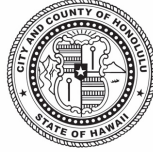


OAHU WORKFORCE DEVELOPMENT BOARD  
**CITY AND COUNTY OF HONOLULU**

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**DATA MANAGEMENT AND TECHNOLOGY COMMITTEE MEETING**  
**Wednesday, November 10, 2021**

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

Members Present: Russel Cheng, Chad Kobashigawa, Committee Chair Rodney Lee, Roseanne Propato, Mimi Sroat

Guests Present: Suzanne Kopan Sakwa, Collin Perciballi

Staff Present: Nicole Kurashige, Alison Lum

- I. Call to Order.....Committee Chair Rodney Lee

Committee Chair Rodney Lee called the meeting to order at 10:03 am.

- 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 June 16, 2021 Meeting

Russel Cheng motioned to approve the meeting minutes, and Mimi Sroat seconded the motion to approve. There was no further discussion, questions, or amendments. The motion was adopted unanimously.

- IV. Presentations

**Regional Skills Analysis: Strengthening Data-based Decisions to Close Workforce Equity Gaps**  
Suzanne Kopan Sakwa, Senior Consultant, Emsi Burning Glass and Collin Perciballi, Senior Consultant, Emsi Burning Glass

Suzanne Kopan Sakwa and Collin Perciballi presented a report on how focusing on skills enables employers to identify talent-skill gaps and connects jobseekers to higher paying skills in rapidly growing sectors through upskilling and reskilling programs. Emsi Burning Glass data is collected from regional, state, and national labor market data to provide the most accurate and updated analysis of in-demand skills for the City and County of Honolulu. The OWDB Emsi Visions web

page has a preliminary demo of the SkillScape application, an interactive tool used for custom skills analysis for Honolulu, and a Reemployment Dashboard, which provides data for Honolulu on COVID-19 cases, job postings, and current career transitions. Suzanne Kopan Sakwa will provide the DMT Committee Members with access to the OWDB Emsi Visions web page after the presentation.

Alison Lum asked Suzanne Kopan Sakwa to clarify if the region (MSA) for the Reemployment Dashboard was set to pull data from only the City and County of Honolulu. Suzanne Kopan Sakwa confirmed that the region was set as the City and County of Honolulu, which should include data for only the island of Oahu. Suzanne Kopan Sakwa said that the language used to describe the SkillScape application and Reemployment Dashboard could be customized to better reflect what the DMT Committee and OWDB need.

Alison Lum asked Collin Perciballi if the demographic data collected for “Asian” could be disaggregated into more specific ethnic groups. Suzanne Kopan Sakwa responded that the demographic data provided by Emsi Burning Glass cannot be disaggregated down to more specific ethnic groups. Collin Perciballi would have to check to see how different ethnic groups are classified by the federal government and will let Alison Lum know.

Alison Lum asked Suzanne Kopan Sakwa and Collin Perciballi how the SkillScape application and Reemployment Dashboard can help the DMT Committee analyze and support jobseekers looking to move from the Hospitality and Food Service industries into another sector (ex: Healthcare, Technology). She asked if Emsi Burning Glass has the ability to pull data about the number of jobseekers they’ve served. Suzanne Kopan Sakwa responded that the SkillsFit tool that is being developed would be a better methodological fit to analyze the data that Alison Lum is asking about because it provides a way to connect jobseeker skills with available job postings. Collin Perciballi said that the data used is good for comparisons but still needs to be cleaned up to get the actual numbers.

Alison Lum asked if “Protective Services” encompasses the Police, Fire Department, and Emergency Services. Suzanne Kopan Sakwa responded that this career category focused only on Police, Fire Department, and other related careers (ex: Security Guards, Detectives). Other Emergency Services are categorized elsewhere.

Russel Cheng asked Suzanne Kopan Sakwa about the job postings for the skills related to the “Data Management: Dev Ops” category. He noticed that there are very few job postings that mention these skills and that there are very few people with these skills. He asked if the scarcity of these postings and skills meant that careers in this category have high salaries. Suzanne Kopan Sakwa confirmed that the data seemed to show that this was the case. Russel Cheng noted that his company helps people get Dev Ops certified and that the starting salaries are very high. He mentioned that this data could be used to support more jobseekers looking to upskill or reskill and contribute to the development of various mainstream local sectors.

Committee Chair Rodney Lee also expressed interest in reviewing more data from Emsi Burning Glass. He’d like to see the analysis of the diversification of job types and job industry types to get an idea of what higher paying jobs are there and how the OWDB could help support the increase in the supply and demand for talented, skilled workers in those positions. Committee Chair Rodney Lee, Russel Cheng, Chad Kobashigawa, and Alison Lum all noted that there seems

to be a reluctance of jobseekers wanting to upskill or reskill and find employment in a different industry sector outside of the sector they were employed in pre-pandemic (mainly Tourism and Hospitality). Committee Chair Rodney Lee noted that one more meeting with Emsi Burning Glass might be needed to prepare the data the DMT Committee needs to be ready to present their ideas at the next OWDB Executive Meeting and Full Board Meeting. Suzanne Kopan Sakwa and Collin Perciballi stated that they would have more data collected by the end of November and could schedule another presentation and meeting with the DMT Committee around then.

For more information, please see the attached Emsi Burning Glass slides. Suzanne Kopan Sakwa and Collin Perciballi welcomed the DMT Committee to contact them about any questions regarding the Emsi Burning Glass SkillScape data.

V. Old Business

**ReWork Update and Rebranding**

Alison Lum stated that ReWork is now live and in beta. The DMT Committee can access the website at <https://oahuskills.com/> (OahuSkills.com). The DMT Committee can figure out when and how they want to launch this website to the public after Emsi Burning Glass provides them with more information.

VI. New Business

**Discussion for OahuSkills Launch and Committee Planning for 2022**

Committee Chair Rodney Lee said that now the DMT Committee has the data that shows match ups between the jobs and skills demand on Oahu. What is currently missing is the qualitative component to rounding out the context of these findings. Committee Chair Rodney Lee stated that the DMT Committee can create a SurveyMonkey to ask providers on the current ETP List for the biggest barriers they see in terms of supporting jobseekers transitions to other sectors via upskilling and reskilling. Chad Kobashigawa agreed that these surveys are necessary to adding to the overall analysis. Committee Chair Rodney Lee asked the DMT Committee to review the data on the OWDB Emsi Visions web page and come ready to discuss questions at their next meeting. The main goal of the DMT Committee will be to configure this data in a way that is easily understandable to the rest of the OWDB, and to be ready with something to present at the next Executive Meeting and Full Board Meeting in January 2022. They will discuss inviting WDC, WDD, and DBEDT to future meetings at a later time.

VII. Schedule Next Meeting

The next DMT Committee Meeting with Emsi Burning Glass will occur sometime during the week of November 29, 2021. More information regarding this meeting will be sent shortly.

VIII. Adjournment

Committee Chair Rodney Lee adjourned the meeting at 11:23 am.