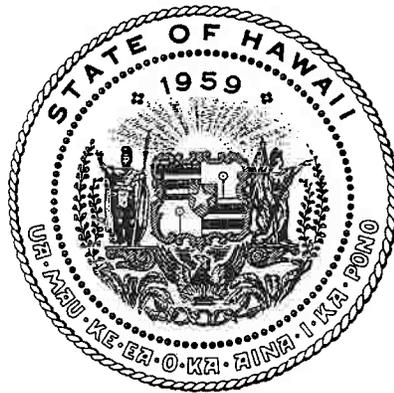

Year Seven

Workforce Investment Act

Title 1-B Annual Report
Program Year July 2006 – June 2007



State of Hawaii

October 1, 2007

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Section One • Workforce Investment Act in Hawaii

Introduction

The Workforce Investment Act (“WIA”) was signed into law in August 1998 and became effective in Hawaii on July 1, 2000. This summary report focuses on the seventh year’s implementation of WIA Title I-B services in Hawaii.

For Program Year 2006 (“PY 2006”, covering July 2006 through June 2007) the United States Department of Labor (“USDOL”) provided \$7.6 million in WIA Title I-B funds to Hawaii. These funds continued employment and training services designed to benefit employers, adults, dislocated workers, and low income youth.

This report describes how WIA Title I-B is organized in Hawaii, highlights state and local activities, and concludes with WIA Title I-B performance results.

Background and Summary

WIA’s cornerstone is the one-stop center system of delivering services. This system improved on prior practices by providing coordinated, customer-friendly and demand-driven services. The one-stop system is designed to meet the needs of employers by providing job placement and business services; and of career seekers by providing core, intensive, and training services and job placement within available resources and eligibility requirements. Each year, there are target performance levels for 17 measures. The targets (goals) are negotiated at the federal-state level and then at a state-local area level. For PY 2006, each of Hawaii’s four local areas adopted the state goals for each of the performance measures.

Federal and state laws govern the implementation of WIA. The Hawaii Workforce Development Council (“WDC”) is designated by law to be the WIA State Workforce Investment Board. Certain ex-officio government officials, private sector chairs of the local area Workforce Investment Boards, and private sector members appointed by the Governor constitute the WDC. The Council serves as WIA policy adviser to the Governor regarding planning, coordination, and oversight of WIA service provision and local delivery. It updates and is guided by the Hawaii Workforce Development Strategic Plan and the State Workforce Investment Act Title I-B July 2005 – June 2007 State Plan.¹ A diagram of the state’s public workforce investment system is provided at page 58 of Appendix 3.

The State of Hawaii Department of Labor and Industrial Relations (“DLIR”) is designated as the WIA state grant administrator. The Department assigned its Workforce Development Division (“WDD”) to administer and monitor WIA grant funds and program operations. At the local area level, each mayor also designated local area grant administrators to oversee funds and operations. In accordance with the law, WIA Title I –B funds are spent on services for adults, dislocated workers, youth programs and on required and allowable statewide activities such as rapid response and capacity building.

¹ The State WIA Plan was updated for the period July 2007 – June 2009.

The Governor also designated Hawaii's four counties as local workforce investment areas ("local areas"). These are:

- City and County of Honolulu (covering the island of Oahu)
- County of Hawaii (covering the island of Hawaii)
- County of Maui (covering the islands of Maui, Lanai, and Molokai)
- County of Kauai (covering the island of Kauai).

About 71% of the state's population is on the island of Oahu, which is the City and County of Honolulu. The islands that make up the counties of Hawaii, Maui, and Kauai are therefore often referred to collectively as the "neighbor islands". The island of Hawaii, because of its size and having the same name as the state, is often referred to as "the Big Island". The County of Kauai is meaningfully smaller, in terms of population and other economic measures, than either the County of Hawaii or the County of Maui.

The Mayors of each county appoint local area Workforce Investment Board ("WIB") members. Together with the Mayors, the local area workforce investment boards are the front-line implementers of WIA. The Oahu WIB selects and monitors its One-Stop operator, whereas the local area grant administrators operate the One-Stop Job Centers on the neighbor islands. Each local board also appoints a local youth council and selects youth service providers. With state guidance, local boards update required local area WIA plans, which include Memoranda of Understanding ("MOUs") between the counties and their One-Stop Job Center partners. Pages 60 and 61 of Appendix 3 list One-Stop Job Center partners and Youth service providers, respectively.

Section Two • State Highlights

Hawaii's Economy²

After several years of strong economic growth peaking in 2004-2005, Hawaii's economy slowed sharply in 2006. The same pressures that gave the economy momentum in the mid-2000s brought the economy to its capacity constraint.

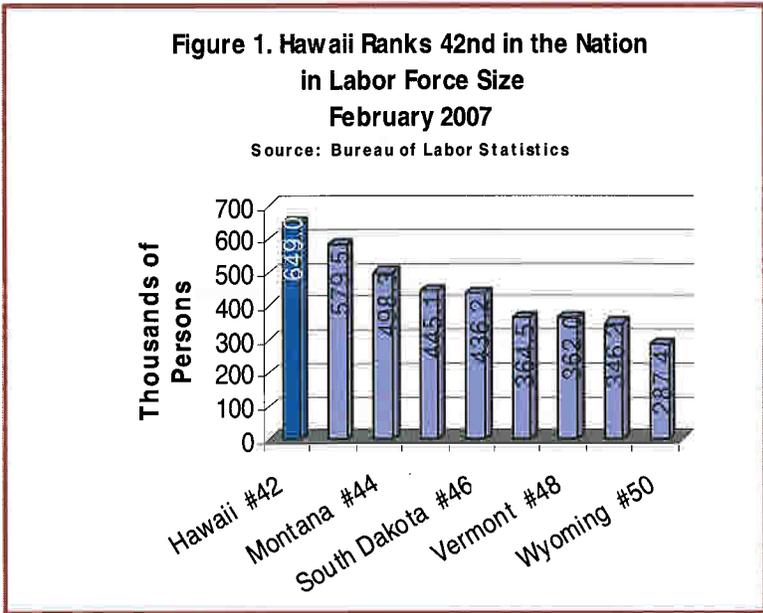
- Nominal income gains in 2006 were eroded by local inflation, around 2% above the national average, at 5.8%. This continued through the first half of 2007, resulting in zero real personal income growth in first quarter 2007.
- Throughout most of 2006, Hawaii's unemployment rate was about 2% below the national average; the flip side of the inflation coin. Hawaii unemployment was 2% during December 2006, an all-time low. In the first half of 2007, there was an upward drift in Hawaii's unemployment rate and job growth slowed.
- Home prices reached their upper bound for their cycle in 2005 and went sideways in 2006, with a modest recovery during the first half of 2007, but not enough to break the underlying downward trend in existing home sales volumes.
- After reaching records in 2005, tourism also failed to rise in 2006. Total visitor arrivals decreased by 0.5% in 2006. Visitor counts in the first half of 2007 continued to run below peak levels set in 2005; it declined 0.6% in the first half of 2007 from the first half of 2006.

Absent the lift from these internal and external drivers, real economic growth decelerated to near zero in 2006. Declining inflation pressures in 2007 and continued growth in nonresidential investment set the stage for a modest deceleration from last year's touch-and-go. Real growth is expected to slowly rise over the next several years.

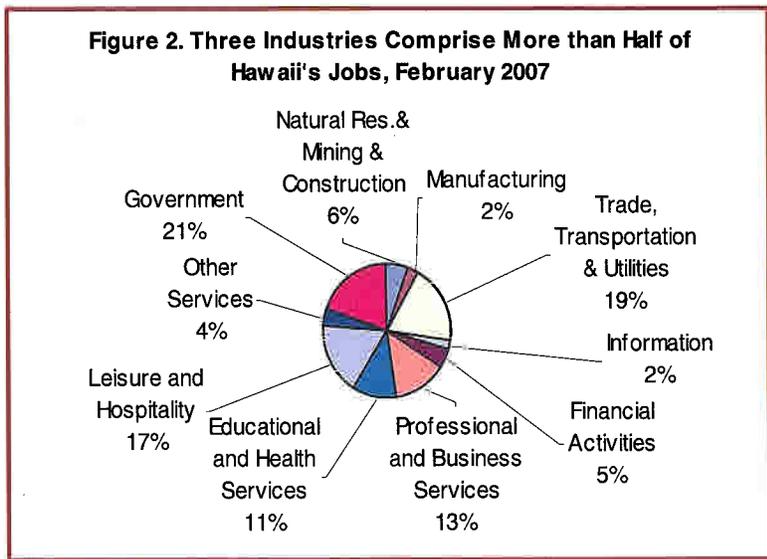
Other trends in Hawaii's economy, as they relate to workforce matters between July 2006 and June 2007, include the following:

- Almost two-thirds of Hawaii's population 16 years and older participate in the labor force. The remainder of the working-age population is not in the labor force, a category that includes homemakers, stay-at-home caregivers, students, disabled persons, and retirees. Hawaii ranks 42nd among the 50 states in the size of its labor force. There are 649,000 persons in the Hawaii labor force.

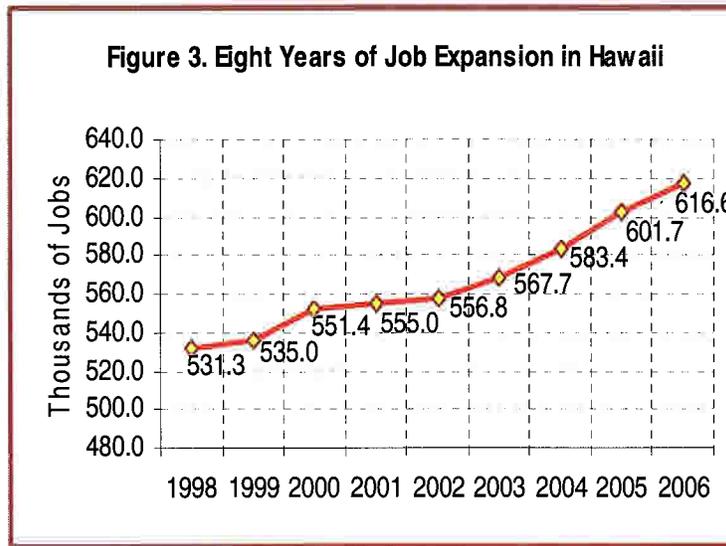
² Source: Bank of Hawaii's Hawaii Economic Trends
Research and Statistics Office, State Department of Labor and Industrial Relations
Section Two • State Highlights



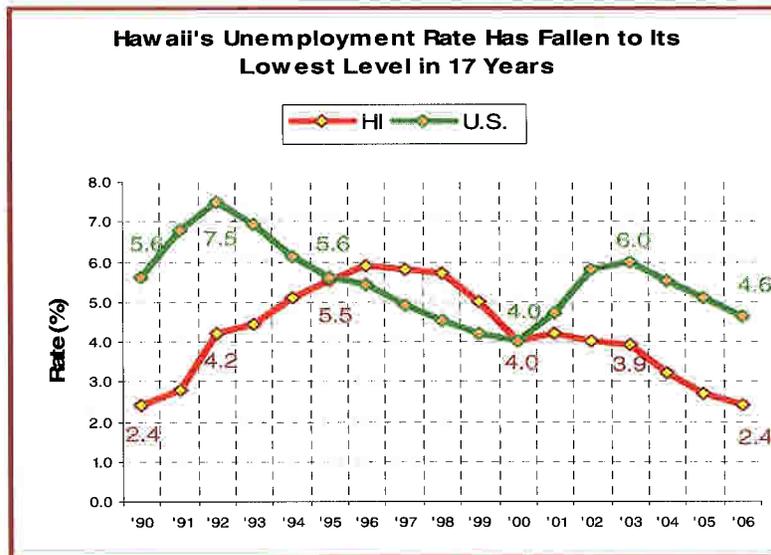
- More than nine out of every ten jobs in Hawaii is in the service-providing industries, and less than one out of every ten jobs is in the goods-producing industries.
- Government, trade/transportation/utilities, and leisure/hospitality are the industry sectors with the largest number of jobs. These three sectors account for more than half of Hawaii's jobs. Professional and business services and educational and health services combined account for almost one of every four jobs. Together, construction, financial activities, and other services account for about one out of every seven jobs. Information and manufacturing comprise the remainder of the jobs.



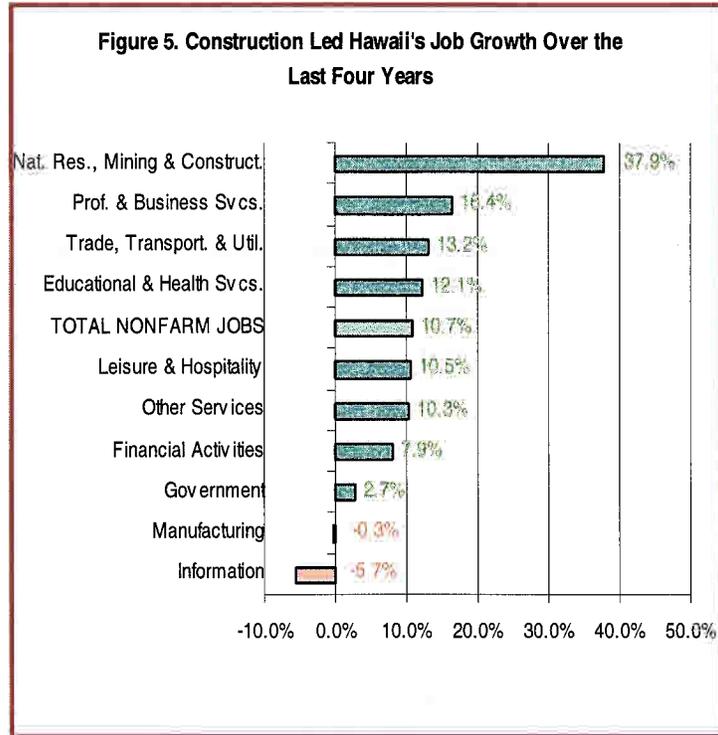
- Hawaii is in its eighth year of job expansion. Its non-farm payrolls reached a record high of 616,550 jobs in 2006. Over the eight year period, 85,250 jobs have been added, with growth particularly robust in the last four years.



