

Career Center



2019 ANNUAL REPORT OF PROGRAM DATA



UNIVERSITY of HAWAII®
KAUA'I
COMMUNITY COLLEGE

2019 Kaua'i Community College ARPD

Program: Career Center

At a minimum, each program or unit Annual Program Review Update shall include measures described in [UHCCP 5.202](#). Additional measures may also be used for program or unit assessment.

1. Program Description

Program or Unit Mission Statement

The Career Center at Kauai Community College prepares students for academic and career success by helping individuals learn about themselves, explore career options for degrees, make career choices and carry out education and career plans.

Part I. Program Description

Date of Last Comprehensive Review	n/a
Date Website Last Reviewed/Updated	12/3/2019
Target Student Population	All Kauai Community College Students University Center Students Potential & Alumni Students
External Factor(s) that Affected the Program or Unit	Click or tap here to enter text.

2. Analysis of the Program

Strengths and weaknesses in terms of demand, efficiency, and effectiveness based on an analysis of the Quantitative Indicators. CTE programs must include an analysis of Perkins Core indicators for which the program did not meet the performance level. Include Significant Program Actions (new certificates, stop outs, gain/loss of positions, results of prior year's action plan).

Include the Annual Review of Program Data (ARPD; all [Instructional programs](#) and [Academic Support](#) programs - Library, Technology Resources, Testing Center, Tutoring, and Financial Aid), program-developed metrics (Institutional Effectiveness programs, Office of Continuing Education and Training, campus committees), or metrics required by [UHCCP 5.202](#) that are not provided as ARPD ([Administrative Service](#) programs and some Student Support [programs](#)) under review in table format below (EP 5.202 and UHCCP 5.202).

The Overall Program Health is Select Health Call.

Describe and discuss demand, efficiency, effectiveness, and overall health categories. What has been the trend over the past three years in each of these categories? What factors (internal or external) may have contributed to the program or unit health categories? For Career and Technical Education (CTE) programs, provide a discussion on any unmet Perkins Core Indicator that includes contributing factors (UHCCP 5.202).

Based on this analysis, what are the program’s strengths and areas to improve regarding demand, efficiency, and effectiveness?

Describe any significant program actions that occurred in the prior year (e.g., new certificate(s), stop outs, gain/loss of position(s), reduction in funding, new or completed grant(s), etc.).

Career and Technical (CTE) programs should provide an analysis for any unmet Perkins Core Indicators.

Part II. Analysis of Quantitative Indicators

7/1/2018-6/30/2019	2018-2019	2019-2020	2020-2021	2021-2022
DEMAND				
Outreach Services				
Total prospective students in HS class	277			
Total students attended Outreach events	71			
Total Walk-Ins	117			
Career Center Website Hits (<i>Google Analytics</i>)	869			
Student Services				
# of Individual Student Appointments	143			
# of Classroom Presentations/Workshops	14			
# of Students in	294			

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Classroom Presentations/Workshops				
# of Students completed Focus 2 Career Assessment	134			
Employer Services				
# of new employer contacts	188			
# of times employers contact career center	384			
# of employer posts on job posting	177			
EFFICIENCY				
Outreach Services				
Outreach Register Rate	75%			
Outreach Attend Rate	72%			
Student Services				
Number of Faculty	1			
Average Attendees for Presentation/Workshops	21			
Employer Services				
% of new employer contacts	100%			
EFFECTIVENESS				
Net Promoter Score for one on one appointments	91			
Net Promoter Score for Focus 2 Career Workshops	15			
Net Promoter Score for Outreach to Potential	32			

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Students				
Net Promoter Score Overall	45			
Outreach Services				
Student Survey Response Data	88%			
Conversion Rate for Outreach Students	96%			
Student Services				
Student Survey Response Data	98%			
% Persistence or Graduated	63%			
Employer Services				
% of job postings	94%			

This is the first year the Career Center is reporting quantitative indicators for the Annual Report of Program Data. 2019-2020 data will serve as the baseline to evaluate the demand, efficiency, and effectiveness of the Career Center.

Program History: The Career Center opened its doors on February 1, 2014, under different leadership. The Center was temporarily closed for seven months from January 2018 until August 2018 due to the vacancy of the Career Counselor role. During the seven months, two Academic Counselors provided minimal services to students, faculty, and employers. The Career Center re-opened on August 6, 2018. There was limited data provided in 2017-2018 due to the vacant role. Currently, the Career Center is staffed by the Career Counselor and two student workers.

Strengths:

Program Marketing: Career Center site on the Kauai Community College Website that showcases the Center's services. The site included counselor contact information, a brief introduction, and services. Multiple hyperlinks that makes the site user-friendly for staff and students during appointments and workshops. There is also a student appointment sign-in and feedback/survey link.

