

Hana Career Pathways

Reimagine Workforce Preparation Grant

Workforce Development Council Sector Strategies and Career
Pathways Committee

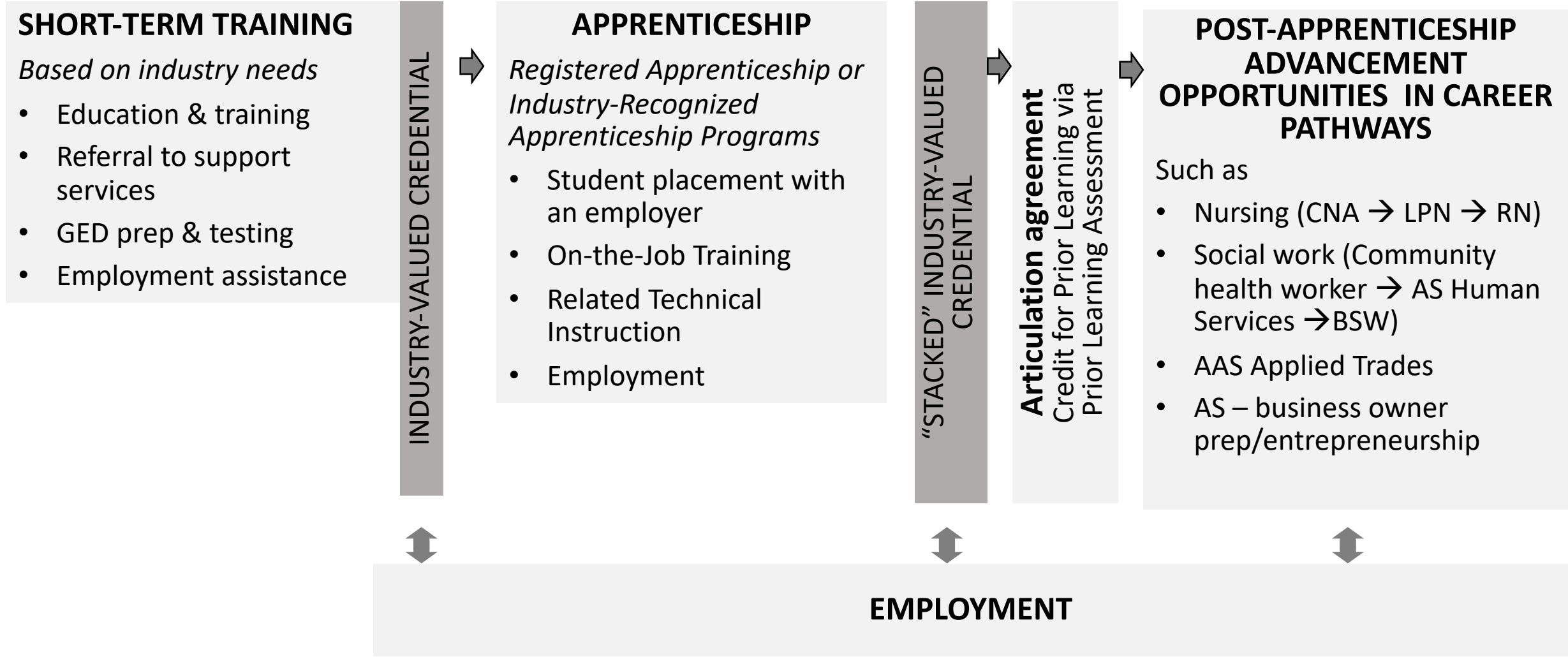
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Hana Career Pathways: Big Ideas

- **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



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

Targeted Sector	Short-term Training			Apprenticeship			Employed (within 2 quarters)			Employed in Field		
	Y1	Y2	Y3	Y1	Y2	Y3	Y1	Y2	Y3	Y1	Y2	Y3
Healthcare*	300	480	480	75	168	168	191	306	306	124	199	199
Skilled Trades*	300	460	460	75	161	161	191	293	293	124	191	191
Technology*	105	180	180	26	42	42	67	115	115	44	75	75
TOTAL	2,945			918			1,877			1,222		
Assumption				Year 1: 25% of completers Years 2-3: 35% of completers			75% of trainees			65% of those employed		

*Three-year summary of starting cohorts: Healthcare - 63 cohorts of 20; Skilled trades-62 cohorts of 20; Technology-55 cohorts of 15.

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