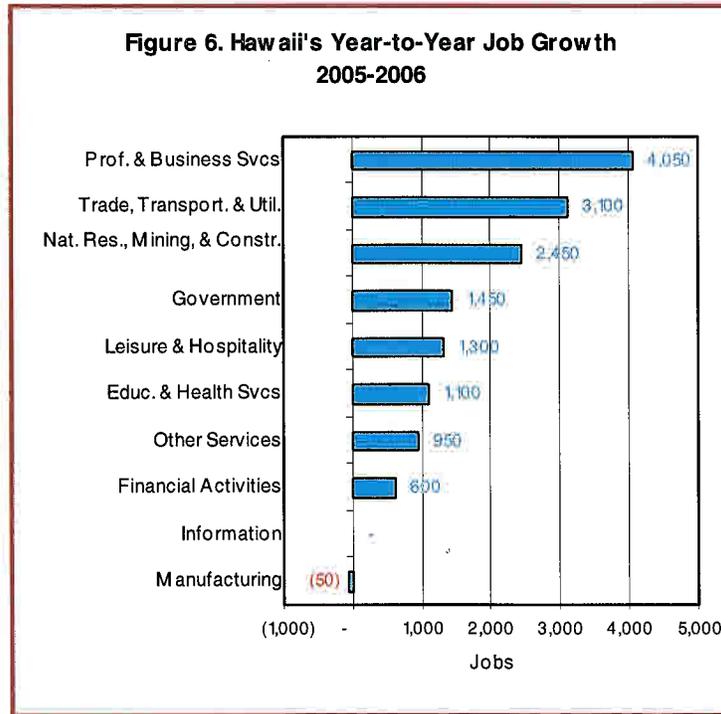
- With the exception of 2001, Hawaii's unemployment rate has dropped each year for the last 10 years. In 2006, Hawaii's unemployment rate was at its lowest level in 16 years and the lowest in the nation. Hawaii's unemployment rate fell to 2.4 percent, the same as it was in 1990.



- Hawaii has had widespread industry job growth in recent years. Eight of Hawaii's 10 major industry sectors gained jobs over the last four years, while two lost jobs.



- In 2006, eight Hawaii industry sectors showed year-to-year job gains, while one remained unchanged and one showed a year-to-year loss (Figure 6).



Workforce Development Council



In addition to the WIA responsibilities described earlier, in PY 2006, WDC facilitated the following matters.

- WDC convened a forum of 125 business and community leaders in September 2006. The purpose was for these key Hawaii stakeholders in workforce development, economic development, and education to learn about and better understand each other's workforce development initiatives and to explore opportunities to pool resources and advance mutually agreed upon actions over the next year.
- WDC assisted local workforce investment boards in their effort to obtain funding under the "Reed Act", which allows distribution of excess unemployment tax revenues. The 2006 state legislature provided the local boards and WDC with \$10 million for improvements in employer outreach and services, labor pool expansion, capacity building, and some operational costs of the One-Stop Job Centers, where both employers and job seekers can find the employment services they need. The 2007 state legislature provided an additional two years for use of the funds. WDC plans to use its funds to create products for business services in One-Stop Job Centers.
- WDC published an annual report to the Governor and state legislature on workforce development in the state. It included recommendations and an inventory of workforce programs and expenditures. It is considered the state's "annual report" on workforce development. The 2007 report (issued in December 2006) can be found at http://www.hawaii.gov/labor/wdc/pdf/WDC_2007_GOV_REPORT_final_122906.pdf.
- To help address Hawaii's labor shortage, WDC prepared, printed and distributed a publication, *Solutions at Work*, to assist employers in finding, hiring, and retaining populations that are underrepresented in the workforce: immigrants, older workers, welfare recipients, people with disabilities, and people with criminal histories. It can be found at <http://www.hawaii.gov/labor/wdc/pdf/Solutions2007.pdf>
- Participation by WDC members and staff in partnerships keeps the Council's ear to the ground on workforce-related issues and brings its voice, agenda, and expertise to these community efforts. Examples include the following:
 - ▶ WDC serves as the Governing Council for HireAbilities, Hawaii's federal Medicaid Infrastructure Grant to the University of Hawaii's Center on Disability Studies. The purpose of the \$500,000 grant for 2007 is to develop work incentives and services for people with disabilities who are qualified to work.

- ▶ Three WDC members served on the Career and Technical Education Coordinating Advisory Council (“CATECAC”). CATECAC advises the University of Hawaii’s Board of Regents on career and technical education and use of the federal Perkins funds.
- ▶ A WDC member serves on the State Rehabilitation Council, which advises the Department of Human Services’ Division on Vocational Rehabilitation on policies and program effectiveness.
- ▶ WDC staff also serve on other boards, such as (a) the University of Hawaii (“UH”) Community College –Department of Education (“DOE”) Coordinating Council, (b) the Agriculture and Natural Resource advisory board for the UH’s Center for Tropical Agriculture and Human Resources, and (c) the DOE’s Skills Panel for the Career Pathway that covers careers in Human Services, Education, Legal & Protective Services, Social Sciences, and Service & Hospitality. Staff assisted the DOE in its planning for the April 2007 Adult Education Institute and delivered a “Real Games” workshop on career exploration by adults.

Workforce Development Division



In addition to managing WIA funds on the Governor’s behalf, WDD is a key partner in the state’s customer-driven workforce development system that assists job seekers, workers and industries. WDD develops and maintains various partnerships with the private sector to identify emerging employment trends, technological advances, declining industries and economic issues. The division develops grant proposals in coordination with other agencies to carry out employment and training program activities and services such as a Certified Nurse Aide Training Program. WDD manages the state’s free job-and-employer matching system, HireNet Hawaii.

HireNet Hawaii

HireNet Hawaii is a virtual one-stop employment system. Launched statewide in July 2006, it provides a wide variety of core employment services to job seekers and employers via the internet. Job seekers can create and post their resumes online, search for jobs, assess work skills, review the latest labor market information data and locate suitable training. Employers are able to post job openings, search through resumes for possible candidates, and receive referrals from the automated matching service to get the best match for their positions. For Hawaii’s WIA workforce professionals, it is a comprehensive case management and reporting system. To familiarize public users and staff with the many features of HireNet Hawaii, numerous training sessions were conducted this past year.

- In June 2006, intensive two-day staff training sessions were conducted in each county to prepare them to enter data into HireNet. In fall of 2006, 31 sessions

provided employers, One-Stop Job Center partners, and other users in each county with tips on using HireNet Hawaii to post jobs and search for candidates.

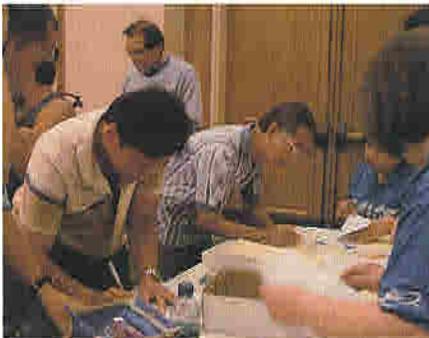
- A series of webinars conducted in March 2007 helped state and county staff learn about different reports available in HireNet and how staff could use the reports to manage performance. WIA Youth service providers in each county also were provided training in late PY 2006 to reinforce and clarify pre-implementation training.

An example of HireNet Hawaii's success is E'Noa Tours's experience. E'Noa Tours recruiter, Theresa Gonzales, was one of many employers who attended a HireNet demonstration in Honolulu. She first became acquainted with HireNet at the Kaneohe Oahu WorkLinks office where she was encouraged to try it. On her own, she found it "very easy to use, very user-friendly". She also liked how she could set her own parameters for the workers sought. Her enthusiasm for HireNet brought her to the demonstration where she learned to use even more features in her recruitment efforts.



Trinidad Ugay (left) assisted by Joanne Kealoha, ILWU Social Services Director

Del Monte Closure



From left-- Therese Gonzales (E'Noa Tours), Deane Toler (Geographic Solutions), Donna S.F. Tso (President, Hong Kong Business Association, one of the sponsors for Oahu sessions)

In late November 2006, Del Monte suddenly announced that it would cease operations in Hawaii by the end of January 2007. Employing close to 500 workers, the company was a major employer in the Kunia area. A series of rapid response sessions were quickly planned and carried out by a team of team of WDD, Unemployment Insurance, and Oahu WorkLinks at the job site or close by to familiarize workers with training and employment-related services. Job fairs, training provider workshops, and other sessions in December 2006 and early-2007 helped workers find other jobs or pursue training. Because WIA formula funds were too limited to assist the large numbers of Del Monte workers, \$569,230 in WIA National Emergency Grant funds and \$500,000 in Trade Adjustment Act funds were obtained to provide intensive services, training, and job development

services. All services were planned and implemented in collaboration with the Oahu WorkLinks, WDD, the Unemployment Insurance Division, International Longshore and Warehouse Union ("ILWU"), and community leaders.

Certified Nurse Aide Training

A federal grant of \$1.9 million earmarked for Hawaii to increase the capacity of health care professionals became operational on the counties of Maui, Kauai, and City and County of Honolulu. The State Department of Health worked with University of Hawaii Community Colleges to deliver training, and One-Stop Job Centers assisted with recruitment, case management, and provision of supportive services. Because start-up of the classes took longer

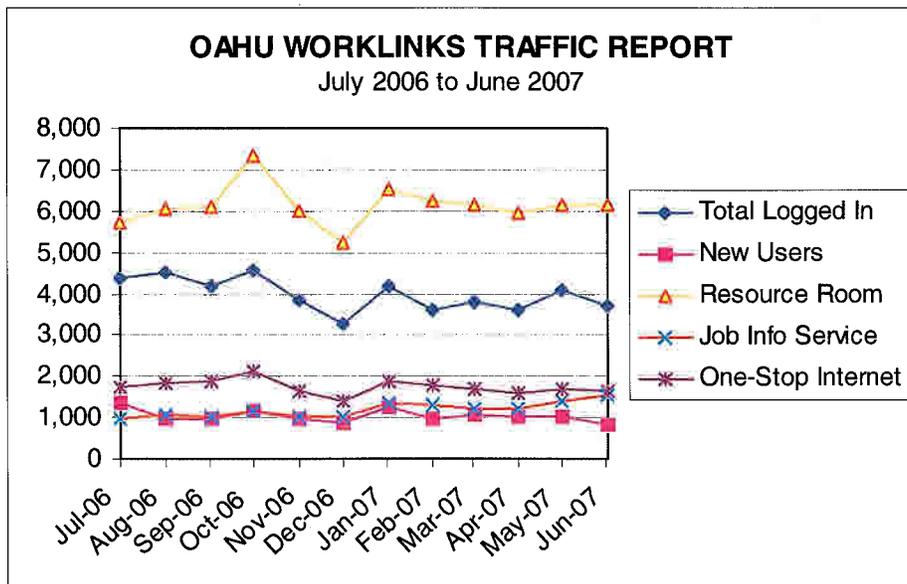
than anticipated, a request to extend the grant beyond the ending date of December 31, 2007 was submitted to the federal government and currently is being reviewed.

Oahu Workforce Investment Board



The Oahu workforce system, managed by the Oahu Investment Board (“OWIB”), continues to serve the island’s workforce needs and pursues continuous improvements at every opportunity.

During PY 2006, 50,264 visits were made to the OWIB resource rooms. A total of 14,098 customers used the job information service and 3,075 customers attended workshops on resume writing, interviewing, career exploration, self-employment, job search and basic computer skills. 20,770 customers indicated that they came to the centers to obtain access to the internet. 12,315 new customers were served on site while 19,413 customers were served off site at job fairs, rapid response sessions, military Transition Assistance Programs and other community events.



Welfare Programs

OWIB and its partners have a Welfare Programs Section that provides employment development and job preparation services under agreements with the State Department of Human Services, Benefit, Employment and Support Services Division, Vocational Rehabilitation and Services for the Blind Division, and Hawaii Public Housing Authority. The overall theme of the Welfare Programs Section is to provide assistance to needy families and to end dependence of needy families by promoting job preparation and work incentives.

- Hoa`la Program

The Hoa`la Program provides Job Preparation Services for welfare recipients through an intergovernmental contract with the Department of Human Services’ First to Work Program. The federal Budget Deficit Reduction Act of 2005 requires

states to meet strict federal performance outcomes, which requires many of the welfare families to meet statutory work requirements.

The Hoa`la Program promotes the positive outcome of welfare families to make a successful transition from welfare dependence to work. An important ingredient to a positive change is to possess a positive attitude about oneself and life. The Hoa`la curriculum creates a learning environment that stimulates participants' willingness to learn and their motivation to work. The curriculum includes lesson plans in resume writing, interviewing techniques, self-discovery, how to find a job, job retention and life skills training. Last fiscal year, 150 individuals participated in the two-week Hoa`la Job Readiness training activity, and 1,560 individuals were served in the Hoa`la Job Club activity. The total number of individuals served was 1,710 participants. During the last quarter of the fiscal year, the Hoa`la Program broadened its scope to increased services and resources for the island of Oahu.

The Hoa`la Food Stamp Employment training program continued to provide a 16 hour employment assessment training for 162 Able Bodied Adults without Dependents enrolled in the First to Work Program during fiscal year 2006-07. Hoa`la provided Job Readiness workshops for 898 Oahu WorkLinks customers.

A new contract with the State Vocational Rehabilitation and Services for the Blind Division started July 2006. The Oahu Branch "Ready, Set, Work" two weeks Job Preparation and Life Skills training activity served persons with disabilities seeking gainful employment. The participants experienced a positive and caring learning environment, which helped to build self-confidence. The program successfully served 212 individuals with disabilities.

- Family Self-Sufficiency Program:

OWIB also implemented a Family Self-Sufficiency ("FSS") Program on behalf of the State Public Housing Authority for their Section 8 clients. FSS promotes employment and encourages savings among families receiving Section 8 vouchers or certificates. It empowers recipients of housing subsidies to establish escrow accounts and provides case management services that assist families in their transition to self-sufficiency.

The program continued to produce outstanding results through its intensive case management of Section 8 families enrolled with its Five-Year Program. On April 30, 2007 the FSS program graduated its first family through the Five Year Program milestone. This was a huge accomplishment for the FSS program that resulted in a total of 22 successful families graduating and receiving \$95,627.86 in escrow checks. Of these



Family Self-sufficiency Program
Mike Isobe (Supervisor, Section 8 Applications Branch) congratulating Cynthia Doerr and Deborah Doerr on receiving their escrow check.

22 families, only three remained on the Section 8 assistance program and the rest achieved self-sufficiency. During this reporting period alone, over six families graduated with over \$34,995. The program enjoyed an 86% employment rate. Eighty-two out of 97 families had escrow accounts that they could use to further their education and job training; or to contribute towards their down payment costs.

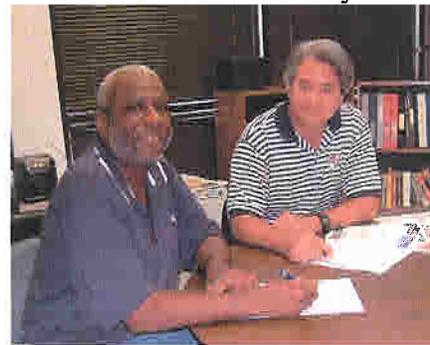
New Program Initiatives in PY 2006

OWIB also managed a number of new program initiatives in PY 2006, including the following:

- Work Readiness Program for People Experiencing Homelessness

OWIB continued its partnerships with homeless service providers, churches, State and community agencies to implement the project funded under a Community Development Block Grant. People who are experiencing homelessness and have serious barriers to employment seldom access the available resources and services that are available. The project aims to engage the participation of these individuals by providing a supportive and structured environment for them to develop basic socialization and life skills, explore their interests, develop career goals, build their confidence and ease their transition to the world of work.

