



Hawaii (HI) WIOA Matrix

Employment First State Leadership Mentor Program (EFSLMP)

- Align policies and funding streams across education, workforce, and economic development systems and all levels of government to focus public resources on the training that moves workers into industries with high-quality jobs that lead to better financial outcomes and longer job tenures for workers.
- Take an active role in the development of the “common pathways” for both individuals who desire to pursue secondary education AND for individuals who do not desire to pursue secondary education but desire to learn employment skills through work experience and/or on-the-job training.
- Coordinate a “common” work assessment process between core partners.
- Continue with implementation of the Employment First State Mentoring Program (EFSLMP) to train a cadre of trainers on Customized Employment, who in turn will train other staff.
- Continue with the current iCAN bridging program at the Community Schools for Adults as a stepping stone to proceed into a career pathway leading to a work-readiness certificate and/or degree and economic success. Work closely with UH/CC to create possible dual enrollment and pre-apprenticeship classes for adult learners. (Page 99)

In preparation for WIOA implementation, State-level Partners met regularly for about a year to learn about services provided by each Core Partner (and other Partners), convened joint meetings among Partner stakeholders, and determined how participant data would be shared and tracked through Core Programs. As much as possible during this preparation period, Core Partners were added as key agencies in programs such as DLIR’s Disability Employment Initiative (Round VI), DVR’s Student Transition Employment Program, ODEP’s Employment First State Leadership Mentoring Program (Round II) led by DVR, and the American Apprenticeship Initiative Grant led by DLIR.

For example, the Disability Employment Initiative (Round VI) program recently awarded to DLIR includes as a goal increasing the number of Business Leadership Networks, which are business-driven groups of employers committed toward promoting the hiring of persons with disabilities. A major partner in DEI is DVR and their providers, and WIOA One-Stop Center staff members are the primary recipients of capacity building to serve persons with significant disabilities. Another DEI goal is developing an interagency group of providers with the One-Stop Centers for a more coordinated referral system among providers and for more integration of business engagement activities among providers. Adult Education will be part of this group with other partners. Approaching employers and Business Leadership Networks (BLN) in a coordinated manner that represents all agencies is more professional, useful, and productive than each agency operating in its own silo with employers. A coordinated approach also enables providers to offer a fuller array of services as different options to meet different situations. (Page 111)

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Contributing to a more integrated service strategy is the partnership building created by the Employment First State Leadership Mentoring Program (EFSLMP), a technical assistance grant provided by DOL Office of Disability Employment Policy (ODEP) to increase employment of persons with disabilities. EFSLMP is truly a partnership effort currently led by Vocational Rehabilitation, with Department of Health, Developmental Disabilities Council, DLIR Workforce Development Division, Department of Human Services MedQuest Division, University of Hawaii Center on Disability Studies, and Department of Education. A Cooperative Agreement is being developed among partners to formalize cooperative working arrangements and a series of technical assistance and training have been provided to the partners and AJCs by subject matter experts. (Page 118)

In addition, underserved populations such as persons with disabilities and offenders will be targeted to expand the job seeker pool. Capacity building obtained through the Employment First State Leadership Mentoring Program and Disability Employment Initiative will enable more staff, in coordination with Division of Vocational Rehabilitation, Department of Health, and other partners, to assist employers in employing persons with disabilities. These services include customizing employment for individuals with significant barriers to employment. This employment option, combined with federal and state tax credits, will increase the incentives for employers, including federal contractors, to hire persons with disabilities. To assist ex-offenders, the experience and skills obtained through staff's provision of services to inmates and parolees through a contract with State Department of Public Safety and the partnerships built for this effort will facilitate services to this group. (Page 147-148)

- Upon exit from the DOE/Special Education Program, DVR's clients attend DOE/Adult Education classes. DVR and Adult Education management staff have been meeting to significantly increase the number of DVR clients attending Adult Education classes in 2016.
- In partnership with DOH, DOE, DOL, DVR is the lead agency in the Office of Disability Employment Policy (OPED) Employment first State Mentoring Program (EFSLMP) grant. The grant coordinates more in-depth training by their Subject Matter Experts (SMEs) on Customized, Supported and Self Employment "train the trainers" training. (Page 157)