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Employment Services: Employers contact the Career Center to advertise their positions. Employers receive a standardized email response explaining they can post their position electronically through our SECE or JCO (which are UH student employment sites) or they can create a flyer to post around campus on the bulletin boards. The Center keeps a spreadsheet of all employers that make contact with the Career Center. When students come in, it is one of the resources the Center uses to help them get placed. The information gets passed along to department heads/chairs if it pertains to their division/department.

Student On-Campus Employment: This summer, the Career Center became the department for students to receive assistance in getting on-campus jobs. The Center created directions, flyers, and handouts for students. Current openings were emailed to campus leadership and counselors. Job openings are posted on bulletin boards around campus. Student workers are trained to assist students with searching for current job openings and applying for positions through the SECE (Student Employment online) website. An appeal process was created for students who do not meet the requirements to still be able to apply for on-campus employment. Student Employment is now located on the KCC website under Career Center.

Appointments & Workshops: The Career Center conducted student appointments on campus, held targeted workshops and completed several classroom visits. The Center's outreach efforts included not only college students but also high school students and working adults.

Integrated Student Success (ISS) Committee: The Center's Counselor participated on the ISS Committee and was able to purchase marketing material for the Career Center. The ISS Committee was broken down into a smaller subgroups and the center participated in the Onboarding Working Group. This past year the center was involved with five campus tours. The Center's Counselor is one of two Kauai High School Liaisons and are responsible for all onboarding activities which include: assistance filling out applications, creating usernames, selecting majors and registering for courses.

Area of improvement:

Building Student Job Placement Assistance Capacity: The campus does not have a systematic way to track job placement. Hawaii Innovation Initiative Goal 8 is to Increase Job Placement for KCC students is not developed at this time. In the meantime, the Career Center has attempted to keep track of this data manually which is time-consuming and challenging for the Center. Removed Student Placement Rate and Job Placement Rate from Quantitative Indicators.

Build Employer Repository: UH System uses SECE and Job Center which most employers did not post their jobs for students to access. Created workarounds such as posting flyers and notified faculty of the job post. The Center is working on new ways to connect more students with employers.

Promote The Center & Increase Student Pipeline: The Center is a supportive service and it heavily relies on referrals to attract students. The Center would like the continued support from faculty and staff to assist with promoting the services offered. These services have a direct impact on increasing the number of graduates, transfer students and overall student retention.

Overall program health is to be determined in the 2020 Annual Report.

3. Program Student Learning Outcomes

- a) List of the Program Student Learning Outcomes
- b) Program Student Learning Outcomes that have been assessed in the year of the Annual Review of Program Data.
- c) Assessment Results
- d) Changes that have been made as a result of the assessments.

Report on PSLO assessment for the prior year.

- 1. List of the PSLOs.
- 2. Indicate PLSOs that were assessed in the year of this APRU.
- 3. Assessment findings.
- 4. Changes that have been made as a result of the assessment findings.
- 5. Next planned assessment date.

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Program: Career Center

PSLO	Assessed During this APRU Cycle (Y or N)	Findings	Improvements Implemented	Next Assessment Date
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<p>Assessment- Comprehend and use both formal and/or informal career development assessments</p>	<p>Yes</p>	<p>Survey Results: 90% of Early College students who completed Focus 2 Career Assessment agreed and strongly agreed with this statement: "The presentation was worth my time."</p> <p>81% of students who completed the Focus 2 Career Assessment found a degree, major or other recommended education.</p> <p>93% of students who completed the Focus 2 Career Assessment found at least 2 or more occupations they wanted to pursue.</p> <p>Student Comment: "I found it helpful taking assessments to narrow down career."</p> <p>"The focus2career assessment helped me see the different occupations that I would be interested in pursuing based on my personality, values and skills. I found the assessment eye opening and interesting."</p>	<p>Provided clear written directions and a worksheet for students to complete while taking their assessment.</p>	<p>2019-2020</p>

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<p>Labor Market Information and Resources- Understand labor market and occupational information and trends. Able to use current resources.</p>	<p>Yes</p>	<p>Survey Results: 100% of student appointments agreed and strongly agreed with this statement: "I am aware of ways to find additional information/resource."</p> <p>Student Comments: "The recommended websites in career exploration are very helpful."</p> <p>"Feeling thankful for Melissa Henry's help. I feel like I haven't had advising with care, since my first year attending college. Melissa took the time, to take me through necessary steps in order to research what my career options look like, in order to know what kind of degree I'm looking for. Thanks Melissa!"</p> <p>"It was very informative. I found it helpful learning about the BLS and taking assessments to narrow down career."</p> <p>"Having a meeting in the Career Services Center helped me get one step closer to finding a career after college. I was informed about the resources I can use to prepare myself for</p>	<p>Provided clear written directions and a worksheet for students to complete while researching occupations.</p>	<p>2019-2020</p>
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		college and my future career. Thank you.”		
		“Really helpful and understanding! She works with you in order to figure out what is best for you in the working field.”		

