

Reimagine Workforce Preparation Grant Program

WDC Sector Strategies & Career Pathways Committee
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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.

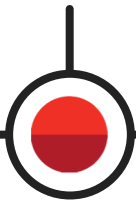
No need this one?



This roadmap was developed through a three-phase process.

Phase 1:

- Identify existing statewide best practices to replicate and scale.
- Review state-labor market data and pandemic impacts.



Phase 2:

- Assemble cross-sector leaders in an advisory committee to identify core strategies.
- Review regional labor market data.



Phase 3:

- Verify strategies through analysis of stakeholder survey.
- Establish initial data and metrics dashboard aligned to core strategies and implementation.



Add release date and sponsor?
HEC... soon?



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.

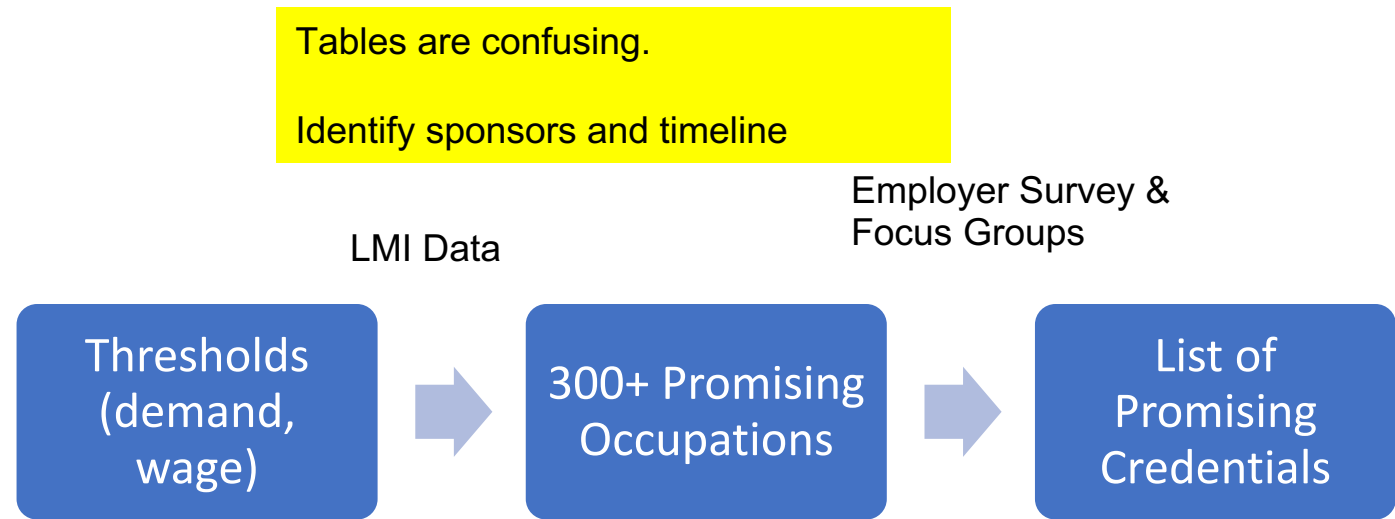


Table 2. Demand Thresholds

Categories	Demand Thresholds
Positive growth/high volume	Positive growth, 50+ annual openings
	500+ total positions, 50+ annual openings
Additional Occupations/Thresholds to Consider	250+ total positions, 50+ annual openings
	Positive growth, 25+ annual openings

Table 1. Wage Thresholds

Median Hourly Wage Groupings	Wage Threshold
\$0.00-\$14.05	Below living wage
\$14.06-\$28.28	ALICE Individual
\$28.29-\$36.17	MIT Living Wage
\$36.17+	ALICE Family

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



INDUSTRY-VALUED CREDENTIAL



APPRENTICESHIP

Registered Apprenticeship or Industry-Recognized Apprenticeship Programs

- Student placement with an employer
- On-the-Job Training
- Related Technical Instruction
- Employment



“STACKED” INDUSTRY-VALUED CREDENTIAL

Articulation agreement
Credit for Prior Learning via
Prior Learning Assessment



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



EMPLOYMENT



RWP Grant – Proposed Outcomes

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

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