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;
Approach

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• 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.
resiliency  noun

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 the Jobs, Tasks, and Skills Expecting...

- Jobs
- Tasks
- Skills

42% of jobs are expected to be different in 2022.

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 the best time for people who have the right skills and right education because there are tremendous opportunities," van Dam said.

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

Learnability

Problem-Solving

Soft skills
"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn."
— Alvin Toffler
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
2. Need to learn how to catch fish
3. Need 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

- Level 3 (strong)
- Level 2 (medium)
- Level 1 (poor)
- Below 1 (terrible)
- Can’t use computers

Countries included: USA, OECD average, UK, Australia, Germany, Canada, Netherlands, Scandinavia, Singapore, Japan.
2. Problem-Solving Skills
“The best way to predict your future is to create it.”
“Many are the people...few are the books.”

Queen Kaʻahumanu
91%
Next step: GOAMS
80K Hawaii Initial Unemployment Insurance Claims
# Hawaii

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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?
**resiliency**  noun

re-sil-ien-cy  |  \\ri-ˈzil-ən(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