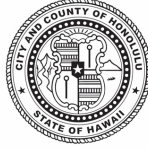


OAHU WORKFORCE DEVELOPMENT BOARD  
**CITY AND COUNTY OF HONOLULU**

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**SECTOR STRATEGIES AND CAREER PATHWAYS COMMITTEE MEETING**  
**Tuesday, November 2, 2021**  
**1:30 pm to 2:30 pm**

**Virtual Conference Call**  
**MINUTES**

Members Present: Pat Anbe, Trevor Bracher, Stacy Ferreira, Committee Chair Joy Kimura, Alison Lee, Rodney Lee, Sherry Menor-McNamara, Christine Park

Staff Present: Nicole Kurashige, Alison Lum

I. Call to Order.....Committee Chair Joy Kimura

Committee Chair Joy Kimura called the meeting to order at 1:30 pm.

II. Welcome and Introductions

*(Note: Per the State OIP, OWDB members are allowed to attend board meetings on audio only. Their votes will still count and their attendance will also count toward quorum. However, board members must state their names clearly during introductions and before all of their comments during the meeting.)*

III. Approval of Minutes from January 15, 2021 Meeting

Stacy Ferreira motioned to approve the meeting minutes, and Alison Lee seconded the motion to approve. There was no further discussion, questions, or amendments. The motion was adopted unanimously.

IV. Updates from July 2021 State WDC Sector Strategies Meeting

Committee Chair Joy Kimura was unable to attend the July 2021 State WDC Sector Strategies Meeting. No other committee members were able to attend as well. No updates were provided at this time.

V. New Business

- **Brainstorm and Discussion: Forthcoming Ideas for Sector Strategies and Career Pathways**

- **IT Sector – Developing a K-12 Cyber Security Pathway**

WDC has a K-12 pathway for Engineering, and it might be a good idea to create a similar pathway for Cyber Security. Stacy Ferreira stated that Leilehua High School is currently developing a Cyber Security pathway with the DOE and NSA. Rodney Lee also noted that UHWO also has a Cyber Security program for college students and that he could reach out to his contact (Michael Miranda) if the committee is interested in pursuing this project. DBEDT is working on Cyber Security initiatives, but they are focused on supporting businesses. Committee Chair Joy Kimura stated that Carla Kobashigawa had mentioned that it is not necessary to obtain a four-year degree to pursue a career in Cyber Security, therefore, the committee could think about supporting training or credential programs to help support students interested in this pathway.

- **Healthcare Sector – Developing a CNA Program Policy**

Committee Chair Joy Kimura stated that the shortage of CNAs is causing a strain on the Healthcare system. CNA certification programs used to be offered through Windward CC and a private company, but they are no longer providing their program services. Currently, the AJCH is offering a CNA program at Leeward CC with financial assistance to offset the tuition costs. However, many individuals who complete the Leeward CC program are not pursuing careers as CNAs. Committee Chair Joy Kimura suggested that the committee work on ways to help guide newly certified CNAs to positions at hospitals, licensed care homes, and licensed assisted living centers.

- **Business Sector – Developing Remote Work Initiatives with DBEDT and Potential for International Remote Work**

Committee Chair Joy Kimura spoke to DBEDT about ideas on how to expand their current Remote Work program internationally. There are two company (one in Customer Service and one in Online Sales) that have potential for remote international work, but it would be interesting to find even more companies interested in this opportunity. Committee Chair Joy Kimura stated that there are companies in South Korea that recruit and hire native English speakers to either teach or assist with translation services. This project could utilize the sister city relationships between the state and the counties to connect international job sites together. Alison Lee is currently working on an MOU with DBEDT on Remote Work through FlexJobs. She can see if there is a way to incorporate an international aspect into it. Alison Lee will keep the committee updated on what happens next.

- **Trade Sector: Developing Plans to Help Local Startups and Entrepreneurs and DBEDT Opportunities for International Trade**

DBEDT focuses most of their attention on international trade efforts with Japan, however Committee Chair Joy Kimura suggested that they could branch out to other Asian countries like Taipei, Beijing, and Singapore.

