Looking to Reconnect with the Job Market or Advance Your Career?

October 11, 2013

Url: http://labor.hawaii.gov/wdd

Presentation Overview

1. What is DLIR, WDD, WDC & R&S?
2. Services we offer:
   – One Stop Centers
   – Training
   – Data
• Q&A
DLIR, WDD, WDC, & R&S

- Department of Labor & Industrial Relation (DLIR)
  - Tasked with ensuring and increasing the economic security, well-being, and productivity of Hawaii’s workers.
- Workforce Development Division (WDD)
  - Deliver employment and training services to applicants, workers, and industry throughout the State.
- Workforce Development Council (WDC)
  - 31 member council of private and non-private stakeholders tasked with facilitating information on workforce programs statewide and oversee state workforce development plans.
- Research & Statistics Office (R&S)
  - Provides labor-related research and statistical services as well as technical assistance and consultative services in research matters for DLIR

One-Stop Delivery System

- Intended to simplify & expand access to services for job seekers & employers
- Requires at least one physical ‘full service’ center per local area
  - Provide access to partners’ activities & programs
  - Full service center may be supplemented by other centers, electronic access points, and networks at affiliated sites
  - Multiple access points to the system
  - 19 mandated partner programs
One Stop Center
From Referral to Service

Self: Walk-in HireNet Hawaii
Partner Agencies
UI
Rapid Response

One-Stop

Services

Services Flow Chart

One Stop Center
Self-Service Career Resource Room

Intensive?

Yes
WIA Intake
Other Programs

Yes
No
Job Referrals
One Stop Centers  
(American Job Centers)

– **Kauai** (Lihue)  
– **Oahu** (Downtown, Dillingham, Waianae, Waipahu, Kaneohe*, Hauula*)  
– **Maui** (Kaunakakai, Wailuku)  
– **Hawaii** Island (Kona, Hilo)

*Limited services and business hours*

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Serving both Job Seekers & Employers

– Job placement assistance  
– Employment counseling  
– Access to training  
– Resource rooms  
  • Job searches  
  • Resume writing  
  • Copies, fax, email  
  • Access to One Stop Center staff

– HireNet Hawaii assistance

– Find out more on WDD website:  
  [http://labor.hawaii.gov/wdd](http://labor.hawaii.gov/wdd)
### HireNet Hawaii

*http://www.hirenethawaii.com*

- Internet job board for job seekers & employers
- Labor Market Information
- Self-assessment tools
- Job postings
- Resume building
- Data collection

### Veteran Services

- Variety of employment and training services to veterans and other eligible persons
- Job counseling services targeted to veterans
- Skills assessments
- Priority services offered at One Stop Centers
HireNet Hawaii
7/1/12~6/30/13

- Total Jobseekers: 57,644
- Veterans: 5,271
- Unemployment Insurance Claimants: 30,288
- Received Staff Services: 34,468
- Total Employers: 1,117

HireNet Data

- Entered Employment Rate: 51%
- Employment Retention: 81%
- 6 month Average Earnings: $13,109
Rapid Response: The One-Stop Model Lay Off/Plant Closing

Notice to DLIR/ Public Notice → Labor/ Mgmt Committee Formed → Rapid Response Team

One-Stop Services ← Employee Orientation ← Publicity/ Outreach

Training Programs Through WDD

- Workforce Investment Act (WIA)
- Disability Employment Initiative (DEI)
- Employment & Training Fund (ETF)
Workforce Investment Act Title 1-B

• Adult Program
• Dislocated Worker Program
• Youth Program

Workforce Investment Act Adult/DW Program

• To advance the basic and occupational skills of adults to:
  – Increase their employment
  – Job retention
  – Earnings- leads to self-sufficiency
• Eligible participants must be:
  – 18 yrs old or older
  – U.S. citizen or non-citizen authorized to work in the U.S.
  – Males must meet the Military Selective Service requirement
**WIA Dislocated Worker Program**

- Assist those that have been recently laid-off
- Access to variety of services and programs geared toward reemployment
- Eligibility
  - Terminated/laid-off and unlikely to be able to return (as well as exhausted all benefits)
  - Layoff notification received from employer
  - Formerly self-employed and no longer can continue
  - Homemaker with no income support

**Classroom Training**

- Occupational
- Remedial
- Job Readiness
On The Job Training Program (OJT)

• 100% Federally funded program
  – Defray hiring costs of training new employees
  – Minimize employer training costs
  – Employer reimbursed for training costs 50-90% of wages
  – Job assessed for employer size, required skill level, skill gap of employee and other factors to determine reimbursement amount

Work Experience

• Planned, structured learning experience that takes place in a workplace for a limited period of time.
• Paid or unpaid
• Public agency or private-non-profit organization.
• Pay rate varies depending on the Fair Labor Standard
WIA Youth Program

- WIA Youth Program focuses on low-income youth ages 14-21, with barriers to employment
  - Provides:
    - Skill assessments
    - Mentoring
    - Tutoring
    - Summer Employment (Summer Youth Experience Program)
    - Encourages participants to stay or return to school
      - G.E.D.
      - Alternative methods
    - Paid/Unpaid work experience
    - Occupational skills training
    - Supportive services
    - Adult mentoring for 12 months
    - Comprehensive guidance and counseling
    - Financial literacy

WIA Participation
July 1, 2012~June 30, 2013

- Adult Program= 473
- Dislocated Workers= 609
- Youth= 514

Total 1,596
## Adults (July 1, 2012~June 30, 2013)

