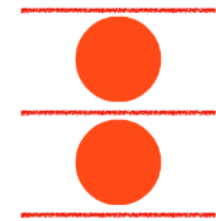


Workforce Resiliency Initiative



Definitions/Scope
Context
Draft Concept

*He 'a'ali'i ku makani mai au;
'a'ohe makani nana e
kula'i.*





Approach

- Research Future Job Needs: Gather feedback and information through a series of individual and small group interviews of WDC board members and stakeholders to determine future needs of employers relative to workforce jobs, tasks, and skills;

THE FUTURE IS NOT GOOGLE-ABLE.

- WILLIAM GIBSON



Approach

- Research Future Job Needs: Gather feedback and information through a series of individual and small group interviews of WDC board members and stakeholders to determine future needs of employers relative to workforce jobs, tasks, and skills;
- Identify already resilient sectors, industries, and/or organizations and companies and determine transferrable best practices;

**THE FUTURE IS ALREADY HERE — IT'S
JUST NOT VERY EVENLY DISTRIBUTED.**

- WILLIAM GIBSON



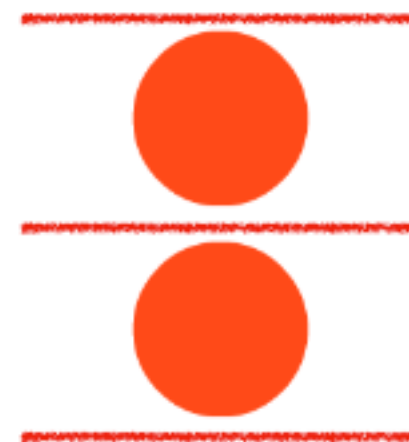
Approach

- Research Future Job Needs: Gather feedback and information through a series of individual and small group interviews of WDC board members and stakeholders to determine future needs of employers relative to workforce jobs, tasks, and skills;
- Identify already resilient sectors, industries, and/or organizations and companies and determine transferrable best practices;
- Develop collaborative relationships for more insight and to leverage resources;
- Synthesize data and develop strategic goals and action steps.



