



## Quarterly Sector Partnership Update May 29, 2025

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Chamber of Commerce Hawaii

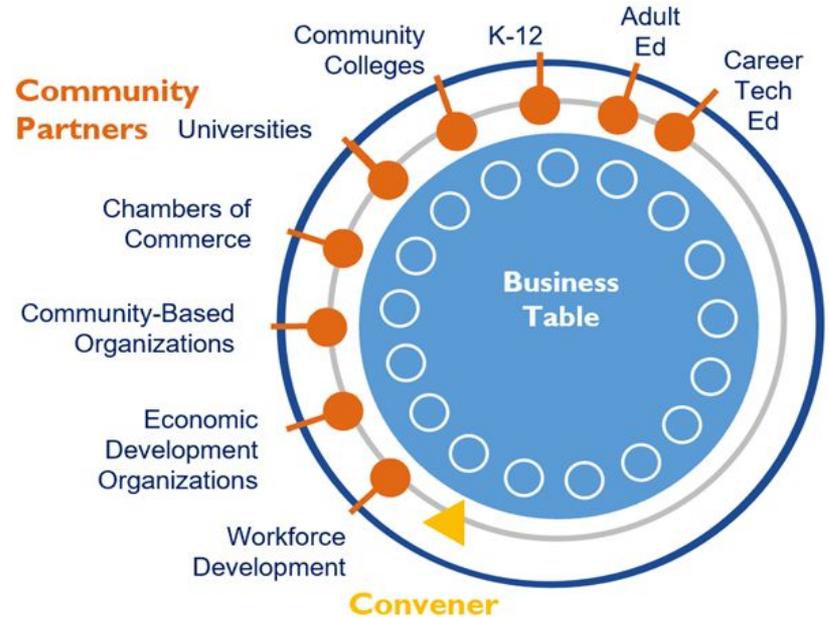
Samantha Larson  
Project Manager  
AE Consulting

Oahu Workforce Development Board - SSCP Committee

# Sector Partnerships are Industry Led

## Employers collaborate by:

1. Working closely with educators and supporting student **work-based learning**
2. Identifying in-demand **entry-level jobs**
3. Developing **career pathways** from entry-level jobs
4. Giving input on **desired skills-training**
5. Providing **internships** and other training
6. Entry-level **employment**



# Sector Partnerships in Hawaii

SECTOR	CONVENERS	ESTABLISHED	ACTION TEAMS
<b>Healthcare</b>	Healthcare Association of Hawaii (HAH) & Chamber of Commerce	2018	<ol style="list-style-type: none"> <li>1. Career Awareness</li> <li>2. Training &amp; Transitions to Employment</li> <li>3. Curriculum Support</li> </ol>
<b>Technology</b>	Chamber of Commerce Hawaii	2022	<ol style="list-style-type: none"> <li>1. Career Awareness</li> <li>2. Training</li> <li>3. Employment</li> <li>4. Comms &amp; Advocacy</li> </ol>
<b>Clean Energy/ Skilled Trades</b>	Hawaii State Energy Office (HSEO)	2023	<ol style="list-style-type: none"> <li>1. Career Awareness</li> <li>2. Apprenticeships &amp; Training</li> <li>3. Workforce Retention</li> </ol>
<b>Creative Industries</b>	Hawaii Creative Industries Division	2023	<ol style="list-style-type: none"> <li>1. Career Awareness</li> <li>2. Training &amp; Internships</li> <li>3. AI</li> <li>4. Entrepreneurship Support</li> </ol>
<b>Engineering</b>	Chamber of Commerce Hawaii	2018	<ol style="list-style-type: none"> <li>1. Career Awareness</li> <li>2. Women in STEM</li> <li>3. Math Readiness</li> <li>4. Talent Recruitment &amp; Retention</li> </ol>
<b>Natural Resources</b>	Kupu	2022	<ol style="list-style-type: none"> <li>1. Career Awareness</li> <li>2. Connecting Students to 'Āina &amp; Community</li> <li>3. Investing in College &amp; Career Prep., Access, &amp; Transitions</li> </ol>
<b>Transportation</b>	Hawaii Department of Transportation	2025	



**Leads  
Hawai'i's  
Sector  
Partnerships  
Community of  
Practice**



AE Consulting supports all Sector Partnerships in Hawai'i with workforce data, strategy, and logistical support

# Key Roles & Responsibilities

## **Convener: Industry SME Lead**

### **supported by Chamber of Commerce Hawaii & AE Consulting**

- **Industry Lead:** Communicates, Connects, & Facilitates. Guides the direction of the partnership and serves as the subject matter expert (SME).
- **Chamber & AE:** Evaluates sector progress, including data tracking, and supports SME lead with strategic planning for the partnership. Provides administrative, project management, and facilitation support to keep the partnership focused and productive.

