



Workforce Resiliency Initiative

October 19, 2020



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Develop an action plan based on the needs of employers to prepare for and mitigate future economic emergencies through re-training, up-skilling, and stewarding Hawaii's workforce.

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**Will finding jobs today ensure
resiliency for tomorrow?**

**"The world is facing a reskilling
emergency."**

- World Economic Forum, January 2020

AT&T - \$1 B for 250,000

AMZ - \$700M for 100,000

...Future Ready, the initiative is a \$1 billion web-based, multiyear effort that includes online courses; collaborations with Coursera, Udacity and leading universities; and a career center that allows employees to identify and train for the kinds of jobs the company needs today and down the road. An online portal called Career Intelligence lets workers see what jobs are available, the skills required for each, the potential salary range and whether that particular area is projected to grow or shrink in the years ahead. In short, it gives them a roadmap to get from where they are today to where the company needs them to be in the future.

What Skills?

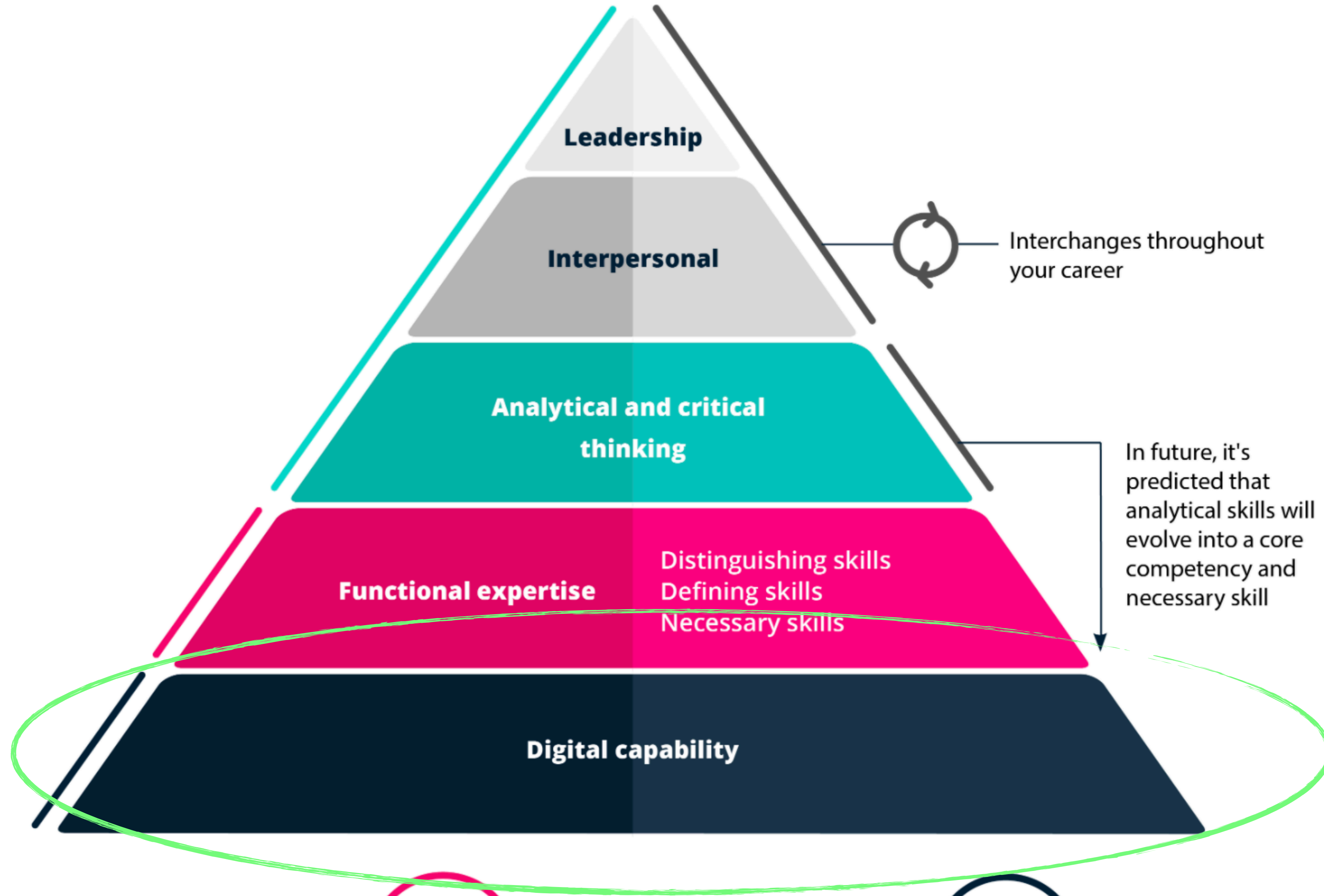
Transversal

Universal

Living Wage in Hawaii

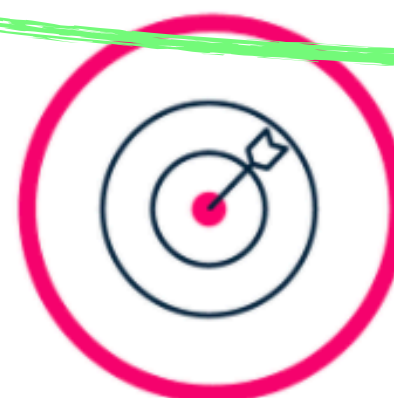
Sustainable





Signal boosters

Abilities that help you stand out from your competition



Core competency signals

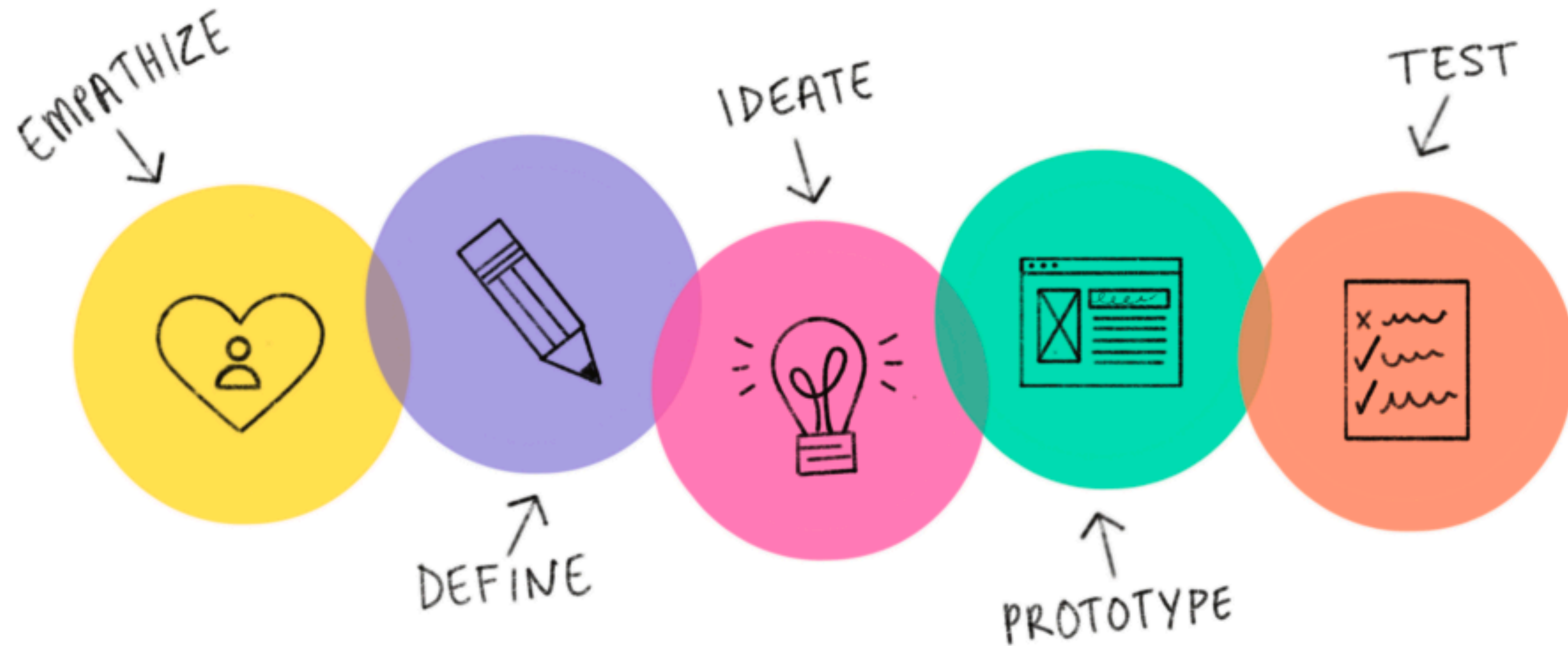
Skills that allow you to perform your specific function