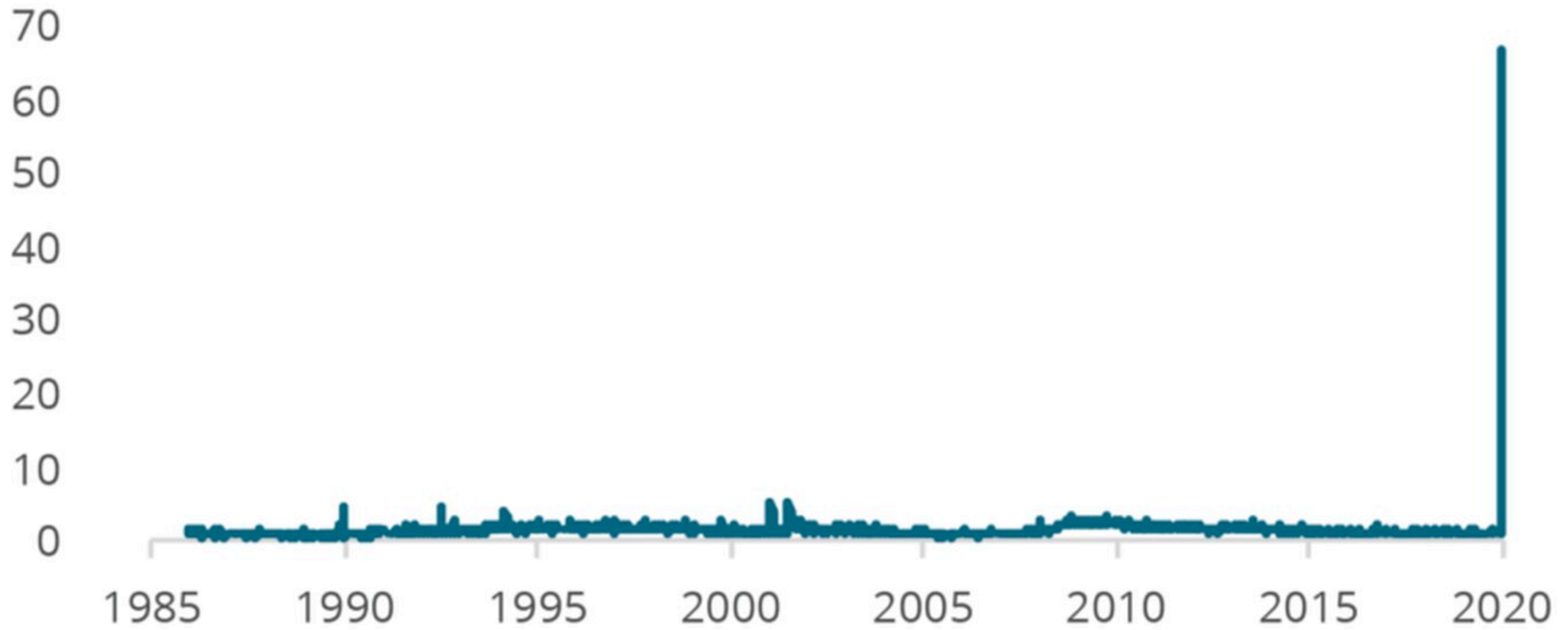
Workforce Resiliency Initiative

Develop a State of Hawaii workforce resiliency action plan based on the needs of employers to prepare for and mitigate the ~~next~~ economic emergency through re-training, up-skilling, and stewarding Hawaii's workforce.




80K Hawaii Initial Unemployment Insurance Claims

UHERO



merriam-webster.com

resiliency noun

 Save Word

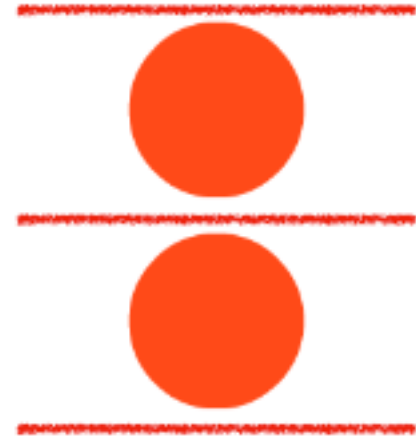
re·sil·ien·cy | \ ri-'zil-yən(t)-sē  \

plural **resiliencies**

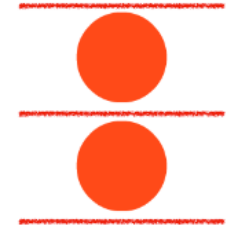
Definition of *resiliency*

- 1** : the ability of something to return to its original size and shape after being compressed or deformed : RESILIENCE sense 1





New Baseline of Skills



What Do We Know ~~About~~ **Expect** the...

- Jobs
- Tasks
- Skills

Jobs a

42%

of jobs are expected to have an **essential** skill that is **different** from 2021