## **Steering Committee Members: Industry Representatives**

- Set the direction and strategy of the SP as thought leaders and partners.
- Participate in steering committee meetings (3x a year).
- Serve as an Action Team co-lead.
- Attend full partnership meetings, serving as facilitators as needed (3x a year).

## **Sector Partnership Members: Industry Reps, Educators, Community Partners, etc**

- Contribute to and execute the Partnership's goals.
- Attend full partnership meetings (3x a year).



# Review TSP Progress & Timeline

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**McKenna Dale**

*Chamber of Commerce Hawaii*

# Transportation Sector Partnership Timeline

January

February

March

April

May

- AE begins Workforce Analysis

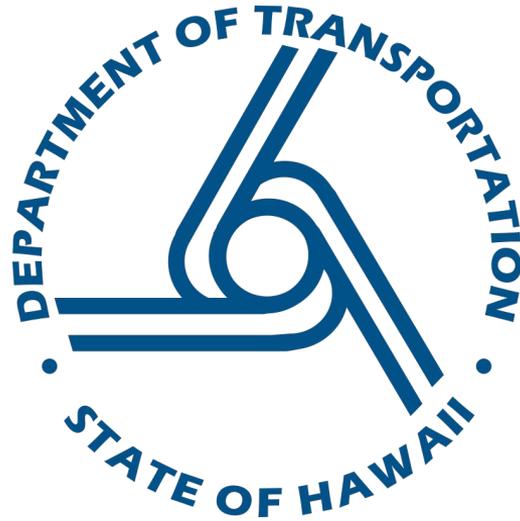
- Send invites to the Steering Committee  
- AE conducts Stakeholder Interviews

- Hold Steering Committee Meeting #1  
- Identify convener

- Department of Transportation (HIDOT) named as lead convener  
- Hold Steering Committee Meeting #2 (In person)  
- Determine TSP priorities

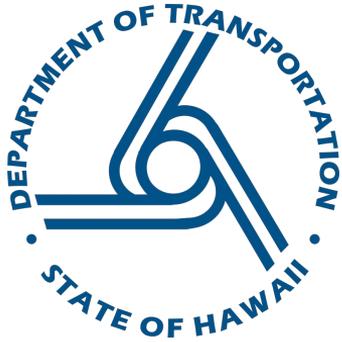
- **Finalize Transportation Analysis**  
- **Hold Full Partnership Meeting #1**  
- **In person meeting with all sectors (May 16)**

# Lead Convener



**Mahalo, Deputy Director Tammy Lee &  
Director Ed Sniffen**

# Steering Committee



**EMBRY-RIDDLE**  
Aeronautical University



**PEARL HARBOR**  
AVIATION MUSEUM



**YOUNG**  
**BROTHERS**

 **Hitachi Rail STS**





# Overview of Transportation Workforce Analysis Recommendations

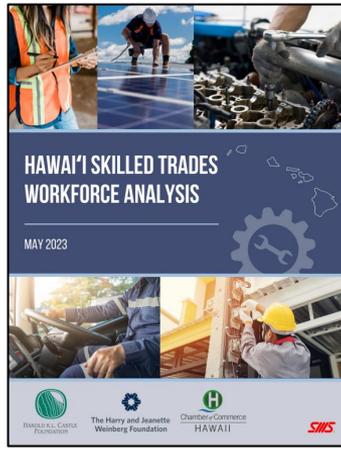
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**Samantha Larson**  
*AE Consulting*

