

CCSSO LEGISLATIVE CONFERENCE / APRIL 7-9, 2019

Hawai'i's Workforce Readiness Strategy

Ma ka hana ka 'ike, ma ka 'imi ka loa'a

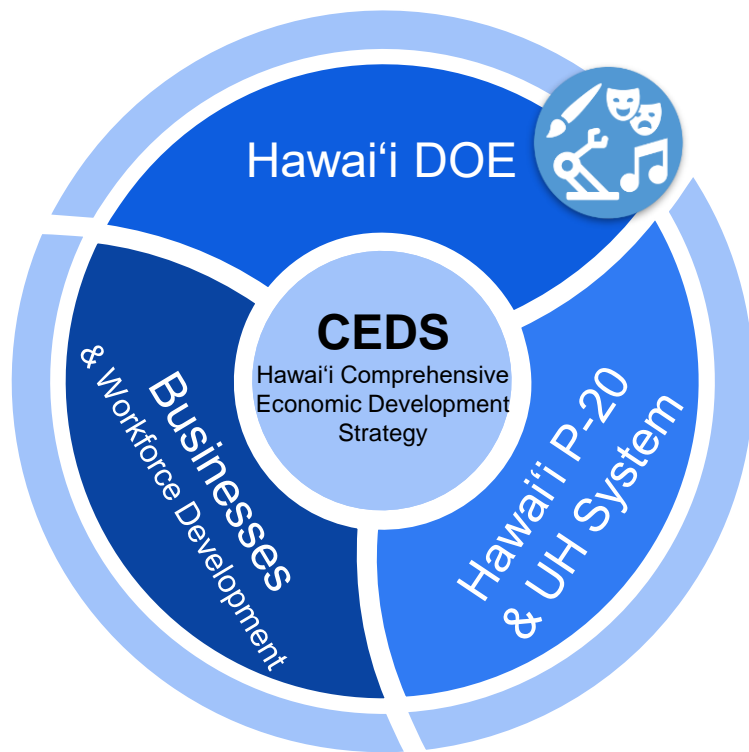
In working one learns, through initiative one acquires



Dr. Christina M. Kishimoto

SCHOOLS SUPERINTENDENT, HAWAII 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)

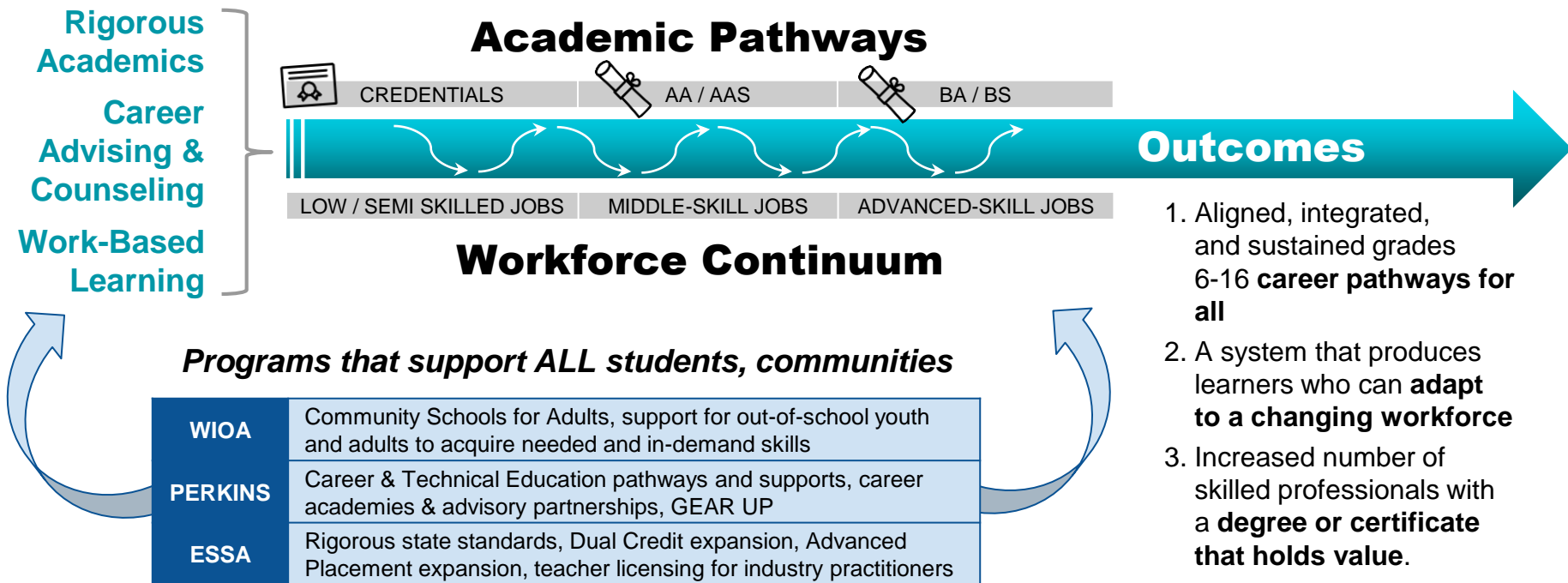
... leading to a thriving Hawai'i workforce