<table>
<thead>
<tr>
<th>Performance Measure</th>
<th>State Neg. Performance Level</th>
<th>Hawaii Result</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entered Employment Rate</td>
<td>69.5%</td>
<td>63.5%</td>
<td>Met</td>
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<tr>
<td>Employment Retention Rate</td>
<td>86%</td>
<td>86.9%</td>
<td>Exceeded</td>
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<tr>
<td>Average Earnings</td>
<td>$11,200</td>
<td>$11,883</td>
<td>Exceeded</td>
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<tr>
<td>Employment Credential Rate</td>
<td>66%</td>
<td>74.2%</td>
<td>Exceeded</td>
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## Dislocated Workers (July 1, 2012~June 30, 2013)

<table>
<thead>
<tr>
<th>Performance Measure</th>
<th>State Neg. Performance Level</th>
<th>Hawaii Result</th>
<th>Rating</th>
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<tbody>
<tr>
<td>Entered Employment Rate</td>
<td>75%</td>
<td>77.9%</td>
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<tr>
<td>Employment Retention Rate</td>
<td>90%</td>
<td>93.7%</td>
<td>Exceeded</td>
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<tr>
<td>Average Earnings</td>
<td>$14,750</td>
<td>$14,227</td>
<td>Met</td>
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<tr>
<td>Employment &amp; Credential Rate</td>
<td>63.5%</td>
<td>75%</td>
<td>Exceeded</td>
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Younger Youth (July 1, 2012~June 30, 2013)

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<tr>
<th>Performance Measure</th>
<th>State Neg. Performance Level</th>
<th>Hawaii Result</th>
<th>Rating</th>
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<tbody>
<tr>
<td>Skill Attainment Rate</td>
<td>88%</td>
<td>89.6%</td>
<td>Exceeded</td>
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<tr>
<td>Credential/Diploma Rate</td>
<td>66%</td>
<td>60.7%</td>
<td>Met</td>
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<td>Education Retention Rate</td>
<td>48.5%</td>
<td>51.1%</td>
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Older Youth (July 1, 2012~June 30, 2013)

<table>
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<th>Performance Measure</th>
<th>State Neg. Performance Level</th>
<th>Hawaii Result</th>
<th>Rating</th>
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<tbody>
<tr>
<td>Entered Employment Rate</td>
<td>73%</td>
<td>74.1%</td>
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<tr>
<td>Employment Retention Rate</td>
<td>82%</td>
<td>85%</td>
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<tr>
<td>Average Earnings</td>
<td>$3,100</td>
<td>$4,657</td>
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<td>Employment &amp; Credential Rate</td>
<td>60%</td>
<td>65.6%</td>
<td>Exceeded</td>
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Reemployment & Eligibility Assessment Program

Provide Unemployment Insurance Claimants with:

- Eligibility Review of their work search efforts.
- Labor Market information
- Assessment of their skills.

### REA Savings to UI Trust Fund

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<thead>
<tr>
<th>Qtr. Ending</th>
<th>Comparison Group</th>
<th>REA Group</th>
<th>Variance</th>
<th>Average Weekly Benefit Amount</th>
<th>Number of REAs</th>
<th>Total Savings</th>
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<tbody>
<tr>
<td>12/31/11</td>
<td>19.79</td>
<td>18.72</td>
<td>1.07</td>
<td>$ 405.00</td>
<td>1901</td>
<td>$ 823,798.35</td>
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<td>3/31/12</td>
<td>19.23</td>
<td>18.78</td>
<td>0.45</td>
<td>$ 413.00</td>
<td>1547</td>
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<td>6/30/12</td>
<td>18.89</td>
<td>17.24</td>
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<td>1454</td>
<td>$ 990,828.30</td>
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<td>9/30/12</td>
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<td>18.71</td>
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<td>2497</td>
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<td>Subtotal</td>
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<td>Cost to Operate the REA Program</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Total Savings</td>
</tr>
</tbody>
</table>
Disability Employment Initiative (DEI)

- October 2011, Hawaii received 3 year, $2.9 million grant (focus on Hawaii & Maui Counties)
- Assist in job placement at One Stop offices for individuals with disabilities
- Development of streamlined pathways to employment
- Building partnerships with various agencies
- Installation of new Assistive Technologies in One Stops
- Provision of flex funds for supportive or intensive services

Employment & Training Fund (ETF)

- Addresses training needs of Hawaii’s workers
- Funding is collected via employer assessments
- Three programs
  - ETF Macro
    - Seed money for training
  - ETF Micro
    - Incumbent worker training
  - Volunteer Internship Program
    - Internship opportunities to try different careers
Data Offerings from DLIR & WDD

- HireNet Hawaii
- Labor Market Information
- Career Kokua
- Workforce Data Quality Initiative (WDQI)
- Skills Panel Assessments

Labor Market Information (LMI)
http://www.hiwi.org

- Part of HireNet Hawaii system
- Enables better decision making for jobseekers and employers
  - Labor market facts
  - Area profile
  - Industry profile
  - Occupational profile

**Key: Current data to making sound job and business decisions for Hawaii’s job seekers & employers**

- Green Jobs Information: http://www.greenjobshawaii.org
Career Kokua
(http://www.careerkokua.org)

• Part of DLIR Research & Statistics Division
• Provides localized, current career and related educational information for future career goals
  – Assessments
  – Occupational exploration
  – Training providers

Workforce Data Quality Initiative (WDQI)

• Purpose: Promote cross-agency data sharing, reporting, and evaluation
• Create longitudinal administrative database
  – Connects data of people as in transition from school to workplace
• Increase in program performance analysis
  – WDD and other agencies develop better programs based on data
Skill Assessment Panels

- Focuses on:
  - Agriculture
  - Health Care
  - Software Development

URL: http://labor.hawaii.gov/wdc/reports/

Questions?
Mahalo!

Workforce Development Divisions Website:

http://labor.hawaii.gov/wdd
http://labor.hawaii.gov/wdc