



**WORKFORCE**DEVELOPMENT  
COUNCIL

# Strategic Plan 2020-2024

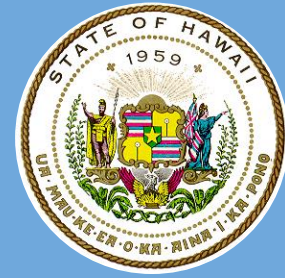
**Update for Board Meeting**  
Feb. 20, 2020



# The Journey So Far

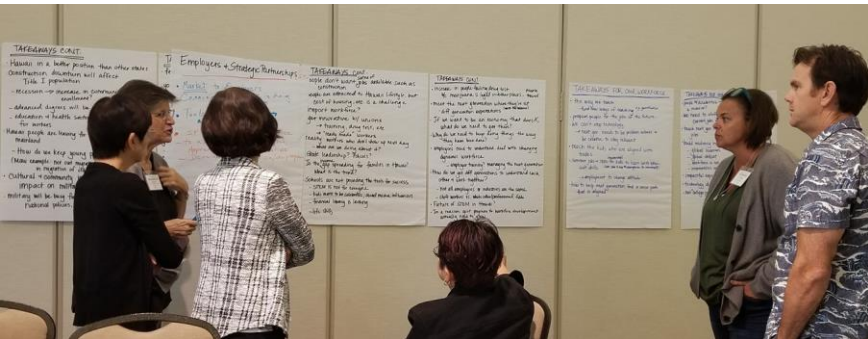
## Secondary research

- 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





# Economic Data

**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**

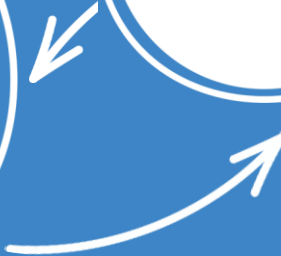
# WDC's Critical Role

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



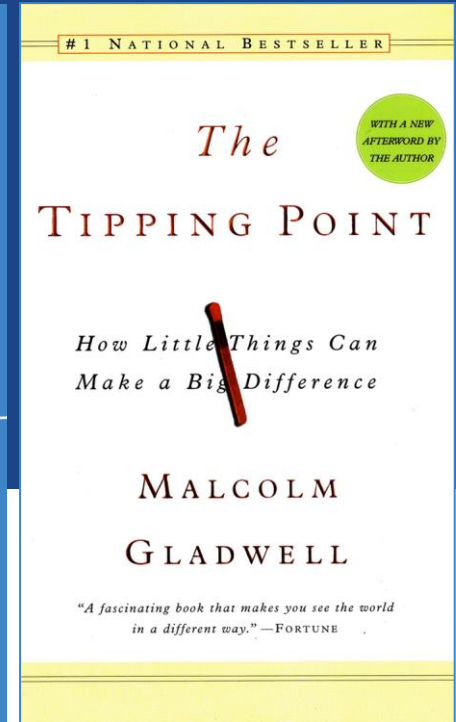
Connector



Expert



Salesperson



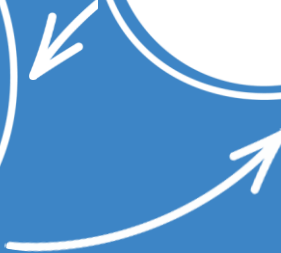
# WDC's Critical Role

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# Wrapping Up

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

Final plan delivered by March 31, 2020