Reimagine Workforce Preparation Grant Program

WDC Sector Strategies & Career Pathways Committee
9/8/2020

Tammi Chun, UH Community Colleges
Keala Peters, Chamber of Commerce
RWP Grant – Key Information

• WDC designated UH as applicant
• 3 year, $15M proposal submitted on 8/24/2020
• US Dept of Education to award grants 8-9 states in October
• Focused on addressing coronavirus impact

Sector Strategies and Career Pathways Committee role
• Review progress and performance, bi-annually
• Assess deliverables
Reimagine Workforce Preparation Proposal Goals

1. Increase short term training that leads to industry-valued credentials
2. Increase employment in in-demand living wage jobs
3. Expand high quality apprenticeship opportunities throughout Hawaii
4. Develop post-apprenticeship career pathways and advancement opportunities
Big ideas of RWP grant

- **Integrate key findings of multiple initiatives**: Roadmap to Recovery, Promising Credentials, Resiliency Initiative, Sector Partnerships, Perkins V Plan, WIOA Plan

- **Establish more apprenticeships as a means to “learn and earn” and meet employers’ needs**
  - Introduce Industry Recognized Apprenticeship Program (IRAP) model
  - Pilot approach of UH Community Colleges as administrator of apprenticeship program involving multiple employers

- **Identify, award, and track industry-valued credentials** which are “stackable”

- **Develop clear career pathways** from entry-level occupations with wage, career, education and credential progression
Talent Roadmap for Recovery
A CALL TO ACTION: Embrace bold new strategies.

State leaders are called to create the conditions that accelerate the state’s transition to renewing and rebuilding for long-term recovery and building for resilience by:

- Pairing federal state and private resources with new learning and training models.
- Work across sectors to scale promising practices.
- Support innovative strategies to reimagine education and workforce development systems.
This roadmap was developed through a three-phase process.

<table>
<thead>
<tr>
<th>Phase 1:</th>
<th>Phase 2:</th>
<th>Phase 3:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Identify existing statewide best practices to replicate and scale.</td>
<td>• Assemble cross-sector leaders in an advisory committee to identify core strategies.</td>
<td>• Verify strategies through analysis of stakeholder survey.</td>
</tr>
<tr>
<td>• Review state-labor market data and pandemic impacts.</td>
<td>• Review regional labor market data.</td>
<td>• Establish initial data and metrics dashboard aligned to core strategies and implementation.</td>
</tr>
</tbody>
</table>
LABOR MARKET-INFORMED RECOMMENDATIONS FOR RECOVERY:

- Target recovery in key industries and clusters
- Maintain the strong health care sector
- Re-envision hospitality and tourism
- Leverage the range of opportunities in technology
- Strengthen established and emerging industries across skilled trades
STRATEGIC OPPORTUNITIES TO INVEST AND SCALE

With targeted support to recession resilient career clusters:

- Expand work-based learning
- Rapidly Reskill and Credential
- Grow sector-based strategies
Promising Credentials
Promising Credentials in Hawaii

Using LMI and employer insights to identify Hawaii’s highest valued non-degree credentials to inform school design, CTE programs of study and career pathways.

### Table 1. Wage Thresholds

<table>
<thead>
<tr>
<th>Median Hourly Wage Groupings</th>
<th>Wage Threshold</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.00-$14.05</td>
<td>Below living wage</td>
</tr>
<tr>
<td>$14.06-$28.28</td>
<td>ALICE Individual</td>
</tr>
<tr>
<td>$28.29-$36.17</td>
<td>MIT Living Wage</td>
</tr>
<tr>
<td>$36.17+</td>
<td>ALICE Family</td>
</tr>
</tbody>
</table>

### Table 2. Demand Thresholds

<table>
<thead>
<tr>
<th>Categories</th>
<th>Demand Thresholds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive growth/high volume</td>
<td>Positive growth, 50+ annual openings</td>
</tr>
<tr>
<td></td>
<td>500+ total positions, 50+ annual openings</td>
</tr>
<tr>
<td>Additional Occupations/Thresholds to Consider</td>
<td>250+ total positions, 50+ annual openings</td>
</tr>
<tr>
<td></td>
<td>Positive growth, 25+ annual openings</td>
</tr>
</tbody>
</table>

Identify sponsors and timeline

LMI Data

Thresholds (demand, wage)

300+ Promising Occupations

List of Promising Credentials

Employer Survey & Focus Groups
Reimagine Workforce Preparation Grant Program
Hana Career Pathways model

**SHORT-TERM TRAINING**
Based on industry needs
- Recruit & Select
- Education & Training
- Referral to support services
- Pre-apprenticeship training
- GED prep & testing
- Employment Assistance

**APPRENTICESHIP**
Registered Apprenticeship or Industry-Recognized Apprenticeship Programs
- Student placement with an employer
- On-the-Job Training
- Related Technical Instruction
- Employment

**POST-APPRENTICESHIP ADVANCEMENT OPPORTUNITIES IN CAREER PATHWAYS**
Such as
- Nursing (CNA → LPN → RN)
- Social work (Community health worker → AS Human Services → BSW)
- AAS Applied Trades
- AS – business owner prep/entrepreneurship

**INDUSTRY-VALUED CREDENTIAL**

**“STACKED” INDUSTRY-VALUED CREDENTIAL**
Credit for Prior Learning via Prior Learning Assessment

**EMPLOYMENT**

From Reimagine Workforce Preparation proposal (8/2020)
RWP Grant – Proposed Outcomes

<table>
<thead>
<tr>
<th>3 YEAR SUMMARY</th>
<th>Short Term Training Participants</th>
<th>Short Term Training Completers (certificates)</th>
<th>Apprenticeship Participants</th>
<th>Employed within 2 quarters</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Healthcare</strong> (40 cohorts of 20)</td>
<td>1,600</td>
<td>1,360</td>
<td>560</td>
<td>1,200</td>
</tr>
<tr>
<td><strong>Technology</strong> (24 cohorts of 15)</td>
<td>360</td>
<td>306</td>
<td>126</td>
<td>270</td>
</tr>
<tr>
<td><strong>Skilled Trades</strong> (40 cohorts of 20)</td>
<td>1,600</td>
<td>1,360</td>
<td>560</td>
<td>1,200</td>
</tr>
<tr>
<td><strong>TOTAL (104 cohorts)</strong></td>
<td>3,560</td>
<td>3,026</td>
<td>1,246</td>
<td>2,670</td>
</tr>
</tbody>
</table>

- Median salary of participants: $38K
- 125 new businesses hosting apprenticeships
- 15 accelerated pathways with articulation agreements