



# Workforce Development That Builds Local, Skilled Talent Pipelines

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Oahu Workforce Development Board  
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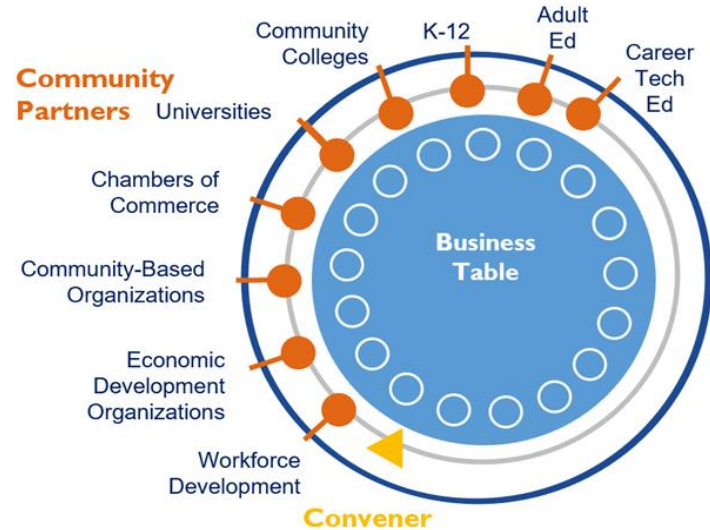
# Sector Partnerships

**Industry-driven** public/private collaboratives that bring employers together from the same industry to address workforce development opportunities.

**Support partners** leverage their resources to take collective action in building a Kindergarten-to-Career pathway.

Third-party **convener** facilitates (COCH & DLIR/SMS). This work is grant-funded.

Together, we're building **pathways** for students into in-demand careers that pay family-sustaining wages.



Sector Partnerships  
move Hawaii employers from being  
CONSUMERS of talent to  
CO-CREATORS of talent



## Sector Partnerships are required components of these federal grants:

- Hawaii DLIR QUEST DWG grant (\$10.5M) – U.S. Dept of Labor
- UHCC Good Jobs Challenge grant (\$16.4M) – U.S. Dept of Commerce



# Sector Partnerships are central to Hawaii WIOA Unified State Plan:

- WIOA Unified State Plan (2020-2023) – “to develop sector strategies and a career pathway system for in-demand industries.”
- WIOA Unified State Plan (2023 - 2027) – in development





# Sector Partnerships in Hawai'i

## SECTOR      CONVENERS      ESTABLISHED      PRIORITY WORKGROUPS

**Healthcare**      Healthcare Association of Hawaii (HAH) & Chamber of Commerce      2018      1. Career Awareness  
2. Training & Transitions to Employment  
3. Curriculum Support



**Technology**      Chamber of Commerce Hawaii      2022      1. Career Awareness  
2. Training & Transitions to Employment  
3. Alignment Between Education & Industry



**Clean Energy/  
Skilled Trades**      Hawaii State Energy Office (HSEO)      Fall 2023      1. Career Awareness  
2. Student Preparation & Pre-Apprenticeships  
3. Apprenticeships & Training



**Creative Industries**      Hawaii Creative Industries Division      Fall 2023      1. Career Awareness  
2. Training & Internships  
3. Infrastructure & Support



**Engineering**      Chamber of Commerce Hawaii      2018      1. Career Awareness      3. Math Readiness  
2. Women in STEM      4. Talent Recruitment & Retention

**Natural Resources**      KUPU      2022      1. Career Awareness  
2. Connecting Students to 'Āina & Community  
3. Investing in College & Career Prep., Access, & Transitions



