

Program Structure Number: 020102

Program ID and Title: LBR 135, Workforce Development Council

Page Reference in the Executive Budget Supplement, Vol. I: None

I. Introduction

A. Summary of Program Objectives

The Workforce Development Council (WDC) is an advisory body to the Governor and State Legislature on workforce development. The WDC is primarily tasked with making recommendations on policy and funding priorities, as it relates to workforce development, through the State comprehensive workforce development plan.

Additionally, the WDC also serves as Hawaii's state-wide Workforce Investment Board (WIB), charged with providing oversight for federally funded workforce investment programs. The WDC is also responsible for a five-year workforce investment act plan which is required by the U.S. Department of Labor to receive \$6.3 million in workforce investment funds for program year July 2008 to June 2009. The federal Workforce Investment Act (WIA) of 1998 gives significant responsibilities to the WDC and opportunities for the State to build a skilled, competitive workforce to drive new economic development.

The WDC has 31 members, the majority of whom are from the private sector and are appointed by the Governor, with the advice and consent of the Hawaii State Senate. Council members represent business, labor, community-based organizations, education, local elected officials, local WIBs, State agencies and the Hawaii State Legislature. The WDC is guided by the federal WIA of 1998 and Chapter 202, Hawaii Revised Statutes.

The WDC is mandated to provide vision and strategic direction to the State's workforce development system to ensure that Hawaii's employers have enough workers with the proper skills to meet their workforce attraction, development and retention needs. The WDC accomplishes this by convening, engaging and facilitating member and citizen involvement on various arenas of workforce development and serves as a forum to stimulate new partnership and/or approaches in the system. The Council provides support and guidance for the four (4) Local WIBs throughout the State.

The WDC's program goals are to:

1. Establish a workforce development system in the State in which resources are pooled and programs are coordinated and streamlined;
2. Establish reporting requirements for job placement results by category of occupations in high-demand and high-growth areas;
3. Encourage a program of useful research into the State's workforce requirements, development, and utilization;
4. Support recommended workforce policies that promote the economic development, diversification, and well-being for people in this State;
5. Improve the productivity of work places in Hawaii; and
6. Implement a workforce system that is synchronized with education and economic development.

B. Description of Program Objectives

In the 2009-2010 biennium budget, the WDC's major program objectives are to:

1. Develop and oversee policy recommendations to better improve programs and services to assist jobseekers in obtaining employment, and employers in securing a skilled workforce;
2. Implement the Hawaii workforce development strategic plan to develop a statewide workforce system linking education, employment and economic development priorities and coordinating activities; and
3. Analyze and construct a collaborative performance data system to measure performance assessments, benchmarks and results.

A Summary of the Objectives and Activities as Discussed in the Multi-Year Plan and Financial Plan.

Other important program objectives that complement and support the major objectives are:

1. Assess the coordination between workforce needs and education

preparation and economic initiatives and institute continuous improvement practices;

2. Serve as the information resource, clearinghouse and website with connecting links to workforce data, workforce education and training, and workforce program and project activities;
 3. Analyze and interpret workforce information, particularly regarding changes in industries, occupations, communities and the economic and social effects of these changes;
 4. Identify workforce and economic development needs that have not been met, and how public and private collaboration can address those needs;
 5. Create public awareness and understanding of the State's workforce plan, policies, programs and activities;
 6. Submit an annual report to the Governor and Legislature that includes workforce issues, the state of employment, an inventory of federal and state funded programs and services, a progress report on system coordination and funding streams, and recommendations for legislative and administrative consideration and implementation;
 7. Provide technical assistance to local workforce boards, training providers and youth service providers;
 8. Provide resources and leadership to improve the content, access and delivery of the State's Career Information System; and
 9. Carry out the workforce development functions and duties of the State WIBs as required by the Workforce Investment Act of 1998.
- C. Explain how the Program intends to meet its objectives within the Biennium Budget.

