Hana Career Pathways

Reimagine Workforce Preparation Grant
Workforce Development Council Sector Strategies and Career Pathways Committee

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Hana Career Pathways: Big Ideas

• **Train displaced workers** (or workers at-risk of displacement) for targeted sectors, clear employment opportunities, and credentials.
  - Health care
  - Skilled Trades
  - Technology

• **Develop clear pathways** that start with in-demand, entry-level occupations and advance in skills, career, wage, credential, education and training.

• **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
  - Supplement existing Registered Apprenticeship Programs with industry-recognized credentials and/or pre-apprenticeship support

• **Identify, award, and track credentials** which are valued by Hawaii employers and are “stackable” for students.
Hana Career Pathways model

**SHORT-TERM TRAINING**
*Based on industry needs*
- Education & training
- Referral to support services
- 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**
Articulation agreement for Prior Learning via Prior Learning Assessment

**EMPLOYMENT**
# Reimagine Workforce Preparation Grant

### Grant Overview

- $13.37 million, 3 year grant (2020-23)
- Awarded to UH Community Colleges in partnership with Workforce Development Council and other partners

### Performance Targets

<table>
<thead>
<tr>
<th>Targeted Sector</th>
<th>Short-term Training</th>
<th>Apprenticeship</th>
<th>Employed (within 2 quarters)</th>
<th>Employed in Field</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Y1</td>
<td>Y2</td>
<td>Y3</td>
<td>Y1</td>
</tr>
<tr>
<td>Healthcare*</td>
<td>300</td>
<td>480</td>
<td>480</td>
<td>75</td>
</tr>
<tr>
<td>Skilled Trades*</td>
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<td>75</td>
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<tr>
<td>Technology*</td>
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<td>26</td>
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<td><strong>TOTAL</strong></td>
<td>2,945</td>
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<td>918</td>
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**Assumption**

- Year 1: 25% of completers
- Years 2-3: 35% of completers
- 75% of trainees
- 65% of those employed


### Additional Performance Targets

- Median wage of those are employed: $38,000
- 15 articulation agreements
Reimagine Workforce Prep: Year 1 Training Priorities

**Required**

1. Must address *in-demand occupations* in targeted sectors that leads to near-term employment in Hawaii
2. Must include *at least one industry-valued credential* on *Promising Credentials* list or that meet *Promising Credentials* criteria
3. Embeds training in a pathway that identifies clear opportunities for advancement in career, education, training, and credentials
4. Subsidizes eligible participants
5. Data collection
6. Coherent proposal
7. UHCC or Chaminade programs

**Preferred**

1. Established employer partnerships
2. Online and/or hybrid delivery
3. Statewide reach including Opportunity Zones and rural areas
4. Innovation
5. Leverage other funding