As a Core Partner, there are more opportunities to leverage resources for common goals among agencies. The Employment First Leadership Mentoring Program (EFSLMP) is an example of inter-agency cooperation among Core Programs and other agencies by its provision of technical assistance and training to staff of AJCs and other agencies serving persons with disabilities. This also dovetails with training to be provided to AJCs and its partners to increase the numbers of persons with significant disabilities being served in the Disability Employment Initiative (DEI) grant. In addition, the DEI plans to build more business-led Business Leadership Networks to promote and champion the hiring of persons with disabilities. With the increased emphasis on Career Pathways, more AJC staff will be participating in on-going forums to help define or refine existing pathways and learn more about the pathways developed. The training and partnership building provided through these grants build capacity for all AJC staff, including those funded by Wagner-Peyser, and the skills acquired are transferable to other populations served. (Page 216)

To achieve competitive, integrated employment outcomes for prospective workers and job seekers with disabilities, Hawaii DVR has applied effective practices and partnerships to leverage resources with providers of disability services and supports. Currently, DVR is establishing a

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Cooperative Agreement (CA) through the Employment First Initiative with partner agencies to offer blending and braiding of resources to achieve competitive integrated employment for persons with disabilities.

DVR has engaged in the following activities in order to create sustainable employment service models over time.

Employment First State Leadership Mentoring Program (EFSLMP): Currently meets on a monthly basis to analyze policies and procedures required to increase opportunities for competitive integrated employment opportunities for all persons with disabilities. (Page 285)

The Employment First State Leadership Mentoring Program (EFSLMP), a grant through the US Department of Labor, Office of Disability Employment Policy that was first given to the Hawaii Developmental Disabilities Division (DDD) and turned over to the Hawaii Division of Vocational Rehabilitation (DVR) for the final year will bring together various core partners. One of the two projects under EFSLMP is to develop a cooperative agreement involving DVR, DDD, Workforce Development Division, Med-QUEST Division, Adult Mental Health Division (AMHD), Hawaii Department of Education (DOE) and the University of Hawaii. Through this larger cooperative agreement, it is anticipated that small agreements and MOA's will be developed between smaller agencies from the larger core group. (Page 288)

Results from the CSNA indicate a need for more CRP's on neighboring islands which include Maui, Molokai, Lanai, and Kauai. Employment, transportation and housing were identified on the neighbor islands as needed. CRP's and other entities need to collaborate and communicate with each other to establish a foundation that consumers can rely on. Additionally, CRP's must embrace the "Employment first" philosophy and move from sheltered employment to competitive integrated employment. (Page 297)

Strategies to increase the percentage of participants who obtain a postsecondary credential or high school or diploma (subject to the special rule):

1. Strengthening vocational assessment practices as the foundation for more comprehensive services which meet customer needs, identify and address barriers to employment, and maximize outcomes.
2. Identify a network of consumers that have been closed successfully rehabilitated as mentors. These mentors can provide inspiration and advice to people on how to be successful in postsecondary education and work and can provide them with high expectations.

Strategies to increase the percentage of participants who during a program year achieve a measurable skill gain:

1. Use the customized employment model identified in the Employment First State Leadership Mentoring Program.
2. Create career pathways; channels of opportunities from pre-employment training to competitive employment outcomes. (Page 315)

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- Invest in marketing materials aimed at re-branding the service provision of DVR to be an Employment First agency for people with disabilities
- Work cooperatively with Workforce Development Division to outreach to businesses as partners in training and placement. (Page 318)

Priority 1: Increase the number of clients receiving SE services. Goal: Annually increase the number of individuals that receive SE services. FY 2015: 57 individuals received SE services. FY 2014: 53 individuals received SE services. FY 2013: 98 individuals received SE services.