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<p>Goal Setting & Action Plan- Developing sound goals that is specific, measurable, achievable, results-focused, and time-bound</p>	<p>Yes</p>	<p>Survey Results: 98% of student appointments agreed and strongly agreed with this statement: "I felt more prepared to achieve my career goal(s)."</p> <p>95% of student appointments agreed and strongly argeed with this statement: "I clearly identified what my nexts would be."</p> <p>Student Comments: "This was a very helpful and eye opening appointment for me to learn new things and also more about what I need to reach my end goal."</p> <p>"Highly recommended to friends who are in need of getting direction in academics."</p>	<p>Provided clear written directions and a worksheet for students to complete their SMART goals Click or tap here to enter text.</p>	<p>2019-2020</p>
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<p>Job Seeking and Employability Skills-know job search strategies and placement techniques.</p>	<p>Yes</p>	<p>Survey Results: 30% of student appointments received help with off and on-campus student employment.</p> <p>Student Comments: "She is very helpful and patient. She gave me good advice and showed me the right way to apply for a job, helped fixed my resume and cover letter." "She is very helpful especially when you're looking for employment." " I really liked the meeting because I definitely gained more knowledge on how to set up my resume and how to search for the different job opportunities after I improve my resume."</p>	<p>For reporting purposes separated Off and On Campus (student employment) employment on my success and surveys.</p> <p>Created a student employment section on Career Center site.</p> <p>Taught job preparation skills using smaller objectives. (job searching, resume making, interviewing, and following up)</p>	<p>2019-2020</p>
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4. Action Plan

Include how the actions within the plan support the college’s mission. In addition to the overall action plan for the program, include specific action plans for any Perkins Core Indicator for which the program did not meet the performance level.

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Action Plan	Anticipated Outcome	Actual Outcome
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

List any additional significant actions that impacted your program (e.g., new certificate, loss or gain of faculty or staff, stop outs, etc.).

None

Analysis of Alignment with CPR

List the goals that were identified to be initiated, continued, or completed during this APRU cycle, in your last CPR, and if they were achieved. Be sure to include the benchmark, desired outcome, actual outcome, and unit of measure. If you completed your last CPR prior to 2018, please refer to * in this section.

Goal/Strategic Goal or Priority**	Achieved (Y or N)?	Benchmark	Desired Outcome	Actual Outcome	Unit of Measure
Develop Surveys for student feedback	Yes	n/a	Develop targeted surveys to be used at all points in the career development lifecycle	4 Surveys: 1) Appointment Feedback 2) Focus 2 Career Assessment 3) Student Workshops 4) New Student Orientation	Number of Surveys developed
Develop Curriculum	Yes	n/a	Develop Curriculum to be used at all points in the career development lifecycle	11 Materials: 1) Focus 2 Career Worksheet 2) Career Exploration Worksheet 3) SMART Goals Worksheet 4) 21 Century Skills Activity 5) Begin with the end in Mind Activity	Amount of curriculum developed

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				<p>6) Hidden Job Market Activity</p> <p>7) Job Search Strategies</p> <p>8) Resume Checklist</p> <p>9) Interview Questions/Activity</p> <p>10) Graduation Time by Program Degree and Type of School</p> <p>11) KCC Website Activity</p>	
Build presentation repository	Yes	n/a	Develop Classroom and/or Workshop presentations to be used at all points in the career development lifecycle	<p>5 Presentations:</p> <p>1) Assessment</p> <p>2) Career Exploration</p> <p>3) Goal Setting</p> <p>4) Job Preparation</p> <p>5) KCC's Career Services Overview</p>	Number of presentation developed
Create brochures and other marketing collateral to promote department	Yes	n/a	Create brochures and other marketing collateral to promote department	<p>5 Marketing Materials:</p> <p>1) Career Site</p> <p>2) Brochure</p> <p>3) Student Employment Flyer</p> <p>4) Focus 2 Career Flyer</p> <p>5) Promotional merchandise such as pens, pencils and sunglasses.</p> <p>Click or tap here to enter text.</p>	Number of marketing tools

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Build Employer Repository	Yes	n/a	Network with Employers to promote school and students	Created a spreadsheet of employers who contact the Center by phone, email, or walk-in	Create employers tracking system
Build Student Pipeline	Yes	n/a	Promote and Engage Student Activities through individual appointments, classroom presentation and/or workshops	202 student appointments tracked in My Success. 294 of students that attend a workshop or presentation.	Number of students being seen by the career center staff
Build student job placement assistance capacity	Yes	n/a	Implement job placement services	68 students appointments for reason: cover letter/resume, Job Shadowing/ Internship, Off/On Campus Employment and Preparing for an Interview in My Success.	Number of students being seen for job placement assistance

