Hawai‘i’s Workforce Readiness Strategy

Ma ka hana ka ‘ike, ma ka ‘imi ka loa‘a
In working one learns, through initiative one acquires

Dr. Christina M. Kishimoto
SCHOOLS SUPERINTENDENT, HAWAI‘I STATE DEPARTMENT OF EDUCATION
Hawai‘i Workforce Vision

Regional Workforce Collaboratives …
- Grades 6-16, Businesses, Economic Development Teams

... that expand curriculum capacity …
- applied learning, design thinking, early college & early exposure models, internships, service learning, out-of-school-time programming

... and teacher professional development …
- externships (CTE expanding to academic core)

... leading to a thriving Hawai‘i workforce

CEDS Sectors:
- Hospitality and Tourism
- National Security
- Health Care
- Research, Innovation, and Technology
- Agriculture and Food Production
- Energy
- Manufacturing
- Creative Industries
Hawai‘i Workforce Pathway System

Academic Pathways

Outcomes
1. Aligned, integrated, and sustained grades 6-16 career pathways for all
2. A system that produces learners who can adapt to a changing workforce
3. Increased number of skilled professionals with a degree or certificate that holds value.

Workforce Continuum

Programs that support ALL students, communities

<table>
<thead>
<tr>
<th>WIOA</th>
<th>Community Schools for Adults, support for out-of-school youth and adults to acquire needed and in-demand skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>PERKINS</td>
<td>Career &amp; Technical Education pathways and supports, career academies &amp; advisory partnerships, GEAR UP</td>
</tr>
<tr>
<td>ESSA</td>
<td>Rigorous state standards, Dual Credit expansion, Advanced Placement expansion, teacher licensing for industry practitioners</td>
</tr>
</tbody>
</table>

SOURCES: Hawai‘i DOE Instructional Support, Exceptional Support, and School Transformation branches; Hawai‘i P-20 Partnerships for Education. Icon credit: Rockicon.
### Hawaii Community School for Adults System

<table>
<thead>
<tr>
<th>CREDENTIALS</th>
<th>AA / AAS</th>
<th>BA / BS</th>
</tr>
</thead>
</table>
| • Workforce Development Diploma  
  • High School Equivalency (GED/HiSET) | • Transition to Univ. of Hawaii Community Colleges | • Transition to a 4-year College/University |

<table>
<thead>
<tr>
<th>Workforce Development Diploma Program</th>
</tr>
</thead>
</table>
| Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  
  Workforce Development Diploma Program  |

<table>
<thead>
<tr>
<th>Adult Secondary Education</th>
</tr>
</thead>
</table>
| Adult Secondary Education  
  Adult Secondary Education  
  Adult Secondary Education  
  Adult Secondary Education  
  Adult Secondary Education  
  Adult Secondary Education  
  Adult Secondary Education  
  Adult Secondary Education  
  Adult Secondary Education  
  Adult Secondary Education  |

<table>
<thead>
<tr>
<th>English Language Acquisition</th>
</tr>
</thead>
</table>
| English Language Acquisition  
  English Language Acquisition  
  English Language Acquisition  
  English Language Acquisition  
  English Language Acquisition  
  English Language Acquisition  
  English Language Acquisition  
  English Language Acquisition  
  English Language Acquisition  
  English Language Acquisition  |

<table>
<thead>
<tr>
<th>Adult Basic Education</th>
</tr>
</thead>
</table>
| Adult Basic Education  
  Adult Basic Education  
  Adult Basic Education  
  Adult Basic Education  
  Adult Basic Education  
  Adult Basic Education  
  Adult Basic Education  
  Adult Basic Education  
  Adult Basic Education  
  Adult Basic Education  |

<table>
<thead>
<tr>
<th>Minimum WDD</th>
<th>Minimum AA/AAS</th>
<th>Minimum BA/BS</th>
</tr>
</thead>
<tbody>
<tr>
<td>LOW / SEMI SKILLED JOBS</td>
<td>MIDDLE-SKILL JOBS</td>
<td>ADVANCED-SKILL JOBS</td>
</tr>
</tbody>
</table>
Workforce Development Diploma Program

Hawaii Community School For Adults
June 13, 2019
Figure 32 lists the 15 occupations projected to average the most job openings annually for the long-term as well as the short-term future. Although the numbers vary slightly, all 15 jobs are ranked in exactly the same order for both time periods. Retail salespersons, waiters and waitresses, cashiers, and food preparation and serving workers, four of the larger occupations, top the list with at least 2,700 projected openings to fill annually. Most of the positions listed are either directly or indirectly related to tourism. Three jobs are office-related - general office clerks, stock clerks and order fillers, and general and operations managers.

