

Workforce Development Council's Sector Strategies & Career Pathways Committee
Friday, August 4, 2017
9:30 a.m. – 10:30 a.m.
Keelikolani Building
830 Punchbowl Street, Room 310
Honolulu, HI 96813

MINUTES

Member Attendees

Sunshine Topping, Committee Chair, Vice President of Human Resources, Hawaiian TelCom
Sean Knox, Committee Vice Chair, President, Hawaii Employment Services
Alicia Moy, President, Hawaii Gas Co.
Lois Hamaguchi, UH, Office of the Director for Career and Technical Education (CTE)
Gladys Quinto Marrone, President and CEO, Building Industry Association of Hawaii (BIA)
Pono Chong, VP, Business Advocacy & Development, Chamber of Commerce Hawaii

Staff

Allicyn Tasaka, Executive Director, Workforce Development Council
Jeanne Ohta, Special Projects Specialist, Workforce Development Council

I. Call to Order

Chair Sunshine Topping called the meeting to order at 9:42 a.m.

II. Introductions

A. Share why you are serving on this committee, what your desired focus is and your expectations.

1. Sunshine Topping: From a human resource perspective, it's always difficult to find good people; how do we train people for good jobs, predict skill sets that will be needed, and how do we link programs offered by the state and federal governments with the private sector?

2. Gladys Quinto Marrone: BIA conducts education and workforce development; and sponsors a pre-apprenticeship construction training program which helps feed graduates directly into a job or into a formal apprenticeship program. There is a labor shortage in the construction industry. In Hawaii, they are attempting to reach out to younger students to expose them to the range of jobs in the construction and home building industries.

3. Pono Chong: The Chamber of Commerce Hawaii's Workforce Development and Education Committee has been focusing on soft skills with the goals of ensuring that members have the right workforce at the right time. Their current focus is on the sector partnerships; looking at the project as a way to get businesses engaged, not just with workforce development, but to also help them to grow their businesses.

4. Alicia Moy: She is interested in how to leverage available resources to help fill existing vacancies and to be prepared for the future and for change. She is interested in

working with the energy sector partnership to be prepared for future changes as that is a quickly changing sector.

5. Sean Knox: His company has offices on all islands and at any one time employs approximately 600 employees. His business needs to be an advocate for the variety of businesses that they serve to be sure that they have the resources that they need to grow and to participate in Hawaii's economy. He believes that they also have a responsibility to the transitional workforce: people moving to the state; moving from one job to another; in reentry; and the homeless to look for the right match and to be sure that the workforce that comes in is prepared for the opportunities that are available.

5. Lois Hamaguchi is attending the meeting on behalf of Bernadette Howard who is on vacation. CTE is invested in aligning education with industry needs. Industry input is critical on the skills that are needed for the jobs that graduates will have. How does industry and education work together on this critical part of aligning education and workforce?

Sunshine Topping explained that expectations for the committee are not yet clear. The committee will first need to understand everything that is already happening. There has been a shift to sector partnerships led by the private sectors; where the private sector provides input on the sector needs. One of the main roles of the committee is to ensure that this link continues to be strong.

III. Presentation on statewide career pathways model by Bernadette Howard, State Director of the University of Hawaii's Career and Technical Education program

Lois Hamaguchi made the presentation on behalf of Bernadette Howard. Two documents were distributed to committee members:

1. "The Hawaii Career Pathway System, Draft rev 7.20.17" which is posted at this link: <https://labor.hawaii.gov/wdc/files/2017/07/The-Hawaii-Career-Pathway-System-Rev-7.20.17.pdf>
2. "Hawaii's Career Pathway System Presentation," posted at: <https://labor.hawaii.gov/wdc/files/2017/07/CP-Presentation.8.4.17.pdf>

The work on the career pathway system is required by the Workforce Innovation and Opportunity Act (WIOA) and is the result of multi-agency collaboration. The pathway includes the ability of individuals to change jobs during their lives, estimated at between 4-7 times and possibly in the future, new generations may change jobs 20 times in their lives.

The Career Pathway System must align with WIOA, Every Student Succeeds Act (ESSA), and the Carl D. Perkins Act/CTE.

The system is designed for individuals who include current students, employees, employers, and anyone seeking additional education to advance their career opportunities. The system must be participant-focused, have multiple entry and exit points and provide access, equity, and opportunity.

Career Pathways must also include professional development across all areas and continuous improvement of programs and program redesign.