**All Strategic Goals and Priorities are Aligned to the College Mission.

Describe any impacts these goals had on your health indicator(s).

n/a

*Based on findings in Parts I – IV, develop an action plan for your program or unit from now until your next CPR date. This should include goals that align with the College Mission, measurable outcomes, benchmarks, and alignment to the College’s Strategic Priorities, and/or Strategic Goals. Be sure to focus on weaknesses identified in ARPD data, PSLO outcomes, results of survey data, and other data used to assess your unit or program. This plan should guide your program and subsequent APRUs, but may be amended based on new initiatives, updated data, or unforeseen external factors.

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Goal	Strategic Goal/Priority (List number)	Benchmark	Desired Outcome	Unit of Measure	Year(s) Implemented
Promote the Career Center by providing Information Tables on campus	1, 2, 3, 4, 7, 8, 9, 12, 16	n/a	Engage Student by providing career center information and services	# of students being seen at information tables	Year 2 (2019-2020)
Promote Career Services in Meetings	1, 2, 3, 4, 7, 8, 9, 12, 16	n/a	Engage and Network with faculty and staff to promote career center services	# of faculty/staff being seen in meetings	Year 2 (2019-2020)
Promote Career Services during Classroom Visits	1, 2, 3, 4, 7, 8, 9, 12, 16	n/a	Engage Student by providing career center services	# of students being seen in the classroom	Year 2 (2019-2020)
Maintain or Increase Employer Repository	1, 2, 3, 4, 7, 8, 9, 12, 16	n/a	Implement job searching tool for students	Create a employment tool for students to access on the Career Center's site.	Year 2 (2019-2020)
Maintain or Increase student job placement assistance capacity	1, 2, 3, 4, 7, 8, 9, 12, 16	68	Implement job placement services	# of appointments for reason: cover letter/resume, Job	Year 2 (2019-2020)

				Shadowing/ Internship, Off Campus Employment and On Campus Student Employment, and Preparing for an Interview in My Success.	
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5. Resource Implications

Resource Request(s) for next year (from CPR Plan for your program or unit, or one(s) developed in Part V above if CPR was completed prior to 2018).

I am NOT requiring resources for my program/unit.

Supporting Information for the Career Center:

Kauai High School Outreach				53 registered/71 outreach	75% Outreach register rate
Campus Visit	Application Day	Register Day	Total students outreach	51 attending/71 outreach	72% Outreach attend rate
22	32	53	71	51 attending/53 registered	96% Conversion Rate

# of WALKINS:				
Dates:	Staff:	Student:	Employer:	Total:
November 2018	0	0	2	2
December 2018	3	2	4	9
January 2019	0	5	4	9
February 2019	1	6	1	8
March 2019	7	5	3	15
April 2019	2	19	5	26
May 2019	4	21	1	26
June 2019	2	16	4	22
Total	19	74	24	117

***did not track in July, August, September and October

Career Center Workshops:

Date	Location	Grade	Course	Presentation Title	Reason	# of students
9/17/18, 10/18/18, 2/22/19	Kauai High School	11-12	IS/103 Introduction to College- Early College Students	Focus2Career Lesson	Completed Career/Personality Assessment	58 students signed-in

