



Workforce Development: Building Local, Skilled Talent Pipelines

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Sector Strategies and Career Pathways Committee
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Agenda

1. Overview of Sector Partnerships in Hawaii
2. Sector Partnerships Cycle: employer-led, community supported
3. Funding Request



Chamber of Commerce HAWAII

Education & Workforce Development

Mission: Strengthen Hawaii's education to workforce pipeline.

Vision: Hawaii businesses have a highly skilled, local talent pipeline driving a thriving economy with students on clear pathways to meaningful careers that pay a family-sustaining wage.

Pillars:

WORK-BASED LEARNING

Invest in future workforce.

SECTOR PARTNERSHIPS

Develop industry-specific pipelines.

WORKFORCE DEVELOPMENT

Hire, train & upskill workforce.

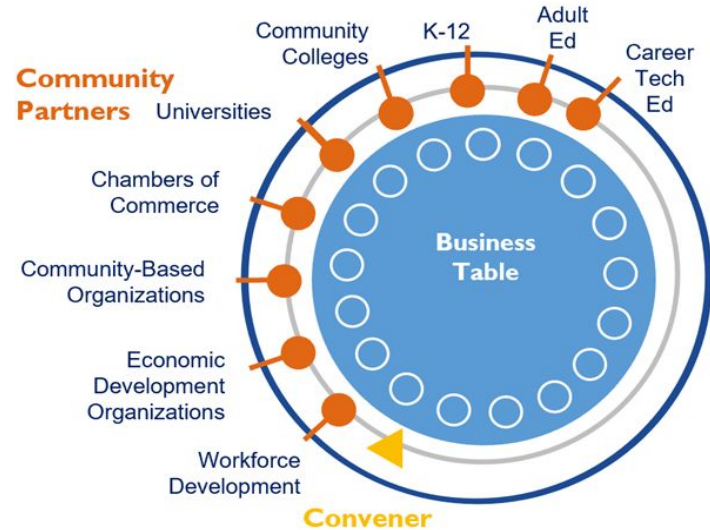
Sector Partnerships

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 currently 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 Hawaii's largest federal workforce 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 support Sector Strategies & Career Pathways Committee:

Role (2019): In support of the Workforce Innovation and Opportunity Act of 2014 (WIOA), the Sector Strategies & Career Pathways Committee identifies employer and industry training needs for in-demand occupations and sectors and builds stronger networks between companies and education and training partners to address high-priority areas.

Responsibilities (2019): ... Support sector initiatives that facilitate dialogue between employers, government, community-based organizations, and other stakeholders to implement effective workforce solutions that meet the recruitment and retention needs of employers and the training and employment needs of workers....



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



**Lead
Community
of
Practice**

2023/2024 Convening Team

CONVENER:



Chamber of Commerce
HAWAII

CONVENING PARTNERS:



Technical Support



Healthcare



HAWAII
STATE
ENERGY
OFFICE

Clean Energy



Creative Industries



Natural Resources

*Convenes with own
leadership & funding*

2023/2024 Sector Partnerships Funders



STATE OF HAWAI'I
DLIR
DEPARTMENT OF LABOR
AND INDUSTRIAL RELATIONS



UNIVERSITY of HAWAI'I®
COMMUNITY COLLEGES



QUEST Grant ends *Sept 2024*

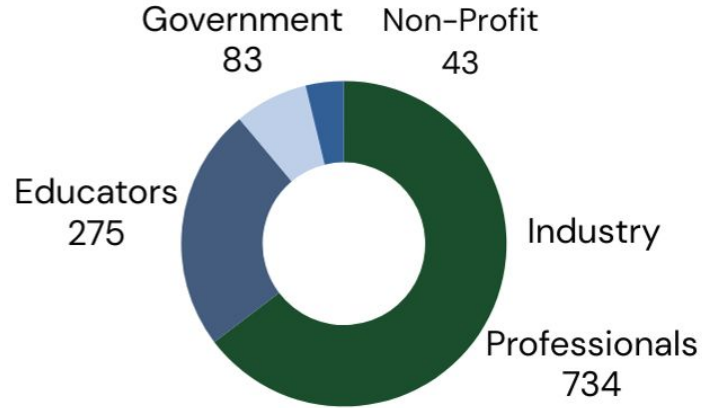
Good Jobs Hawaii Grant ends Sept 2025



2023/2024 Sector Partnerships 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 Telcom
HawaiiKidsCAN
HI FusionED
Hickam FCU
HMSA, Blue Cross Blue Shield
Honblue
Honolulu Museum of Art
Honu Services
HTDC
Hui Hulihau
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