Assumed skills

Skills necessary for doing most professional jobs

2. Problem-Solving Skills



UNITED KINGDOM

*Digital skills are becoming increasingly essential for getting access to a range of products and services. However, there is a digital divide where up to 12.6 million of the adult UK population lack basic digital skills. An estimated 5.8 million people have never used the internet at all. **This digital skills gap is costing the UK economy an estimated £63 billion a year in lost additional GDP.***

Benefits of being Digitally literate

Time-savings
Earnings
Employability
Retail transaction benefits
Communication benefits
Transacting with
government

What does it mean to be literate in the digital age

“...it reflects an individual’s ability to navigate and use multiple digital resources in order to accomplish one’s goals in multiple domains including professional work, personal interests/hobbies, educational pursuits, social/professional networking, civic areas, and for future uses we have not yet conceptualized.

- Portland State University

Microsoft Identified these Top Ten Jobs:

1. Software developer
2. Sales representative
3. Project manager
4. IT Administrator
5. Customer service specialist
6. Digital marketer
7. IT support/Help desk
8. Graphic designer
9. Financial analyst
10. Data analyst



**He aupuni palapala ko'u.
- Kau'ikeaouli**

91%

Goal 1:

Ensure Hawaii's workforce is digitally literate through in-person and online training

Goal 1: Digitally Literate

Persons Reached: 200,000 (roughly 30% of Hawaii's workforce)

Timeframe: 3-years

Activities:

1. Assess Hawaii's current state of digital literacy
2. Partner with private/public sector to increase awareness of digital literacy training
3. Develop partnerships with training providers and locations (e.g. Hawaii Libraries, Adult Education)
4. Create an outreach plan to promote computer training
5. Advocate for state policies to strengthen digital literacy efforts

Key Project Target Dates:

- Initial conceptualization: August 2020
- Procurement: December to January 2021
- Digital Literacy Assessment: November 2020-February 2021
- Coordination with Hawaii Libraries and Adult Education: October/November 2020
- Initial rollout of training program: January 2021

Participation rates: Year 1: 20% Years 2: 30% Year 3: 50%

Goal 1: Digitally Literate

Budget: \$ 11,350,000 (3 years)

1. In-person (100,000 - 130,000 people) training -- \$7.5 million
2. Online basic computer training (50,000 - 70,000 people) -- \$1,500,000
3. Portable computers (300) -- \$150,000
4. Digital literacy survey and assessment -- \$200,000
5. Outreach/Public Awareness -- \$2,000,000

Goal 2:

Hawaii's Workforce Is Trained In Problem-Solving Skills (PSS) For Technology-Rich Environments

Goal 2: Creative Problem-Solvers

Persons Reached: 200,000

Timeframe: 3-years

Activities:

1. Develop tool for companies and individuals to assess PSS
2. Partner with online training providers to offer curated training classes.
3. Create training paths for problem-solving skills in tailored jobs and careers
4. Provide access to in-person and online training modules via central workforce resource site

Key Project Target Dates:

- Initial conceptualization: August 2020
- Vendors contracted: November 2020
- Initial rollout of training program: January/February 2021

Budget: \$4,500,000 (over 3 years)

- Access to LinkedIn Learning
- Problem-solving

Goal 3:

Develop A Comprehensive
Statewide Training Infrastructure

Goal 3: Training Infrastructure

Timeframe: 3-6 months

Activities:

1. Develop a central website to provide resources and information for digital training
2. Determine and develop outcomes/objectives for curriculum
3. Partner with training providers (e.g. Hawaii Libraries, Adult Education) to conduct in-person and online classes and workshops

Key Project Target Dates:

- Initial conceptualization: October 2020
- Platform development: November - January 2021
- Curriculum development: November-December 2020
- Initial rollout of training program: January/February 2021

Budget: \$ 200,000

Total Estimated Cost:
\$16,050,000