CEDS Sectors:

- | | |
|--|-----------------------------------|
| • Hospitality and Tourism | • Agriculture and Food Production |
| • National Security | • Energy |
| • Health Care | • Manufacturing |
| • Research, Innovation, and Technology | • Creative Industries |






Hawai'i Workforce Pathway System



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

CREDENTIALS 	AA / AAS 	BA / BS 
<ul style="list-style-type: none"> Workforce Development Diploma High School Equivalency (GED/HiSET) 	<ul style="list-style-type: none"> Transition to Univ. of Hawaii Community Colleges 	<ul style="list-style-type: none"> Transition to a 4-year College/University



<ul style="list-style-type: none"> Minimum WDD 	<ul style="list-style-type: none"> Minimum AA/AAS 	<ul style="list-style-type: none"> Minimum BA/BS
LOW / SEMI SKILLED JOBS	MIDDLE-SKILL JOBS	ADVANCED-SKILL JOBS



A horizontal banner featuring several blue silhouettes of workers in various poses. Some are standing and holding yellow documents or tools, while others are bending over or working. The background is light gray with a subtle grid pattern.

Workforce Development Diploma Program

Hawaii Community School For Adults

June 13, 2019

Occupations with the most openings mainly related to tourism

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.



✓ **Occupations That Do Not Require a High School Diploma**
Figure 32. Occupations with the Most Projected Annual Average Total Job Openings in the Short- and Long-Term, Hawaii