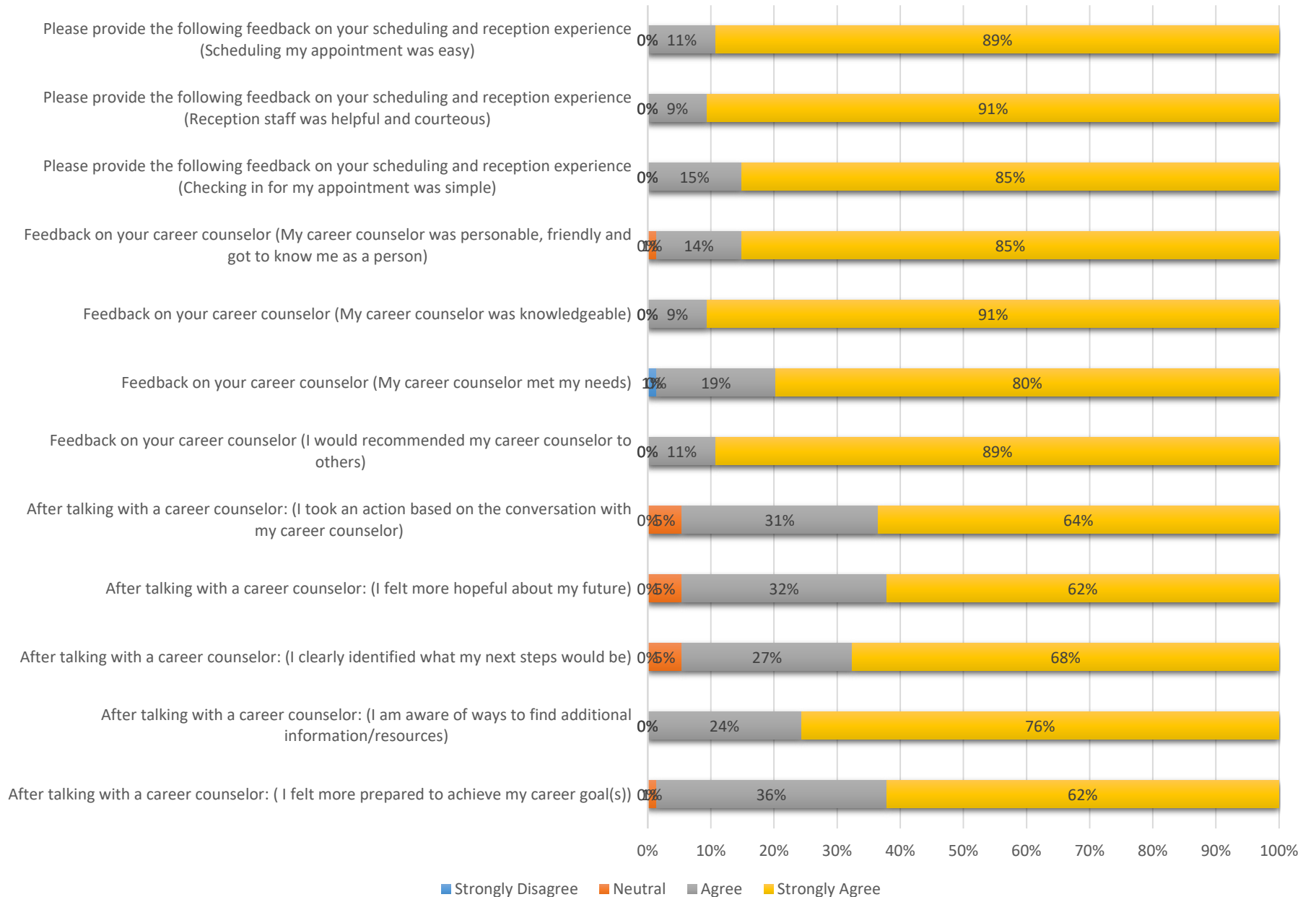
10/22/18	Waimea High School	12	English	Career Exploration	Completed Career Exploration, SMART Goals, Reviewed KCC College Website and picked sessions for #findyourfuture college visit	67 students on selected a session
10/31/18	KCC	1st year	SCI/170	Resume Overview	Gave students tips to writing a resume	9 students signed-in
1/14/19, 1/18/19, 1/22/19, 1/23/19	Kauai High School	12	English	Career Exploration	Completed Career Exploration, SMART Goals, and Reviewed KCC College	107 students signed-in
2/20/19	Kanaka High School	9-12	English	Career Exploration	Completed Career Exploration, SMART Goals, and Reviewed KCC College	8 students signed-in
4/11/19	Kupu Interns State Building	Working Adults/ Interns	Next Step Workshop	Job Preparation Workshop	Completed 3 activities-21 century Skills, Resume and Interview Skills	14 students signed-in
6/26/19	KCC	First-time Students	Waialeale New Student Workshop	Career Exploration	Completed Career Exploration, SMART Goals, and Reviewed KCC College	12 students signed-in

Career Center Outreach:

Date	Location	Teacher	Course	Presentation Title	Reason	# of students
11/26/18	KCC	Robert Ladender	BUS/120	Career Center Overview	Provide Services	12 students signed-in
5/22/19	KCC	William Dressler	New Student Orientation	Career Center Overview	Provided Services (4 sessions total)	7 students signed-in