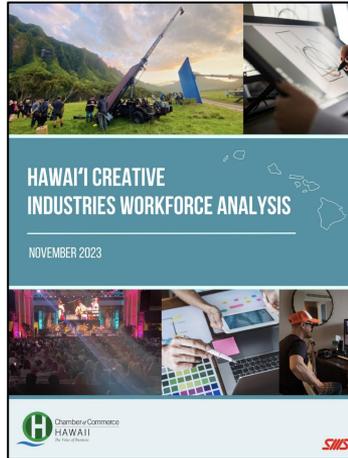
# Industry Workforce Analyses Completed



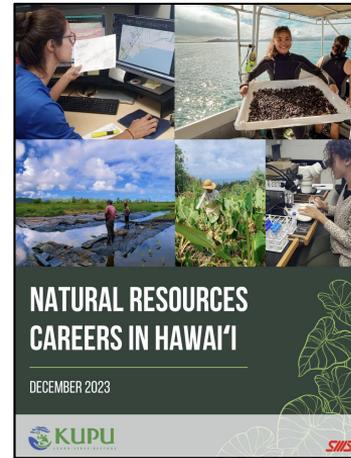
IT



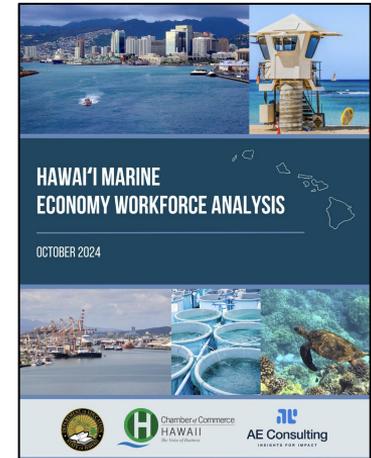
Skilled  
Trades &  
Clean Energy



Creative  
Industries



Natural  
Resources



Marine  
Economy

# Top occupations by volume, wage, growth or annual openings

SOC	Occupation	Employment Statewide (2024)	Median Wage (2024)	Long-Term Job Growth (2020-30)	Percent Job Growth (2020-30)	Total Annual Openings
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	9,150	\$44,050	960	13.60%	1,080
53-3032	Heavy and Tractor-Trailer Truck Drivers	4,100	\$59,320	420	9.50%	540
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	3,110	\$86,460	300	11.00%	280
47-2111	Electricians	3,020	\$83,200	250	7.20%	400
49-3023	Automotive Service Technicians and Mechanics	2,950	\$50,560	20	0.90%	230
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	2,840	\$61,680	420	17.00%	330
53-3033	Light Truck Drivers	2,800	\$44,310	560	11.60%	610
47-2152	Plumbers, Pipefitters, and Steamfitters	2,640	\$78,540	100	3.70%	280
53-3052	Bus Drivers, Transit and Intercity	2,130	\$69,090	580	31.90%	300
43-5011	Cargo and Freight Agents	1,900	\$39,720	300	26.90%	150
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	1,770	\$42,430	490	41.80%	200
53-2011	Airline Pilots, Copilots, and Flight Engineers	1,220	\$219,140	320	26.30%	180
49-3011	Aircraft Mechanics and Service Technicians	1,170	\$83,200	290	24.20%	140
39-7010	Tour and Travel Guides	1,150	\$44,620	440	35.80%	270
17-2071	Electrical Engineers	980	\$105,060	30	3.2%	70
17-2199	Engineers, All Other	920	\$120,330	0	-0.4%	50
43-5032	Dispatchers, Except Police, Fire, and Ambulance	860	\$49,180	430	44.90%	150
53-3031	Driver/Sales Workers	840	\$47,240	860	42.80%	350
11-3071	Transportation, Storage, and Distribution Managers	620	\$106,960	50	10.60%	40
53-5021	Captains, Mates, and Pilots of Water Vessels	530	\$75,980	230	52.10%	80
53-2012	Commercial Pilots	450	\$102,390	120	33.20%	60
17-2072	Electronics Engineers, Except Computer	310	\$123,990	0	0.0%	30
17-2081	Environmental Engineers	260	\$105,230	0	0.0%	10
53-2021	Air Traffic Controllers	220	\$142,040	10	4.40%	30
53-7021	Crane and Tower Operators	220	\$115,870	10	5.80%	10
53-6051	Transportation Inspectors	170	\$105,650	10	7.50%	20
53-5031	Ship Engineers	60	\$110,240	0	11.10%	*



