



Sector Strategies & Career Pathways Update

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Sector Partnership Update

1. Where We Are At
2. Sector Updates
 - Engineering
 - Healthcare
 - IT
 - Ship Repair
3. FY23 Look Ahead

Sector Partnerships - Career Pathways

- ✓ **Industry-driven** public/private collaboratives that address Hawaii's workforce development opportunities.
- ✓ Focus is to develop a **K to Career Pathway** for each sector. Employers support a sequence of WBL that increases awareness, exposure, preparation & training for students.
- ✓ **Support partners** leverage their resources to help.
- ✓ Third-party **convener**s facilitate (grant funded).
- ✓ Equity is an imperative (Title 1 schools, girls in STEM, NHPI in healthcare)
- ✓ Current Sectors: Engineering, Healthcare, IT, Ship Repair



Where We Are At

- Nationally, Sector Partnerships are exploding and being seen as an important workforce solution.
- Locally, Sector Partnerships have:
 - sharpened their focus and honed our approach over five years
 - added equity and training/job placement as more of an emphasis
 - created a proven model that brings industry and education together to build Hawaii's talent pipeline
 - *employers are co-creators of talent, not just consumers*
- Kamehameha Schools and Stupski Foundation have stepped forward to provide new, much-needed funding support.
- Hawaii's grant proposal for U.S. EDA Good Jobs Challenge advances to final rounds of consideration.
- SMS Research, serving on behalf of DLIR, continues to be a welcomed and critical partner to Chamber. Mahalo DLIR!





Engineering Sector Partnership

1

Career Awareness
and Interest

2

Increasing STEM
Interest among Female
Students

3

Ensuring students are
Math-Ready

4

Recruiting Advisory
Board Members

- Feb 2021 - present
- 73 employers
- Campbell, Castle & Waipahu School Complexes (14 Title 1 schools)
- **900+ student WBL experiences SY 22/23**
 - Engineers Week (11 events, 33 engineers, 500+ students)
 - Female Speakers Bureau (36 women, presentation tools)
 - Engineering Expedition Downtown Field Trip to 5 employers
 - Parent & Guardian Night
 - 4 Summer Engineering Internships w/ STEMworks
- Outcomes dashboard to be refreshed this Fall





IT Sector Partnership

1

Career Awareness

2

Training and Transitions to
Employment

3

Alignment between
Education and Industry

- K to Career Pathway Project kicked off April 26 (107 attendees)
- Vision: for every IT job in Hawaii there is a qualified local candidate
- IT Workforce Needs Analysis served as catalyst (LMI, employer insights)
- Industry, HIDOE, and UH all extraordinarily engaged
- Partners include:





IT Emerging Priorities

Career Awareness and Preparation

Greg Hester, Ed Barnabas

Near-term:

- Add Industry Partners & WBL to ClimbHI Bridge (CHB)
- Create Career Awareness Resources – focus on skills
- Provide Teacher Professional Development (PD)

Long-term:

- Sharing Problem Based Learning Resources
- Employer-School Program (aka adopt-a-school)

Training and Transitions to Employment

Eddie Ontai, Kelly Ueoka, Garret Yoshimi

Near-term:

- Increasing Internships Opportunities and Support
- Guidance on Industry Certification Offerings
- Build IT Job Board/Resume Bank
- Offer IT Career Fairs

Long-term:

- Incentivizing industry to provide funding for training and upskilling

Alignment between Education and Industry

Jodi Ito, Leslie Wilkins

Near-term:

- Advisory board membership
- Career Pathway Mapping (CIO and P20)

Long-term:

- Guidance on Early College (UHCC) course offerings
- Curriculum Mapping and Professional Skill Mapping



Healthcare Sector Partnership

1

Career Awareness

2

Training and Transitions to
Employment

3

Curriculum Support

- Meeting since 2017 however recently shifted focus to solely be workforce
- K to Career Pathway Project kicked off May 11
- 80+ employers
- Farrington, Kapolei, Pearl City, Waianae School Complexes (22 Title 1 schools)
- Healthcare Assoc of HI co-convener; new grant for more HS health cert programs
- Strong focus on supporting NHPI students



Healthcare Emerging Priorities

Career Awareness

Increased opportunities for students to learn about careers in healthcare.

Leads: Michele McConnell and Tim Pfingsten

Priorities (draft):

- Increase use of ClimbHI and WBL
- Teacher PD (Career Exposure, AHEC Teacher Conference, etc.)
- Native Hawaiian/Pacific Islander engagement
- Career fairs
- Parent/Guardian nights
- Career options student resource

Training and Transitions to Employment

Expanding opportunities for students to gain work experience and training.

Leads: Carl Hinson and Wes Lo

Priorities (draft):

- Landscape mapping for each school/program of study
- Early college credit expansion
- Increase certifications in high school
- Increase internships
- Increase OJT, earn and learn
- Increase clinical education slots

Curriculum Support

Increasing industry guidance and training opportunities for teachers.

Leads: Jenn Diesman, Patricia Bordeaux, Warren Kawano

Priorities (draft):

- Advisory board membership
- Teacher PD (Clinical Expertise)
- Career Pathway Mapping
- Curriculum Mapping
- Early college credit alignment
- Provide guidance on in-demand certifications and skills
- Provide classroom resources and lab equipment



Ship Repair Sector Partnership

Campbell SY 21-22:

- Focus on welding
- In partnership with Hawaii Defense Alliance
- April 12 visit to PHNSY (quarterly visits)

Anticipated Goals for SY 22-23:

- Expansion of field trip opportunities to 3 additional schools (Castle, Radford, and Waipahu)
- Guest speaker opportunities from current and alum apprenticeship completers
- Creating Programs of Study for high school students going into PHNSY and private shipyard apprenticeships



FY23 Look Ahead

- Continue to grow **Engineering** by focusing on Year 2 priorities
- Re-establish **Healthcare** with new workforce focus; take action on near-term priorities and produce outcomes for this school year
- Establish **IT**, in close partnership with HIDOE and UH, taking action on near-term priorities and producing outcomes for this school year
- Build on **Ship Repair** to include more employers, school partners and WBL activities

- Receive notice regarding **Good Jobs Challenge** and plan accordingly
- Expand to Neighbor Islands as appropriate (IT)
- Establish and lead **Community of Practice** for shared learning and work
- Partner with **DLIR** for FY23 funding to continue SMS partnership

Engineering Sector Partnership

SY 22-23 Year in Review



Mahalo for your partnership!