Career Center: Feedback/Survey

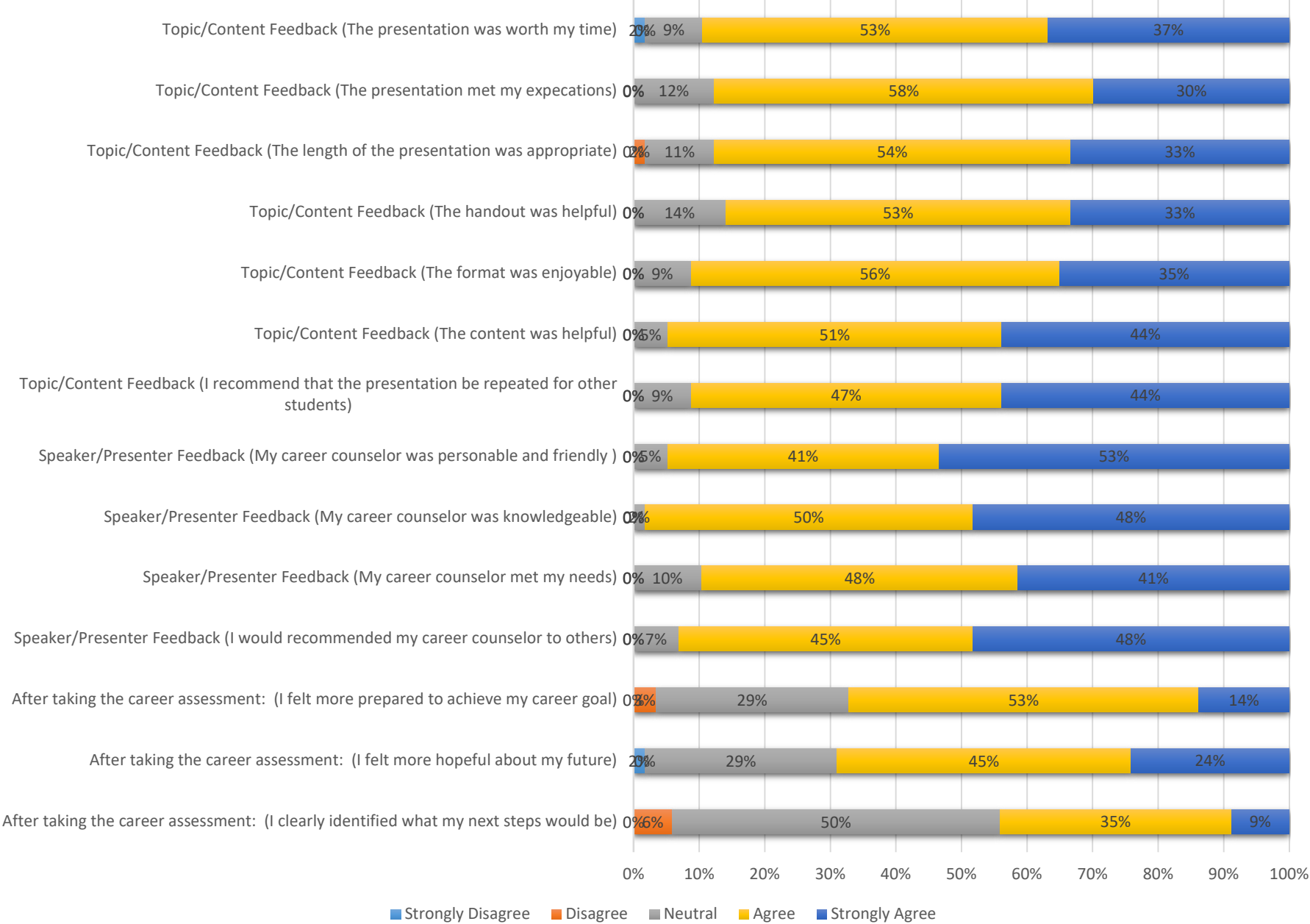
N = 74



Sum of Number of Records- CAREER CENTER Individual Appointments Row Labels	Column Labels				Grand Total
	Strongly Disagree	Neutral	Agree	Strongly Agree	
After talking with a career counselor: (I felt more prepared to achieve my career goal(s))	0%	1%	36%	62%	100%
After talking with a career counselor: (I am aware of ways to find additional information/resources)	0%	0%	24%	76%	100%
After talking with a career counselor: (I clearly identified what my next steps would be)	0%	5%	27%	68%	100%
After talking with a career counselor: (I felt more hopeful about my future)	0%	5%	32%	62%	100%
After talking with a career counselor: (I took an action based on the conversation with my career counselor)	0%	5%	31%	64%	100%
Feedback on your career counselor (I would recommended my career counselor to others)	0%	0%	11%	89%	100%
Feedback on your career counselor (My career counselor met my needs)	1%	0%	19%	80%	100%
Feedback on your career counselor (My career counselor was knowledgeable)	0%	0%	9%	91%	100%
Feedback on your career counselor (My career counselor was personable, friendly and got to know me as a person)	0%	1%	14%	85%	100%
Please provide the following feedback on your scheduling and reception experience (Checking in for my appointment was simple)	0%	0%	15%	85%	100%
Please provide the following feedback on your scheduling and reception experience (Reception staff was helpful and courteous)	0%	0%	9%	91%	100%
Please provide the following feedback on your scheduling and reception experience (Scheduling my appointment was easy)	0%	0%	11%	89%	100%
Grand Total	0%	2%	20%	78%	100%