The Council has 31 members, including the Governor and four (4) members from the State Legislature—two (2) each from the Senate and House. Also, all four (4) local WIBs are represented on the Council. Presently, the WDC has a staff of one (1) Executive Director, one (1) secretary, and two (2) professional staff persons. There are three (3) professional-level vacancies. Of the positions currently filled, all are funded with state and federal funds.

The Council is guiding the development of a State workforce system through private and public sector board partnerships at the state and local levels. Accountability is driven by performance results with federal incentives and penalties at stake. Coalition-building and private sector Council membership extend the reach of the Council's influence. The Council is focusing on:

1. Developing the State's comprehensive workforce development plan, including a matrix to grade the performance of state and federally funded job training programs;
2. Building coalitions to support One-Stop delivery of integrated services;
3. Evaluation and analysis to identify and meet employers' workforce needs;
4. Attracting federal and private grants funds to assist local areas in upgrading the skills and self-sufficiency of incumbent workers;
5. Providing technical assistance to build leadership and capacity in the local WIBs to implement system improvements in their local communities;
6. Technical assistance to local youth councils to create a comprehensive system of youth services; and
7. A website to provide and link to comprehensive information for jobseekers, employers, youth and program planners.

Three (3) Council members serve on the University of Hawaii's Career and Technical Education Coordinating Advisory Council together with the three (3) members from the Board of Regents and three (3) members from the Board of Education. One (1) Council member serves on the State Council for Vocational Education, and another member oversees veterans' interests. Council staff serves on advisory boards to develop education/occupation skills, such as the advisory boards to the Department of Education's Public and Human Services Career Pathway and the University of Hawaii's College of Tropical Agriculture and Human Resources' National Science Foundation Advanced Technological Education grant. The Executive Director is also a member of the University of Hawaii-Department of Education Coordinating Council.

II. Program Performance Results

- A. Discuss the performance results achieved by each program in FY 2008.
1. With respect to meeting WIA requirements, the WDC met its internal goal of 80%, and in actuality met all federal requirements. The results are less than 100% because the expectations are that the WDC accomplish more than the minimum requirements for compliance;
 2. Eighty percent(80%) success for WIA target outcomes;
 3. Forty-two percent (42%) success in advancing recommendations to the administration and legislature;
 4. Both employer and employee workforce satisfaction rates were slightly higher than targeted. The employer satisfaction goal was 70%, and 71% results were achieved. The workforce participant (employee) satisfaction rate was set at 70%, and 82% was achieved.
 5. The WDC provided, and continues to provide, assistance and support to various industries in the development and implementation of industry specific workforce strategic plans. For example, HiSciTech's "Innovation and Technology in Hawaii: An Economic and Workforce Profile" and the Hawaii Tourism Authority's "Tourism Workforce Development Strategic Plan 2007 – 2015".
- B. Explain how these results relate to the program's objectives and department's mission.

The WDC's annual report to the Governor recommends improvements to workforce education, workforce training and supporting activities. Follow-up actions are initiatives taken to assist, motivate and support implementation of recommendations. Demonstration projects and grant projects provide best practice models for workforce improvements, such as incumbent workforce skill development, industry and occupation skill standards, and career resource network initiatives.

These results relate to the DLIR's program objectives of building a highly skilled and globally competitive workforce through collaborative public-private partnerships.

- C. Explain how the effectiveness of the Program is measured (i.e., outcome, measures of effectiveness, benchmarks, etc.) and discuss the performance results achieved during the past two years.

See item A above.

- D. Discuss actions taken by the Program to improve its performance results.

See item A above.

- E. Identify all modifications to your program's performance measures and discuss the rationale for these modifications.

None.

III. Problems and Issues

- A. Discuss Problems and Issues Encountered If Any.

Traditionally, workforce development operates in terms of long term strategies to meet future workforce needs, both in terms of labor demand and skill sets. In mid-2008, Hawaii's economy began to decline, drastically reducing the labor shortage Hawaii employers had been facing for the last several years and increasing Hawaii's unemployed population.

The WDC is re-tasking itself to ensure that it not only address its traditional role to create a skilled competitive workforce to help engineer/diversify Hawaii's economy, but also to evaluate and make recommendations on how the current programs can be improved to address Hawaii's increasing unemployment and the unemployed population.