g

27%

Of jobs in 2022 will be **newly created**

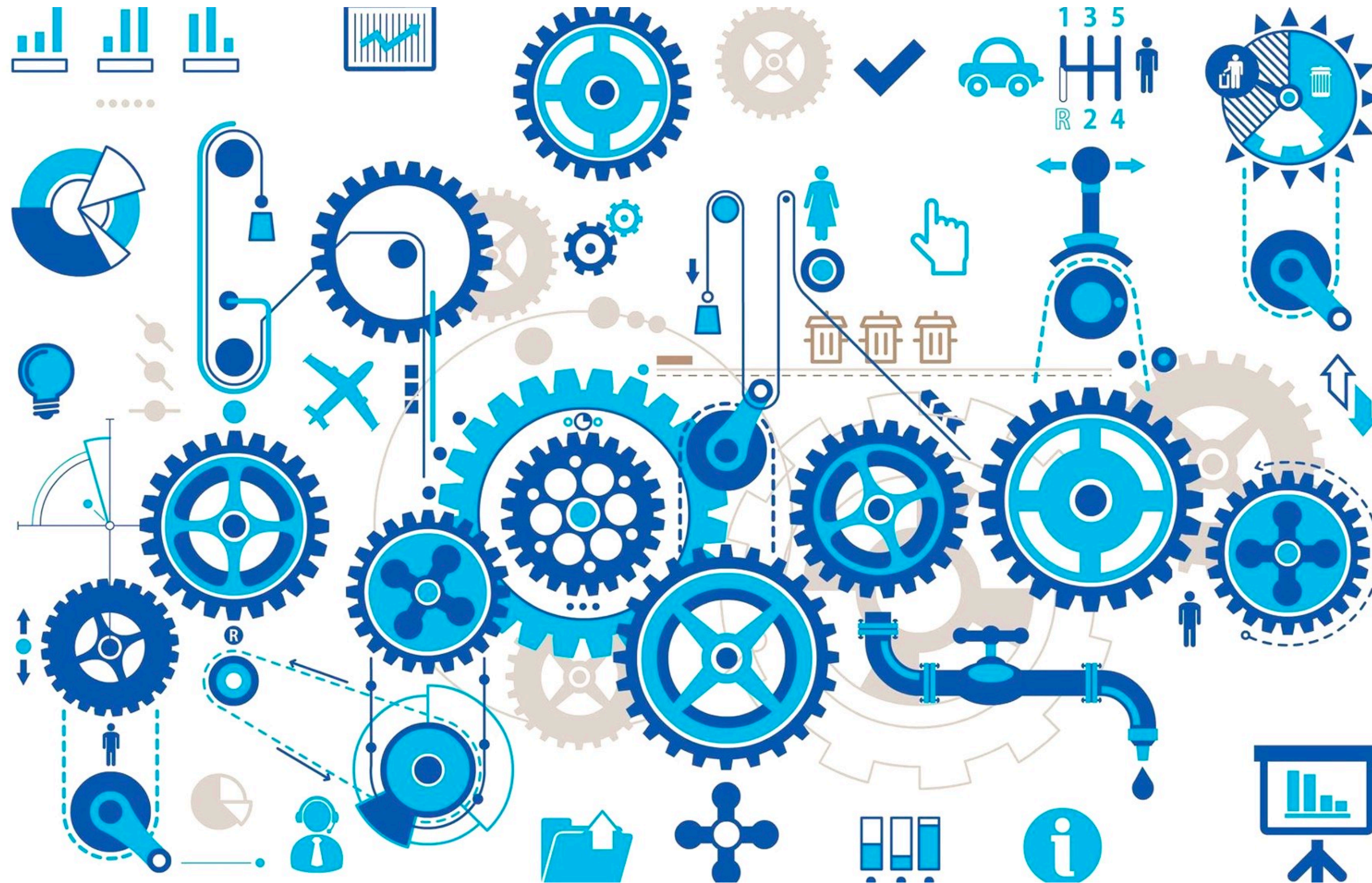
Jobs that didn't exist 10 years ago

1. App developer
2. Social media manager
3. Uber Driver
4. Podcast Producer
5. Cloud Computing Specialist
6. Big Data Analyst
7. Sustainability Manager
8. Youtube Content Creators
9. Millennial Generational Experts
10. Drone Operators



What Do We ~~Know~~ **Expect** About the...

- Jobs
- Tasks
- Skills





“This is also the best time for people who have the right skills and right education because there are tremendous opportunities, van education.”

(2017, Global Chief Learning Officer at McKinsey & Co)

"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn."