Focus2Career Assessment

N = 57



Sum of Number of Records-FOCUS 2 CAREER ASSESSEMENT

Item	Response					Grand Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
After taking the career assessment: (I clearly identified what my next steps would be)	0%	6%	50%	35%	9%	100%
After taking the career assessment: (I felt more hopeful about my future)	2%	0%	29%	45%	24%	100%
After taking the career assessment: (I felt more prepared to achieve my career goal)	0%	3%	29%	53%	14%	100%
Speaker/Presenter Feedback (I would recommended my career counselor to others)	0%	0%	7%	45%	48%	100%
Speaker/Presenter Feedback (My career counselor met my needs)	0%	0%	10%	48%	41%	100%
Speaker/Presenter Feedback (My career counselor was knowledgeable)	0%	0%	2%	50%	48%	100%
Speaker/Presenter Feedback (My career counselor was personable and friendly)	0%	0%	5%	41%	53%	100%
Topic/Content Feedback (I recommend that the presentation be repeated for other students)	0%	0%	9%	47%	44%	100%
Topic/Content Feedback (The content was helpful)	0%	0%	5%	51%	44%	100%
Topic/Content Feedback (The format was enjoyable)	0%	0%	9%	56%	35%	100%
Topic/Content Feedback (The handout was helpful)	0%	0%	14%	53%	33%	100%
Topic/Content Feedback (The length of the presentation was appropriate)	0%	2%	11%	54%	33%	100%
Topic/Content Feedback (The presentation met my expectations)	0%	0%	12%	58%	30%	100%
Topic/Content Feedback (The presentation was worth my time)	2%	0%	9%	53%	37%	100%
Grand Total	0%	1%	13%	50%	36%	100%

NPS QUESTION:

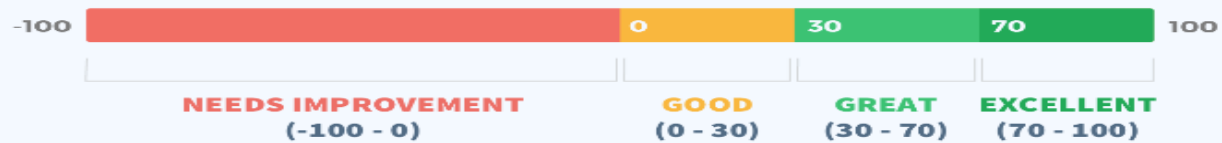
NPS BY SURVEY

Row Labels	N	% of Total by Survey	ROUNDING	NPS
2018-2019 Focus2Career Assessment	58	20%		15
Detractor	9	16%	16%	
Passive	31	53%	53%	
Promoter	18	31%	31%	
2018-2019 KCC Career Center-Workshop	138	48%		32
Detractor	24	17%	17%	
Passive	46	33%	33%	
Promoter	68	49%	49%	
2018-2019 NSO Presentation on Career Center	20	7%		50
Passive	10	50%	50%	
Promoter	10	50%	50%	
	74	26%		91
Passive	7	9%	9%	
Promoter	67	91%	91%	
Grand Total	290	100%		45

OVERALL NPS

Row Labels	N	% of Total by Survey	ROUNDING	NPS
Detractor	33	11.38%	11%	
Passive	94	32.41%	32%	
Promoter	163	56.21%	56%	
Grand Total	290	100.00%	45	

What is a good NPS score?



RETENTLY

What is a good NPS score?

Can check results by using NPS Calculator:

<https://delighted.com/nps-calculator>

General info about NPS:

<https://www.netpromoter.com/know/>

What is a good NPS:

<https://www.retently.com/blog/good-net-promoter-score/>

	# Flyers	# SECE	# JCO	# of times employer contact the center
July 2018	n/a	N/a	n/a	
August 2018	0	0	0	8
September 2018	1	0	0	18
October 2018	10	1	1	67
November 2018	8	0	0	16
December 2018	8	5	2	28
January 2019	10	3	0	33
February 2019	20	0	3	41
March 2019	10	7	5	32
April 2019	12	3	11	45
May 2019	20	4	6	56
June 2019	17	6	4	40
Total	116	29	32	384

NEW EMPLOYERS: July 1, 2018 to June 30, 2019

6 Pillars Marketing

7 Eleven

Aegis Therapies

Aerotek

AFLAC

Air National Guard

Akamai Books

Alakai O Kauai Public Charter School

Alii Greeting Service

Aloha Care

Aloha Contract Services

Aloha Pest Solutions

Amazon Mechanical Turk

American Savings Bank

AmeriCorps NCCC

AmeriCorps VIP

Andy Irons

Assemblers Inc.

