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**STATE OF HAWAII
WORKFORCE DEVELOPMENT COUNCIL**

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SECTOR STRATEGIES AND CAREER PATHWAYS COMMITTEE MEETING

Wednesday, October 3, 2018

1:00 P.M. – 2:00 P.M.

Princess Ruth Keelikolani Building

**830 Punchbowl Street, Director's Conference Room 321
Honolulu, Hawaii 96813**

MINUTES

ATTENDEES:

Sunshine Topping, Committee Chair, Hawaiian TelCom
Bernadette Howard, Career and Technical Education (CTE), UH
Gladys Quinto Marrone, Building Industry Association
Dina Yoshimi, Hawaii Language Roadmap Initiative, UH
Jean Isip Schneider, Sector Partnerships, UH
Faustino Dagdag, Leeward Community College/Society for Human Resource Management
Yvette Gibson, Hawaii Pacific Health
Helen Sanpei, McKinley Community School for Adults

STAFF:

Allicyn Tasaka, Workforce Development Council
Maria-Elena Diaz, Workforce Development Council

I. Call to Order.....Committee Chair Sunshine Topping
The meeting was called to order at 1:02 p.m. by Committee Chair Sunshine Topping.

II. Approval of Minutes

A. July 13, 2018 Minutes

A motion to approve the minutes of the meeting held on July 13, 2018 was made by Dina Yoshimi. The motion was seconded by Faustino Dagdag. The motion to approve the minutes passed unanimously.

III. Update Report on Statewide Sector Partnership Efforts presented by Jean Isip Schneider, Associate Director, Sector Partnerships, University of Hawaii

Jean Isip Schneider shared that the University of Hawaii system in partnership with the Chamber of Commerce are co-conveners of Next Generation Sector Partnerships (NGSP), which started in 2016 with a grant from USA Funds, now known as Strada Education Network. She stated that everyone talks about needing to grow great careers and connecting people to employers, but many organizations are addressing workforce needs. Consequently, employers are becoming tired from requests to help and opportunities are missed when agencies work independently instead of cooperatively.

NGSP attempts to coordinate connections between education, workforce development and employers. Three keys to NGSPs are as follow:

- 1) Industry is at the center table and efforts are industry-centered. Public partners sit outside and listen, so they are poised for action when appropriate;
- 2) Industry designs the agenda and defines the needs. Whatever businesses say is important is a priority; and
- 3) Community support is available to industry. When needed by industry, a team collaboration of public partners emerges.

More information at nextgensectorpartnership.com.

Chair Topping asked if public partners get together to plan after an industry meeting. Schneider indicated that public partners are tapped as a need arises, but organizers are working on more regular communication with public partners. Chair Topping suggested that there may be a way for the committee to support sector partnerships.

According to Schneider, grant money supported initial sector partnership launchings. She discussed the status of sector partnerships: Maui Healthcare Sector Partnership (SP) is currently active and the most advanced partnership, convened by Leslie Wilkins and Maui Economic Development Board (MEDB). Oahu Healthcare SP and Engineering SP are doing well. Agriculture partnerships in Hawaii Island and Kauai are restarting. Banking and CIO Council partnerships are currently on hold. The Food Manufacturing SP encountered confusion between the purpose of the sector partnership and the purpose of the Food Manufacturing Association.

Chair Topping mentioned how some industries, like banking and financial services, are vertical (independent) and some, like information technology, are horizontal (relevant to multiple industries/sectors), which makes sector partnerships more complex.

Schneider stated that at sector partnership meetings, workforce generally comes up as an issue. The facilitator begins with asking businesses to identify current opportunities in the

industry—a strength-based approach that appeals to industry partners. Workforce development opportunities described by sector partnerships include the following examples.

Banking and Finance SP developed a universal banking training program, using a concierge model. CIO Council SP chose to highlight CIO career pathways in Hawaii through a brochure. Maui Healthcare SP identified work-based learning opportunities in their communities and sought commitments from healthcare providers to offer work-based learning. Oahu Healthcare SP created an inventory of health care workers coming out of UH and is now creating an inventory of open health care positions. Engineering SP wants to systematize internships at the College of Engineering. Chair Topping asked if there is a required number of hours for internships. Schneider responded that the number of hours for internships is dependent on the specialty.

Schneider also provided examples of NGSP supporting industry-led initiatives. In Maui, the healthcare sector developed a medical map that links patients to medical services. In Oahu, research at Queen’s Medical Center has reduced the number of emergency room visits. Engineering SP is exploring how regulations impact projects, and in Kauai sector partners are interested in shared marketing and branding.

Finally, Schneider provided examples of issues common across sectors. Many NGSP would like a common structure for offering internships, and support marketing the message “Kama‘aina Come Home.” In addition, sector partners value teacher externships since they have a high-impact on students and low-impact on operations. They also share a desire for employees with soft skills training and regulatory concerns.

Schneider said that the next priority is to develop a statewide plan to coordinate the counties. Original planners started considering whether a council is needed to address issues common to sector partnerships, and whether the Sector Strategies and Career Pathways Committee and WDC could coordinate this effort.

Chair Topping said that she assumed that sector partnerships were part of the committee’s mission, but the committee doesn’t have a formal mission. She wants to formalize a mission and identify a direction with action items. She is open to helping to manage the process but would like recommendations on how to move forward and who should be involved. She would feel more in touch with what is going on by taking on this role. Chair Topping said that people in the middle of the room and those on the outside need reassurance that everyone is hearing the same thing and moving in the same direction.