Not surprisingly, wages for most of the top 15 jobs are on the lower end of the payscale, with minimal education and training requirements. General and operations managers is the only occupation that requires a bachelor’s degree and also earns more than the overall median of $41,650 for all occupations. In addition, three occupations, which includes the two office jobs - general office clerks, and stock clerks and order fillers, plus security guards, requires a high school diploma. The other 11 occupations do not have any formal educational requirement. However, either short-term or moderate-term on-the-job training is mandatory for all 11 jobs.
Figure 33. Distribution of Projected Annual Average Total Job Openings by Education, Work Experience, and Job Training Requirements, Hawaii, 2016-2026

**Education Requirements**
- Doctoral/Prof: 1%
- Master's: 1%
- Bachelor's: 14%
- Associate's: 2%
- Postsecondary: 5%
- Some college: 2%
- HS diploma: 36%
- Less than HS: 39%

**Work Experience Requirements**
- 5+ years: 4%
- < 5 years: 11%
- None: 85%

**Job Training Requirements**
- Apprenticeship: 2%
- Internship/residency: 1%
- Long-term OJT: 2%
- Moderate-term OJT: 13%
- Short-term OJT: 28%
- None: 53%

*Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, Projections Program.*
## Minimum Placement Scores (Pre-test) for Hawaii Community School Programs

*Reading Scale Scores

<table>
<thead>
<tr>
<th>NRS Level</th>
<th>Grade Range Guideline</th>
<th>Grade</th>
<th>TABE 11/12*</th>
<th>CASAS*</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABE Classes (ABE Lit Level 1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 ABE Lit</td>
<td>K-1</td>
<td>K</td>
<td>300-371</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1</td>
<td>372-441</td>
<td>Below 200</td>
</tr>
<tr>
<td>2 ABE Beg</td>
<td>2-3</td>
<td>2</td>
<td>442-471</td>
<td>201-205</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3</td>
<td>472-500</td>
<td>206-210</td>
</tr>
<tr>
<td>Workforce Development Diploma (ABE Low/Inter Level 3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 ABE Low/Inter</td>
<td>4-5</td>
<td>4</td>
<td>501-518</td>
<td>211-215</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5</td>
<td>519-535</td>
<td>216-220</td>
</tr>
<tr>
<td>4 ABE High/Inter</td>
<td>6-8</td>
<td>6</td>
<td>536-549</td>
<td>221-225</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7</td>
<td>550-562</td>
<td>226-230</td>
</tr>
<tr>
<td></td>
<td></td>
<td>8</td>
<td>563-575</td>
<td>231-235</td>
</tr>
<tr>
<td>High School Equivalency Community School Diploma HiSET or GED (ASE Low Level 5)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 ASE Low</td>
<td>9-10</td>
<td>9</td>
<td>576-596</td>
<td>236-240</td>
</tr>
<tr>
<td></td>
<td></td>
<td>10</td>
<td>597-616</td>
<td>241-245</td>
</tr>
<tr>
<td>6 ASE High</td>
<td>11-12</td>
<td>11</td>
<td>617-709</td>
<td>246-250</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12</td>
<td>710-800</td>
<td>251-255</td>
</tr>
</tbody>
</table>
“The Workforce Development Diploma Program was designed to meet the needs of those entering the workforce without a high school diploma, and to equip them with the necessary basic education and access to job training programs.”
Eligibility

• Any individual 18 and over

• 16 and 17 year old students must be released from school through the 4140 process
Process to Enroll

Schedule an intake session
Administer the TABE or CASAS Assessment
Counseling session to review Assessment Results and discuss Program Options: Adult Basic Education, High School Equivalency Prep, Workforce Development Diploma)

Registration/Enrollment
Begin Classes
Academic & Curriculum Module

- Standards Based Adult Education Curriculum
  
  - Essential Education:
    
    1. GED/HiSET Academy
    
    2. TABE/CASAS Academy
Academic & Curriculum Module-Requirements

• Minimum Placement Score - NRS Level 3 (Pre-test) for both Reading & Math

• Minimum Exit Score - NRS Level 4 (Post-test)

• Minimum Face-to-face instruction of 120 hours

• One (1) grade level increase
Workforce Curriculum & Training Module Requirements

• Joint Agency Training Program Requirements (Agency Specific)

• Work Readiness Academy
To receive the Workforce Development Diploma, one must successfully complete requirements for both Modules.