The program has served 60 individuals since its inception, and as of the end of June, nine individuals entered employment.



Work Readiness Program
George Jemison (left) employed at Commercial Building Maintenance and his Work Readiness Program Employment Consultant, Jerry Vierkoetter

- Del Monte National Emergency Grant



Del Monte Essential Skills Class
Seated (from left): Albert Voltaire Valencia, Esmeria Dimaya, Severina Delos Santos, Clarina Cabana.
Standing (from left): Rogelio Garcia, Leslie Lyum (Instructor), Shirley Resurrection, Margarita Gabbac, Andrelyn Sacro.

As mentioned earlier, when Del Monte Fresh Produce announced the closure of its Oahu operations two years earlier than expected, a national emergency grant (“NEG”) was submitted and approved by the U.S. Department of Labor to provide career planning, re-training and re-employment services to 180 Del Monte workers. OWIB coordinated grant activities with the Trade Act programs administered by the State Workforce Development Division that

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offer tuition assistance, weekly allowances, wage subsidies, job search and relocation allowance, and health care tax credit. A Rapid Response team consisting of the State's Unemployment Insurance Division, Workforce Development Division, OWIB and other partners organized numerous orientation sessions for the workers to provide information on the benefits available from the various programs and to register them for services. Within the first couple of months of the announcement, OWIB also organized a job fair and a training provider fair to encourage the workers to obtain new jobs and prepare for new careers.

As of the end of June 2007, bilingual staff followed up with about 240 former workers; assisted 50 with wage subsidies; and enrolled 27 in remedial education, English as a Second Language, and occupational skills training. The team also provided career development, goal planning, job search assistance and job club activities to the former workers.

- Department of Health Certified Nurse Aide ("CNA") Training Program

OWIB is a provider of case management services to the CNA Training Program (mentioned earlier) funded by an earmark grant from the U.S. Department of Labor to address the shortage of direct caregiver workers in Hawaii. Training classes are provided by the Community Colleges. Training is followed by an optional apprenticeship component at hospitals, nursing homes and other medical facilities. Graduates were certified by the State Department of Health and their credentials were portable nationwide.

As of June 30, 38 people were enrolled. 33 completed training and 11 received certification. 17 were provided job referrals and 4 entered unsubsidized employment in the healthcare field.

- Reed Act Activities

The 2006 Hawaii State Legislature appropriated funds from the Unemployment Trust Fund ("Reed Act funds") to the state's four workforce investment boards to carry out activities to improve employer outreach and services, labor force pool expansion, capacity building, and to fund some shared costs for the operations of the one-stop centers. The City received slightly over \$5 million, available for use until June 30, 2007. The 2007 State Legislature extended the period to June 30, 2009. The City's Reed Act Plan outlined outreach efforts and enhanced services to small businesses, particularly businesses located on the Leeward side. Desired outcomes included increased employer usage of OWIB's One-Stop Job Center services, such as job posting, training, referral and hiring. To expand the labor pool, outreach is being provided to populations that are currently under-represented in the workforce, such as immigrants with limited English proficiency, ex-offenders, individuals with disabilities, at-risk youth, discouraged workers and people experiencing homelessness. Career assessment, counseling, job readiness training and employment services are also planned for an estimated 500 youth and adults. Improved job matching is also being implemented to increase the pool of qualified job applicants to meet the needs of employers. Lastly, the funds will also

be used to improve the technology infrastructure of the delivery system such as replacing old computers and purchasing video conferencing equipment.

Adult and Dislocated Workers Programs

All eight Adult and Dislocated Worker Program performance measures were either met or within 80% of target. An improvement in its data management is a likely factor contributing to more accurate (and favorable) reporting of its outcomes. Better information on individual participants enabled staff to more thoroughly complete follow-ups. OWIB plans to continue improvements in the future, particularly with respect to strengthening its Dislocated Worker program outcomes.

Youth Programs

OWIB showed a marked improvement in its Youth Programs in PY 2005, which continued into PY 2006. In PY 2006, building upon its PY 2005 enhancements, OWIB made the following program modifications.

- The Youth Operator implemented secondary case management services to assist service providers with:
 1. outreach/recruitment services,
 2. intake/assessment, and
 3. follow up services.
- The Youth Program developed a Request for Proposals for Qualified Vendors that invited private, non-profit agencies and private, for profit agencies to apply to be considered for selection to a vendor list to provide the following training and activities in the 2007 Program Year:
 1. Academic instruction;
 2. Occupational training;
 3. Work experience and/or work-readiness training; and
 4. Youth Development

Examples of youth achievement in PY 2006 include the following.

- A team of four youth participants placed 3rd in a robotics competition which included 20 teams from various high schools on Oahu.
- Two financial institutions (American Savings Bank and Waialua Federal Credit Union) conducted financial literacy training for 50 youth participants.
- Ninety-eight youth participants attained a high school diploma/GED.

Hawaii County Workforce Investment Board



BIG ISLAND WORKPLACE

PY 2006 was a challenging year for the Hawaii County Workforce Investment Board (“HCWIB”) as it dealt with major reductions in funding. HCWIB joined in collaborative partnerships that enabled it to continue serving eligible populations in Hawaii County.

Adult Program

All Adult outcomes were met or within at least 80% of their targets. The program served a high number of at-risk populations whose multiple -- and, at times, insurmountable --barriers contributed to lower outcomes for the Adult Entered Employment and Employment Retention Rates, particularly in West Hawaii. Examples of HCWIBs outreach to at-risk populations include the following.

- In PY 2006, HCWIB’s WIA management and staff successfully linked with Going Home, Hawaii County’s new prison-to-community reentry initiative that provides employment and training opportunities to ex-offenders completing incarceration at the local penal institutions. Eligible participants are assessed and then co-case managed with case workers from partner agencies, such as the Public Safety facilities, Goodwill Industries, Big Island Substance Abuse Council, and ALU LIKE (a program for native Hawaiians). Furloughees, parolees, and probationers are sent to HCWIB for employment and training services. Those seeking intensive and training services were referred to HCWIB’s WIA Adult Program. HCWIB was able to expand its participation by using staff supported by the Reed Act funds described earlier.

Further, Bridge House, a support agency for the ex-incarcerated in West Hawaii, and HCWIB established a working agreement to serve those available and interested in WIA training programs. WIA counselors worked with Bridge House case managers in co-case managing this population.

- The Local Veterans Employment Representative, co-located at HCWIB one-stop, was instrumental in making referrals and working in tandem with HCWIB’s WIA staff to address specialized needs of veterans enrolled in WIA.

Dislocated Worker Program

There were fewer company closures and mass layoffs than in the previous year, resulting in a lower-than-expected enrollment rate. Nonetheless, the various community partnerships achieved in reasonable outcomes in PY 2006. All performance measures were met or exceeded with the exception of Employment Retention, which reached 96% of its target. Some examples of how HCWIB managed are as follows.

- The Hawaii Community College’s Rural Development Project allowed HCWIB to enroll its DW participants in its Intensive and Training modules at no cost to WIA.
- With limited funding, many DW participants fully utilized HCWIB’s resource centers in Hilo and Kona for Core and some Intensive Services. A partnership agreement with ALU LIKE, Inc. allowed HCWIB to provide Core and Intensive service assistance to other interested participants.
- Several participants switched from training for the hospitality industry and pursued the Certified Nurse Aide training which was supported by a grant described earlier.
- As with the Adult Program (but in fewer numbers), HCWIB’s DW Program utilized the resources of several partnerships and community agencies. This included: ALU LIKE, youth service provider Paxen’s Forward March, Going Home, Veterans Program, and other Reed Act-funded outreach services.

Youth Programs

HCWIB now has two strong youth service providers to deliver its In- and Out-of-School programs. They are both following the lead of the established Adult WIA programs and strengthening partnerships that can facilitate attainment of performance goals. For instance, they are establishing a relationship with entities that can provide transportation, developing business contacts that can provide work-experience, and utilizing the island’s community college and its career pathways models.

Kauai Workforce Investment Board



Your Kaua'i One-Stop Job Center

Program Year 2006 was also extremely challenging for the Kauai Workforce Investment Board (“KWIB”). In addition to severe funding constraints, there was major staff turnover. Staff changes included: the County’s WIA Administrator, the Adult and Dislocated Worker program’s only full-time Case Manager, and ALU LIKE’s Youth Program Island Manager. KWIB’s Youth Council also lost three seasoned members, including the Council Chair, resulting in a gap in experienced leadership for the youth program.

Despite being a year of transition for all programs, progress was made in refining successful programs and strengthening partnerships with businesses and organizations that are supportive of its mission.

Adult and Dislocated Worker Programs

Both programs did well in the Retention and Average Earnings outcomes. However, the Entered Employment Rate and Credential Rate goals continue to be difficult to attain. This is partly because the abundance of well-paying cash jobs during this period of “full employment” on Kauai tends to lure clients away from WIA programs before completion.

Problems with PY 2005 and PY 2006 documentation of long-term training activities were identified mid-year. This resulted in considerable time being diverted to research and subsequent corrections to records and reports. This made assessment of actual performance difficult.

As on the Big Island (island of Hawaii), partnering is critical to KWIB operations. Work with the Kauai Rural Development Project, ALU LIKE, Inc. and other agencies enabled KWIB's One-Stop Job Center to effectively utilize limited resources to maximize benefits to participants. For instance, the annual Kauai Job Fair in May 2007 had an 18% increase in employer participation.

Youth Programs

KWIBs Younger Youth program performed well, significantly exceeding its goals for all three measures. The Older Youth program exceeded its goals for Credential Rate and Average Earnings, but Entered Employment and Employment Retention continue to lag significantly. These poor outcomes are partially due to effects related to the programs' small number of participants and exiters. To improve performance, KWIB's youth service provider has established a closer working relationship with the Kauai Community School for Adults, and set education as the priority for the youth who enter the program. It will also provide intense follow up with participants.

Section Three • WIA Title I-B Results

Analysis

The seventh year of WIA implementation reflects continuing hard work during the program year. Of the 17 WIA performance measures established by the Act, Hawaii met or was above the 80% allowable variance level³ for 14 of its performance goals. Of the three remaining measures, one (Older Youth Entered Employment) was not met, and the two “customer satisfaction” measures are not available. Hawaii is unable to report on its Customer Satisfaction and Employer Satisfaction outcomes, because the vendor of its data management system (HireNet) was unable to extract data for the surveys and developing the means to record and calculate survey results. As a result, customer satisfaction surveys were not conducted.

The tables on the next two pages list the 17 WIA performance measures, and summarize each of Hawaii’s four local areas’ success in meeting their respective negotiated performance goals, by (1) Type of Measure and (2) Recipient of Service, respectively. As mentioned earlier, in Hawaii, each of the four local areas adopted the State’s goals as its goals.

As part of the state’s efforts to improve its performance, corrective action is ongoing, particularly for the county of Honolulu, which is by far the largest of the four local areas. That work is reflected in this year’s results. Further, Honolulu’s, as well as the neighbor islands’, efforts are expected to increasingly improve the state’s outcomes as they are incorporated in the calculation of the performance measures. Results are not readily evident because of the staggered data periods required by each measure’s formula.

Client Characteristics

Hawaii’s unemployment rate is regularly at or among the lowest in the country. For adults, this generally means that anyone who is “employable” is likely to have a job, and those who remain unemployed have additional challenges. The remaining One-Stop Job Center client pool is more difficult to serve than in the past (when the “jobs-to-job seekers” ratio was more favorable to employers). This difficult-to-place pool, coupled with an under-funded system, adversely affects Hawaii’s performance outcomes, particularly the entered employment and retention results.

³ See USDOL Employment Training Guidance Letter (“TEGL”) 8-99.

Grouped by Type of Measure-PY 2006 Performance Measure Achievement Statewide and By Local Area

	<i>PERFORMANCE MEASURE</i>	<i>STATE</i>	<i>Honolulu</i>	<i>Hawaii</i>	<i>Maui</i>	<i>Kauai</i>
1	Entered Employment Rate- Adult Program	x	x	x	x	xx
2	Entered Employment Rate-Dislocated Worker Prog.	x	x	✓	xx	xx
3	Entered Employment Rate-Youth Program (Older)	xx	x	xx	xx	xx
4	Employment Retention Rate- Adult Program	x	✓	x	x	✓
5	Employment Retention Rate-Dislocated Worker Prog.	✓	✓	x	✓	✓
6	Employment Retention Rate- Youth Program (Older)	x	x	✓	✓	xx
7	Retention Rate-Youth Program (Younger)	x	✓	x	xx	✓
8	Average Earning - Adult Program	✓	✓	x	✓	x
9	Average Earning - Dislocated Worker Program	✓	✓	✓	✓	✓
10	Earning Change-Youth Program (Older)	✓	✓	✓	✓	✓
11	Credential/Diploma Rate-Adult Program	✓	✓	✓	x	xx
12	Credential/Diploma Rate- Dislocated Worker Program	✓	✓	✓	xx	xx
13	Credential/Diploma Rate-Youth Program (Older)	✓	✓	xx	xx	✓
14	Diploma Rate -Youth Program (Younger)	x	✓	xx	xx	✓
15	Skills Attainment Rate-Youth Program (Younger)	✓	✓	x	✓	✓
16	Customer Satisfaction Level- Participants	---	---	---	---	---
17	Customer Satisfaction Level-Employers	---	---	---	---	---

Source: Table O Series of this Report

Legend: ✓ Met or exceeded negotiated level
 x Did not meet negotiated level
 xx Did not meet 80% of negotiated level

Grouped by Recipient of Service - PY 2006 Performance Measure Achievement Statewide and By Local Area

	<i>PERFORMANCE MEASURE</i>	<i>STATE</i>	<i>Honolulu</i>	<i>Hawaii</i>	<i>Maui</i>	<i>Kauai</i>
1	Adult Program - Entered Employment Rate	x	x	x	x	xx
2	Adult Program - Employment Retention Rate	x	✓	x	x	✓
3	Adult Program - Average Earning	✓	✓	x	✓	x
4	Adult Program - Employ./Credential Rate	✓	✓	✓	x	xx
5	Dislocated Worker Program - Entered Employ. Rate	x	x	✓	xx	xx
6	Dislocated Worker Program - Employ. Retention Rate	✓	✓	x	✓	✓
7	Dislocated Worker Program - Average Earning	✓	✓	✓	✓	✓
8	Dislocated Worker Program - Employ./Credential Rate	✓	✓	✓	xx	xx
9	Youth Program (Older) - Entered Employment Rate	xx	x	xx	xx	xx
10	Youth Program (Older) - Employment Retention Rate	x	x	✓	✓	xx
11	Youth Program (Older) - Earning Change	✓	✓	✓	✓	✓
12	Youth Program (Older) - Credential Rate	✓	✓	xx	xx	✓
13	Youth Program (Younger) - Skills Attainment Rate	✓	✓	x	✓	✓
14	Youth Program (Younger) - Diploma Rate	x	✓	xx	xx	✓
15	Youth Program (Younger) - Retention Rate	x	✓	x	xx	✓
16	Customer Satisfaction Level- Participants	---	---	---	---	---
17	Customer Satisfaction Level-Employers	---	---	---	---	---