— Alvin Tofler

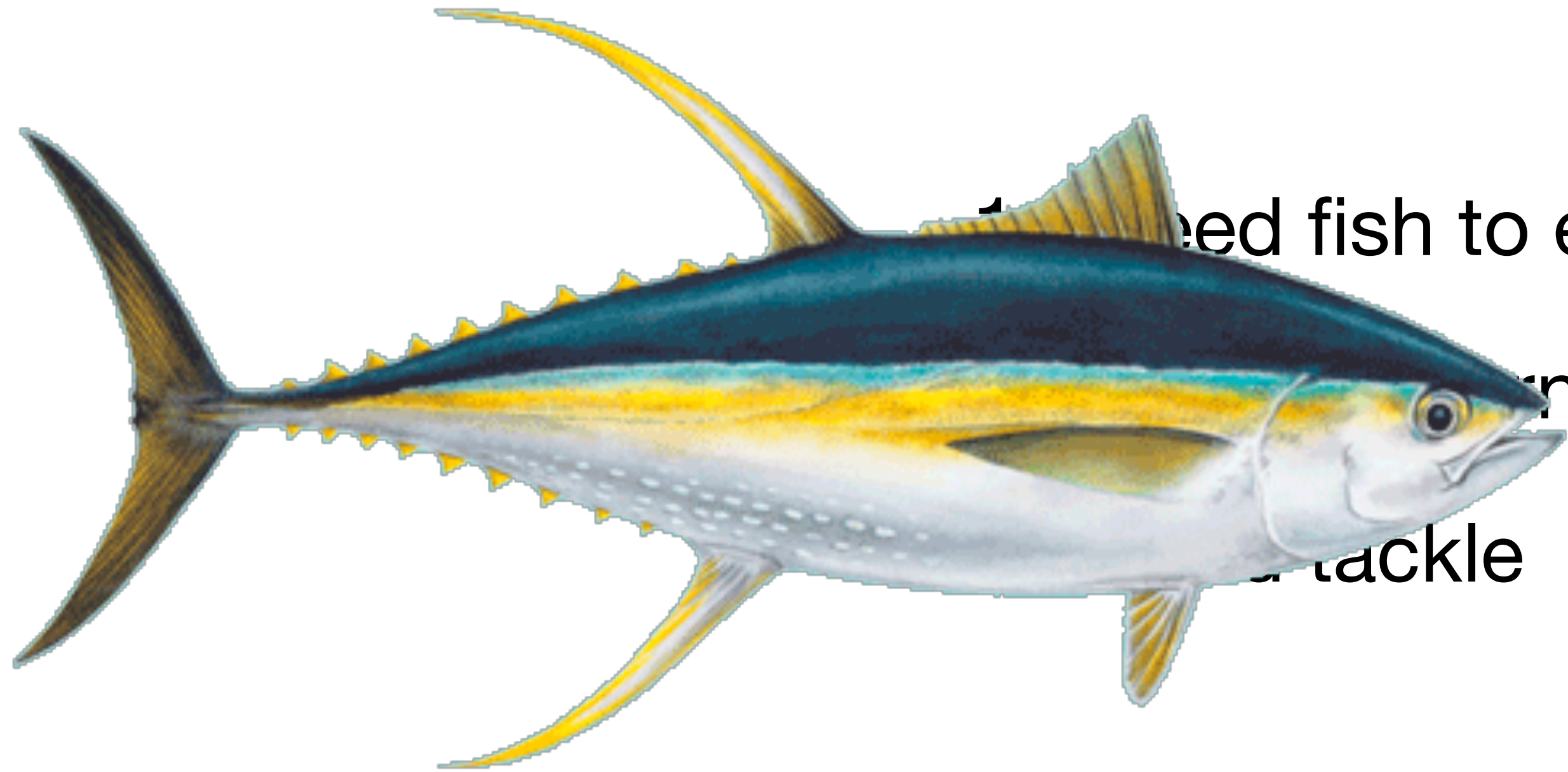
USING COMPUTER
TECHNOLOGY



The digitally literate think differently from the literate, just as the literate thought differently from their predecessors in oral traditions.



YOU HAVE
OPTIONS



1. Need fish to eat tonight

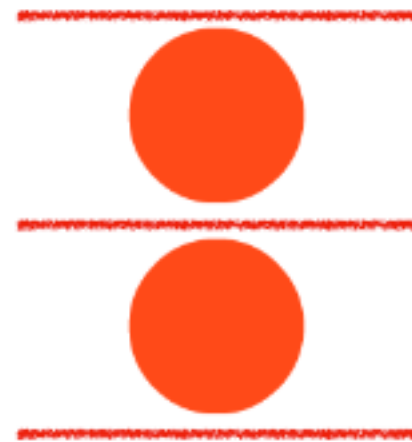
Learn how to catch fish

What tackle

“In a time of drastic change it is the learners who inherit the future. The learned usually find themselves equipped to live in a world that no longer exists.”

