



UNIVERSITY OF HAWAI'I SYSTEM

ANNUAL REPORT

REPORT TO THE 2005 LEGISLATURE

ANNUAL REPORT ON
WORKFORCE DEVELOPMENT

ACT 225, Session Laws of Hawai'i 2004

DECEMBER 2004

Report on Workforce Development

Background

In the spring meeting of the legislative session (22nd session), the Legislature passed ACT 225 (Senate Bill 214). Act 225 directed Leeward Community College to develop a program to provide services to students from Freely Associated States in order to ensure their success in school through cultural education and integration, language, employment, training, and legal services. In this Bill, Leeward CC was named as the vehicle for providing employment and training to citizens of the Freely Associated States (FAS): the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau. Leeward CC was positioned to give instruction to assist with job readiness, job placement and job retention, which included and was not limited to:

- A) Basic educational skills training;
- B) Occupational skills training;
- C) English as a second language training and
- D) Mentoring

This Act does not include funding and does not allow for Leeward Community College to use General Funds.

Needs Identified

Initial programs focused on short-term non-credit workforce training, primarily in entry-level health care through the College's existing Certified Nursing Assistant Program and English as a Second Language and basic-skills training. The College's overall emphasis for the 2004 training would focus on adult-learners during the remaining seven months of the year.

Actions Taken

This report to the Legislature addresses the period between the end of spring 2004 to summer and fall terms 2004. The majority of the population who

expressed interest in the training resided in three areas of the community: Waipahu, Kalihi-Palama and Palolo Valley, and a large request were by females at one of the community meetings. The initial training was, therefore, established primarily for women. Male members of the community were in leadership roles, served as pastoral associates, or were undertaking physical rehabilitation (needed as a result of radiation effects from test bombs that displaced members of the community to relocate to Hawaii for health care due to Hawaii's geographic and cultural proximity). The College's existing Health and Medical Education's Certified Nursing Assistant (C.N.A.) program was identified as the first training effort. The model Leeward CC used was based on a successful program that occurred in a paid training program sponsored and held by Saint Francis Medical Center. Each participant at the time paid for 100% of the training fee. It was also envisioned that this entry-level training would provide an excellent opportunity for the women and some men to gain first-hand experience of the C.N.A. program as a career ladder and gateway into the healthcare field.

Existing curricula was used in the program with teaching methodologies adjusted to reflect both cultural and academic issues. Additionally, some of the students who were pre-screened and accepted into the program on a probationary basis did not fulfill the English and math minimum prerequisites and requirements. Supplemental assistance was provided and arranged through the Waikiki Lifelong Learning Center (Kapi'olani Community College). The timetable that the attendees participated in the training commenced in summer with the conclusion of the training in mid-October. Two sections and locations were established for the convenience of the students; section A was held at the Leeward CC campus in Pearl City which was a convenience for residents in the Waipahu area. Section B was held in urban Honolulu and in partnership with the Palolo Chinese Home as the on-site facility for lecture, practicum and mentoring and internship.

Participant Data

Out of 18 students, 84% completed the training and are now working in entry level health care fields. These individuals are also in several cases now

primary wage earners for their families. Participants enrolled came from the following communities: Aiea, Ewa Beach, Kaimuki, Kapolei, Wahiawa and Waipahu.

Fiscal Report

The participants in the health-training program received a substantial tuition discount by having the registration fee waived. The Colleges' special-funded programs through the Health & Medical Education program subsidized the majority of the costs for the overall training. This initial effort was intended to demonstrate support for the community where education would be accessible, affordable, and practical, leading to an entry-level job. The College continues to seek external funds to support its efforts especially since the anticipated funding from the Bill never materialized. Funds that the College provided as in-kind contributions accounted for 84% of the total actual costs. Community partner donations amounted to almost \$5000.00. These partners were: Waikiki Lifelong Learning Center (Kapi'olani Community College); State of Hawaii - Department of Education – McKinley Community School for Adults; Palolo Chinese Home, Palolo Housing, and the United Micronesian Association. Additionally, Leeward CC contributed nearly \$10,000 in in-kind contribution/assistance. The \$100 registration fee paid by attendees did not cover the actual costs for instruction, textbook and materials, CPR and First Aid training and certification cards.

The College looks to continue the program in 2005 and will seek external funds in partnership with private and public sector non-profit organizations, government, and to develop new partnerships with service providers who have expertise in certain areas including youth, family and social service organizations.