The factors that contributed to our ability to increase the number of individuals that received SE services was our participation in the Employment First State Leadership Mentoring Program, (EFSLMP). This program introduced our counseling and employment staff to the customized employment model which supports the long term supports of SE services.

Priority 2: Increase the number of individuals eligible for SE services that receive benefits planning services.

Goal: Annually increase the number of individuals eligible for SE services that receive benefits planning services. FY 2015: 255 individuals eligible for SE services received benefits counseling services. FY 2014: 201 individuals eligible for SE services received benefits counseling services. FY 2013: 54 individuals eligible for SE services, received benefits counseling services. (Page 322)

Customized Employment

Continue with implementation of the Employment First State Mentoring Program (EFSLMP) to train a cadre of trainers on Customized Employment, who in turn will train other staff.

- Continue with the current iCAN bridging program at the Community Schools for Adults as a stepping stone to proceed into a career pathway leading to a work-readiness certificate and/or degree and economic success. Work closely with UH/CC to create possible dual enrollment and pre-apprenticeship classes for adult learners. (Page 99)

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Braiding/Blending Resources

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Section 188/Section 188 Guide

No disability specific information found regarding this element.

DEI/Disability Resource Coordinators

Although DEI focuses on a specific group of individuals, the successes of the coordinated service strategies is a model for a broader population. (DEI, Round II, was conducted only on the Counties of Hawaii and Maui, and the successful collaboration with employers and providers was the stepping stone for DEI Round VI statewide.) Experience showed that building trust among agencies took time and a disciplined commitment to regular meetings. It also required the lead agency and its contractor, University of Hawaii Center on Disability Studies, to develop meeting agenda, contact agencies for meetings, and include actions relevant to the providers. Similar factors were critical to sustain business interest in participating on the Business Leadership Networks.

Another DEI example is the goal of increasing participation in Ticket to Work, a federal program that provides cash incentives to providers who assist in placing SSI or SSDI beneficiaries in employment. DEI Training of One-Stop staff and its partners, Benefits Planning through University of Hawaii Center on Disability Studies, and close linkages with DVR and other partners, including Adult Education, will give staff the ability to provide the services needed for successful placement and retention of persons with disabilities. (Page 111)

The Disability Employment Initiative (DEI), Round VI, also will help facilitate a coordinated approach with employers among agencies serving persons with disabilities. This approach was very successful on Hawaii County where DEI Round II was carried out. Lessons learned from that experience, including the time it took to build trust and break barriers, helps inform DEI Round VI, which will be implemented Statewide.

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Kauai DVR started Hookipa Workforce Academy at Waimea High in August 2015. This is a great example of our collaborative effort between DOE and DVR where participants are not in Adult Education.

- DVR is currently working with the DOL/Workforce Development Division, DOE/ Adult Basic Education and the US Business Leadership Network (BLN) to learn, network and build local business relationships with key leaders of companies and employers in the private sector that have demonstrated leadership and commitment to disability inclusion. USBLN is a national non-profit, non-partisan business-to-business network promoting workplaces, supply chains and marketplaces where people with disabilities are included. We are working with the Disability Employment Initiative (DEI) grant staff to promote development of BLN Affiliates on Oahu, Kauai and Maui. (Page 275)

Other State Programs/Pilots that Support Competitive Integrated Employment

- Piloting programs/services to serve the neighbor islands, or some of the rural areas of Oahu such as Hookipa. Hookipa provides small group work readiness and hospitality skills training with paid work experience in a competitive setting.
- Partner with Workforce Development Division (WDD) and Adult Education so that staff that can work with DVR and share information and resources, provide cross-training, and strategize ways to increase training and placement opportunities for individuals with disabilities statewide.

Financial Literacy/Economic Advancement

No disability specific information found regarding this element.