- Eric Hofer

3 Components of New Baseline of Skills



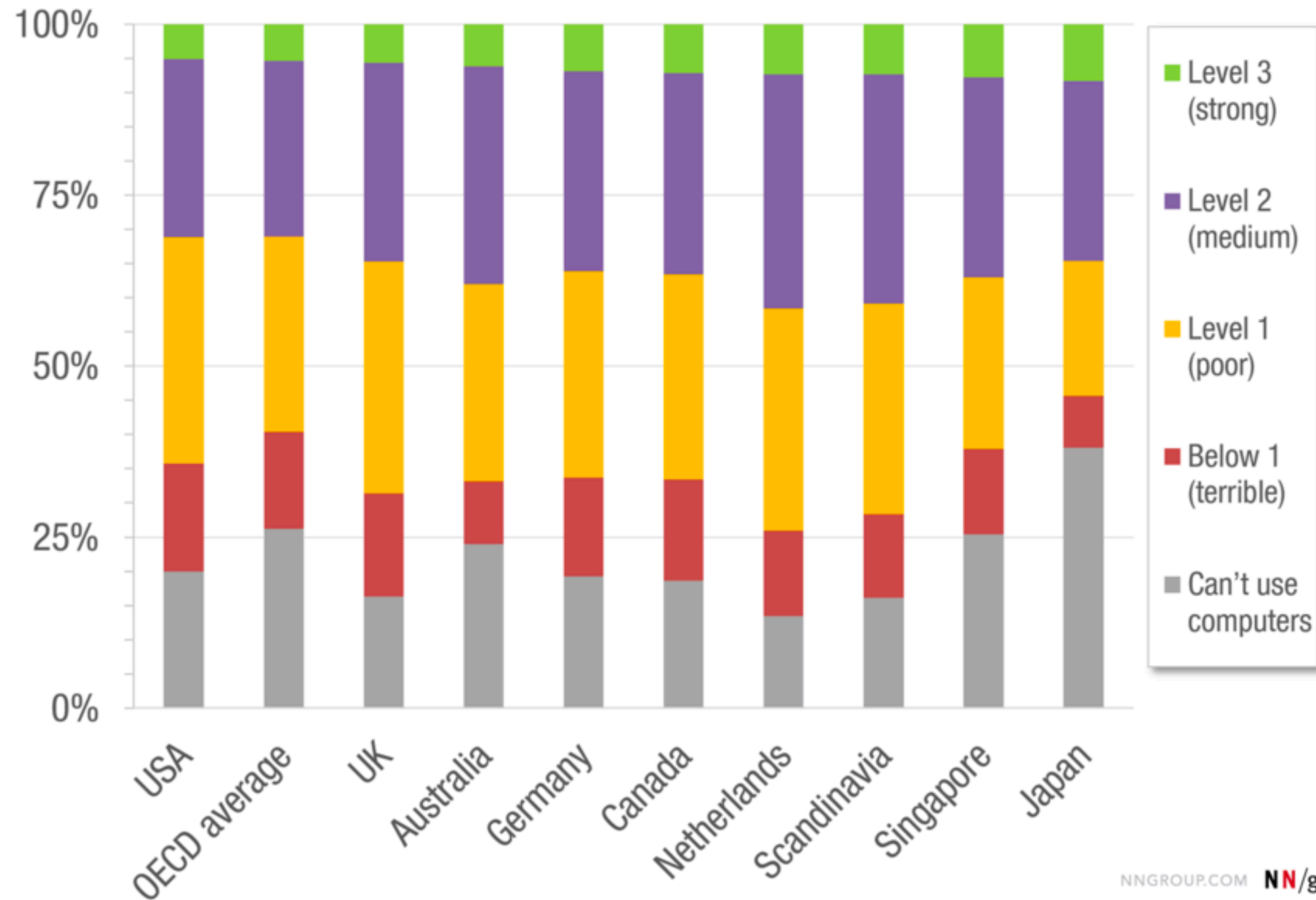
1. Computer and Digital Skills



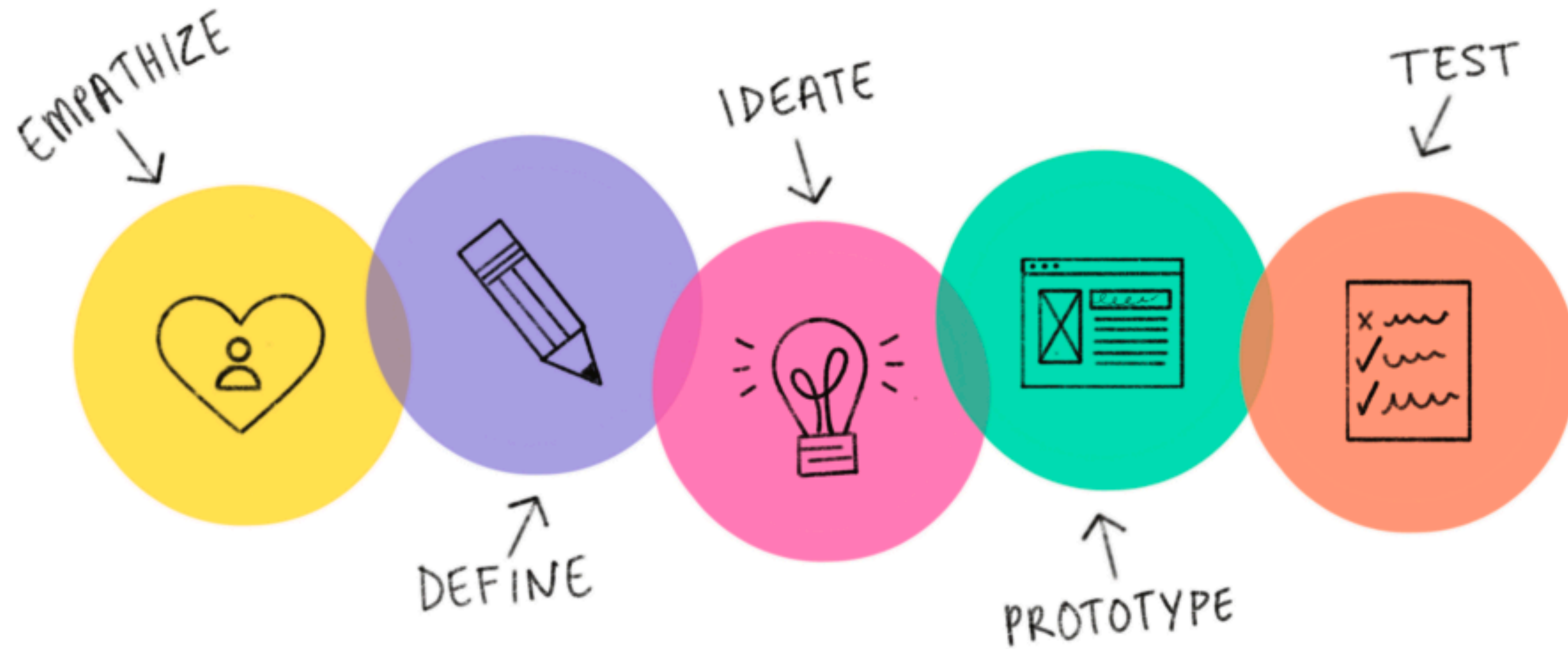
