

WDC SECTOR STRATEGIES & CAREER PATHWAYS COMMITTEE REPORT
for WDC BOARD MEETING
Period of February 11, 2022 – May 12, 2022

Committee Chair: Yvette Gibson
Committee Vice Chair: Helen Sanpei

The Sector Strategies and Career Pathways Committee met on April 25, 2022.

The Workforce Development Division reported that the IT internships program proved successful with 42 college students and recent graduates placed in state executive branch departments. The interns were paid \$21.00 per hour and hired on an 89-day appointment. Over 12 state department worksites hosted the interns, including DLIR, DAGS, DLNR, DOH, DHS, among others. Several departments have indicated they intend to offer full-time positions to the interns.

Keala Peters from the Chamber of Commerce Hawaii and Anna Pacheco from SMS Research provided updates on the sector partnership programs that the WDC, WDD/DLIR and Kamehameha Schools have partnered. The engineering focus is to build a kindergarten to career engineering pathway at three school complexes at Waipahu, Campbell and Castle based on 4 shared priorities: (1) career awareness and interest; (2) increasing STEM interest among female students; (3) ensuring students are math-ready; and (4) recruiting advisory board members with industry and education partners tasked with streamlining and strengthening work-based learning efforts. Outcomes and objectives: (1) improved technical and professional skillset among local engineering students; (2) increased supply of local engineers in Hawaii; (3) enhanced engineering program infrastructure in pilot school complexes; (4) increased student engagement in engineering career options; and (5) increased alignment between secondary and post-secondary program and careers. Quick indicators: (1) 113 total number of engineering pathway graduates; (2) 8% of engineering students that are female; (3) 110 students completed calculus classes; and (4) 30 graduating seniors enrolled at UH College of Engineering. The healthcare partnership conducted a survey to clarify 2021 priorities and the clear majority of respondents felt the focus on supporting workforce development efforts. Developed collaborative effort between education and industry partners to build Hawaii's future healthcare workforce through sequences of connected experiences that support career awareness, exploration, preparation and training, with work-based learning as the foundational element. New partnerships were forged with Farrington, Kapolei, Pearl City, and Waianae schools. New IT sector was created based on IT workforce analysis recommendations: (1) align educators and employers; (2) increase career awareness; (3) increase training opportunities; (4) review minimum qualifications for entry-level jobs; and (5) improve data collection. Began developing IT career pathway with vision for every IT job in Hawaii there is a qualified local candidate. Emerging and in progress key initiatives: (1) career awareness and preparation: work-based learning/IT for everyone/ClimbHi Bridge/employability skills/K to 12 internships; (2) training and transitions to employment: career fairs/internships/training programs/IT job boards/networking events; increase student equity and access; and (3) alignment between education and industry: career pathway mapping/curriculum mapping. Lastly, the ship repair sector is booming with defense spending over \$7 billion totaling 102,000 projected jobs in Hawaii. DBEDT's Hawaii Defense Alliance is focusing on workforce and building partnerships to develop opportunities.

The Committee members discussed and agreed upon short- and long-term goals that include:

Short term goals

- Focus on reach – partnership reports should include impact on identified WIOA target populations.

- Focus on redefining target in-demand sectors to include industries and career pathways that are RESILIENT and recession-proof.

Long term goals

- Deepen industry collaboration and encourage advisory group through advocacy and funding (where appropriate) to ultimately connect jobseekers to careers.
- Increase opportunities for economic and workforce development teams to partner with industries in a coordinated fashion through key connectors/organizations (e.g. Hawai'i Chamber of Commerce) – leverage relationships with shared common goals.

The Committee sent out a big thank you to Chair Yvette Gibson and Vice Chair Helen Sanpei for their active leadership leading the projects and goals of the committee. Ms. Gibson is ending her term on the WDC in June, and Ms. Sanpei is stepping down as vice chair but will remain active on the committee. It was announced that effective July 1, 2022, Cary Miyashiro will serve as new Chair, and April Acquavella as Vice Chair. Mr. Miyashiro is President of Quad D Solutions and Ms. Acquavella is Training Coordinator with the Hawaii Carpenters Apprentice and Training Fund.