**Community of Practice**

# 2023/2024 Funders



STATE OF HAWAII  
**DLIR**  
DEPARTMENT OF LABOR  
AND INDUSTRIAL RELATIONS

***QUEST Grant ends 9/24***



UNIVERSITY of HAWAII®  
COMMUNITY COLLEGES

***Good Jobs Hawaii Grant ends 9/25***



# 2023/2024 Conveners

## CONVENER:



Chamber of Commerce  
HAWAII

## CONVENING PARTNERS:



HAWAII  
STATE  
ENERGY  
OFFICE



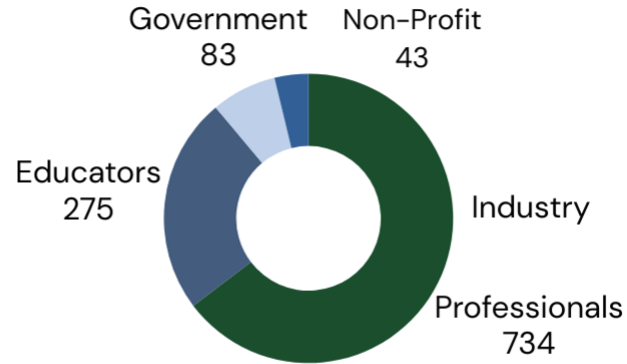
Convenes NRSP  
with own leadership  
& funding



# 2023/2024 Sector Partnership Demographics

472

Hawaii  
Employers  
Engaged



Sector Partnership  
Demographics

# Example: IT Industry & Community Partners

Addon Services  
Aloha Pacific FCU  
ALTRES, Inc.  
Amazon Web Services  
American Savings Bank  
Anthology FINN  
Applied Computer Training & Technology, Inc.  
Ayko Group  
Bank of Hawaii  
Bizgenics  
Board of Water Supply  
Booz Allen Hamilton  
CDC Foundation  
Central Pacific Bank  
CIO Council of Hawaii  
Cisco  
City & County of Honolulu  
Coldwell Banker Commercial Realty  
Cyanotech Corporation  
CyberHawaii  
DataHouse

Design Thinking Hawaii  
DBEDT  
Dev Island  
Dev League  
DLIR  
DRC  
Economic Development Alliance  
eWorldes  
FCH Enterprises  
First Hawaiian Bank  
GameDev HQ  
Gather FCU  
Hawaii Defense Alliance  
Hawaii Dental Services  
Habilitat  
Hawaii Entertainment Media  
Hawaii Gas  
Hawaii Hui  
Hawaii Office of Homeland Security  
Hawaii Pacific Health  
Hawaii USA FCU  
Hawaiian Electric Company

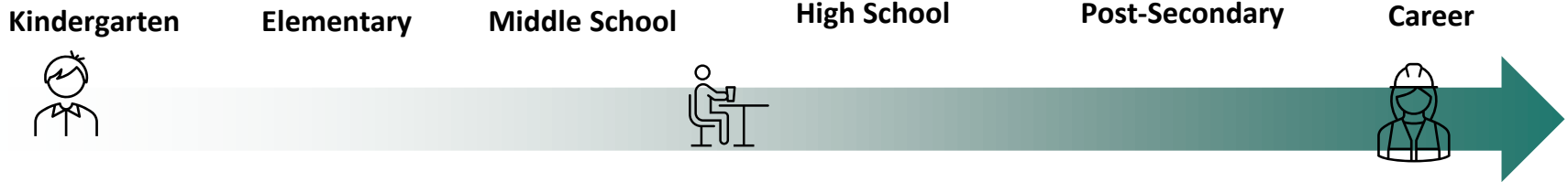
Hawaiian Telecom  
HawaiiKidsCAN  
HI FusionED  
Hickam FCU  
HMSA, Blue Cross Blue Shield  
Honblue  
Honolulu Museum of Art  
Honu Services  
HTDC  
Hui Huliau  
Ikayzo, Inc.  
Indevtech  
Inovi Group, LLC  
Intech Hawaii  
ISC(2) Hawaii Chapter  
Island Holdings, Inc.  
Kaiser Permanente  
Kama'āina Tech Solutions  
KPMG  
Kure  
Maui Economic Development Board  
Maui High Performance Computing Center