# Stakeholder Outreach

## Interviews conducted:

- Hawaii Department of Transportation (HIDOT)
- City & County of Honolulu Dept. of Transportation Services
- Transportation Sub-Sector Interviews:
  - Air Transportation: 4
  - Ground Transportation: 7
  - Maritime: 7

# In-Demand Transportation Certifications and Training

## Entry-Level/Transferrable

- OSHA
- Transportation Worker Identification Credential (TWIC)
- Forklift Operator

## Specialized

- CDL A and B
- Professional Engineer (PE)
- A&P Mechanic Certification (aviation mechanic)
- Commercial Pilot License
- Airline Transport Pilot License
- U.S. Coast Guard Licenses:
  - Entry-level Merchant Mariner Credential
  - Able Seaman (AB) Endorsement
  - Captain

# Recommendations



**Career Awareness:** Ensure Hawai'i students and job seekers are aware of the diverse career paths in water, air, and ground transportation and promote the sector by highlighting its unique opportunities and benefits.



**Develop Clear Pathways from Secondary to Career:** Recruiting talent in fields like aviation, maritime, and commercial driving can be challenging if the entry points and advancement opportunities are unclear to students.



**Develop and Expand Local Training Opportunities:** There is a need to develop and expand local training opportunities, especially in maritime and aviation, so that students don't have to relocate to the continent in order to qualify for high-paying jobs at home.



**Address Shortage of Instructors and Examiners:** Addressing the shortage of local training instructors, including for aviation maintenance, is essential to increase local training capacity. In the CDL space, more examiners are needed to reduce the wait times for licensing exams.

# Recommendations



**Increase Funding for Training and Wraparound Support:** Increasing funding for training and wraparound support services will reduce barriers to accessing high-need trainings like CDL and aviation.



**Address Barriers to Public Sector Transportation Careers:** Develop incentives for filling high-demand public sector positions in the state, such as bus drivers and engineers, and address systemic barriers to improve the efficacy of hiring processes.



**Align Training with Evolving Technologies:** Ensuring training keeps pace with evolving technologies like electric vehicles and automation is key to maintaining a highly skilled local workforce that meets industry needs.



**Industry-Education Collaboration:** Partnerships and collaboration among secondary education, post-secondary education, and industry are critical to bridging local training gaps and developing clear career pathways.



# SECTOR PARTNERSHIPS



## Bridging Education & Industry: Hawai'i Sector Partnerships Educator Community of Practice

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May 16, 2025  
8:30 am – 3:00 pm

# Agenda

Time:	Topic:	Speakers
8:30 - 9:00 am	Check In and Refreshments	
9:00 - 9:10 am	Welcome	Vanessa Rogers, Chamber of Commerce
9:10 - 9:30 am	Opening Remarks	- Brennon Morioka, UH College of Engineering
9:30 - 10:30 am	Laying the Foundation: Industry Landscape Presentations <ul style="list-style-type: none"> <li>- Engineering</li> <li>- IT</li> <li>- Healthcare</li> <li>- Natural Resources</li> <li>- Clean Energy</li> <li>- Creative Industries</li> </ul>	<ul style="list-style-type: none"> <li>- Engineering: Kathleen Chu, Bowers + Kubota</li> <li>- IT: Greg Hester, CIO Council &amp; Ulu HI-Tech</li> <li>- Healthcare: Janna Hoshide, HAH</li> <li>- Natural Resources: Elia Herman, Kupu</li> <li>- Clean Energy: Kazu Hayashida, Hawaiian Electric Company</li> <li>- Creative Industries: Thomas Chock, DBEDT Creative Industries Division</li> </ul>
10:30 - 10:40 am	Break	
10:40 - 11:40 am	Employer Panel on Workforce Preparation Across Sectors	Moderator: Matt Stevens, Hawaii Workforce Funders Collaborative <ul style="list-style-type: none"> <li>- Engineering: Derek Mukai, Community Planning &amp; Engineering, Inc.</li> <li>- IT: Greg Hester, CIO Council &amp; Ulu HI-Tech</li> <li>- Healthcare: Janna Hoshide, HAH</li> <li>- Natural Resources: Joby Rohrer, O'ahu Army Natural Resources Program</li> <li>- Clean Energy: Kazu Hayashida, Hawaiian Electric Company</li> <li>- Creative Industries: Todd Robertson, Hyperspective</li> </ul>
11:40 am - 12:40 pm	Lunch	