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Benefits

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DOE is responsible for providing and paying for DOE services identified in the IEP, including transition services for eligible TAY under IDEA. DVR is responsible for providing and paying for vocational or employment related services identified in the IPE for TAY, in keeping with DVR requirement for comparable services and benefits, and personal resources. (Page 281)

A semi-annual review is conducted to ensure training needs are met. Statewide training initiatives includes:

- Collaborative relationships with the local University to support the Master's in Rehabilitation Counseling program.
- Formal contracts with San Diego State University to provide Statewide Training and technical assistance to VR Counselors and VR Management.
- Formal contracts to include training and technical assistance in the areas of Benefits Planning and Assistive Technology. (Page 292)
- A large majority of DVR consumers receive SSA benefits and fear of benefit loss significantly affects their return-to-work behavior; (Page 295)
- Benefits planning resources to be provided for all DVR consumers that are also SSA beneficiaries. DVR counselors and community partners will ensure that they are discussing the full range of options for work with their consumers, including striving towards self-sufficiency through work. (Page 317)
- Redevelop the relationship with the State agency providing services to those individuals with mental health issues.
- Temporary Employment Opportunities
- Paid and Unpaid Work Experience
- Develop a cooperative agreement involving DVR, Developmental Disability Division, Workforce Development Division, Med-QUEST Division, Adult Mental Health Division (AMHD), Hawaii Department of Education (DOE) and the University of Hawaii. Through this larger cooperative agreement, it is anticipated that small agreements and MOA's will be developed between smaller agencies from the larger core group.

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- Do outreach to individuals with disabilities from rural areas, Native Hawaiians, Micronesians and Deaf-Blind individuals to provide VR services.
- Implement “Customized Employment” strategies, continue Benefits Planning services to Ticket Holders, develop MOAs with Employment Networks to increase our focus on the provision of Supported Employment services. (Page 319)

We achieved this goal because of a number of factors to include, but not limited to continuing to increased employer partnerships, continued benefits planning services for clients, available work experiences for clients and focusing on employment as the expectation of the program from the beginning. (Page 320)

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School to Work Transition

- Promote strategies to prepare for, obtain and maintain competitive, integrated employment such as
 1. iCAN: Preparatory classes for youth and students for college and careers and
 2. Project Search: High School Transition Program is a unique, business led, one year, school-to-work program that takes place entirely at the work place.
- Promote strategies to participate in work experience and post-secondary educational experience. This year, students and youth are participating in the Summer Youth Employment Program. Partnering with the State Workforce Development Division and the Honolulu, Maui, Kauai and Hawaii Counties, the program would provide paid work-based learning experiences, internships, and employment. (Page 317)

Data Collection

A statewide MIS workgroup, composed of representatives and managers from each local area is responsible for reporting issues or questions regarding the PMIS to DLIR, and for providing input on desired enhancements or changes to it. Vocational Rehabilitation and Adult Education will be added to the MIS workgroup. The MIS workgroup also communicates updates or changes to the system to other staff. The DLIR Administrative staff tracks each concern and inquiry, and ensures that all issues are addressed and resolved either by the vendor, DLIR, local area, Core Partner, or any combination of these entities. Recommendations for policies and procedures regarding data entry, data revision, reports, assistance to public users, or other facets of data collection and use of

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data are solicited from and provided by the MIS workgroup or other users and finalized by DLIR. Training for all staff users is provided by the vendor whenever a new version of the software is installed. (Page 158)

(3) Ensure that the goals and priorities are based on an analysis of the following areas:

(A) The most recent comprehensive statewide assessment, including any updates; Yes, VR's Triennial Comprehensive Statewide Needs Assessment for Program Years 2015 – 2017 identified needs for the following goals and priorities:

- Priority 1: To provide Pre-Employment Transition Services
- Priority 2: To provide Supported Employment (SE) Services for Youth
- Priority 3: To increase employment engagement (B) the State's performance under the performance accountability measures of section 116 of WIOA; and
- Priority 4: Data Collection Goals.(Page 305)

Small Business/Entrepreneurship

No specific disability related information found.