2017 OECD Survey of Adult Skills

Organization for Economic Cooperation and Development

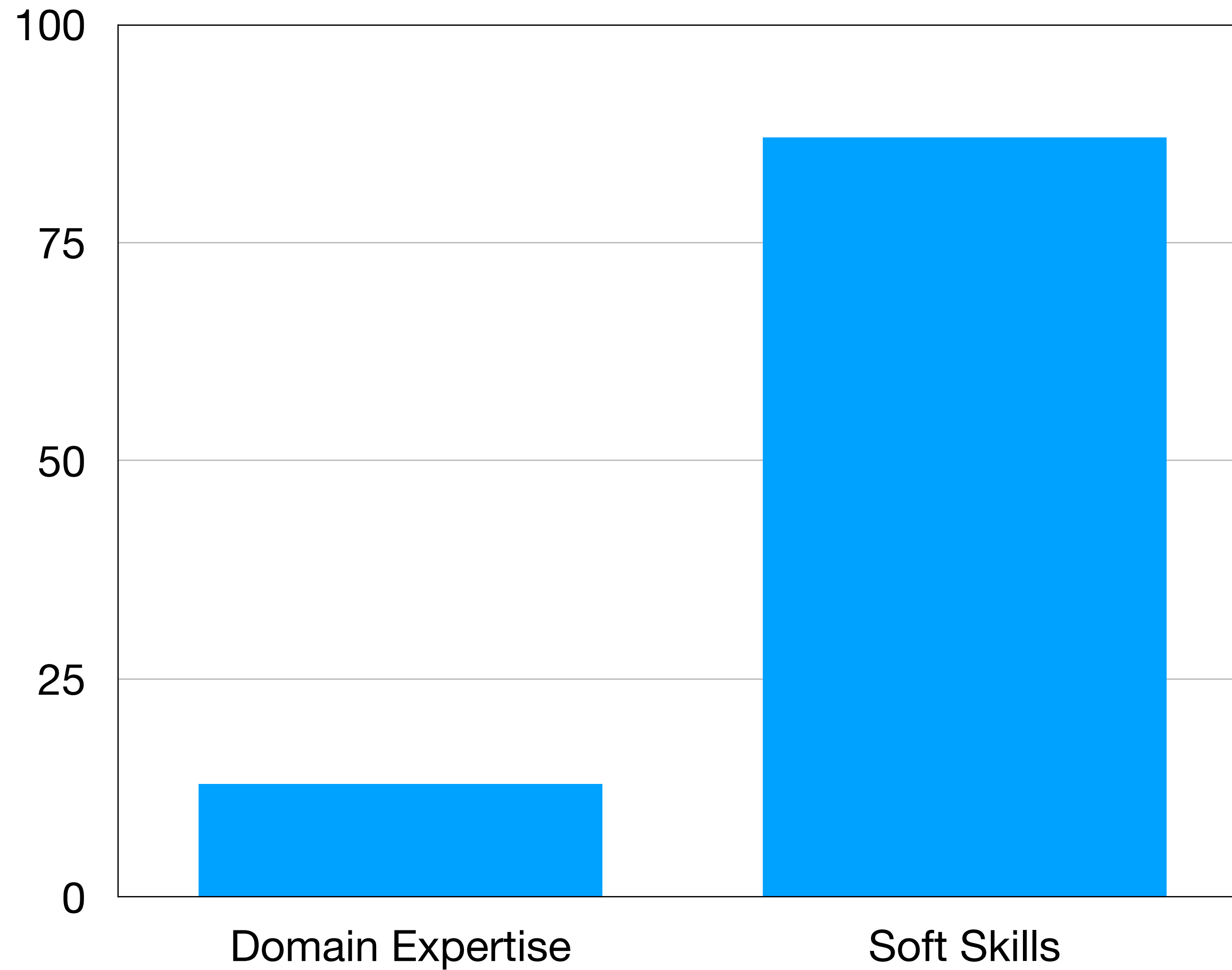
Distribution of Computer Skills Among People Aged 16–65