Microsoft  
Nakata Advisory, LLC  
Oahu Computers  
Oceanit  
Office of Enterprise Technology Services  
Ohana Pacific Health  
Olelo  
Pacific Guardian Life  
Pacific Impact Zone  
Pacific IT Support  
Pacific Missile Range Facility  
Pacific Point  
Pacific Shipyards International  
Pacxa  
Papa Ola Lokahi  
PCG Enterprises LLC  
PICHTR  
Prince Hawaii  
PSOHI  
Purple Mai'a  
Regime 360  
RevaComm

Sage Networks  
Servco  
Servpac  
Spire HI  
STEMworks  
Suisan Company, Ltd.  
Tapiki, LLC  
TeamPraxis LLC  
TechPartners Hawaii, Inc.  
TekSystems  
The Queen's Health System  
TheraEx Staffing Services  
Think Tech  
ThriveHI  
TRUE Initiative  
Ulu HI Tech  
Unisys  
Workforce Development Council  
World Wide Technology  
Zephyr Insurance



# Developing Kindergarten to Career Pathways



*Awareness*

*Exploration*

*Preparation*

*Training*

*Advancement*

- + Industry Partners
- + Hawaii P-20
- + Hawaii DOE (Title 1 Schools)
- + University of Hawaii



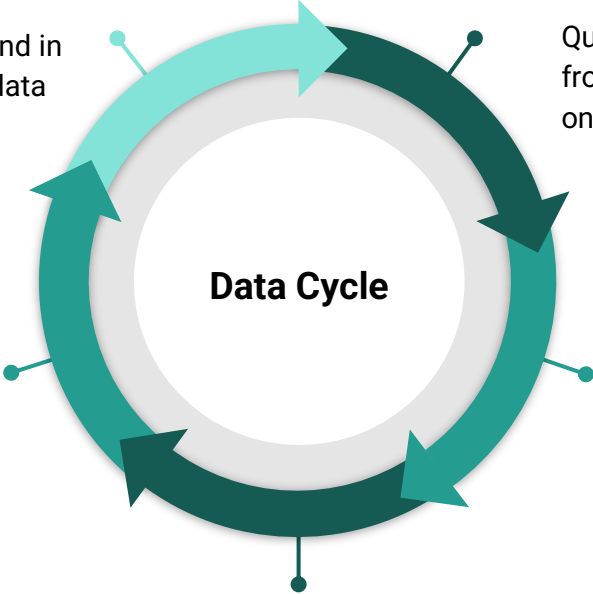
# Sector Partnerships Cycle

## 1: Labor Market Data

Identifying employment demand in the sector using quantitative data

## 2: Stakeholder Input

Qualitative insights and context from industry experts and educators on challenges and needs



## 5: Metrics and Outcomes

Measuring our progress and impact

## 3: Program Development

To address and align industry demand and educator needs

## 4: Implementation

Piloting programs with secondary and postsecondary schools

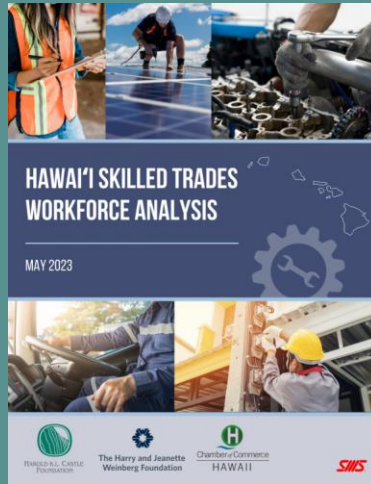
# 1: Labor Market Insights: Workforce Development that is Data-Driven