- B. Program Change Recommendations to Remedy Problems

None.

- C. Identify any program issues or problems that have affected or will affect the implementation of the program, and the corrective measures or remedies established or planned.

None.

IV. Expenditures for Fiscal Year 2008-2009

| | Acts 213/07.158/08 FY 2008 - 2009 | Collective Bargaining | * Transfers Restriction | Available Resources | Est. Total Expenditures |
|-------------------|--------------------------------------|--------------------------|----------------------------|------------------------|----------------------------|
| Pos. Count | 3.00 | | | 3.00 | 3.00 |
| Personal Services | \$ 378,148 | \$ 24,472 | (15,069) | \$ 387,551 | \$ 387,551 |
| Current Expenses | 252,813 | | | 252,813 | 252,813 |
| Equipment | 4,805 | | | 4,805 | 4,805 |
| Motor Vehicles | | | | | |
| Total | \$ 635,766 | \$ 24,472 | (15,069) | \$ 645,169 | \$ 645,169 |
| Less: | | | | | |
| Pos. Count | | | | | |
| Special Fund | | | | | |
| Pos. Count | | | | | |
| Federal Fund | 447,409 | 11,827 | | 459,236 | 459,236 |
| Pos. Count | | | | | |
| Other Funds | | | | | |
| Pos. Count | 3.00 | | | 3.00 | 3.00 |
| Gen. Fund | 188,357 | 12,645 | (15,069) | 185,933 | 185,933 |

A. Explain all Transfers within the Program I.D. and its Impact on the Program.

None.

B. Explain all Transfers between Program I.D.s and its Impact on the Program.

Transfer vacancy savings of \$9,838 to the General Administration (LBR 902) to fund the payroll deficit due to the 4% reduction by the Legislature.

C. Explain all Restrictions and its Impact on the Program.

Restricted \$5,231 to comply with the Governor's budget execution policy and reduced general fund allocation.

V. Biennium Budget Request for FY 2010-FY 2011

| | Budget Request FY2009-2010 | Budget Request FY2010-2011 | Biennium Budget FY 2010-FY2011 |
|-------------------|-------------------------------|-------------------------------|-----------------------------------|
| Pos. Count | 3.00 | 3.00 | 3.00 |
| Personal Services | \$ 345,372 | \$ 345,372 | \$ 690,744 |
| Current Expenses | 252,813 | 252,813 | 505,626 |
| Equipment | 4,805 | 4,805 | 9,610 |
| Motor Vehicles | | | |
| Total | \$ 602,990 | \$ 602,990 | \$ 1,205,980 |
| Less: | | | |
| Pos. Count | | | |
| Special Fund | | | |
| Pos. Count | | | |
| Federal Fund | 459,236 | 459,236 | 918,472 |
| Pos. Count | | | |
| Other Funds | | | |
| Pos. Count | 3.00 | 3.00 | 3.00 |
| Gen. Fund | 143,754 | 143,754 | 287,508 |

A. Workload or Program Request

1. Description of request, reason for the request, and desired outcomes or objectives to be accomplished.

None.
2. Listing/description of positions requested, and funding requirements by cost category and source of funding.

None.
3. For all lump sum requests, please provide a breakout indicating specific purposes for all planned expenditures.

None.

B. For all position count reductions, please specify whether the positions were filled or vacant.

None.

VI. Identify restrictions carried over from FY 2008-2009 as well as additional restrictions due to the Department of Budget and Finance's budget ceilings for FY2010-FY2011.

A. Description of the reduction, the reasons for the reduction and the impacts to the objectives to be accomplished by the program.

General Fund Vacancy savings of \$9,838 was transferred to General Administration to fund the payroll deficit due to the 4% reductions imposed by the Legislature. An additional general fund transfer of \$47,410 was due to the receipt of federal funds.

B. Listing/description of the positions cut including source of funding; please specify whether the positions were filled or vacant.

None.

VII. Capital Improvement Request for FY2010-FY2011

None.

VIII. Proposed Lapses of Capital Improvement Program Projects

None.