Source: Table O Series of this Report

Legend: ✓ Met or exceeded negotiated level
 x Did not meet negotiated level
 xx Did not meet 80% of negotiated level

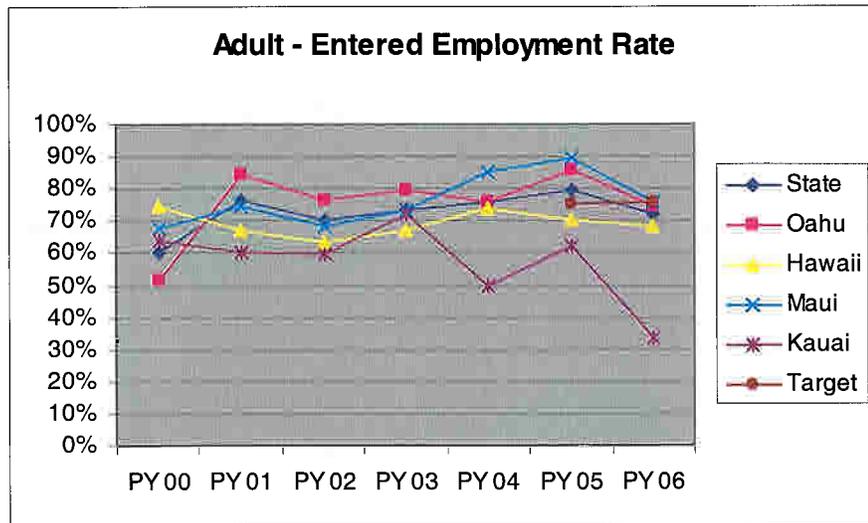
Adult Programs

Hawaii met or was within 80% of all of its Adult performance targets.

All four LWIBs missed their Entered Employment Rate targets. Oahu, Hawaii, and Maui were within 80% of target, with only Kauai falling below 80%.

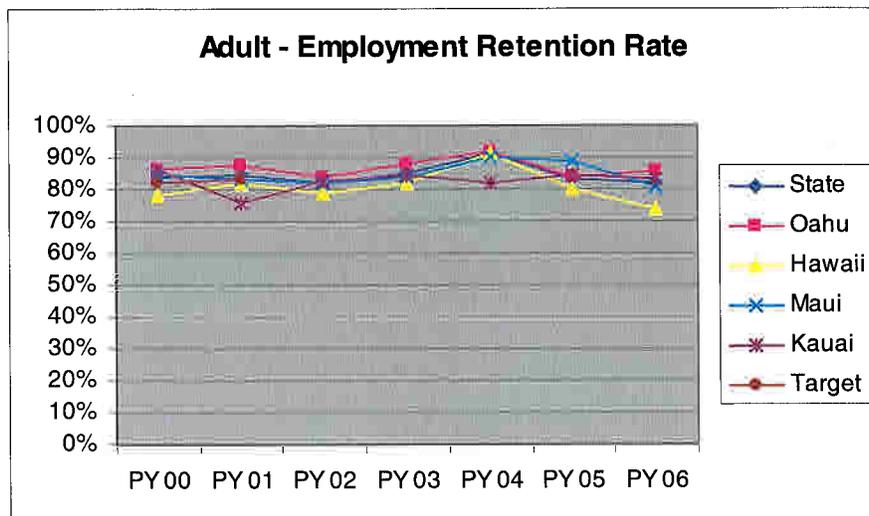
One possible explanation for this downturn after 3 years of 3% gains each year may be the introduction of HireNet, which shifted customer patterns. For

instance, in PY 2006, the State recorded 3,618 WIA Adult participants and 2,991 WIA Adult exiters. In PY 2005, there were 822 Adult participants and 445 Adult exiters. The increased numbers may be attributable to self-served adults. It is reasonable to assume that the availability of a self-serve option would be used by a higher-skilled client, which would result in the remaining population of less-skilled clients that would be more difficult to place.



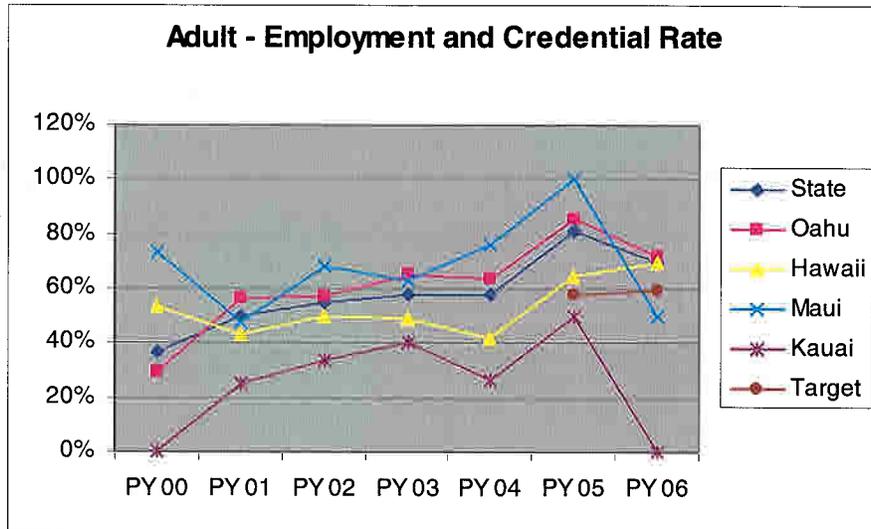
In addition, outcomes were adversely affected by the conscious decision by local areas to pursue clients that are severely challenged. For instance, as described in the preceding section, Oahu reached out to clients with multiple barriers to entering employment, including (1) lower basic and occupational skills, (2) those experiencing homelessness; and (3) criminal and substance abuse histories. The Big Island linked with at-risk populations, particularly ex-offenders.

Another reason for the downturn in this measure is the lack of a system to monitor participants who move out-of-state and secure employment elsewhere.



For reasons just described for the Adult Entered Employment Rate, the state did not reach its Adult Employment Retention target, but was within 98% of target at 81.7%. As shown by the chart, three of the four local areas were within striking range of the target.

With respect to the Adult Average Earnings measure, the State achieved \$10,951, exceeding its \$10,332 goal by over \$600. Oahu and Maui also did very well in this area. The Average Earnings Measure is difficult to gauge, since this is the first year of its measurement. This outcome is clearly aided by Hawaii's current unemployment situation, which prompts employers to increase pay levels as they compete for workers in Hawaii's tight labor market.

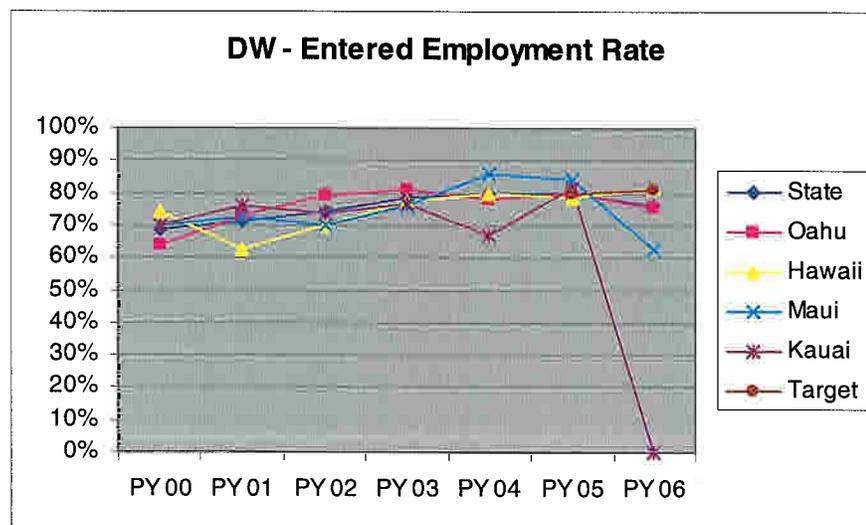


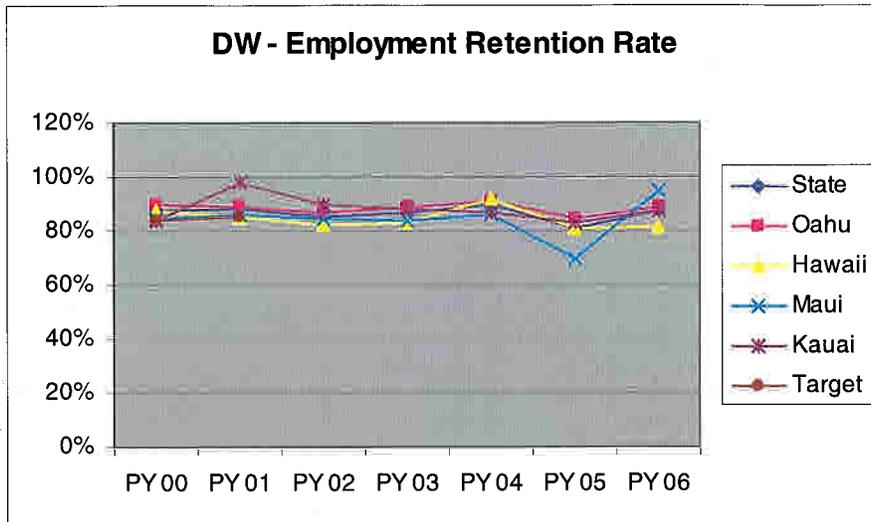
Hawaii met its Adult Employment and Credential rate by a comfortable margin; recording 69.5%. This is 10% above target. This is also a decrease from PY 2005's results, but as described last year, PY 2005 results were likely an anomaly due to a concerted effort to improve data management.

Dislocated Worker Programs

Hawaii's PY 2006 Dislocated Worker outcomes were relatively close to target; achieving targets for the Employment Retention Rate, Average Earnings Rate, and Employment and Credential Rate, and missing the Entered Employment Rate. Generally, because of Hawaii's strong economy, the number of dislocated worker participants has been decreasing. As with the Adult Program, the Average Earnings Measure is difficult to gauge, since this is the first year of its measurement.

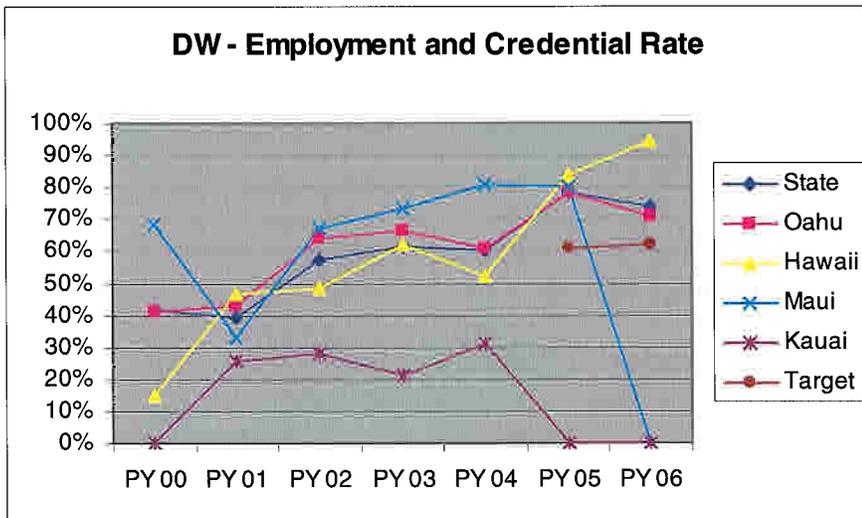
As with the Adult program, there was difficulty achieving the Entered Employment goal due to the effects of a decrease in funding and the effect of self-service on the client pool. The State's 76.2% outcome for PY 2006 was within 94% of target.





Three of the four local areas comfortably exceeded the DW Employment Retention Rate; enabling the State to reach its goal. The State outcome is 87.5%. It's goal was 85.0%.

Here again, similar to the Adult Program outcomes, the state exceeded its DW Average Earnings goal, because all four local areas exceeded their goal. The State achieved \$14,641, exceeding its \$13,019 goal by slightly over \$1,600. The Big Island did particularly well, achieving \$15,248.

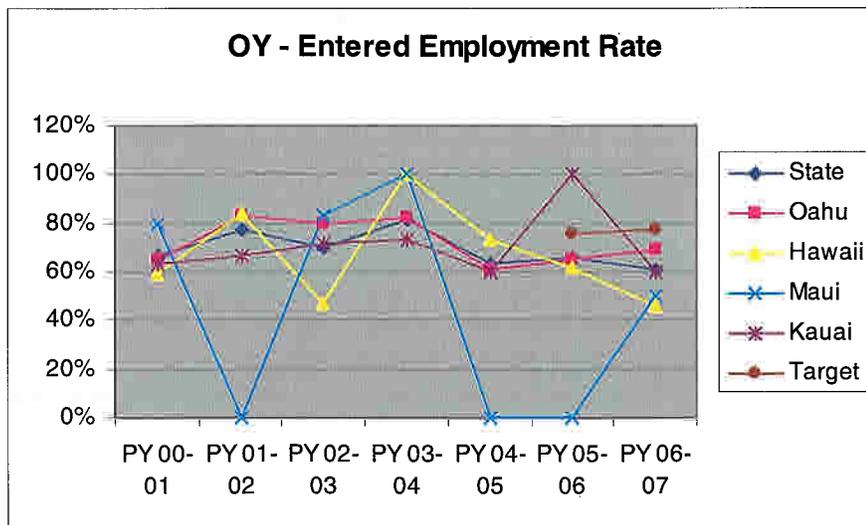


With respect to the Employment and Credential rate, the State's outcome is 73.9%, over 11% above target. Oahu essentially continued the gain it showed in PY 2005; going from 61% in PY 2004 to 78% in PY 2005 to 71% in PY 2006. The Big Island continued its impressive gains, largely due to the strength of the partnerships described earlier; going from 52% in PY 2004 to 84% in PY 2005 to 95% in PY 2006.