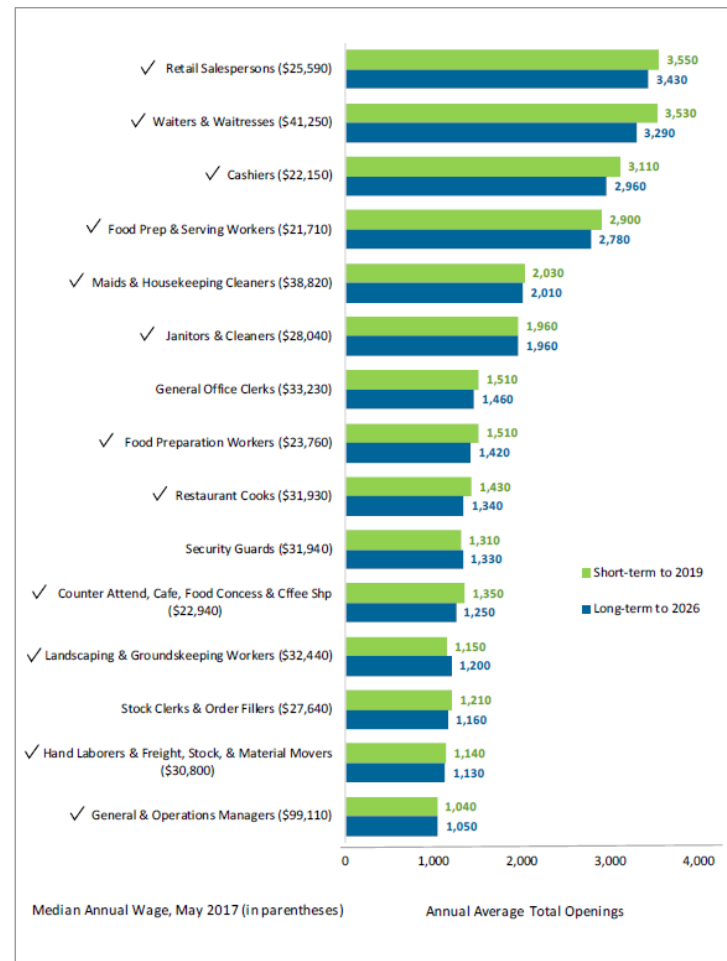
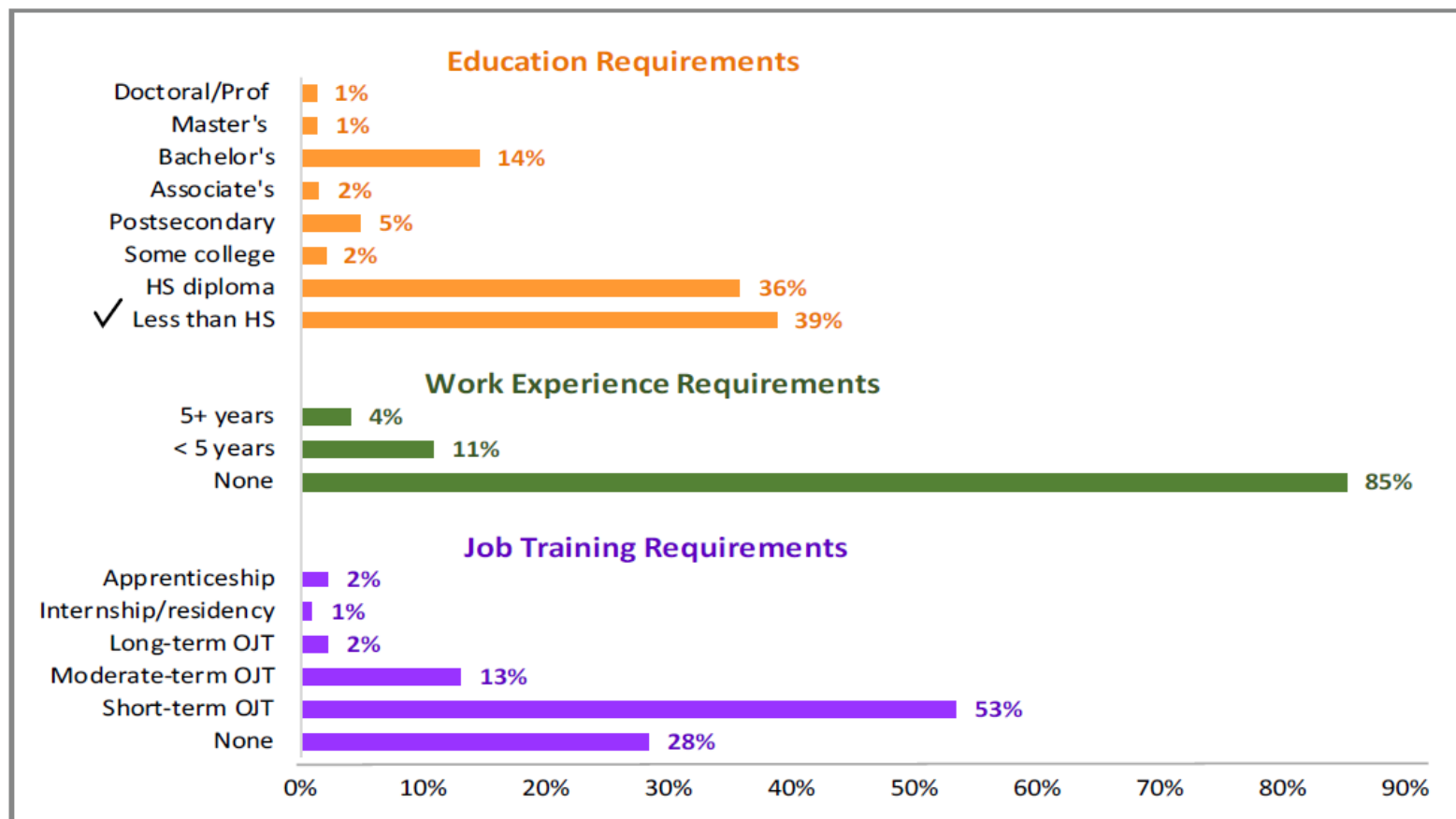