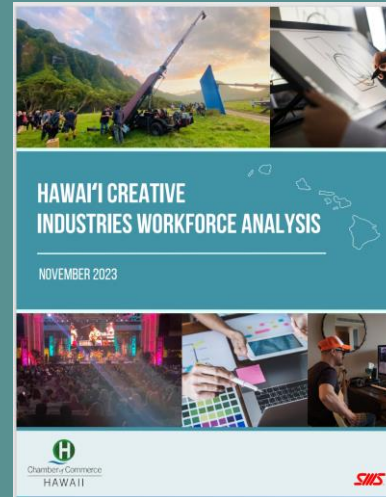
## IT



## Skilled Trades & Clean Energy



## Creative Industries



## Healthcare



## 2: Stakeholder Input

*Qualitative input from local industry experts and educators helps to contextualize the quantitative data and gain a deeper understanding of the sector.*

### Industry experts provide input on:

- Hard-to-fill positions
- Key qualifications (degrees, certs, skills)
- Anticipated job growth
- Sector challenges

### Educators provide input on:

- Student challenges and needs
- CTE pathways and programs
- Professional development needs




# 3: Program Development

*Sector Partnerships bring industry leaders and educators together to take action on priorities that will address workforce needs in their sectors.*

Program development happens in:

- **Workgroups**
  - Each sector establishes workgroups to tackle priority issues in their sector.
  - Industry-led workgroups strategize, develop initiatives, and identify next steps.
- **Quarterly Sector Partnership meetings**
  - Breakout discussions are dedicated to advancing workgroup initiatives.

## ITSP Priority Workgroups



**Career Awareness and Preparation**  
*Greg Hester, CIO Council & Ulu HI Tech  
Ed Barnabas, Booz Allen Hamilton*

**SY 23-24**

- Hawaii Tech Days of Fall
- Student Work-Based Learning
- Add and Update Industry Partners & WBL to ClimbHI Bridge (CHB)
- Provide Teacher Professional Development (PD)
- Share / Distribute IT Careers Brochure

**Training and Transitions to Employment**  
*Garret Yoshimi, UH  
Kelly Ueoka, Pacxa  
Eddie Ontai, DataHouse*

**SY 23-24**

- Identify new trainings
- Offer Good Jobs internships (high school, UHCC)
- Gain employer commitments for hiring entry-level Good Jobs candidates

**Alignment between Education and Industry**  
*Jodi Ito, UH & CyberHI  
Leslie Wilkins, MEDB/STEMworks*

**SY 23-24**

- Hold IT Pathways Summit
- Career Pathway Mapping (CIO and P20)

# 4: Implementation

*Sector Partnerships take action by implementing their workgroup initiatives. These initiatives are collaborative efforts that require support from industry leaders, educators, intermediaries and conveners.*