2. Problem-Solving Skills



3. Professional Skills



**“The best way to predict your
future is to create it.”**



POOLE



Queen Ka'ahumanu

**“Many are the people...few
are the books.”**

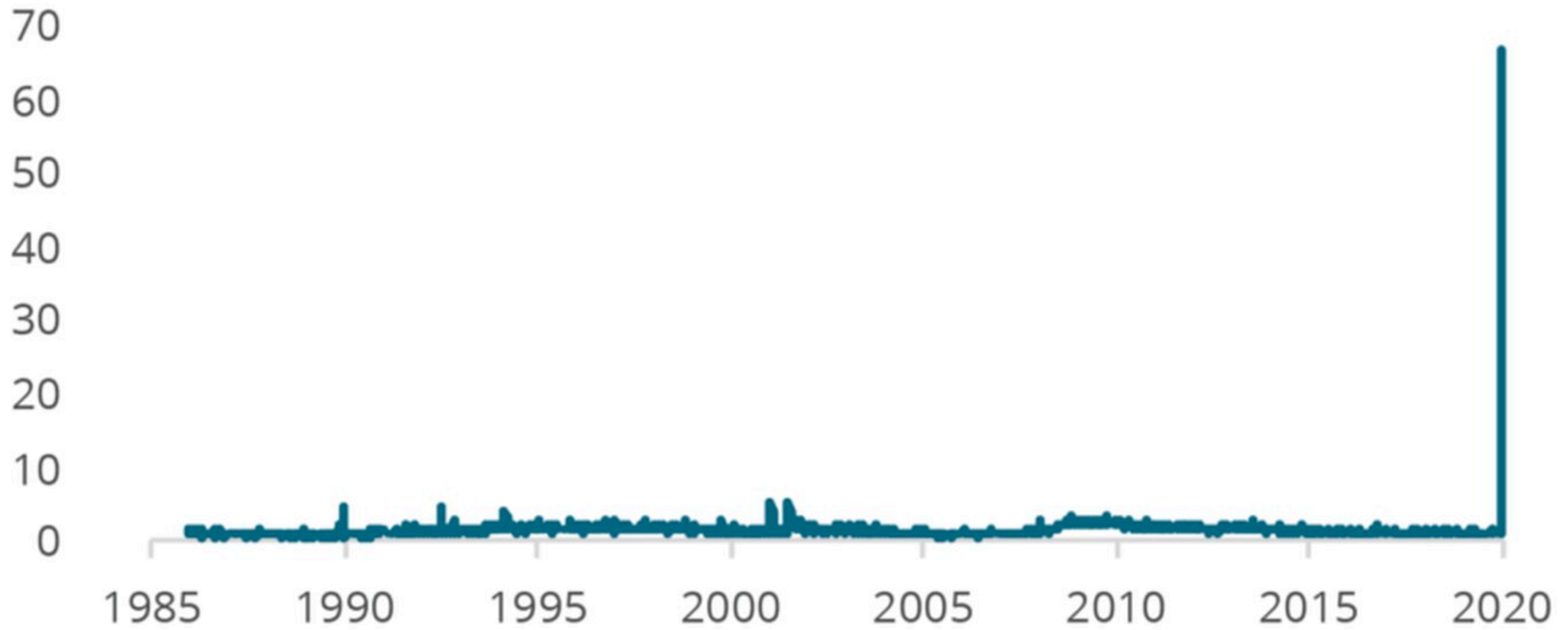
91%

Next step: GOAMS



80K Hawaii Initial Unemployment Insurance Claims

UHERO



Hawaii

Hawaii

Data Series	Back Data	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	June 2020
Labor Force Data							
Civilian Labor Force ⁽¹⁾		668.2	669.1	665.7	633.7	627.0	(P) 612.8
Employment ⁽¹⁾		650.4	651.2	649.8	482.8	479.6	(P) 527.6
Unemployment ⁽¹⁾		17.8	17.9	16.0	150.9	147.4	(P) 85.2
Unemployment Rate ⁽²⁾		2.7	2.7	2.4	23.8	23.5	(P) 13.9
Nonfarm Wage and Salary Employment							
Total Nonfarm ⁽³⁾		659.5	658.1	654.3	528.8	525.6	(P) 549.0
12-month % change		0.3	-0.1	-0.5	-19.1	-19.7	(P) -16.0
Mining, Logging, and Construction ⁽³⁾		37.5	38.0	38.2	37.2	37.4	(P) 38.2
12-month % change		0.8	2.2	1.3	-0.5	0.8	(P) 4.1
Manufacturing ⁽³⁾		13.9	14.0	14.0	10.6	11.7	(P) 11.7
12-month % change		-2.8	-1.4	-1.4	-24.8	-17.0	(P) -17.0
Trade, Transportation, and Utilities ⁽³⁾		123.6	123.1	122.3	104.0	104.7	(P) 106.3
12-month % change		-0.7	-1.1	-1.5	-15.9	-15.3	(P) -14.1
Information ⁽³⁾		8.4	8.5	8.3	7.8	7.6	(P) 7.5
12-month % change		-8.7	-15.8	-5.7	-4.9	-10.6	(P) -7.4
Financial Activities ⁽³⁾		29.5	29.5	29.4	27.7	27.6	(P) 27.7
12-month % change		-0.7	-1.3	-1.3	-7.7	-7.7	(P) -7.4
Professional & Business Services ⁽³⁾		74.9	74.5	74.1	64.2	66.1	(P) 68.0
12-month % change		0.3	-0.3	-0.7	-12.7	-10.1	(P) -7.1
Education & Health Services ⁽³⁾		88.2	88.2	87.6	82.0	83.1	(P) 82.5
12-month % change		1.7	1.1	0.7	-5.2	-4.4	(P) -4.5
Leisure & Hospitality ⁽³⁾		127.9	127.2	125.8	57.2	51.0	(P) 65.8
12-month % change		0.9	0.8	-0.5	-54.7	-59.6	(P) -48.1
Other Services ⁽³⁾		28.3	28.4	27.6	23.8	24.8	(P) 25.2
12-month % change		-1.0	-0.4	-3.2	-15.9	-12.4	(P) -11.0
Government ⁽³⁾		127.3	126.7	127.0	114.3	111.6	(P) 116.1
12-month % change		1.0	0.2	0.5	-9.2	-11.6	(P) -8.2
Footnotes							
(1) Number of persons, in thousands, seasonally adjusted.							
(2) In percent, seasonally adjusted.							
(3) Number of jobs, in thousands, seasonally adjusted.							