Figure 33. Distribution of Projected Annual Average Total Job Openings by Education, Work Experience, and Job Training Requirements, Hawaii, 2016-2026



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

	NRS Level	Grade Range Guideline	Grade	TABE 11/12*	CASAS*
ABE Classes (ABE Lit Level 1)	1 ABE Lit	K-1	K	300-371	
			1	372-441	Below 200
	2 ABE Beg	2-3	2	442-471	201-205
			3	472-500	206-210
Workforce Development Diploma (ABE Low/Inter Level 3)	3 ABE Low/Inter	4-5	4	501-518	211-215
			5	519-535	216-220
	4 ABE High/Inter	6-8	6	536-549	221-225
			7	550-562	226-230
			8	563-575	231-235
High School Equivalency Community School Diploma HiSET or GED (ASE Low Level 5)	5 ASE Low	9-10	9	576-596	236-240
			10	597-616	241-245
	6 ASE High	11-12	11	617-709	246-250
			12	710-800	251-255

Hawaii Community School for Adults Pathways

English Language Acquisition

ELA 1
(CASAS Placement Score)
ELA 2
(CASAS Placement Score)
ELA 3
(CASAS Placement Score)
ELA 4
(CASAS Placement Score)
ELA 5
(CASAS Placement Score)
ELA 6
(CASAS Placement Score)

Transition

-ABE/ASE English
-ASE (HSE Credential)
-MCSA Workforce Development Program

*Transition Coordinator
(Personal Learning Plan)

Workforce
UH Community Colleges

Adult Basic Education

ABE SKILLS (Math/LA)

(TABE/CASAS Placement Score)
-Workforce Development Prep (WDD)
-ASE Prep
-MCSA Work Readiness

*Transition Coordinator
(Personal Learning Plan & Interest Questionnaire)

Transition

-MCSA Workforce Development Program
-ASE (HSE Credential)

Workforce
UH Community Colleges

ABE English

(TABE/CASAS Placement Score)

-Intermediate English
-IET (Integrated Education Training)

*Transition Coordinator
(Personal Learning Plan & Interest Questionnaire)

Transition

-MCSA Workforce Development Program
-ASE (HSE Credential)

Workforce
UH Community Colleges

Workforce Development Diploma Program

Academic Curriculum

(TABE/CASAS Placement Score)

-TABE Academy
-CASAS Academy

Workforce Curriculum & Training

Standards Based Curriculum
-Essential Education
-Joint Agency Training

Workforce Development Diploma

Transition

-ASE (High School Equivalency Program)

Workforce
UH Community Colleges

Adult Secondary Education High School Equivalency Program

ASE English

(TABE/CASAS Placement Score)

-Advanced English
-Work Readiness
-Integrated Education Training

*Transition Coordinator
(Personal Learning Plan & Interest Questionnaire)

Transition

-ASE (High School Equivalency Program)
-MCSA Workforce Development

Workforce
UH Community Colleges

High School Equivalency Program

(TABE/CASAS Placement Score)

-HiSET Academy
-GED Academy

*Transition Coordinator
(Personal Learning Plan & Interest Questionnaire)

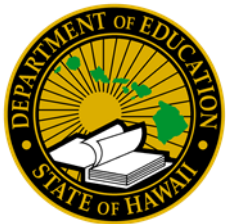
High School Equivalency Credential

Hawaii Community School for Adults Diploma

Transition

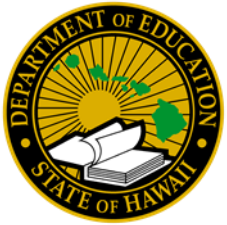
Workforce
UH Community Colleges
University of Hawaii

