Strategic Plan 2020-2024

Update for Board Meeting
Feb. 20, 2020
The Journey So Far

Secondary research

- WIOA
- Previous strategic plan
- Reviewed related plans
- Other states strategic plans
Primary Research (Sept-Oct)

- Internal interviews
  - Council members

- External interviews
  - Gov Stakeholders
  - Young adult focus groups (Campbell and Pearl City High School, Chaminade University focus groups)
  - About 50 people total

- Board retreat
- Meetings with Board Chair, Vice Chair and Executive Director
- WDC Meeting with Gov. Ige
2001 RECESSION UNEMPLOYMENT RATE

5.2%

2008 RECESSION UNEMPLOYMENT RATE

7.3%

- Youth age 16-19: 17.9% unemployment
- Persons below the poverty line: 14.8% unemployment
- Persons with less than a high school education: 6.0% unemployment
- Persons with disabilities: 5.9% unemployment
Trends of Uncertainty

COVID-19 (coronavirus)
Trade war with China
Election year
Hawaii’s population decline

Need for RESILIENCE
WDC’s Critical Role

Feds
State
County

Workforce

WDC
AJCH
Resilience Initiative
An Upskilling Strategy

Employers
Building Workforce Resilience
2020-2024

Support Workers with Barriers to Employment (WIOA)

Prepare the Workforce of the Future
Support Workers with Barriers to Employment (WIOA)

1.1 Increase awareness and utilization of the American Job Center Hawaii.

1.2 Change employer perceptions of workers with barriers to employment.

1.3 Align and strengthen job readiness programs through robust employer partnerships.

1.4 Increase awareness and utilization of layoff aversion and Rapid Response services.

1.5 Explore additional funding sources and partnerships to support workers in transition.
## Prepare the Workforce of the Future

### 2.1 Upskill workers with 21st century skills.
- Develop innovative training programs that enhance lateral and upward mobility.
- Plan for increased flexibility in career pathways.

### 2.2 Inform and advise policymakers about industry trends and changes.

### 2.3 Support growth in target industries including:
- Health and Wellness
- Education
- Creative Sector
- Technology Sector
- Agribusiness
- Military
How the Board Moves the Needle

Connector  Expert  Salesperson
WDC’s Critical Role

WDC AJCH
Resilience Initiative
An Upskilling Strategy

Workforce

Employers

Feds State County
Wrapping Up

Narrative draft circulated to committees by March 2 for input by March 16, 2020

Final plan delivered by March 31, 2020