AT&T

Auberge Resorts Collection - Mauna Lani

AVA Support Services Agency

Avis Budget Group, Inc

Bank of Hawaii

BAYADA Home Health Care

Blue Pacific Management, LLC

Bluewater

Borgen Magazine

Borgen Project

Bottom Line Business Solutions

Brennecke's Beach Deli

Business Insurance Services

Camp Kamaji

CDS

Child & Family Service

Coca-Cola

Crazy Shirts

CVS Health

DAI Global Services LLC.

Department of Taxation

Department of the Navy

Diagnostic Laboratory Services, Inc

Dyas Human Resources Development, Inc.

Easter Seals Hawaii

Easter Seals Bay Area
Eating House
Elephant Walk/Del Sol
Enterprise
Expedia Group
Farmland Owner
Fleet and Family Readiness Programs
Flying Food Group
Food Truck
Fun Factory
Garden Island Federal Credit Union
Genki Sushi
Girl Scouts of Hawaii
Grand Pacific Resort
GTE Agency
Haleakala Solar
Hanalei Watershed Hui
Hanalima Bakery
Hartung Brothers Hawaii
Hawaii Air National Guard
Hawaii Army National Guard
Hawaii Conservation Alliance
Hawaii Family Dental
Hawaii Foodservice Alliance
Hawaii Housing Authority
Hawaii Pacific Health
Hawaii Realty Services
Hawaii Small Business Development Center
Hawaiian Dredging Construction Company, Inc
Hele to Work
Hertz (Dollar & Thirty)
HiEmployment
Hilton Garden Inn
HMS Host
Home Depot
HRSA Nurse Corps
Huliaupaa
Inpeace/Keiki Steps
Institute for Human Services, Inc.
Island Pacific Mortgage
IUCN; Hawaiiinuiakea School of Hawaiian Knowledge
Jackson Hewitt Tax Service
Jamba Juice
Java Kai

Jim Saylor Jewelers
Junior Achievement
Kalaheo School A+ After School Program
Kamaaina Kids
Kamehameha Schools
KanuiKapono School
Kapa'a Business Associate
Kapa'a Sands Resort
Kauai Bakery
Kauai Chamber of Commerce
Kauai Coffee Company, LLC
Kauai County Housing Agency
Kauai Economic Opportunity (KEO)
Kauai Humane Society
Kauai Phone Repair
Kenji Burger
KCFCU - Kauai Government Federal Credit Union
Kikiaola Construction Company
Kipu Ranch Adventures
KITV
Kupu Summer Programs
KVMH/Mahelona Medical Center
Life Chiropractic College West
Liliuokalani Trust
Local Demo Service
Makahuena
Malama Kauai
Marriott International
Marriott Vacation Club Hawaii
Marriott Vacations Worldwide
Maui Divers Jewelry
Maui Economic Opportunity, Inc
MAXOutreach
Molokai General Hospital
Mr. T's Pest Control Inc
MWR-Moral, Welfare & Recreation @ PMRF
National Tropical Botanical Garden
North Shore Pharmacy
Oasis on the Beach
Odom Corporation
Office Depot
ORAU-Oak Ridge Associated Universities
Outfitters Kauai
Outrigger Publishing

Pacific Audio & Communications Hawaii
Pacific Dream Photography
Pacific Wireless Communications
Parents and Children Together (PACT)
Pineapples Boutique
Pizza Hut
PMRF-Harris Corporation/Keaki Technologies
Poipu Bay Golf Course
Princeville Resort
Private Membership Business
Prosser Realty
Pu'uwai Design and Build
Queen's Health Systems
Queens Medical Group
Quicksilver
RCM Healthcare Services
Regenerative Living
Rent-A-Center
Sears Holdings Corporation
Servco Pacific Inc
Service with Aloha Pest Solutions
Signature Flight Support
Small Business Development Center (SBDC)
Sprint
St.Regis
State Department of Taxation
Suite Paradise
Sysco Hawaii/HRM Foodse unknown
Taco Bell
Talent HR Solutions
Tax Systems
The Beall Corporation
The Garden Island
Times Supermarkets
Tommy Bahama
Transair
Transportation Security Administration (TSA)
TSA
U.S. Census Bureau
UH Hilo PIPES (Pacific Internship Programs for Exploring Science)
UH Maui College
United States Army
Universal Features
US Department of Transportation

Vacation Rental/Real Estate

Verizon

Vickie Agor-Realtor

Waipa Foundation

Walmart

West Kauai Clinic-Waimea

Westin Vacation Club

Workforce Development Division

Wyndham Destinations

Wyndham Vacation Ownership

Xanterra Travel Collection at Yellowstone National Park Lodges

Y.Hata & Company

YWCA Kauai