Faustino Dagdag supported getting involved and suggested that “Kama‘aina Stay Home” offered a more powerful message than “Kama‘aina Come Home.” He stated that small

businesses are pervasive, and Hawaii needs to develop criteria by which curriculum is developed for a career pathway that leads to small business management.

Bernadette Howard shared that when WIOA first started and they were conceptualizing a career pathways system, sector partnerships were included in the early vision so that the economic side, education side, and workforce side were represented. According to Howard, sector partnerships could contribute in many ways, such as developing certificates and job descriptions. She added that this is a perfect time for sector partnerships to come together with career and technical education and career pathways, and to figure out who is to make the executive decisions. New state plans for Perkins are aligned with Every Student Succeeds Act (ESSA) and WIOA, and the state needs an executive decision-maker that everyone can agree to.

Schneider shared the upcoming sector partnerships and support team meetings schedule, starting October 22, 2018. She mentioned that a new sector partnership may be emerging in education to address the teacher shortage. Also, in February, teams are being formed to attend an academy for Next Generation Sector Partnerships. A final concern mentioned by Schneider is that funding is only through 2020. A NGSP Leadership Council would also think through sustainability issues.

Dina Yoshimi asked about the proportion of the state workforce engaged in sectors represented in partnerships, and how sector partnerships are determined. She wanted to know how many people are impacted, and, in terms of value to the state, if job-making is a consideration. Yoshimi also shared her concerns about the need for the state to develop high-wage jobs and engage a considerable proportion of the entire state.

Howard stated that WIOA and Perkins calls for development of jobs in high-skill, high-wage, in-demand occupations. Tourism is in-demand, but has few high-skill, high-wage jobs. Initially, focus was on sectors that could create high-skill, living wage jobs. Schneider added that initial focus was on STEM, and the UH Board of Regents pointed out that hospitality, Hawaii's largest industry, could not be ignored.

Chair Topping pointed out that one mistake would be to assume that the same approach is needed for each sector strategy. She indicated that she would like a report on what is happening at sector partnership meetings so that we could know what is going on and how we might help.

Schneider asked if she could touch base with Chair Topping to see if this committee could be an oversight body to this work. Chair Topping responded that the request would most likely have to go through Executive Director Allicyn Tasaka and WDC Chairperson Leslie Wilkins. Executive Director Tasaka agreed that a recommendation would come

out of this committee and be heard by the Executive Committee. If approved, the Executive Committee would then recommend it to the State Board for approval.

Chair Topping said that before the Committee could make a recommendation, we would have to know what our support would look like.

Yvette Gibson stated that clarification is needed. She questioned if committee members would have to be at each NGSP meeting, or if someone would summarize what is happening at meetings and identify common issues across two or more sector partnerships. She asked if this committee would be deciding which ones to support.

Schneider indicated that involvement would likely be levelled up to the bigger areas of influence, such as “Kama‘aina Come Home” or “Kama‘aina Stay Home.” Other big issues include the educational system, cost of living, and affordable housing. They are looking for WDC support in these areas. She asked if WDC had a policy or legislative committee. Chair Topping said that we don’t have committees in these areas but WDC supports legislation that is introduced.

Executive Director Tasaka shared that WDC testimony goes through the Department of Labor, but we haven’t testified for legislation yet. But it is an area we could activate. Howard said that we could assign individuals to attend meetings and bring what is learned back to this committee.

Chair Topping said that the current proposal is too nebulous to base a decision. She would like to support the sector partnership but would like to know what this would look like. She doesn’t want to increase meeting attendance for any of the committee members and would prefer to be a receiving body of information where people present to our committee. Schneider said she could provide sector partnership updates at our future meetings. Chair Topping asked Executive Director Tasaka and Maria-Elena Diaz to find out more information about what kind of help Schneider’s group is seeking.

Executive Director Tasaka indicated that WDC staff would continue the conversation with Schneider and said that others may also be part of the conversation. Chair Topping expressed interest in participating in this discussion.

IV. Discussion on topics and speakers for workforce breakout session at the Hawaii Advanced Career and Technical Education Annual Conference on January 25, 2019. Deadline to submit information for conference is October 31, 2018.

Maria-Elena Diaz shared two workshop proposals with the committee. Both would demonstrate curriculum resources on HireNet and provide teachers with an opportunity to integrate career development into their lessons. Yoshimi suggested inviting experienced teachers to share their curriculum integration ideas with workshop participants. The

committee discussed and expressed support for proposals. Diaz also discussed an outline proposal for the workshop.

Chair Topping moved to approve HireNet proposal for conference breakout session. Howard seconded the motion. Discussion: Sanpei asked about those without laptops, and Diaz responded that participants could be organized into small groups of 2-3. A recommendation to bring a laptop will be included in the printed conference workshop description. Yoshima recommended to have ringers to help with using HireNet. The motion was approved unanimously.

Howard indicated to Sanpei that she would get invitations to adult education teachers who also work with career pathways.

Howard shared that Congress appropriated additional funds, which resulted in about \$300,000 for Hawaii. A team is going to regional meeting to work on a regional plan.

V. Next Meetings

- A. Meetings will be held monthly, quarterly, or as necessary
- B. Dates to be determined by Chair

VI. Adjournment

Chair Topping adjourned the meeting at 2:00 p.m.