

# HANA CAREER PATHWAYS



- Provides **short-term training** for **unemployed and underemployed** residents to become employed
- Focuses on training for stackable, **industry-valued credentials** for **advancement in a career pathway**
- Funded by \$13.3 million federal *Reimagine Workforce Preparation* grant (2020-23)

Targets **recession-resilient sectors** with in-demand jobs:

- **Healthcare**
- **Technology**
- **Skilled Trades**

# Hana Career Pathways Model

SHORT-TERM  
TRAINING



INDUSTRY-VALUED  
CREDENTIAL



WORK-BASED  
LEARNING (e.g.,  
apprenticeship,  
internship)

“STACKED”  
INDUSTRY-VALUED  
CREDENTIAL



ADVANTAGE FOR  
COLLEGE DEGREE



ADVANCEMENT  
OPPORTUNITIES IN  
CAREER PATHWAYS

EMPLOYMENT

# Hana Career Pathways Model: Carpentry



## SHORT-TERM TRAINING



INDUSTRY-VALUED  
CREDENTIAL



## WORK-BASED LEARNING

Registered  
Apprenticeship  
Program with  
Hawaii  
Carpenters  
Apprenticeship  
& Training Fund



“STACKED”  
INDUSTRY-VALUED  
CREDENTIAL



## ADVANCEMENT OPPORTUNITIES IN CAREER PATHWAYS

UH Community  
Colleges:

AAS degree in  
Applied Trades

Journeyworker  
pathways:

- Carpenters
- Dry wallers
- Millwrights



EMPLOYMENT

Pre- apprenticeship  
training program  
(8 weeks)

- Classroom instruction
- On the job training
- OSHA 10, CPR/First Aid certifications

# 20+ Training Programs 2021-2022

SECTOR	TRAININGS LEADING TO INDUSTRY CERTIFICATIONS
Healthcare	Pharmacy Technician; Phlebotomy Technician; Certified Nurse Aide; Patient Care Technician; Certified Medical Billing and Reimbursement Technician; Certified Patient Services Representative; Dental Assisting and Front Office Prep; Adult Residential Care Home; Professional Medical Coding
Technology	CompTIA A+; Network+; Security+; Cisco Certified Networking Associate ; AWS Cloud Foundations & Solutions Architect-Associate; VMware vSphere; PMI Project Management Certification Exam Prep
Skilled Trades	Maintenance Electrician; Commercial Motor Vehicle Driver (CDL); HVAC, Refrigerants and Basic Controls: EPA Exam Prep; Agricultural Technician; Carpenter Pre-Apprenticeship Training; Trades Pre-Apprenticeship Training; Maritime Welding; Intro to Hybrid Electric Vehicles

**Three year target: 2,945 participants statewide**

# Outcomes by Sector - Project Totals



As of June 16, 2022

SECTOR	TARGET ENROLLMENTS (over 3 years)	ACTUALS ENROLLMENTS (2021-current)	GAP TO TARGET
Healthcare	1,778	489	1,289
Technology	485	178	307
Skilled Trades	682	165	517
<b>TOTALS</b>	<b>2,945</b>	<b>832</b>	<b>2,113</b>

PERFORMANCE MEASURES	TARGET	CURRENT	GAP
# of students served by the project by Sept 2023	2,945	832	2,113 (72%)
% of completers by Sept 2023	85%	76% 629	75
% of completers employed within 2 quarters	75%	32% 153	319
% of completers employed full-time in related occupation within 2 quarters	65%	25% 116	293
Median quarterly earnings of employed completers by September 2023	\$7,750	TBD	
% of completers will advance in a career pathway through additional coursework, apprenticeships or internships by Sept 2023	30%	TBD	
# of employers hosting work-based learning / on the job training by Sept 2023	125	79	45
# of current, written agreements that provide completers with an advantage to enter and/or advance in academic (credit-based) programs in Institutions of Higher Education by Sept 2023	15	20 (expected)	0 (expected)

# Budget Update

As of May 31, 2022



<b>TOTAL BUDGET</b>	<b>\$13,370,383</b>
<b>AMOUNT EXPENDED*</b>	<b>\$2,241,730</b>
<b>AVAILABLE BALANCE</b>	<b>\$11,128,653</b>

\* Oahu Back to Work grant funds were braided with HCP funds in Fall 2021, resulting in reduced grant expenses for participant costs. The available fund will be allocated for a 4th year no cost extension budget modification.

