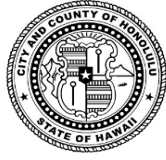


OAHU WORKFORCE DEVELOPMENT BOARD
CITY AND COUNTY OF HONOLULU

715 SOUTH KING STREET, SUITE 211 • HONOLULU, HAWAII 96813
PHONE: (808) 768-7790 • www.OahuWDB.org



KIRK CALDWELL
MAYOR

JASON C. CHANG
CHAIR
TIM WONG
VICE CHAIR
ALISON P.M. LUM
EXECUTIVE DIRECTOR

SECTOR STRATEGIES AND CAREER PATHWAYS COMMITTEE MEETING

Monday, March 25, 2019 – 10:00am to 11:30am (approximate)

Mana Up Conference Room

680 Iwilei Road, Suite 420

Honolulu, HI 96817

Minutes

Members and Guests: Pat Anbe, Trevor Bracher, Stacy Ferreira, Robert Helsham, Natasha Inouye, Joy Kimura, Alison Lee, Rodney Lee, Christine Park, Jean Isip Schneider, Jillian Yasutake

Staff Present: Alison Lum, Lyn Uratani

Call to order at 10:04am.

Jean remarked that the website also has a three minute video focused on employers to make the business case. It is a venue for industry to collaborate on things individual businesses cannot solve on their own. Coordination of care. Pilot project to reduce number of ER visits via Kalihi-Palama and Queens. Helps community understand when it is necessary to go to ER. Bend cost-curve.

Stacy asked how our work interfaces with the Hawaii Exec Conference that happened in Oct. Merging of community and education. Alison mentioned Terry George's support. TG will be with Jack Wong. Stacy asked how to coalesce this? Stacy discussed HEC. Wayne Kurisu from IO and Micah Kane from Hawaii Comm Foundation launched HEC; brought CEOs from companies across State to discuss future vision for Hawaii; HTF's framework (C→ community, H→ health, A→ arts/culture, N→ natural environ; G→ government, E→ sustainability). Jack Wong and Terry George will be E. KS Robert Nobriga will co-lead C. Convos we're having needs C and E.

Alison asked about overlap. Robert Helsham asked about H, A, and N. Jean mentioned that HCF has this on their website. Stacy remarked that leads might not be published. Jean mentioned that Terry funds part of this sector partnership work; KS is a support partners team. Stacy asked how we can connect OWDB to HEC work. Alison said she will connect with Terry. Stacy mentioned she doesn't want to duplicate anyone's work. Alison mentioned that Next Gen was a grant that came through UH; each island defined which sectors to focus on. Not every sector is the same for every island. Big Island and Kauai are ag. Each county chose a coordinator; on Oahu, CoC and UH. Multiple people involved on Oahu because the work is extensive and needs to be shared across support partners. OWDB can help line up champions; champions invite all people involved in sector to start

conversations. Businesses champion something dear to them. Support partners include KS, DOE, City, etc.; these lend support wherever possible and do not dictate agenda.

The event slowly forming for many months needs to be revised a bit. Vision before was to bring everyone from mfg to create questions, prompt them, ask about hurdles, etc. Many states attempted this but this backfired. Next gen uses specific toolkit to conduct this. With the help of UH and Chamber, OWDB needs Next Gen.

P20 a cousin of sector partnerships. Came with a topic and convened.

Jillian mentioned that this has happened here. Skill panels at Labor were workforce development focused and support partner led. Sustainability piece was very difficult because there were no industry champions. These things fall apart when a support partner comes in and sells a product. Industry assumes "things are fixed." Industry buy-in and championship is key. Next gen is new iteration of things in the past that don't work. Things fall apart when an agenda is steered too much toward workforce.

Board staff can do coordination to help provide supports. Jean mentioned that we need to consider industry itself. Vetting needs to be done; leadership available? Association that operates in a certain manner? We made a lot of mistakes in plunging ahead with whatever industry because we were on a grant deadline. Starting industries without considering sustainability. Existing association that operated in a certain way; industry confused about needing to meet and why. Need to pick apart why we are choosing local mfg and the scope. Jean asked how we got to the point of selecting mfg. Alison said that Meli has the pulse for everything going on; she could line up champions. Past conversations have been about bringing together people to survey them and asking questions. Who are the industry leaders that they want to approach to invite to be a champion? What we might do is leave this topic on the table and possibly have an offline meeting to bring her up-to-speed. Jean said that we will need subject-matter experts to have this conversation. Why mfg and not transportation? What are the factors to consider? Alison mentioned that transportation would not have the champions needed via Meli.

Rodney mentioned that this is a State initiative, too. Alison confirmed. Jean said that statewide, it's UH. Alison mentioned that four years ago, all the counties were brought together on Oahu for a full day, and all the sectors were determined. The ones with strong champions are continuing; others have stopped. Alison learned that you need to keep things moving for a sector; vibrant sector partnerships find new things to tackle. Outside money is brought in; some are doing huge campaigns. Less about to-dos and more about looking for ways to attend to ongoing or emergent issues.

Jean mentioned it's not about an event but a long-term relationship. Business from advisors to strategic partner. If we let industry design and have public sector respond, it's a different way to do things. OWDB wants to support local mfg, but a different sector partnership may need assistance.

Recap: we have \$4k to do event. Jean asks us to step back on local mfg. However we need to spend funds by 5/31. If Francie comes down. Lindsay to come. Perhaps we can add event to that. Jean

mentioned to get it on Lindsay's calendar quickly. Jillian mentioned Lindsay has shared dates. Jean mentioned Hawaii Island will relaunch ag.

Jean mentioned that she connected with Robert about Ansaldo. Ongoing work to recruit veterans for positions at Ansaldo. Packet of 9 positions. How many positions targeted for VETS? Robert mentioned all. Jean said that veterans are given a lot technical training that makes them the right fit. Jean said that they expect delays with construction that will impact workforce. Technicians already being hired. Community day on 6/22 all about recruiting and entering Hawaii market; push to recruit. Jean is concerned they will not find the talent they need. Robert mentioned that in working with Ansaldo last year, their initiatives going forward were to help give veterans a first shot at these positions. Inputted all positions into HireNet. Ongoing discussions have developed a hiring strategy due to PR nightmare of rail itself. First hiring event is a phase 1, two-day hiring 5/6 at AJCH and 5/7 at Ansaldo. By appointment only; must go online to receive invite to meet with hiring managers. 24 interviews at AJCH and 12 at Ansaldo. Will hire at least 12. Start date of 6/1. Alison asked if Ansaldo has marketing funds to get this out to the public. Robert says it's not public but this way; first hire will be critical because these initial hires will become the trainers.

Jean mentioned her request to Alison is to determine amount of job seekers at AJCH and how many are in training and how many are available for careers now. All industry is asking for workers. How can we funnel people along pathway? Robert mentioned that this would be a pipeline to feed rail, just as we are looking to assist other pipelines. A lot of IT requests for certification; a lot of soldiers transitioning with experience, but no certification. Partnership with Hawaiian to help military personnel obtain training as internship so that they already have certification. With SW, demand will increase. Same with CDL drivers. Welders. Trevor mentioned that with the union right now, hospitality employees go through HARIETT. Alison clarified DVOP and LVER and Robert's work to market the AJCH.

Trevor mentioned Sheraton can host event. How to invoice. WDC may have more money. Jillian mentioned that this amount will get you through a couple of months for the launch and follow-ups. Chamber can leverage travel if she has capacity.