

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

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VICE CHAIR  
ALISON P.M. LUM  
EXECUTIVE DIRECTOR

**DATA MANAGEMENT AND TECHNOLOGY COMMITTEE MEETING**  
Thursday, February 18, 2021 – 9:30am to 11:00am (approximate)

**Virtual Conference Call**

Members Present: Committee Chair Rodney Lee, Russel Cheng, Mimi Sroat

Guests Present: Hector Acosta, Chris Laney, Connie Sharp, Levi Szymanowski

Staff Present: Alison Lum, Lyn Uratani

**MINUTES**

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

Committee Chair Lee called the meeting to order at 9:31am.

- II. Approval of Minutes from December 9, 2020 Meeting

Committee Chair Lee entertained a motion to approve the December 9, 2020 minutes. Russel Cheng motioned to approve. Mimi Sroat seconded. Unanimously approved.

- III. Presentation and Discussion

**SkillScape Demonstration**

Chris Laney and Connie Sharp  
Economic Modeling (Emsi)

Chris Laney presented a research project from Emsi Consulting that is intended to provide resources and a skills tool designed specifically for a local area. There are three legs to this project: a study of a local area of skills through the lens of building a more equitable workforce, a dashboard where community stakeholders can see what is happening around the work of building a more equitable workforce, and the tool itself: SkillScape.

Chris Laney covered SkillScape features including the Executive Summary, regional landscape of career areas and skills along with supply and demand, and pathways. The Executive Summary addresses questions that the local area would like to explore; for example, Columbus, Ohio requested information on the share of Black workers in the

community for certain occupations and industries as well as information on supply and demand for local area industries. They wanted to know how to help people upskill into positions with higher pay. Committee Chair Lee asked if this compares against growth in sector. Chris Laney stated that this is from real-time data and are from positions requested right now.

The regional landscape is a scatterplot of different career areas to represent supply, demand, projected growth, and skills gaps for local area occupations. The pathways section shows the most common frequent prior and next jobs that individuals are moving from and into in the local area. Also included in the pathways section is data on median salaries and the top skills needed to transition into next occupations.

Committee Chair Lee remarked that the landscape scatterplot allows us to think more strategically at the local level; if we can chart what is out there and what the skill gaps are, we can think more about which sectors we ought to be focusing on. Russel Cheng inquired about the source of the data; is this from employers' want ads or surveys? Chris Laney stated this is from Emsi's Job Postings and Profiles data. Russel Cheng asked if this is self-reported. Chris Laney confirmed that Emsi scrapes data from various job posting and profile websites and that the profiles data is self-reported.

Hector Acosta stated that Emsi meshes profile data with traditional labor market information and actual employment numbers to better gauge level of supply; with demand, we benchmark against Job Opening Labor Turnover Survey (JOLTS) data from the Bureau of Labor Statistics. Committee Chair Lee commented about how a scatterplot uses a regression and the regression has a sensitivity within it; would it be accurate to say that it is more important for us to look at the outliers above and below—or even greatly above and below—the line itself for the jobs or sectors that we need to focus on? Hector Acosta confirmed this; if an occupation is right near the line and there is not too much of a discrepancy, you might not need to prioritize your efforts there, but rather on the extremities.

Alison Lum commented that a study on skills gaps in something like digital literacy across all age groups in the state would be critical for us to see; the AJCH is receiving inquiries about FlexJobs and Instant Teams but there are clients who have limited or no internet access or who are lacking the digital skills required to obtain these jobs. Likewise, in identifying our skills gaps, we can better determine how to best remediate job seekers to set them on an in-demand career path and also educate employers on credentials. A study like this would be useful to improve and expand our Eligible Training Provider and Career Services lists. Committee Chair Lee and Russel Cheng agreed; increased internet access needs to be paired with expanded opportunities to support digital literacy and skills building.

Committee Chair Lee and Russel Cheng remarked about the usefulness of Emsi data to help the AJCH make the necessary changes to move people to their "next jobs" or even support larger policy changes that Governor Ige's administration may need. Alison Lum commented that workforce has never been a part of the planning process so a SkillScape study for Oahu may bring greater recognition to OWDB's efforts and to the other neighbor island workforce

boards. Committee Chair Lee added that we have yet to hear about an economic recovery plan and that SkillScape is a tool that can help us plan the way forward.

#### IV. Goals and Next Steps

- Program Year 2020 Planning

Committee Chair Lee asked Chris Laney for a description to outline what would be needed to execute a project like SkillScape for the local area and the steps involved; it will be important to share this with the OWDB Executive Committee at its next meeting. We have always been reacting to events and have not been the ones predicting or guiding the workforce or skills conversations. A proposal packet to help us consider costs and what is needed will be especially useful; Alison Lum agreed.

Chris Laney confirmed that a short proposal with timeline and costs will be shared prior to the OWDB Executive Committee meeting. The examples shown today were from Columbus's perspective, but the study can be customized to fit Oahu's needs. Alison Lum stated that a presentation to the full board on ReWork and SkillScape will be needed in April; we will also speak with City Procurement.

#### V. Next Meeting

- TBA

Committee Chair Lee stated that the next committee meeting will be scheduled following the results of the OWDB full board meeting on April 15<sup>th</sup>.

#### VI. Adjournment

Committee Chair Lee adjourned the meeting at 11:05am.