The primary convener of the sector partnerships is the Chamber of Commerce Hawaii. Pono Chong was asked to explain the work that the Chamber is doing with sector partnerships. He provided the background of the involvement of the Chamber with the University of Hawaii and the sector partnerships. Banking was the first sector to convene, primarily because there was a champion who invited the members of the banking sector and convened the session. The Hawaii Bankers' Association was interested in a single certification, Universal Bankers. It was a purely human resource endeavor, so it was not a true sector partnership. The work was to transition their current workforce to a higher skill level where the traditional teller position is transforming into a Universal Banker, able to provide a wider range of service to customers. Working with the University of Hawaii, they have developed a curriculum in 12 months, a relatively short turn-around for the UH system. They will have 50-60 students per year.

For the University of Hawaii, it is important that the courses developed have attendees to make development of the course worthwhile, especially because of the high cost in development or the high cost to offer some of the courses. For instance, for professional seamstresses for clothing manufacturing, a professional sewing machine costs approximately \$7,500 each. Setting up a classroom with machines is expensive. That cost needs to be taken into consideration with the number of student who will be served per year. That cost becomes an issue when trying to meet the needs of industry.

The Chamber also worked with the Chief Information Officer (CIO) Council of Hawaii. A barrier is that Information Technology (IT) is not really a sector. IT crosses horizontally across many sectors. At the convening, the top areas were determined to be cybersecurity and data analytics. The industry feels that it is necessary to educate students and parents that there are many IT jobs available in Hawaii. Because IT is cross-industry, it is difficult to get out that broad message and also to counter the prevalent messages of the very large IT employers on the mainland. Waipahu and Campbell high schools are going to develop an industry-supported but student built portal connected to the UH system that will show real-time postings of jobs available, the pay, and the technical and soft skills necessary for the jobs. The portal will show the opportunities available and the skill sets necessary for both students' and parents' information. DevLeague is contracted to teach the students. The project will span two semesters, with classroom work prior to actual work on the website.

The food manufacturing industry was interested in the Food Safety Modernization Act certification. Companies interested in exporting their products must be certified under the new federal requirement. The Chamber has already trained 75 people.

Healthcare is the next sector. The sector will probably determine needs by sub-sector, so it will be more involved than banking and food manufacturing, which had single certification goals.

The Castle Foundation hired a consultant, James Koshiba to look at an organized work-based learning opportunity statewide (e.g. bringing industry into the classroom, and making it more relevant). He has interviewed approximately 100 people to get a gauge of what kind of learning opportunities can be provided to students. Perhaps this committee can invite him to present his findings.

The University of Hawaii has goals to meet (e.g. graduation metrics). In creating programs that provide more help and make it easier for students to navigate the system and meet their graduation requirements, are opportunities to develop employability skills lost? The definition of employability is different academically and in the real world.

For the soft skills training offered by the Chamber, it is recommended that management take the training first so they become acquainted with the contents and can reinforce what was learned.

Nepris is a virtual connection between industry and the classroom so that employers can remain at their desks and connect with students. The CTE office is paying for the training of 175 teachers, but will need Hawaii businesses to participate.

The Career Pathway System graphic was explained. The participants enter and obtain certificates or continue to work toward their career goals.

The “Hawaii’s Investment of Public Funds in Workforce Development Programs: A Funding Summary 2016” was reviewed. The brochure shows agencies with workforce programs doing similar work and assists in braiding funds between agencies. The brochure will be updated every other year.

Website for labor market data was developed by the UH which helps students learn more about the current labor market. The information will be updated to include career pathway information. The website is at; <http://uhcc.hawaii.edu/workforce/index.php>.

IV. Discussion on next steps, increasing membership and frequency of meetings

The statewide career pathway committee will meet quarterly and report back to WDC. The committee requests that the Chamber of Commerce report regularly on the progress of the sector strategies work.

Next steps for the draft Career Pathway System: The Sector Strategies and Career Pathway Committee will review the plan, then Bernadette Howard will present the plan to the Career and Technical Education Coordinating Advisory Council (CATECAC) and to the WDC Board (September 14, 2017) and ask both councils for their approvals.

The plan will also be presented statewide to facilitate integration and alignment by various partner agencies. The goal is to put the student in the center so that they receive services that they need at the time they need it and from an individual who knows them well.

CTE requests that this committee make a recommendation to the full WDC to approve the plan. To provide members with sufficient time to review the plan, Allicyn Tasaka will send an email out to committee members. Members will respond to the request once they have reviewed the information. The recommendation will be needed before September 10, 2017.

One of this committee's role is to ensure that redundancies in the system are eliminated. The committee also needs to work with the Employer Engagement Committee as their work with employers is affected by the sector strategies work.

V. Establish a meeting schedule

How often should the committee meet? By consensus, it was decided that the committee will meet quarterly. Members will be notified of when the next meeting will be held.

VI. Adjournment

Committee Chair Topping adjourned the meeting at 10:34 a.m.