(P) Preliminary							

Data extracted on: August 12, 2020

Source: U.S. Bureau of Labor Statistics

3-years
\$10 million

Microsoft
Google



One young man asked me for a book yesterday, and I inquired of him who his teacher was. He replied, “My desire to learn, my ear, to hear, my eye, to see, my hands, to handle, for, from the sole of my foot to the crown of my head I love the palapala.”

Kamehameha II

Board Member Roles

The following description of board member roles in workforce development was inspired by Malcolm Gladwell's book *The Tipping Point: How Little Things Can Make a Big Difference* (2000). Our intention in adapting Gladwell's description of the types of people who are crucial to any "social epidemic" is to provide a streamlined model for board member involvement in the public workforce development system.

WDC board members advance workforce development initiatives by being:

Connectors

WDC board members serve the community as Connectors who leverage their networks and professional circles to spark cross-sector partnerships. They make introductions and bring together people from diverse backgrounds to develop innovative workforce development solutions and programs.

Experts

WDC board members serve the community as Experts who provide information and insights about their industries and areas of specialty. They provide current marketplace data and share early knowledge of emerging industry trends or movement by major industry players to advise the Governor and other policymakers.

Salespeople

WDC board members serve the community as Salespeople who persuade others to support workforce development programs in Hawai'i. They endorse and champion publicly funded workforce development programs and inspire others to contribute their time, funding, resources and expertise.

Who should we be talking to?
Who should you be talking to?

merriam-webster.com

resiliency noun

 Save Word

re·sil·ien·cy | \ ri-'zil-yən(t)-sē  \

plural **resiliencies**

Definition of *resiliency*

- 1** : the ability of something to return to its original size and shape after being compressed or deformed : RESILIENCE sense 1