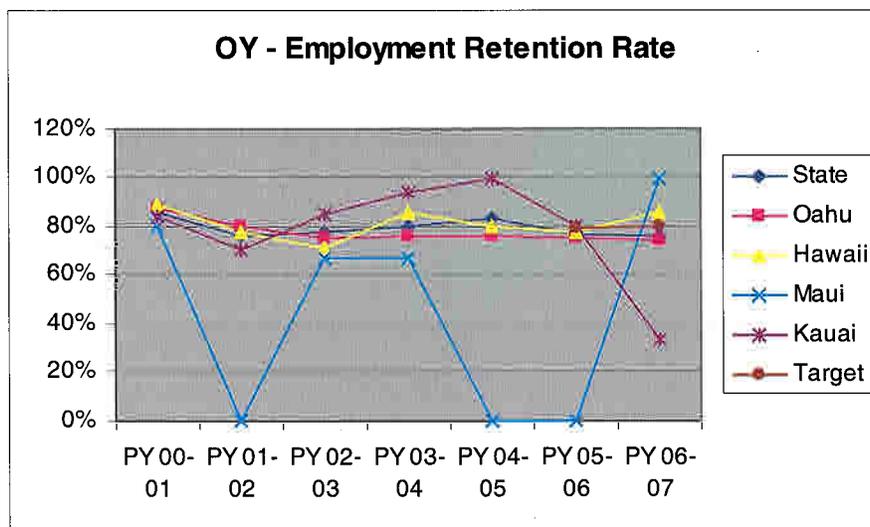
Older Youth Programs

Hawaii is continuing to focus on improving its youth programs. Since the PY 2006 measures include data from prior periods, it will take a while to reflect these improvements. Hawaii met its Older Youth Earnings Change target and its Credential target. It was within 80% of its Older Youth Employment Retention target and missed its Older Youth Entered Employment target. Another consideration is that the relatively small numbers of participants and exiters causes wide variations in annual results, as demonstrated by the Kauai results.

Hawaii's Older Youth Entered Employment Rate is 60.9% for PY 2006. Oahu showed a 4% improvement in this measure, but this was not enough to offset the Big Island's drop of 15%. The State's PY 2006 result was lower than PY 2005 by 5%, and missed its Older Youth Entered Employment target by 16%. As illustrated by



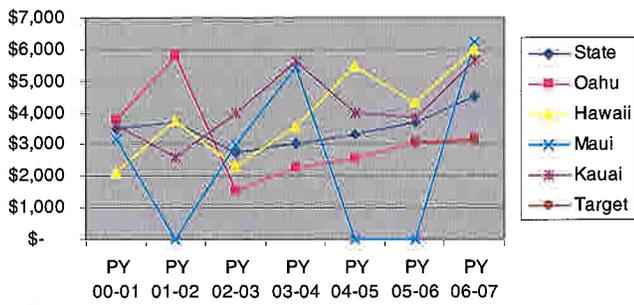
this graph of Hawaii's outcomes, because of the small numbers of clients in this program, results will vary widely depending on the characteristics of a small number of exiters in a given program year. For instance, Hawaii would have been within the 80% margin for this measure in PY 2006 if one more Older Youth could have been counted in this year's results.



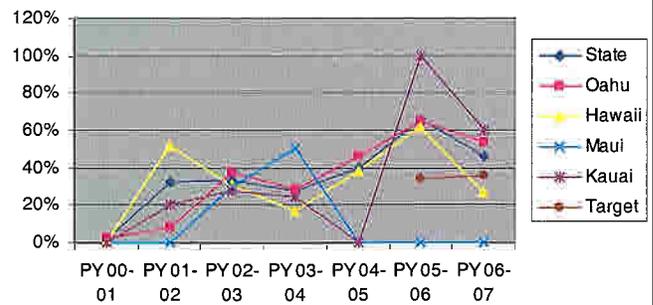
The State's Older Youth Employment Retention outcome was within 80% of its target. The target was 80%. The State achieved 75.6%. The Big Island achieved 85.7%, well above its 80% target. Oahu missed its target by about 6%.

The state did well on meeting its targets for Older Youth Earnings Change (achieving \$4,491, well above its \$3,100 target) and its Credential Rate (recording 45.9%, above its 36% target). As with the adult results, this is likely due to Oahu and Big Island employers paying higher salaries in response to competition for workers in Hawaii's tight job market, and the improved Credential Rates are due to improvements in data management. The Big Island, Maui, and Kauai did particularly well on the Earnings change. Oahu's Credential Rate was able to offset poor Big Island and Maui results.

OY - Average Earnings



OY - Credential Rate

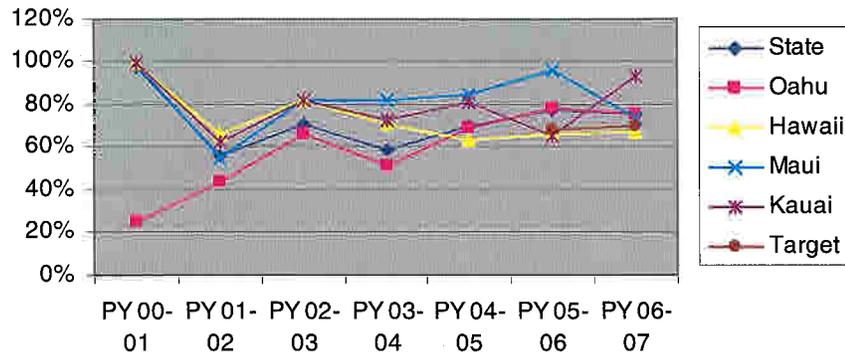


Younger Youth Programs

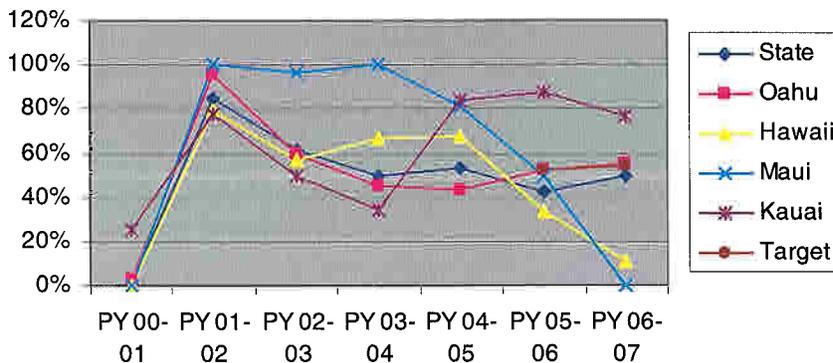
As with its Older Youth Programs, Hawaii is working towards improvement and its current results do not yet fully reflect that effort. Hawaii met its Skill Attainment Rate target and was within 80% of its Diploma Rate and Retention Rate targets.

Hawaii's PY 2006 Younger Youth Skill Attainment Rate is 75.7%, over 5% above target. This is a slight decline in PY 2006's Rate; about 1% below the PY 2005 rate. However, since improvements over the preceding two years were 11 % in PY 2004 and 7% in PY 2005, PY 2006 results reflect continued achievement of a vastly improved outcome. Kauai reported a 28% improvement in this measure.

YY - Skill Attainment Rate

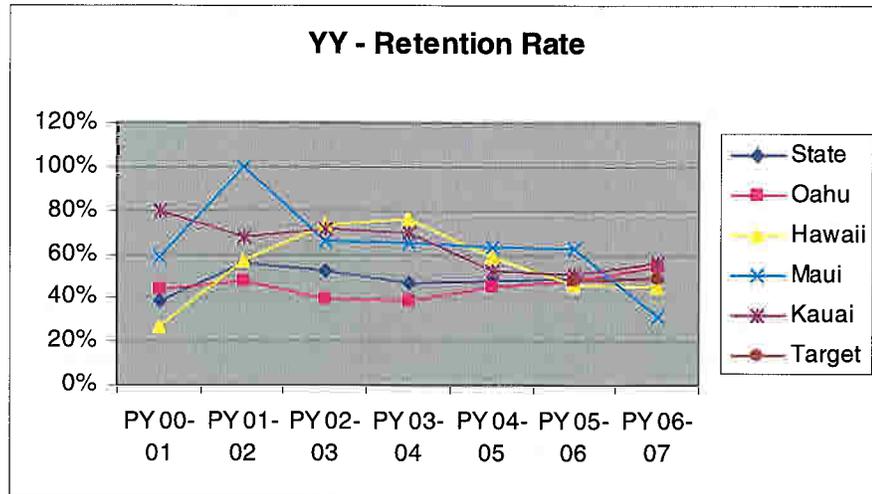


YY - Diploma or Equivalent Attainment Rate



The State's Younger Youth Diploma or Equivalent Attainment Rate is 49.7%, within 80% of target. Although the state missed its 54% target, this is an 8% increase in PY 2006 results over PY 2005. This is largely due to Oahu and Kauai improvements.

The State's Younger Youth Retention Rate for PY 2006 is 48.5%; 0.5% below target and well within the 80% margin. Both Oahu and Kauai reported a 6% improvement. Its Younger Youth Retention Rate outcome is 48.5%.



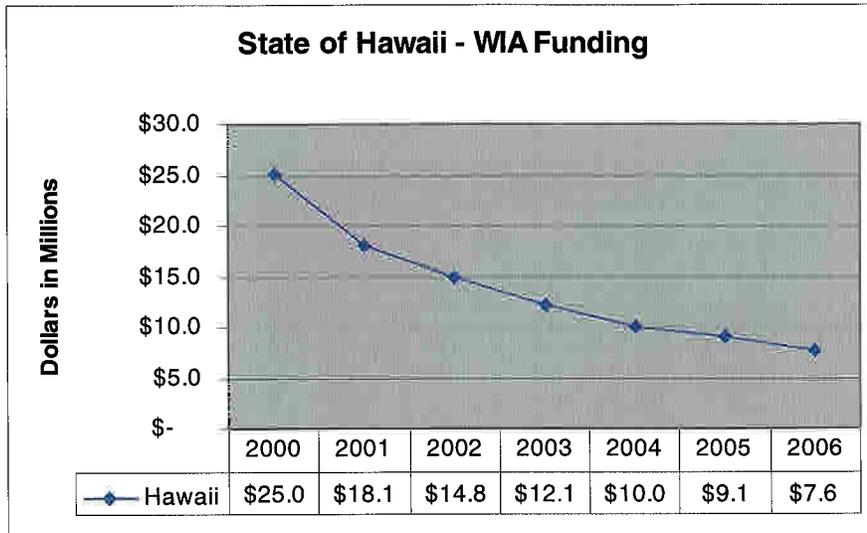
Customer Satisfaction Results

The vendor for the State's HireNet system had difficulty in extracting data for a customer satisfaction surveys and developing the means to record and calculate survey results. As a result, customer satisfaction surveys were not conducted.

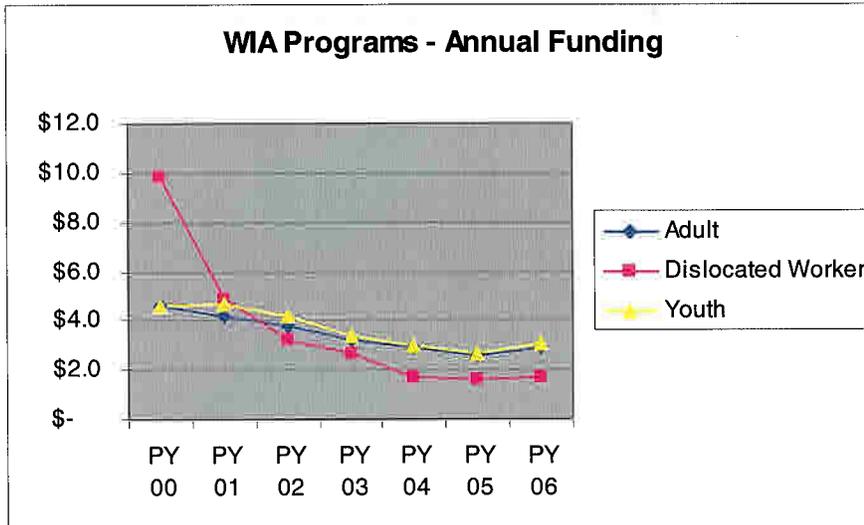
Cost Effectiveness

Hawaii was provided with \$7.6 million in WIA funds for PY 2006. This is a 16% reduction from the year before, and continues a steep decline in available funding. Due in large part to Hawaii's low unemployment rate, the formula-driven amount of WIA funds has declined since 2000, as shown on the following charts for total state WIA funding and for WIA funding by program.

2000-2006 Total Hawaii WIA Funding

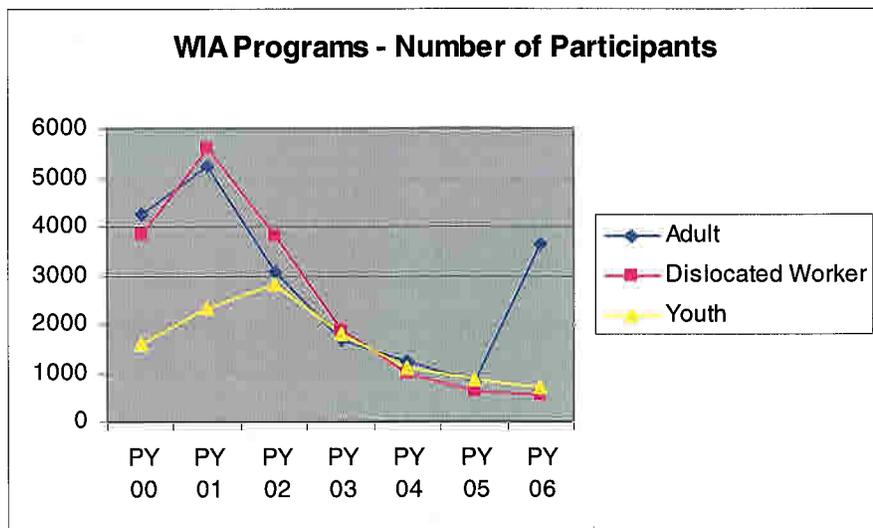


2000-2006 Hawaii WIA Funding by Programs



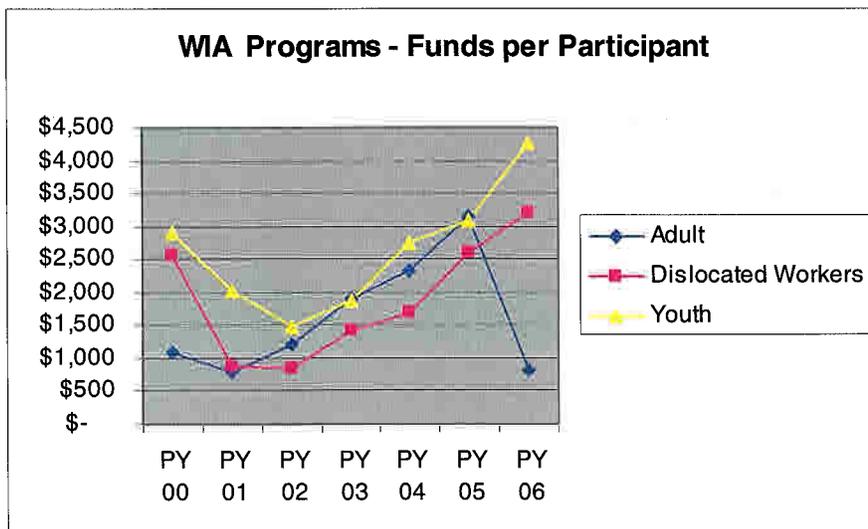
Reduced funding is a major factor in the declining number of participants the Hawaii workforce system is able to serve, as shown below. The sharp increase in Adult participants in PY 2006 is due to the inclusion of self-serve participants in the count.