- **Discussion**

Rodney Lee asked about the previous sectors the committee focused on in the past. Alison Lum responded that the committee had past projects in the Manufacturing, Tourism, Agriculture, Banking, IT, Engineering, and Healthcare sectors. The Hospitality was put on hold due to the ongoing pandemic. She also mentioned that Amy Asselbayer stated the current theme of OER's efforts is "Build Back Better" with a focus on Regenerative Tourism. Sherry Menor-McNamara noted that Technology used to be a previous sector, but it was very broad and needed more assessments to narrow the scope to something more manageable. Committee Chair Joy Kimura and Sherry Menor-McNamara stated that the Engineering sector has plenty of support from the WDC and the Chamber of Commerce, as both are working with Brennon Morioka from the UHM College of Engineering to create a K-12 pathway. Alison Lee asked what sectors other counties have focused on. Alison Lum responded that Hawaii County focuses on Agriculture, Maui County focuses on Healthcare, and Honolulu County focuses on Manufacturing (there are currently plans to expand certification programs to the neighbor islands).

Committee Chair Joy Kimura asked the committee for suggestions and comments. Sherry Menor-McNamara and Trevor Bracher each stated interest in Renewable Energy and Waste Management due to increasing attention towards the reduction of fossil fuels, use of electric vehicles, and ethical recycling and waste disposal. Alison Lee stated her interest in Manufacturing due to the high turnout at the recent Virtual Manufacturing Day event on October 19. She stated that Kapolei High School has developed a Manufacturing pathway, and that more students from local high schools were becoming interested in pursuing jobs in this sector. Stacy Ferreira offered to share resources and the 2020-2021 DOE CTE Programs and Pathways list with the rest of the committee. She also stated her interest in Agriculture, but wanted more specifics as to what area in Agriculture the committee should focus their efforts on (Vertical Farming, Aquaponics, Agriculture Technology, etc.).

Stacy Ferreira asked Committee Chair Joy Kimura what exactly she means when it comes to the committee "supporting" these sectors. Committee Chair Joy Kimura stated that the committee can offer support through policy making and networking. Alison Lum stated that funding was provided through tuition assistance from the WIOA Title I Programs to directly help clients gain stackable credentials. They are unable to fund sector events at this time. Alison Lee asked Committee Chair Joy Kimura if support would be offered to only adults or if it would extend to high school students as well. Committee Chair Joy Kimura responded that support would be offered to both.

- **Committee Vote: What Ideas to Focus On**

Committee Chair Joy Kimura asked each committee member to determine what sector they'd like to focus on supporting.

- Committee Chair Joy Kimura wanted to focus on Healthcare.
- Pat Anbe wanted to focus on Healthcare.
- Trevor Bracher wanted to focus on Renewable Energy, Waste Management, and Agriculture.
- Alison Lee wanted to focus on Manufacturing and Renewable Energy.
- Christine Park wanted to focus on Social Services within Healthcare and IT/Remote Work.
- Rodney Lee wanted to focus on Renewable Energy.
- Stacy Ferreira wanted to focus on Renewable Energy, Manufacturing, and Agriculture.
- Sherry Menor-McNamara wanted to focus on Renewable/Clean Energy and Healthcare.

Based on the response from the committee members, it was decided that they would focus on supporting four sectors: Renewable Energy (with a sub-focus on Waste Management), Manufacturing (with a sub-focus on Entrepreneurship and Agriculture), Healthcare (with a sub-focus on Social Services), and IT (with a sub-focus on Training Credentials).

- **Committee Planning for 2022**

It was decided that the committee would work together as a whole group rather than in smaller groups to discuss their ideas regarding the four sectors that were selected (Renewable Energy, Manufacturing, Healthcare, and IT). Doing so would allow them to more easily pool their resources, knowledge, and connections to build a clearer framework of how to support these sectors. Alison Lum stated that the WDC is finishing its review of the current ETP List and would provide suggestions on any gaps that are present. She suggested that the committee focus on helping fill those gaps by suggesting ETPs who could provide the training needed in the four sectors they selected. Oahu Skills and Emsi could also provide insight on how the committee can develop metrics to narrow their scope. Committee Chair Joy Kimura invited Rodney Lee to present his work with the Oahu Skills site and Emsi at the next SSCP Committee Meeting in 2022. Until then, she would reach out individually to committee members to ask about their plans for each of the four sectors.

#### VI. Schedule Next Meeting

Committee Chair Joy Kimura proposed to schedule the next SSCP Committee meeting in either January or February 2022. More information regarding this meeting will be sent to the committee at a later date.

#### VII. Adjournment

Committee Chair Joy Kimura adjourned the meeting at 2:20 pm.