“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

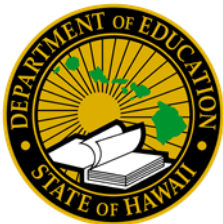
Administer the TABE or CASAS Assessment

Counseling session to review Assessment Results and discuss Program Options:

Adult Basic Education, High School Equivalency Prep, Workforce Development Diploma)

Registration/Enrollment

Begin Classes

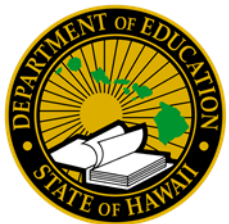


Academic & Curriculum Module

- Standards Based Adult Education Curriculum

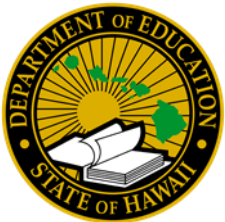
- Essential Education:

1. GED/HiSET Academy
2. TABE/CASAS Academy



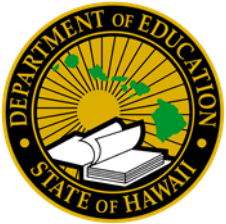
Academic & Curriculum Module-Requirements

- 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

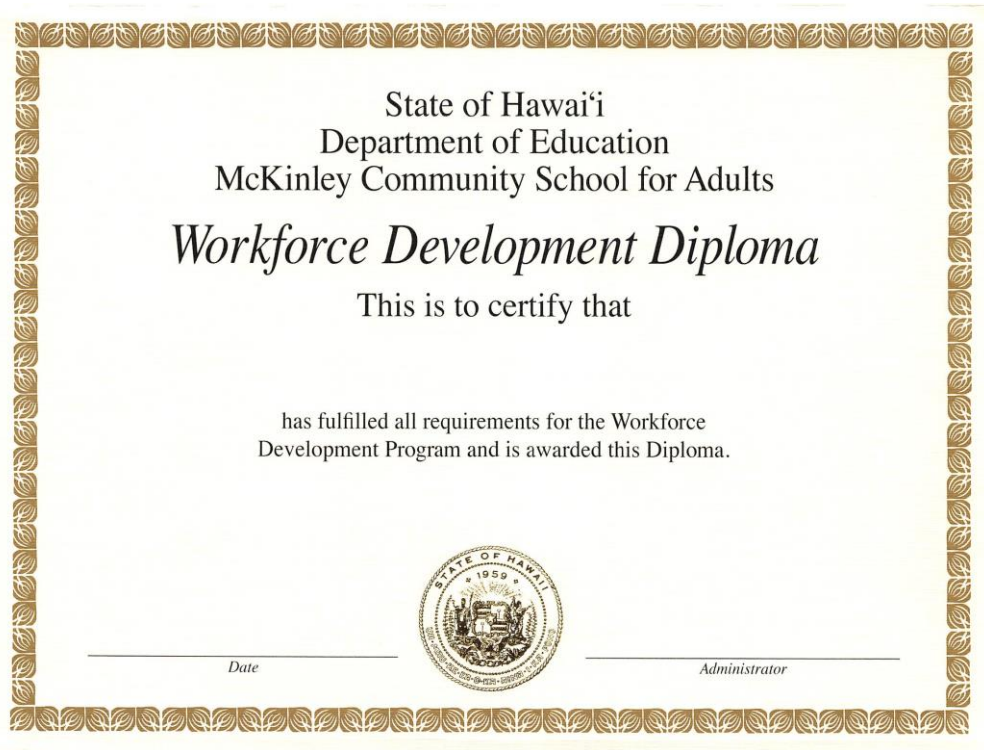


Workforce Curriculum & Training Module Requirements

- Joint Agency Training Program Requirements (Agency Specific)
- Work Readiness Academy



Workforce Development Diploma



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