Number of Hawaii WIA Participants - Program Years 2000-2006



The programs served 4,849 participants (an increase of 2,529 this program year) at an average funding per-participant of \$1,571 (a lower per-participant cost of \$1,404 from PY 2005). But for the effect of self-served participants on ratios for the Adult program, there would be significantly higher funding-per-participant ratio each year, as shown below. Two primary reasons for this increase are (1) the lower number of participants, for reasons described earlier, and (2) more training and on-the-job training than in prior years, as required by Hawaii's focus on at-risk populations. Hawaii's funding has been reduced to the point wherein fixed costs are a disproportionately large part of total cost, and there are few remaining funds to support additional participants.

Hawaii Funding Per Program Participant - Program Years 2000-2006



Hawaii Program Funding - Program Year 2006

<i>Target Population</i>	<i>PY 2006 Participants</i>	<i>PY 2006 Funding</i>	<i>Funding per Participant</i>
Adults	3,618	\$ 2,924,759	\$ 808
Dislocated Workers	520	\$ 1,669,881	\$ 3,211
Youth	711	\$ 3,020,792	\$ 4,249
Total	4,849	\$ 7,615,432	\$ 1,571

Evaluation Activities

There are three primary ongoing approaches to the state's evaluation of WIA activities. These are:

- evaluation studies,
- incentive awards, and
- assessment and monitoring related to continuous improvement.

Generally, recent Hawaii WIA evaluations have focused on (1) how to improve its performance outcomes, particularly for youth programs, and (2) how to compensate for reduced federal funding while increasing its effectiveness as a customer-driven workforce system. Strategies developed focus on improved data management, follow-up, and communication of expectations to service providers (including the inclusion of expectations in contracts). Work began in September 2005 and has continued since. Results have been meaningful and will continue to accrue. As stated throughout this report, as the data periods used in the calculation of performance outcomes increasingly include results after 4th quarter 2005, Hawaii's outcomes will correspondingly reflect improvements.

Evaluation Studies

There is nothing new to report.

Incentive Awards

Due to the ongoing lack of funds, in 2007, the state requested waivers from the requirement to make incentive awards.

Continuous Improvement

The state received technical assistance from USDOL-funded Social Policy Research Inc. ("SPR") in August 2006. They followed-up on their earlier PY 2005 training sessions and reinforced their recommendations regarding performance enhancement issues, which focused on several "high-impact" areas for continuous improvement and change.

In the course of monitoring and reviewing performance data, WDD staff regularly evaluates the workforce system's effectiveness. In particular, each quarter, WDD staff reviews performance reports for the state as a whole and for each local area. An analysis of each local area's performance on the 15 performance measures is prepared and sent to the local area grantees. Where the performance outcomes are below the negotiated performance levels, the local area grantees are requested to submit a corrective action plan that includes the possible causes for the low performance and the steps that will be taken to improve the outcomes.

During the first quarter of the PY 2006, WDD staff met with some of the lower performing youth providers in an attempt to determine the cause of the below-plan outcomes and to provide technical assistance. Although considerable training on performance measures had been provided in the preceding year, it was discovered that the youth providers' staff still did not

have a clear understanding of the data elements. The technical assistance provided by WDD appeared to improve the local area's Skill Attainment outcomes by the end of the third quarter and the Diploma Attainment outcomes by the end of the fourth quarter.

WIA Required Data of Performance

Table A – Workforce Investment Act Customer Satisfaction

Customer Satisfaction	Negotiated Performance Level – ACSI	Actual Performance Level – ACSI	Number of Customers Surveyed	Number of Customers Eligible for the Survey	Number Included in the Sample	Response Rate
Participants	82%	---	---	---	---	---
Employers	71%	---	---	---	---	---

Table B - Adult Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76%	71.9%	228
			317
Employment Retention Rate	83%	81.7%	318
			389
Average Earnings	\$10,332	\$10,951.3	\$3,482,514
			318
Employment And Credential Rate	59	69.5%	137
			197

The vendor for the State's HireNet system had difficulty in extracting data for a customer satisfaction surveys and developing the means to record and calculate survey results. As a result, customer satisfaction surveys were not conducted.

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
	Entered Employment Rate	69.6%	48	66.7%	8	70.0%	7	86.4%
	69		12		10		22	
Employment Retention Rate	69.6%	39	61.9%	13	75.0%	6	82.9%	29
		56		21		8		35
Average Earnings	\$9,166.3	\$357,485	\$13,588.5	\$176,651	\$9,608.8	\$57,653	\$10,666.5	\$309,328
		39		13		6		29
Employment And Credential Rate	66.7%	24	44.4%	4	50.0%	3	78.6%	11
		36		9		6		14

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	73.3%	110	70.7%
	150		167	
Employment Retention Rate	83.9%	162	79.6%	156
		193		196
Average Earnings	\$11,305.1	\$1,831,434	\$10,583.8	\$1,651,080
		162		156

Table E - Dislocated Worker Program Results

Measure	Negotiated Performance Level	Actual Performance Level	
		Percentage	Count
Entered Employment Rate	81%	76.2%	215
			282
Employment Retention Rate	85%	87.5%	251
			287
Average Earnings	\$13,019	\$14,640.5	\$3,660,114
			250
Employment And Credential Rate	62%	73.9%	88
			119

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count
Entered Employment Rate	80.8%	21	100.0%	5	62.8%	27	0.0%	0
		26		5		43		0
Employment Retention Rate	63.2%	12	80.0%	4	67.6%	23	100.0%	2
		19		5		34		2
Average Earnings	\$15,488.1	\$185,857	\$16,505.3	\$66,021	\$15,337.2	\$352,755	\$17,093.0	\$34,186
		12		4		23		2
Employment And Credential Rate	69.2%	9	100.0%	3	27.3%	3	0.0%	0
		13		3		11		0

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	77.2%	88	75.6%	127
		114		168
Employment Retention Rate	90.6%	106	85.3%	145
		117		170
Average Earnings	\$15,267.6	\$1,618,364	\$14,178.8	\$2,041,750
		106		144

Table H.1 - Youth (14-21) Program Results

	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	---	48.8%	182
			373
Attainment of Degree or Certificate	---	38.5%	115
			299
Literacy and Numeracy Gains	---	0.0%	0
			6

Table H.2 - Older Youth (19-21) Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	77%	60.9%	28
			46
Employment Retention Rate	80%	75.6%	31
			41
Earnings Change	\$3,100	\$4,491.4	\$ 161,690
			36
Credential Rate	36%	45.9%	28
			61

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	14.3%	1	---	---	50.0%	1	62.8%	27
		7	---	---		2		43
Employment Retention Rate	85.7%	6	---	---	0.0%	0	73.0%	27
		7	---	---		0		37
Earnings Change	\$3,223.0	\$19,338	---	---	\$0	\$0	\$4,247.2	\$135,909
		6	---	---		0		32
Credential Rate	14.3%	1	---	---	0.0%	0	45.6%	26
		7	---	---		2		57

Table J - Younger Youth (14-18) Results

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	70%	75.7%	435
			575
Youth Diploma or Equivalent Rate	54%	49.7%	79
			159
Retention Rate	49%	48.5%	174
			359

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	75.4%	52	72.4%	21	75.8%	269
		69		29		355
Youth Diploma or Equivalent Attainment Rate	20.0%	2	66.7%	2	53.2%	59
		10		3		111
Retention Rate	43.1%	22	41.2%	7	49.1%	83
		51		17		169

Table L - Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Increase (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	81.0%	346		\$2,180,822	0.4%	1		\$989,871	0.0%	0
		427	\$5,192.4	420		228	\$4,360.7	227		110
Dislocated Workers	84.7%	277		\$4,107,658	0.5%	1		\$1,334,654	0.0%	0
		327	94.2%	\$4,362,562		215	\$6,266.0	213		88
Older Youth	77.3%	34		\$151,347	0.0%	0		\$75,312		
		44	\$3,880.7	39		28	\$2,896.6	26		

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	4,124	3,272
Total Adults (self-serve <u>only</u>)	2,915	2,584
WA Adults	3,618	2,991
WIA Dislocated Workers	520	286
Total Youth (14-21)	711	329
Younger Youth (14-18)	640	270
Older Youth (19-21 yrs)	71	59
Out-of-School Youth	469	209
In-school Youth	242	120

Table N - Cost of Program Activities

July 1, 2005– June 30, 2006

Program Activity		Total Federal Spending
Local Adults		\$ 2,289,551
Local Dislocated Workers		\$ 1,565,543
Local Youth		\$ 2,305,787
Rapid Response (up to 25%) WIA Section 134(a)(2)(A)		\$ 39,920
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$ 1,332,884
Statewide Allowable Activities WIA Section 134 (a) (3)	Worker Reemployment	\$ 0
	Additional County Admin	\$ 0
	Capacity BLDG (WDD/Counties)	\$ 0
	Program Service (WDC)	\$ 111,980
Total of All Federal Spending Listed Above		\$ 7,645,665

Note: Local Administrative outlay at county level is not included in the above table, as instructed in TEGL 14-00, Change 1.

Local Administration: \$800,775

Table O – STATE Performance

STATE OF HAWAII	Total Participants Served	Adults	3618	
		Dislocated Workers	520	
		Older Youth (19-21)	71	
		Younger Youth (14-18)	640	
	Total Exiters	Adults	2,991	
		Dislocated Workers	286	
		Older Youth (19-21)	59	
		Younger Youth (14-18)	270	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	---	
	Employers	71%	---	
Entered Employment Rate	Adults	76%	71.9%	
	Dislocated Workers	81%	76.2%	
	Older Youth	77%	60.9%	
Retention Rate	Adults	83%	81.7%	
	Dislocated Workers	85%	87.5%	
	Older Youth	80%	75.6%	
	Younger Youth	49%	48.5%	
Average Earnings (Adults, Dislocated Workers)	Adults	\$10,332	\$10,951.3	
	Dislocated Workers	\$13,019	\$14,640.5	
Six Months Earnings Increase (Older Youth)	Older Youth	\$3,100	\$4,491.4	
Credential/Diploma Rates	Adults	59%	69.5%	
	Dislocated Workers	62%	73.9%	
	Older Youth	36%	45.9%	
	Younger Youth	54%	49.7%	
Skill Attainment Rate	Younger Youth	70%	75.7%	
Placement in Employment or Education	Youth (14-21)	---	48.8%	
Attainment of Degree or Certificate	Youth (14-21)	---	38.5%	
Literacy or Numeracy Gains	Youth (14-21)	---	0.0%	
Overall Status of STATE Performance		Not Met	Met	Exceeded
Note: Two Customer Satisfaction Outcomes not included.		7	0	8

Table O – Local Performance

Local Area Name	Total Participants Served	Adults	2,179	
		HONOLULU	Dislocated Workers	301
		Older Youth (19-21)	53	
		Younger Youth (14-18)	452	
ETA Assigned # <u>15020</u>	Total Exitors	Adults	1,820	
		Dislocated Workers	151	
		Older Youth (19-21)	41	
		Younger Youth (14-18)	192	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	---	
	Employers	71%	---	
Entered Employment Rate	Adults	76%	74.4%	
	Dislocated Workers	81%	75.5%	
	Older Youth	77%	69.2%	
Retention Rate	Adults	83%	85.5%	
	Dislocated Workers	85%	89.0%	
	Older Youth	80%	73.9%	
	Younger Youth	49%	54.0%	
Average Earnings (Adults, Dislocated Workers)	Adults	\$10,332	\$11,510.9	
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$13,019	\$14,854.1	
	Older Youth	\$3,100	\$3,154.7	
Credential/Diploma Rates	Adults	59%	71.7%	
	Dislocated Workers	62%	70.7%	
	Older Youth	36%	53.8%	
	Younger Youth	54%	55.4%	
Skill Attainment Rate	Younger Youth	70%	75.3%	
Placement in Employment or Education	Youth (14-21)	---	54.2%	
Attainment of Degree or Certificate	Youth (14-21)	---	41.7%	
Literacy or Numeracy Gains	Youth (14-21)	---	0.0%	
Overall Status of HONOLULU Performance		Not Met	Met	Exceeded
Note: Two Customer Satisfaction Outcomes not included.		4	0	11

Table O – Local Performance

Local Area Name HAWAII COUNTY	Total Participants Served	Adults	677	
		Dislocated Workers	131	
		Older Youth (19-21)	6	
		Younger Youth (14-18)	80	
ETA Assigned # 15020	Total Exiters	Adults	538	
		Dislocated Workers	96	
		Older Youth (19-21)	13	
		Younger Youth (14-18)	30	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	---	
	Employers	71%	---	
Entered Employment Rate	Adults	76%	68.1%	
	Dislocated Workers	81%	81.6%	
	Older Youth	77%	46.2%	
Retention Rate	Adults	83%	73.5%	
	Dislocated Workers	85%	81.5%	
	Older Youth	80%	85.7%	
	Younger Youth	49%	45.3%	
Average Earnings (Adults, Dislocated Workers)	Adults	\$10,332	\$9,752.0	
	Dislocated Workers	\$13,019	\$14,081.2	
Six Months Earnings Increase (Older Youth)	Older Youth	\$3,100	\$6,013.0	
Credential/Diploma Rates	Adults	59%	69.7%	
	Dislocated Workers	62%	94.7%	
	Older Youth	36%	26.7%	
	Younger Youth	54%	10.5%	
Skill Attainment Rate	Younger Youth	70%	67.4%	
Placement in Employment or Education	Youth (14-21)	---	37.6%	
Attainment of Degree or Certificate	Youth (14-21)	---	29.2%	
Literacy or Numeracy Gains	Youth (14-21)	---	0.0%	
Overall Status of HAWAII COUNTY Performance		Not Met	Met	Exceeded
Note: Two Customer Satisfaction Outcomes not included.		9	0	6