# Agenda

Time:	Topic:	Speakers
12:40 - 1:10 pm	Career Readiness Workshop Session 1: How to Talk to Strangers: Networking	Ruvi Sirmans and Marisa Escalante, Chamber of Commerce
1:10 - 1:40 pm	Career Readiness Workshop Session 2: 1. Workplace Etiquette and Professionalism 2. Communicating in the Workplace	1. Kristin Alm, Remedy Intelligent Staffing 2. Christina Tamaru, Hawaii Employers Council
1:40 - 1:50 pm	Break	
1:50 - 2:50 pm	Pathway Networking Sessions - Engineering & Clean Energy - IT - Healthcare - Natural Resources - Creative Industries	Sector Leads - McKenna Dale & Parker Kushima - Vanessa Rogers - Janna Hoshide - Lindsay Crutchfield-Todd & Kāwika Riley - Thomas Chock
2:50 - 3:00 pm	Wrap Up	



# SECTOR PARTNERSHIPS



## Sector Partnership Meeting & Pau Hana

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May 16, 2025  
4:00 – 6:00 pm

# Agenda

Time:	Topic:	Speakers
4:00 - 4:05 pm	Welcome	Vanessa Rogers, Chamber of Commerce
4:05 - 4:15 pm	Opening Remarks	Governor Josh Green
4:15 - 5:00 pm	Sector Highlights <ul style="list-style-type: none"> <li>- Healthcare</li> <li>- Engineering</li> <li>- IT</li> <li>- Natural Resources</li> <li>- Clean Energy</li> <li>- Creative Industries</li> </ul>	<ul style="list-style-type: none"> <li>- Healthcare: Janna Hoshide, HAH</li> <li>- Engineering: Jonathan Delahoyde, Hawaiian Telcom</li> <li>- IT: Alan Ito, UH</li> <li>- Natural Resources: Elia Herman, Kupu</li> <li>- Clean Energy: Kris Kokame, AES</li> <li>- Creative Industries: Todd Robertson, Hyperspective</li> </ul>
5:00 - 5:15 pm	Break	
5:15 - 6:00 pm	Roundtable Discussions: Addressing Cross-Sector Challenges <ol style="list-style-type: none"> <li>1. AI - Developing Skills for Future Jobs</li> <li>2. Developing Professional Skills Before and at the Workplace</li> <li>3. Outmigration &amp; Workforce Retention Strategies</li> <li>4. Workforce Development Advocacy &amp; Funding</li> <li>5. Understanding DOE Pathways and UH Workforce Development Strategies</li> <li>6. Barriers to WBL Expansion</li> </ol>	<ol style="list-style-type: none"> <li>1. Gabriel Yanagihara &amp; Vincent Brathwaite</li> <li>2. Tricia Andrasko &amp; Vanessa Rogers</li> <li>3. Jonathan Delahoyde &amp; Lisa Ubay</li> <li>4. Janna Hoshide &amp; Marshall Norman</li> <li>5. Wanelle Kaneshiro &amp; Christine Beaulé</li> <li>6. Lord Ryan Lizardo &amp; Rachael Aquino</li> </ol>

# Roundtable Discussions: Addressing Cross-Sector Challenges

<b>Table</b>	<b>Topic</b>
<b>Understanding DOE Pathways and UH Workforce Development Strategies</b>	Wanelle Kaneshiro & Christine Beaulé
<b>Workforce Development Advocacy &amp; Funding</b>	Marshall Norman, Janna Hoshide and Juli Chun
<b>AI – Developing Skills for Future Jobs</b>	Gabriel Yanagihara & Vincent Brathwaite
<b>Outmigration &amp; Workforce Retention Strategies</b>	Jonathan Delahoyde & Lisa Ubay
<b>Developing Professional Skills Before and the Workplace</b>	Tricia Andrasko & Vanessa Rogers
<b>Barriers to WBL Expansion</b>	Lord Ryan Lizardo & Rachael Aquino

# Mahalo!

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