Career Pathways

Hawaii Career Pathway System increases access to and opportunities for employment, education, training, and support services, particularly for individuals with the greatest barriers to employment. These individuals include displaced homemakers; low-income individuals; Native Hawaiians; individuals with disabilities, including youth who are disabled; adults; ex-offenders; homeless individuals, or homeless children and youth; youth who are in or have aged out of foster care; English language learners, individuals who have low levels of literacy, individuals facing substantial cultural barriers; Temporary Assistance for Needy Families program (TANF); single parents; veterans, and long-term unemployed individuals.(Page 100-101)

The development of a unified state approach to career pathways requires aligning core programs with other WIOA partners to improve the workforce system. This alignment requires the collaboration of stakeholders that facilitates the design and development of the Hawaii Unified Plan.

The Hawaii Career Pathway System is a reflection of the ongoing collaboration by core partners and stakeholders to develop a unified state approach to career pathways. This system bridges Core Programs, WIOA partners, and the private sector in the development, implementation, and sustenance of promising practices from the workforce and education arenas at the Federal, State and local levels. The use of career pathways provide individuals, including low-skilled adults, youth, and individuals with barriers to employment (including individuals with disabilities) with workforce development training, education, and support services to enter or retain employment. (Page 102)

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Strategies to increase the median earning of program participants:

1. Assist in the development of Career Pathways based upon Hawaii's labor market for individuals interested in postsecondary education or direct job placement or both. Identify Career Pathways and job opportunities that are specific to each county.
2. Identify strategies to increase the capacity of SSA beneficiaries to move toward self-sufficiency through, work include education of the person's family and try and encourage high expectations for the person regarding work rather than striving to remain dependent on SSI. High expectations have been proven to have a positive effect on outcomes and earnings for beneficiaries.

Strategies to increase the percentage of participants who during a program year achieve a measurable skill gain:

1. Use the customized employment model identified in the Employment First State Leadership Mentoring Program.
2. Create career pathways; channels of opportunities from pre-employment training to competitive employment outcomes.

Strategies to cultivate VR's effectiveness in serving employers: Developing successful partnerships with local and multi-state businesses in an effort to increase the employment of individuals with disabilities and self-employment. Services include, but not limited to:

1. Train employers on compliance the title I of the American with Disability Act (ADA) of 1990 and other employment-related laws.
2. Inform employers of the existence of the program and availability of services.
3. Educate and provide services to employers who have hired or are interested in hiring individuals with disabilities.
4. Provide training and technical assistance to employers regarding disability awareness.
5. Working with employers to provide opportunities for work-based learning experiences and opportunities for PETS services.
6. Train employees who are individuals with disabilities. (Page 315)

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Employment Networks

In addition, DVR partners with Developmental Disabilities Division case managers and Ticket to Work Employment Networks to provide extended services to maintain employment. (Page 312)

1. The methods to be used to expand and improve services to individuals with disabilities.
 - Increase support services in postsecondary settings thereby increasing graduation rate.
 - Increase pre-employment transitions services to better prepare transitioning youth with disabilities into the workforce.
 - Support the provision of summer youth employment for transitioning high school students as well as those in postsecondary training.
 - Redevelop the relationship with the State agency providing services to those individuals with mental health issues.
 - Temporary Employment Opportunities
 - Paid and Unpaid Work Experience
 - Develop a cooperative agreement involving DVR, Developmental Disability Division, Workforce Development Division, Med-QUEST Division, Adult Mental Health Division (AMHD), Hawaii Department of Education (DOE) and the University of Hawaii. Through this larger cooperative agreement, it is anticipated that small agreements and MOA's will be developed between smaller agencies from the larger core group.
 - Do outreach to individuals with disabilities from rural areas, Native Hawaiians, Micronesians and Deaf-Blind individuals to provide VR services.
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* All enclosed information is cited directly from final state plan as of February 23, 2017

Find your local state plans here: <https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/index.html>