Table O – Local Performance

Local Area Name MAUI COUNTY	Total Participants Served	Adults	281	
		Dislocated Workers	65	
		Older Youth (19-21)	7	
		Younger Youth (14-18)	55	
ETA Assigned # <u>15020</u>	Total Exitters	Adults	250	
		Dislocated Workers	30	
		Older Youth (19-21)	2	
		Younger Youth (14-18)	15	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	---	
	Employers	71%	---	
Entered Employment Rate	Adults	76%	75.8%	
	Dislocated Workers	81%	62.5%	
	Older Youth	77%	50.0%	
Retention Rate	Adults	83%	80.5%	
	Dislocated Workers	85%	95.1%	
	Older Youth	80%	100.0%	
	Younger Youth	49%	31.3%	
Average Earnings (Adults, Dislocated Workers)	Adults	\$10,332	\$10,771.3	
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$13,019	\$15,247.9	
	Older Youth	\$3,100	\$6,232.0	
Credential/Diploma Rates	Adults	59%	50%	
	Dislocated Workers	62%	0.0%	
	Older Youth	36%	0.0%	
	Younger Youth	54%	0.0%	
Skill Attainment Rate	Younger Youth	70%	73.4%	
Placement in Employment or Education	Youth (14-21)	---	44.4%	
Attainment of Degree or Certificate	Youth (14-21)	---	9.1%	
Literacy or Numeracy Gains	Youth (14-21)	---	0.0%	
Overall Status of MAUI COUNTY Performance		Not Met	Met	Exceeded
Note: Two Customer Satisfaction Outcomes not included.		9	0	6

Table O – Local Performance

Local Area Name KAUAI	Total Participants Served	Adults	481	
		Dislocated Workers	23	
		Older Youth (19-21)	5	
		Younger Youth (14-18)	53	
ETA Assigned # <u>15020</u>	Total Exitters	Adults	383	
		Dislocated Workers	9	
		Older Youth (19-21)	3	
		Younger Youth (14-18)	33	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82%	---	
	Employers	71%	---	
Entered Employment Rate	Adults	76%	33.3%	
	Dislocated Workers	81%	0.0%	
	Older Youth	77%	60.0%	
Retention Rate	Adults	83%	83.3%	
	Dislocated Workers	85%	87.5%	
	Older Youth	80%	33.3%	
	Younger Youth	49%	56.0%	
Average Earnings (Adults, Dislocated Workers)	Adults	\$10,332	\$10,068.9	
	Dislocated Workers	\$13,019	\$13,311.6	
Six Months Earnings Increase (Older Youth)	Older Youth	\$3,100	\$5,668.0	
Credential/Diploma Rates	Adults	59%	0.0%	
	Dislocated Workers	62%	0.0%	
	Older Youth	36%	60.0%	
	Younger Youth	54%	76.9%	
Skill Attainment Rate	Younger Youth	70%	93.4%	
Placement in Employment or Education	Youth (14-21)	---	48.3%	
Attainment of Degree or Certificate	Youth (14-21)	---	31.0%	
Literacy or Numeracy Gains	Youth (14-21)	---	0.0%	
Overall Status of KAUAI Performance		Not Met	Met	Exceeded
Note: Two Customer Satisfaction Outcomes not included.		7	0	8

TERMS AND DEFINITIONS

Performance Measurement Elements for Adult Service Recipients

<u>Measure</u>	<u>Formula</u>
Entered Employment	<p>Of those adults who are not employed at registration: The number of adults who have entered employment by the end of the first quarter after exit</p> <p style="text-align: center;">Divided by</p> <p>The number of adults who exit during the quarter</p>
Retention Rate	<p>Of those adults who are employed in the first quarter after exit: The number of adults who are employed in the third quarter after exit</p> <p style="text-align: center;">Divided by</p> <p>The number of adults who exit during the quarter</p>
Average Earnings	<p>Of those adult participants who are employed in the first, second, <u>and</u> third quarters after the exit quarter: Total earnings in the second quarter + total earnings in the third quarter after the exit quarter</p> <p style="text-align: center;">Divided by</p> <p>Number of adult participants who exit during the quarter.</p>
Employment and Credentials Rate	<p>Of the adults who receive training services: The number of adults who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit</p> <p style="text-align: center;">Divided by</p> <p>The number of adults who exited during the quarter</p>

Performance Measurement Elements for Dislocated Worker Service Recipients

Measure	Formula
Entered Employment	<p>The number of dislocated workers who have entered employment by the first quarter after exit</p> <p>Divided by</p> <p>The number of dislocated workers who exit during the quarter</p>
Retention Rate	<p>Of those who are employed in the first quarter after exit:</p> <p>The number of dislocated workers who are employed in the third quarter after exit</p> <p>Divided by</p> <p>The number of dislocated workers who exit during the quarter</p>
Average Earnings	<p>Of those adult participants who are employed in the first, second, <u>and</u> third quarters after the exit quarter:</p> <p>Total earnings in the second quarter + total earnings in the third quarter after the exit quarter</p> <p>Divided by</p> <p>Number of adult participants who exit during the quarter.</p>
Employment and Credentials Rate	<p>Of the dislocated workers who receive training services:</p> <p>The number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit</p> <p>Divided by</p> <p>The number of dislocated workers who exited during the quarter</p>

**Performance Measurement Elements for Older Youth
(Age 19 to 21 years-old) Service Recipients**

<u>Measure</u>	<u>Formula</u>
Entered Employment	<p>Of those who are not employed at registration and who are not enrolled in post-secondary education or advanced training the first quarter after exit:</p> <p>The number of older youth who have entered employment by the first quarter after exit</p> <p>Divided by</p> <p>The number of older youth who exit during the quarter</p>
Retention Rate	<p>Of those who are employed in the first quarter after exit and are not included in post-secondary education or advanced training in the third quarter after exit:</p> <p>The number of older youth who are employed in the third quarter after exit</p> <p>Divided by</p> <p>The number of older youth who exit during the quarter</p>
Earnings Change	<p>Of those who are employed in the first quarter after exit and are not included in post-secondary education or advanced training in the third quarter after exit:</p> <p>[Total post-program earnings (earnings in quarter 2 + quarter 3 after exit)]</p> <p>Minus</p> <p>[Pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration)]</p> <p>Quantity divided by</p> <p>Number of older youth who exit during the quarter</p>
Credential Rate	<p>The number of older youth who were in employment/post-secondary education/advanced training by the end of the first quarter after exit and received a credential by the end of the third quarter after exit</p> <p>Divided by</p> <p>The number of older youth who exited during the quarter</p>

**Performance Measurement Elements for Younger Youth
(Age 14 to 18 years-old) Service Recipients**

<u>Measure</u>	<u>Formula</u>
Skills Attainment	<p>Of all in-school youth and any out-of-school youth who are assessed to be in need of basic skills, work readiness skills and/or occupational skills:</p> <p>Total number of basic skills goals attained + number of work readiness skills goals attained + number of occupational skills goals attained</p> <p>Divided by</p> <p>Number of basic skills goals + number of work readiness skills goals + number of occupational goals set</p>
High School or General Equivalency Diploma Attainment	<p>Of those who register without a diploma or its equivalent:</p> <p>The number of younger youth who attain a secondary school diploma or its equivalent by the end of the first quarter after exit</p> <p>Divided by</p> <p>The number of younger youth who exit during the quarter (except those still in secondary school at exit)</p>
Retention Rate	<p>The number of participants found in one of the following in the third quarter after exit:</p> <ul style="list-style-type: none"> • Post-secondary education • Advanced training • Employment • Military service • Qualified apprenticeships <p>Divided by</p> <p>The number of younger youth who exit during the quarter (except those still in secondary school at exit)</p>

Customer Satisfaction Measurement Elements for all WIA Service Recipients

Measure	Formula
<p>Participant (Service Recipient) Satisfaction</p>	<p>The individuals contacted for this survey are people who have participated in WIA Title I-B programs and left (exited) during the three-month period (quarter) being reviewed. Participants are contacted on a rolling basis within 60 days of the exit date or the date that an exit has been determined.</p>
<p>Employer Satisfaction</p>	<p>The individuals contacted for this survey are all employers who have received a substantial service from the one-stop system. Such services involve personal contact with one-stop staff, e.g. customized job training, customized labor market information; staff facilitated job order assistance, etc. These employers are contacted on a rolling basis within 60 days of the completion of the service or 30 to 60 days after a job order has been listed where no referrals have been made.</p>

Other Commonly Used Terms

Accrual Basis is a method of accounting in which each item is entered as it is earned or incurred regardless of when actual payments are received or made.

Advanced Training is an occupational skills employment/training program, not funded under Title I-B of the WIA, which does not duplicate training received under Title I-B.

American Customer Satisfaction Index (ACSI) methodology for determining customer satisfaction with WIA services is required by the USDOL. It asks three questions: What is your overall satisfaction with the services provided? Considering all the expectations you may have had about the services, to what extent have the services met your expectations? How well do you think the service(s) you received compare to the ideal service(s) (for people in your circumstances)?

America's Career Resource Network (ACRN) consists of state and federal organizations that provide information, resources and training on career and education exploration. The network is funded by a grant from the U.S. Department of Education.

America's One-Stop Operating System (AOSOS) is a software system with common intake, case management, and reporting components for use by partners in the statewide One-Stop system. The State of Hawaii currently uses this system for WIA and Wagner-Peyser programs.

Apprenticeship. Registered programs are those approved and recorded by the USDOL's Employment & Training Administration/Bureau of Apprenticeship and Training (BAT) or by a recognized state Apprenticeship Agency.

Baldrige Principles. Named for a former U.S. Secretary of Commerce, the Malcolm Baldrige Quality Criteria stimulate organizations toward quality management using leadership, strategic planning, customer and market focus, information and analysis, human resources, process management, and business results.

Basic Skills Deficient describes an individual whose English reading, writing, speaking or computing skills are at or below the 8th grade level on a generally accepted standardized test or a comparable score on a criterion-referenced test.

Basic Skills Goal is a measurable increase in basic education skills including reading comprehension, math computation, writing, speaking, listening, problem solving, reasoning, and the capacity to use these skills.

Best Practices, promising practices, and "lessons learned" are used interchangeably here and are often best approaches that offer ideas about what works best in a given situation. As used in this report, they often refer to a specific program or project and are not trying to be universal in scope or application. Best Practices are expected to have been evaluated and tested rigorously.

Other Commonly Used Terms (cont.)

Career Kokua or Hawaii's Career Information Delivery System (HCIDS) is a computerized system of localized, current career and educational information essential for good decision making.

Core Services in WIA are available to all job seekers through the One-Stop Job Centers. Core services include but are not limited to: eligibility determination for any of the partners' programs; outreach, intake, and orientation; initial assessment of skill levels, aptitudes, abilities and supportive service needs; job search and placement assistance and career counseling; provision of information on local area performance outcomes; referral to supportive services such as child care and transportation as appropriate; provision of information on filing claims for unemployment compensation; assistance in establishing eligibility for financial aid programs for other education and training programs; follow-up services for individuals placed in unsubsidized employment.

Credential is a certificate, high school diploma, associate degree, baccalaureate degree, or graduate degree. A certificate means that the individual has demonstrated through an evaluation and assessment process that the majority of the program's documented learning objectives has been achieved at a level of competency set by the provider.

Customized Training means training a) that is designed to meet the special requirements of an employer (including a group of employers); b) that is conducted with a commitment by the employer to employ an individual on successful completion of the training; and c) for which the employer pays at least 50% of the cost of the training.

Demand-Driven is an orientation towards meeting the workforce and skills needs of the employers within the service area.

Disability is defined in section 3 of the Americans with Disability Act of 1990(42 U.S.C. 12102).

Diseconomies of Scale occur when an operation becomes too large or too small in size or scale that cost per unit of production increases.

Dislocated Worker a) has been terminated or laid off, or has received a notice of termination or layoff; b) is eligible for unemployment compensation (some exceptions); and c) is unlikely to return to a previous industry or occupation. Dislocated workers also include those laid off or about to be laid off due to permanent closure or substantial layoff at a plant, facility or enterprise. Self-employed persons who are unemployed as a result of general economic conditions in the community or because of natural disasters are dislocated workers, as are displaced homemakers.

Eligible Youth for Workforce Investment Act funds, except in subtitles C (Job Corps) and D (National Programs), is a) 14-21 years old; b) low-income; and c) one or more of the following: deficient in basic literacy skills, school dropout, homeless, runaway, foster child, pregnant or a parent, offender, requires additional assistance to complete an education program or to secure and hold employment.

Eligible Training Providers (ETP). All public and private education and training institutions identified by the counties as eligible to receive WIA training funds.

Other Commonly Used Terms (cont.)

Federal Research Evaluation Database (FRED) is an analytical and diagnostic tool produced by the Administrative Data Research and Evaluation (ADARE) alliance of nine state partners managed by the Jacob France Institute at the University of Baltimore.

Harder-to-Transition is a description used in this report to describe clients who have multiple barriers or more challenging barriers and overcoming them usually requires more resources, time and innovative solutions.

Hawaii Workforce Informer (HIWI) is a website that posts economic and labor market information for the State of Hawaii. It is a resource for information on wages, unemployment rate, labor market data and projections.

Incentive Awards fulfills the WIA requirement that States must use a portion of WIA funds to provide incentive grants to local areas for exemplary performance on the performance measures, as well as local coordination and regional cooperation.

Intensive services in WIA include but are not limited to: development of an individual employment plan; comprehensive and specialized assessment of skill levels and service needs; group counseling, individual counseling, and career planning; case management for individuals seeking training services; short-term prevocational services; work experience.

Individual Training Accounts (ITAs) are training funds that can be used by individuals who have been determined eligible by their local One-Stop Job Centers to receive Workforce Investment Act funded training.

Komo Kaulike is a Hawaiian phrase and chosen as a project name to denote access equality or fair entry.

Low-income means an individual who a) receives cash payments under an income-based public assistance program; b) received an income in the prior six months that does not exceed the higher of the poverty line or 70% of the lower living standard income level, taking into account the family size; c) receives food stamps; d) is homeless; e) is a foster child for whom government payments are made; or f) is an individual with a disability who earns a low income as defined above, even though the family's income is not low-income.

Lower Living Standard Income Level (LLSIL) is determined and issued annually by the USDOL Secretary. It is an index of low-income levels by family size, adjusted for regions and metropolitan/non-metropolitan areas of the United States.

National Governors Association Center for Best Practices' Pathways to Advancement Policy Academy is an academy that assisted selected states to change higher education, workforce development, economic development, and welfare policies to help more adults obtain postsecondary credentials.

Negotiated Performance Levels are goals that WIA requires States to use for managing continuous improvement and enhanced customer satisfaction. The levels are negotiated by local areas, the state, regional and national offices and consider national benchmarks and the adequacy of any information states offer to substantiate each level.

Other Commonly Used Terms (cont.)

Occupational Information Network (O*NET) supplies worker skills and occupational requirements.