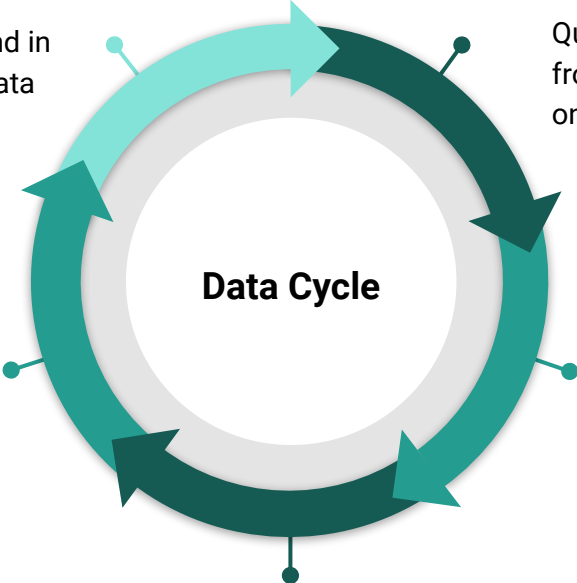
Sector Partnerships Cycle

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



Data Cycle

3: Program Development

To address and align industry demand and educator needs

5: Metrics and Outcomes

Measuring our progress and impact

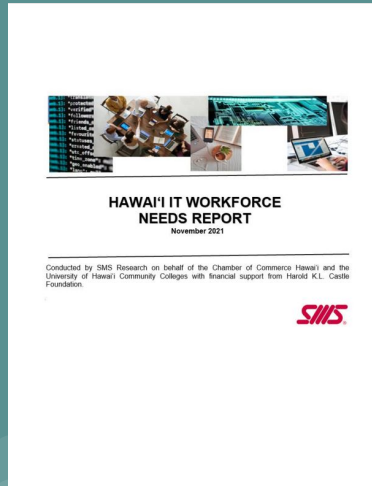
4: Implementation

Piloting programs with secondary and postsecondary schools



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

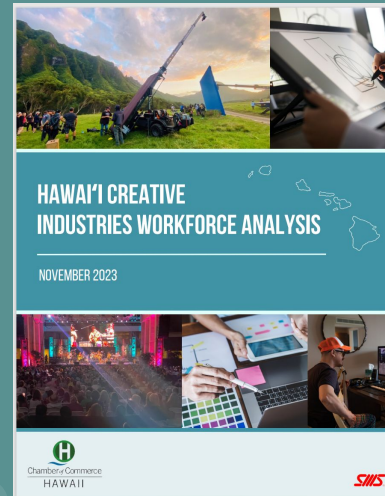
IT



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.

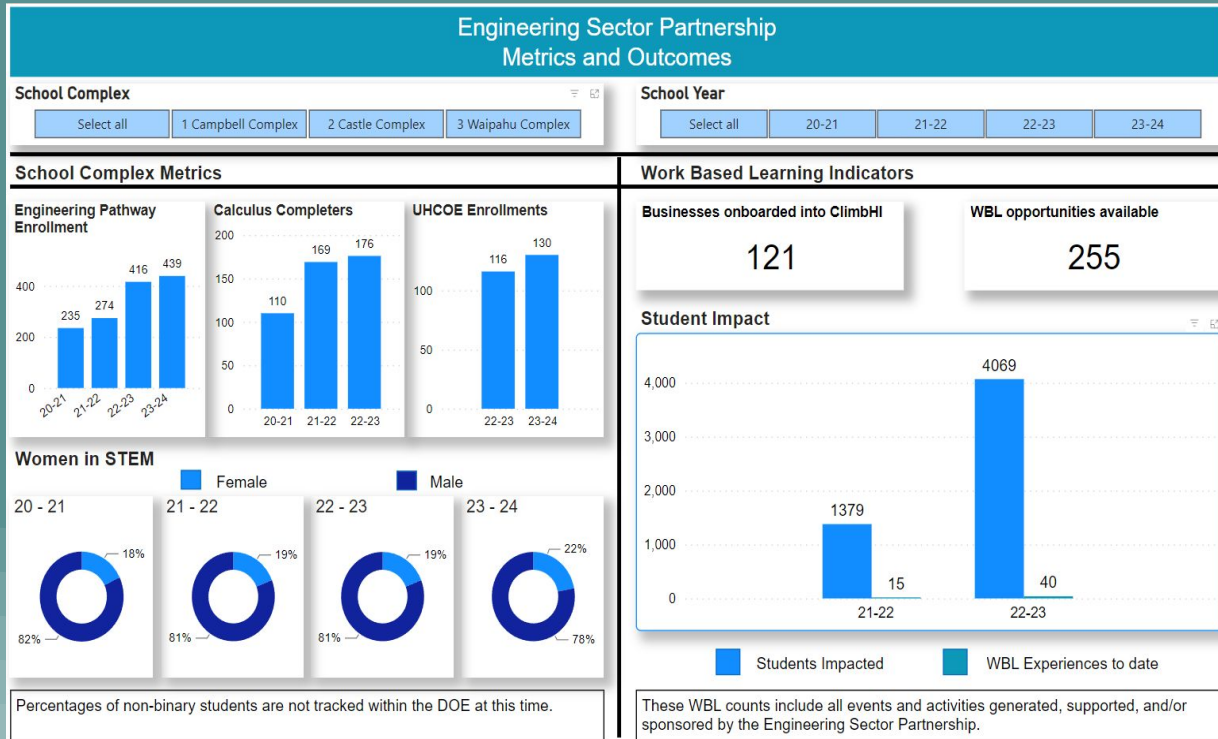
Sector Partnership initiatives include:

- 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.



These WBL counts include all events and activities generated, supported, and/or sponsored by the Engineering Sector Partnership.

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.

1,379
Students

SY 21-22

4,069
Students

SY 22-23



Looking Ahead in 2024

- Recruiting SP employers to host opportunity populations and dislocated workers through 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 funding beyond grants for more sustainability

Funding Request - Aligning SSCP & SP

Chamber of Commerce invites the Sector Strategies & Career Pathways Committee to make Sector Partnerships a signature program of the SSCP Committee and OWDB by allocating funding for operations and program expenses.

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Funding Request - FY25

Requesting WIOA funds be allocated to Chamber of Commerce to lead Sector Partnerships and provide technical support to convening partners in FY25. Funds to also be used for Chamber to contract with SMS for technical support (12 months).

In-demand industries benefiting from WIOA funds are:
IT, Engineering, Healthcare, Creative Industries, Clean Energy.

SOW includes career pathway development, work-based learning; facilitation, strategic planning, and technical support for Sector Partnerships; coordination with AJC for support of their metrics.



Sector Partnerships Funding

FY18 - 20

FY21

FY 22

FY 23, 24

FY25

FY 26 →



Strada Foundation Grant funds UH & COCH to start SP in Hawaii



\$58,000 contract between SMS & DLIR
Contract No. WDC-20-004-202



\$120,000 contract between COC & DLIR
Contract No. RFP-22-002-DLIR



QUEST Grant ends Sept 2024



Good Jobs Hawaii Grant ends Sept 2025



Today's SSCP Request

Closer alignment with State Unified Plan

Funding Request - FY25

BUDGET CATEGORIES		Total Funds	
		(a)	
A	PERSONNEL COST		
	1. Salaries	\$ 185,000.00	2 FTE (Chamber of Commerce Sector Partnership staff)
	3. Payroll Taxes & Assessments	23,310	12.60%
	4. Fringe Benefits	55,500	30.00%
	TOTAL PERSONNEL COST	263,810	
B	OTHER CURRENT EXPENSES		
	CONTRACTUAL SERVICES	\$ 200,000.00	SMS (12 month contract for technical support; 2 FTE)
	SUPPLIES	\$ 5,000.00	work-based learning supplies
	TRAVEL		
	TOTAL OTHER CURRENT EXPENSES	\$ 205,000.00	
C	EQUIPMENT PURCHASES (ITEMS OVER \$250)	\$ -	
D	OTHER	\$ 15,000.00	in-person convenings (facility rental, transportation)
TOTAL		\$ 483,810.00	

FY25 July 1, 2024 - June 30, 2025.

Mahalo.

Website: cochawaii.org/sector-partnerships/

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Appendix



FTE & Contracted Scope of Work

- Provide facilitation, strategic planning, and implementation support for Sector Partnerships
- Provide technical support to convening partners
- Support the development of evaluation metrics and continued data tracking for measures;
- Convene and support for Executive Committee, Partnership members, working groups, and K to Career Pathway Project Pilot school complexes;
- Coordinate with the University of Hawai'i, State of Hawai'i Department of Education, and other education partners;
- Meeting planning, coordination, administrative support, and facilitation.
- Coordination with AJC for support of their metrics as appropriate.