## Sector Partnership initiatives include:

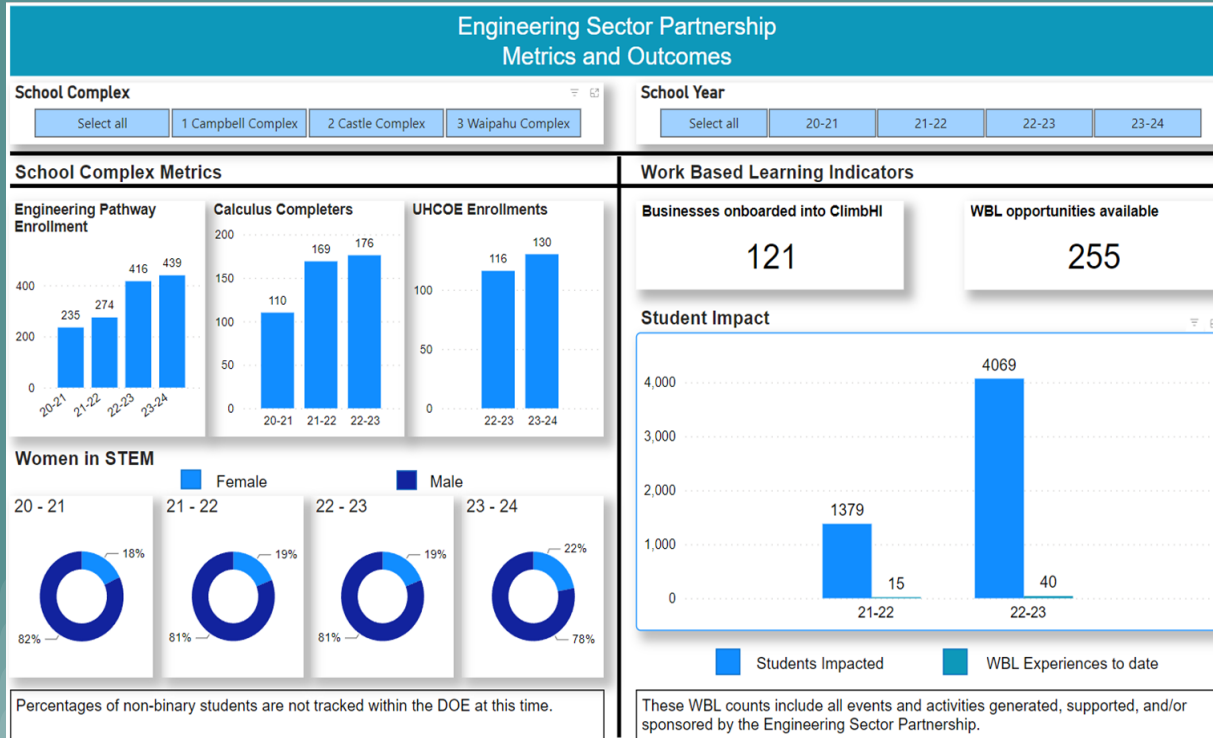
- **IT**
  - Good Jobs Hawaii high school certification programs w/ paid internships
- **Healthcare**
  - Career Awareness WBL experiences (teachers, students)
- **Engineering**
  - Annual Engineers Week with partner school complexes
  - Downtown Engineering Expedition
  - Mana Wahine Speakers Panel





# 5: Metrics and Outcomes

*As Sector Partnerships mature, they identify key metrics and outcomes to track their progress and ensure their initiatives are moving the needle on workforce needs.*



## Engineering Sector

### School Year 2023–24 Sector Impact (4 schools)

- 439 students enrolled in engineering pathway
  - 6% increase from SY 22–23
- 22% of engineering pathway students are female
  - 3% increase from SY 22–23
- 130 engineering pathway graduates enrolled in the UH College of Engineering
  - 12% increase from SY 22–23

## Healthcare Sector

### School Year 2023–24 Partner School Impact (4 schools)

- 30% of students participating in partner school Health Academies are Native Hawaiian or Pacific Islander
- 944 students enrolled in health academies
  - 20% increase from SY 22–23
- 196 students enrolled in Health Academy capstone
  - 32% increase from SY 22–23

## Technology Sector

### Work-Based Learning Impact

Tech Days of Spring 2023 featured career fairs, talk story events, panels and more to prepare and connect Hawaii's young people to IT careers in local companies.

- 50+ employers and 250+ postsecondary students engaged with Tech Days of Spring 2023.
- 30+ high school educators participated in an externship to learn more about local IT companies.

4,069 students participated in Engineering Sector Partnership Work-Based Learning in school year 2022–23.

*Including project-based learning, workplace visits, and field days.*

**4,069  
Students**

**1,379  
Students**

SY 21–22

SY 22–23



# Looking Ahead in 2024

- Recruiting SP employers to host American Job Center (AJC) QUEST interns
- Placing Good Jobs Hawaii students into paid internships at City & County of Honolulu and private sector (C&CH OER)
- Launching IT Pathway Pilot Project w/ HIDOE and UH – Cybersecurity & Programing
- Growth of newest Sector Partnerships w/ DBEDT (Clean Energy and Creative Industries)
- **Securing sustainable funding source (not so reliant on grants)**

# Mahalo!

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