Occupational Skills Goal. Primary occupational skills encompass the proficiency to perform actual tasks and technical functions required by certain occupational fields at entry, intermediate or advanced levels. Secondary occupational skills entail familiarity with and use of set-up procedures, safety measures, work-related terminology, record keeping and paperwork formats, tools, equipment and materials, and breakdown and clean-up routines.

Older Individuals are WIA clients who are 55 years and older.

On-the-Job Training (OJT) means training by an employer that is provided to a paid participant while engaged in productive work in a job that a) provides knowledge or skills essential to the full and adequate performance of the job; b) provides reimbursement to the employer of up to 50% of the wage rate of the participant, for the extraordinary costs of providing the training and additional supervision related to the training; and c) is limited in duration as appropriate to the occupation for which the participant is being trained.

Out-of-School Youth is an eligible youth who is not attending any school or has received a high school diploma or its recognized equivalent, but is basic skills deficient, unemployed, or underemployed.

Program of WIA Long-Term Training Services for this report is one or more courses or classes, or a structured regimen that, upon successful completion, leads to: a) a certificate or higher education degree; or b) the skills or competencies needed for a specific job or jobs, an occupation, occupational group, or generally, for many types of jobs or occupations, as recognized by employers and determined prior to training.

Rapid Response is a program which provides short-term, early intervention and immediate assistance with layoffs and/or plant closures affecting a significant number of workers.

Re-employment Services Intensive individual services are given to Unemployment Insurance claimants who are most likely to have difficulty becoming re-employed.

Self-Sufficiency is a standard which local areas can use as a definition to determine employed workers' eligibility for intensive services: a) Employment that pays at least 200% of the lower living standard income level (LLSIL) or the layoff wage, whichever is higher.

Social Policy Research, Associates, (SPR or SPRA) is a research, evaluation, and technical assistance firm located in Oakland, California that specializes in providing rigorous and responsive services related to employment assistance, job training, education, youth programs, and comprehensive social services

Supportive Services include services such as transportation, child care, dependent care, housing, and needs-related payments that are necessary to enable an individual to participate in workforce investment activities.

The Real Games Series is a set of six hands-on, interactive curriculum designed to connect classroom/learning and the world of work or real life.

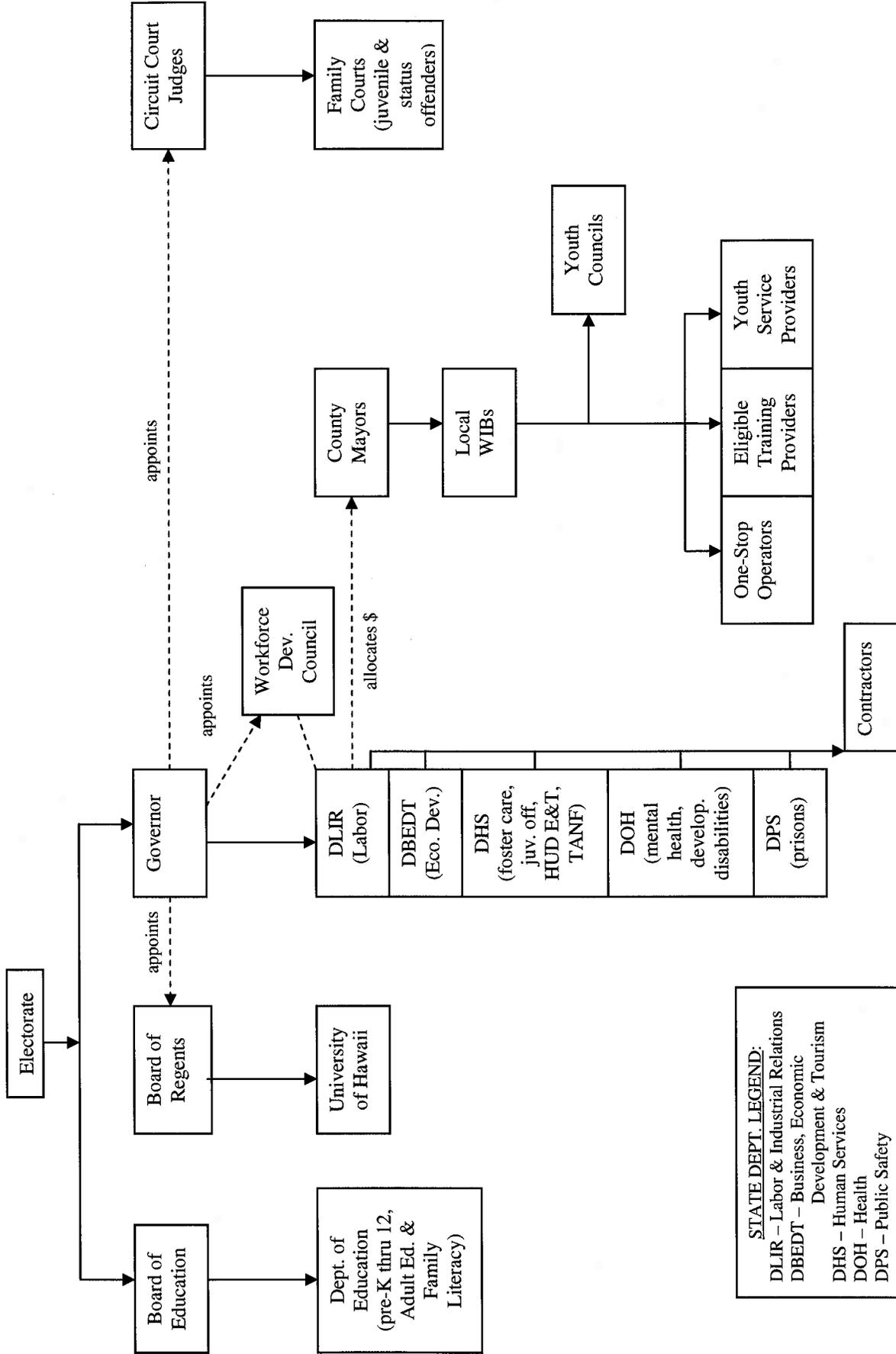
Other Commonly Used Terms (cont.)

Underemployed refers to an individual who is working part-time but desires full-time employment, or an individual whose employment is not commensurate with the individual's demonstrated level of educational attainment.

Work Incentive Grants awarded by the United States Department of Labor to support One-Stop Centers to ensure that their customers with disabilities obtain complete career and employment services, thus increasing their potential of employment.

Workforce Investment Act Standardized Record Data (WIASRD) contains individual record data submitted by states for each workforce area that includes participant characteristics, activities and outcomes. Aggregate data can be used to determine whether goals have been met in the workforce areas

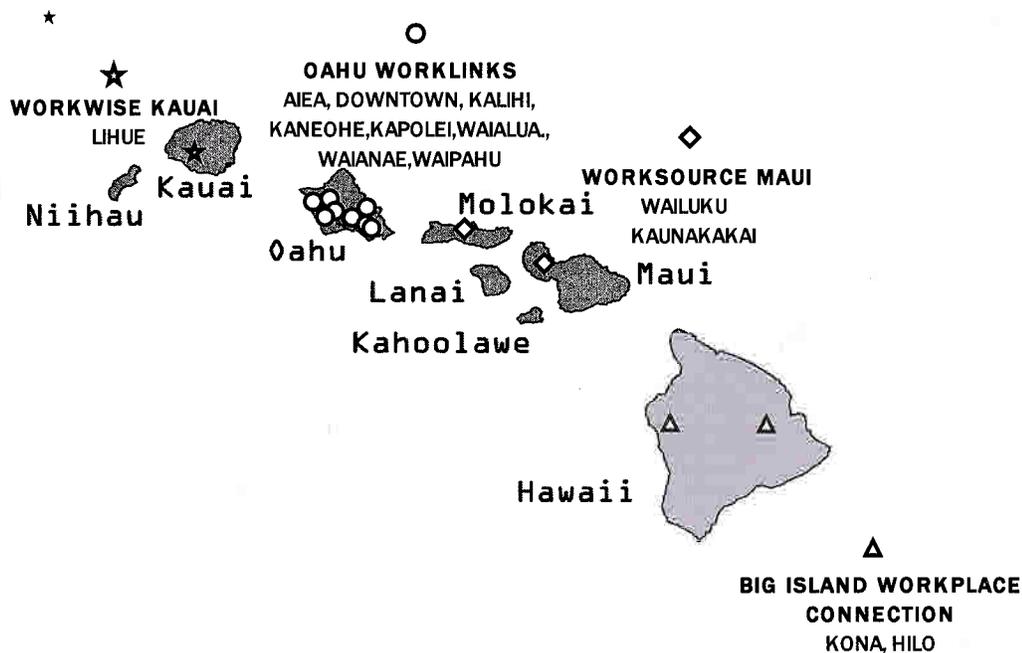
HAWAII'S GOVERNOR: PUBLIC WORKFORCE INVESTMENT SYSTEM



STATE DEPT. LEGEND:
 DLIR – Labor & Industrial Relations
 DBEDT – Business, Economic Development & Tourism
 DHS – Human Services
 DOH – Health
 DPS – Public Safety

Appendix 3: About WIA in Hawaii

ONE STOP JOB CENTERS-LOCATION, SERVICES AND PARTNERS
as of September 2006



EMPLOYER SERVICES

- Employment Listing and Matching with local and national job banks
- Financial support for employer-driven on-the-job training programs
- Support, facilities, and resources for job fairs and recruitment
- Information About Welfare-Tax Incentives, Federal Bonding, Rapid Response to Mass Layoff and other Employer-Assisting Programs

JOB SEEKERS SERVICES

- Job Search Assistance
- Career Planning Assistance
- Training Opportunities
- Complimentary Office Services-telephone, e-mail and internet, fax & copy machines
- Library Resource Center-newspapers, books, magazines, tapes related to job search and career development

ONE-STOP JOB CENTERS CONSORTIA PARTNERS

				
ALU LIKE Inc- Local Offices	▼	▼	Maui	▼
DOE Community School for Adults (CSA)	▼	▼	Maui	Kauai
UH Community Colleges	▼	▼	Maui	Kauai
DHS Benefit Employment and Support Services(BESSD)	▼	▼		▼
DHS Vocational Rehabilitation and Services to the Blind Division (VocRehab or DVR)	▼	▼	Maui	▼
DLIR Workforce Development Division (WDD)	Oahu Branch	Big Island	Maui Branch	Kauai Branch
DLIR Unemployment Division (UI)	Oahu Branch	Big Island	Maui Branch	Kauai Branch
Maui Economic Opportunity, Inc (MEO)		▼	Maui	
Hawaii County Economic Opportunity Council (HCEOC)		▼		
Kauai Economic Opportunity (KEO)				▼
Honolulu Community Action Program	▼			
Hawaii County Office of Housing and Community Development (OHCD)		▼		
Housing and Community Development of Hawaii (HCDCH)	▼			
Kauai Agency for Elderly Affairs				▼
Hawaii County Office of Aging		▼		
Hawaii Job Corps Center	▼		Maui	
Honolulu Community Action Program	▼			

WIA YOUTH PROGRAMS

A broad range of coordinated services based on ten required program elements make up the WIA youth program. WIA’s intention is to develop comprehensive youth development strategy and move away from one-time, short-term intervention activities.

<p align="center">WIA Requirements PY 2005-2007</p>	<p align="center">Program Year 2006 WIA Youth Service Providers</p>
<ol style="list-style-type: none"> 1. Comprehensive Guidance and Counseling 2. Summer Employment Opportunities directly linked to Academic and Occupational Learning 3. Paid and Unpaid Work Experiences 4. Tutoring, Study Skills Training and Instruction Leading to Completion of Secondary School, including Dropout Prevention Strategies 5. Alternative Secondary Education 6. Occupational Skills Training 7. Leadership Development Opportunities 8. Supportive Services 9. Adult Mentoring for at least One Year 10. Follow-Up Services for at least One Year 11. Financial Literacy Training 	<p align="center">OAHU</p> <p align="center">Boys and Girls Club of Hawaii</p> <p align="center">Goodwill Industries of Hawaii Ola I Ka Hana</p> <p align="center">Hawaii Human Development Corporation</p> <p align="center">Honolulu Community Action Program</p> <p align="center">Pacific Gateway Center</p> <p align="center">Samoan Services Providers Association</p> <p align="center">Susannah Wesley Community Center</p> <p align="center">WorkHawaii – Oahu WorkLinks</p> <p align="center">BIG ISLAND</p> <p align="center">Salvation Army Family Intervention Services</p> <p align="center">MAUI</p> <p align="center">Maui Community College</p> <p align="center">KAUAI</p> <p align="center">Hawaii National Guard</p>

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Bank of Hawaii

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James Hardway, Assistant to the
Director-Designee

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Daniel Hamada
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Lillian Koller
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Human Services

Ted Liu

Director, State Department of
Business, Economic Development
and Tourism
Bob Shore, Economist-Designee

Dr. David McClain
President, University of Hawaii
Michael Rota, Associate Vice
President for Academic Affairs-
Designee

Community-based Organization

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Employment and Training Manager
ALU LIKE, Inc.

Elected Officials

The Honorable Linda Lingle
Governor of the State of Hawaii
Calvin Ota
Governor’s Representative

The Honorable Will Espero
The Honorable Norman
Sakamoto
Hawaii State Senate

The Honorable Alex Sonson
The Honorable Ryan Yamaanae
Hawaii House of Representatives

The Honorable Charmaine Tavares
Mayor, Maui County
JoAnn Inamasu, Office of
Economic Development-Designee

The Honorable Mufi Hannemann
Mayor, City & County of Honolulu
Deborah Kim Morikawa
Department of Community
Services-Designee

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Real Choices ACCESS

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Goodwill Industries of Hawaii, Inc.

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Youth Build

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ALU LIKE, Inc.

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Ohana Care

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Resource Technology
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Hapuna Beach Prince Hotel

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N. HI Community FCU

Hugh Willocks
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Carla Kurokawa
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ALU LIKE, Inc.

Irene Nagao
Sole Proprietor
Weekenders

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Hilo Community Schools for Adults

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 Bank of Hawaii

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 Paxen Group

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 Maui Memorial Medical Center

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 ALU LIKE, Inc.

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 Linn Nishikawa & Associates, Inc.

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 Maui Memorial Medical Center
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Belles, Graham, Proudfoot and
Wilson**Tom Cooper**Director of Hawaii Operations
General Dynamics, Advanced
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State of Hawaii Dept. of Defense**Randall Francisco, Chair-Elect**President
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Carpenter’s Union Local 745**Kevin Mince**Island Director
Kaua`i Rural Development Project**Joan Morita**Human Resource Director
Kaua`i Coffee Company**Mary Navarro**Executive Director
Hale`Opio Kaua`I, Inc.**Mark Oyama**Chef/Owner
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Trex Hawaii, LLC**Marilyn Yamaguchi**Branch Manager
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Board**Diane Zachary**President/CEO
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Local Area Youth Councils

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