# Expanding Project Scope



CRITERIA	ORIGINAL PROPOSAL	EXPANDED CRITERIA
<b>Sectors</b>	Recession resilient sectors: Healthcare, IT, Skilled Trades	Add in-demand sectors: e.g. Clean Energy, Education
<b>Eligible Participants</b>	Unemployed and underemployed	Add incumbent workers
<b>Career Pathways</b>	Short-term noncredit trainings articulated to credit programs	Add credit courses with stackable credentials in approved pathways



# Resilient Hawai'i: Good Jobs Challenge Proposal

Federal Grant - US Department of Commerce Economic Development Agency

**Intent:** *Get Americans back to work by establishing or strengthening **regional systems** to **train workers with in-demand skills** through **sectoral partnerships**.*

## Programmatic focus:

- **Sector partnerships** to convene employers, training providers, and key stakeholders to develop and deliver **employer-driven training models**
- Develop workforce that supports **economic development** and **resilience**
- Upskill **unemployed, underemployed, and/or incumbent workers** for job placement and wage increase.

**Hawai'i Proposal: \$16.3 M** over three years

Submitted: **February 10, 2022**

Awards to be made **Summer 2022**

# Resilient Hawai'i: Good Jobs Challenge Proposal

**Region:** HI (Statewide)

**System Lead Entity:** University of Hawai'i System (PI: Tammi Chun)

**Request:** \$16.3 M over three years

<b>SECTOR</b>	<b>Sector Partnership Coordinator</b> (“Backbone Organization”)
Health Care	Healthcare Association of Hawai'i
Technology	Chamber of Commerce Hawai'i
Clean Energy / Skilled Trades	Hawai'i State Energy Office
Creative Industries	DBEDT Creative Industries Division

# Resilient Hawai'i: Good Jobs Challenge Proposal

## Objectives and Measures

**Objective 1. Recruitment:** Enroll 3,000 participants from the target population in employer-validated training programs.

*Measure: Enrollment counts by sector and target populations.*

**Objective 2. Completion:** Upskill 85% (2,550) of enrolled participants (i.e., training completers).

*Measure: Percentage of those awarded credentials, certificates, and/or program/course completion, among those enrolled.*

**Objective 3. Employment:** Place 75% (1,913) of program completers in employment.

*Measure: Percentage of program completers who are confirmed as employed within the state in first or second quarter following program completion.*

**Objective 4: Good-paying jobs:** Train residents for good paying jobs.

*Measure: Median earnings of completers in second and fourth quarter following completion, by targeted occupation (to be compared with prevailing wages).*

**Objective 5: Equity:** Train Native Hawaiians and Pacific Islanders at equitable rates at all levels.

*Measures: 1,000 participants (33%) from NHPI groups; 85% completion and 75% employment, disaggregated by ethnicity.*

**Objective 6: Data Systems:** Establish Education-to-Workforce Data Sharing Systems

*Outcome Measure: Annual report of industry-valued credentials awarded and impact of training on participants' wages.*

# HANA CAREER PATHWAYS



See list of training opportunities and apply online at:

[uhcc.hawaii.edu/training](https://uhcc.hawaii.edu/training)

Contact: Nicolette van der Lee, Program Manager, UH Community Colleges

Email: [nhv@hawaii.edu](mailto:nhv@hawaii.edu)

Office: 808-984-3300

Cell/Message: 808-298-4319