



Workforce Development Building Local, Skilled Talent Pipelines

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Chamber of Commerce Hawaii

Workforce Development Council - Sector Strategies & Career Pathways
February 1, 2024

Agenda

1. Overview of Sector Partnerships in Hawaii
2. Sector Partnerships Cycle: employer-led, community supported



Chamber *of* Commerce HAWAII

Education & Workforce Development

Mission: Strengthen Hawaii's education to workforce pipeline.

Vision: Hawaii businesses have a highly skilled, local talent pipeline driving a thriving economy with students on clear pathways to meaningful careers that pay a family-sustaining wage.

Pillars:

WORK-BASED LEARNING

Invest in future workforce.

SECTOR PARTNERSHIPS

Develop industry-specific pipelines.

WORKFORCE DEVELOPMENT

Hire, train & upskill workforce.

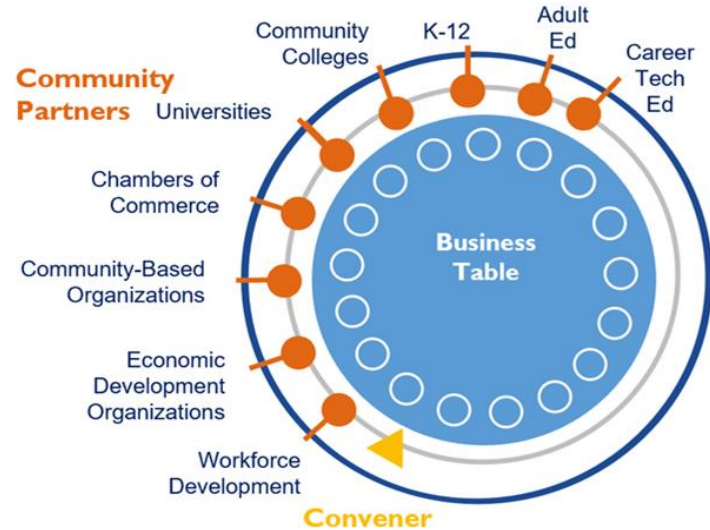
Sector Partnerships

Industry-driven public/private collaboratives that bring employers together from the same industry to address workforce development opportunities.

Support partners leverage their resources to take collective action in building a Kindergarten-to-Career pathway.

Third-party **convener** facilitates (COCH & DLIR/SMS). This work is currently grant-funded.

Together, we're building **pathways** for students into in-demand careers that pay family-sustaining wages.



Sector Partnerships
move Hawaii employers from being
CONSUMERS of talent to
CO-CREATORS of talent

Sector Partnerships are required components of Hawaii's largest federal workforce grants:

- Hawaii DLIR QUEST DWG grant (\$10.5M) – U.S. Dept of Labor
- UHCC Good Jobs Challenge grant (\$16.4M) – U.S. Dept of Commerce

Sector Partnerships are central to Hawaii WIOA Unified State Plan:

- WIOA Unified State Plan (2020-2023) – “to develop sector strategies and a career pathway system for in-demand industries.”
 - WIOA Unified State Plan (2023 - 2027) – in development



Sector Partnerships in Hawai'i

SECTOR CONVENERS ESTABLISHED PRIORITY WORKGROUPS

Healthcare Healthcare Association of Hawaii (HAH) & Chamber of Commerce 2018 1. Career Awareness
2. Training & Transitions to Employment
3. Curriculum Support



Technology Chamber of Commerce Hawaii 2022 1. Career Awareness
2. Training & Transitions to Employment
3. Alignment Between Education & Industry



**Clean Energy/
Skilled Trades** Hawaii State Energy Office (HSEO) Fall 2023 1. Career Awareness
2. Student Preparation & Pre-Apprenticeships
3. Apprenticeships & Training



Creative Industries Hawaii Creative Industries Division Fall 2023 1. Career Awareness
2. Training & Internships
3. Infrastructure & Support



Engineering Chamber of Commerce Hawaii 2018 1. Career Awareness 3. Math Readiness
2. Women in STEM 4. Talent Recruitment & Retention

Natural Resources KUPU 2022 1. Career Awareness
2. Connecting Students to 'Āina & Community
3. Investing in College & Career Prep., Access, & Transitions



**Lead
Community
of
Practice**

2023/2024 Convening Team

CONVENER:



Chamber of Commerce
HAWAII

CONVENING PARTNERS:



Technical Support



Healthcare



HAWAII
STATE
ENERGY
OFFICE

Clean Energy



Creative Industries



Natural Resources

*Convenes with own
leadership & funding*

2023/2024 Sector Partnerships Funders



STATE OF HAWAII
DLIR
DEPARTMENT OF LABOR
AND INDUSTRIAL RELATIONS



UNIVERSITY of HAWAII*
COMMUNITY COLLEGES



QUEST Grant ends *Sept 2024*

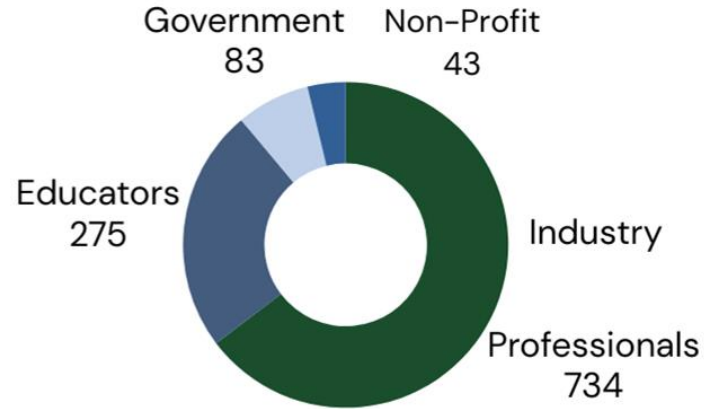
Good Jobs Hawaii Grant ends Sept 2025



2023/2024 Sector Partnerships Demographics

472

Hawaii
Employers
Engaged



Sector Partnership
Demographics

Example: IT Industry & Community Partners

Addon Services
Aloha Pacific FCU
ALTRES, Inc.
Amazon Web Services
American Savings Bank
Anthology FINN
Applied Computer Training & Technology, Inc.
Ayko Group
Bank of Hawaii
Bizgenics
Board of Water Supply
Booz Allen Hamilton
CDC Foundation
Central Pacific Bank
CIO Council of Hawaii
Cisco
City & County of Honolulu
Coldwell Banker Commercial Realty
Cyanotech Corporation
CyberHawaii
DataHouse

Design Thinking Hawaii
DBEDT
Dev Island
Dev League
DLIR
DRC
Economic Development Alliance
eWorldes
FCH Enterprises
First Hawaiian Bank
GameDev HQ
Gather FCU
Hawaii Defense Alliance
Hawaii Dental Services
Habilitat
Hawaii Entertainment Media
Hawaii Gas
Hawaii Hui
Hawaii Office of Homeland Security
Hawaii Pacific Health
Hawaii USA FCU
Hawaiian Electric Company

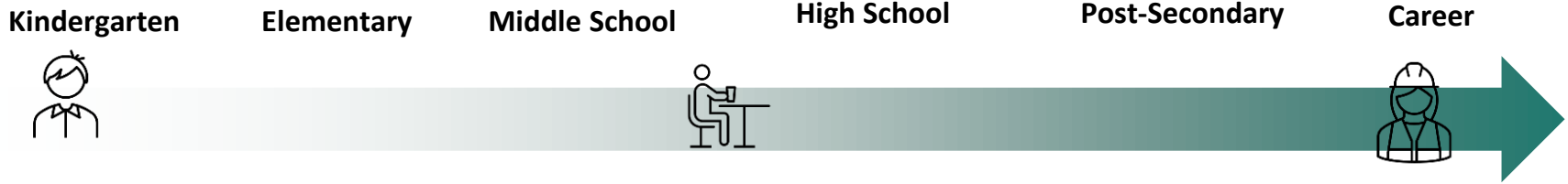
Hawaiian Telecom
HawaiiKidsCAN
HI FusionED
Hickam FCU
HMSA, Blue Cross Blue Shield
Honblue
Honolulu Museum of Art
Honu Services
HTDC
Hui Huliau
Ikayzo, Inc.
Indevtech
Inovi Group, LLC
Intech Hawaii
ISC(2) Hawaii Chapter
Island Holdings, Inc.
Kaiser Permanente
Kama'āina Tech Solutions
KPMG
Kure
Maui Economic Development Board
Maui High Performance Computing Center

Microsoft
Nakata Advisory, LLC
Oahu Computers
Oceanit
Office of Enterprise Technology Services
Ohana Pacific Health
Olelo
Pacific Guardian Life
Pacific Impact Zone
Pacific IT Support
Pacific Missile Range Facility
Pacific Point
Pacific Shipyards International
Pacxa
Papa Ola Lokahi
PCG Enterprises LLC
PICHTR
Prince Hawaii
PSOHI
Purple Mai'a
Regime 360
RevaComm

Sage Networks
Servco
Servpac
Spire HI
STEMworks
Suisan Company, Ltd.
Tapiki, LLC
TeamPraxis LLC
TechPartners Hawaii, Inc.
TekSystems
The Queen's Health System
TheraEx Staffing Services
Think Tech
ThriveHI
TRUE Initiative
Ulu HI Tech
Unisys
Workforce Development Council
World Wide Technology
Zephyr Insurance



Developing Kindergarten to Career Pathways



Awareness

Exploration

Preparation

Training

Advancement

- + Industry Partners
- + Hawaii P-20
- + Hawaii DOE (Title 1 Schools)
- + University of Hawaii
- + American Job Centers



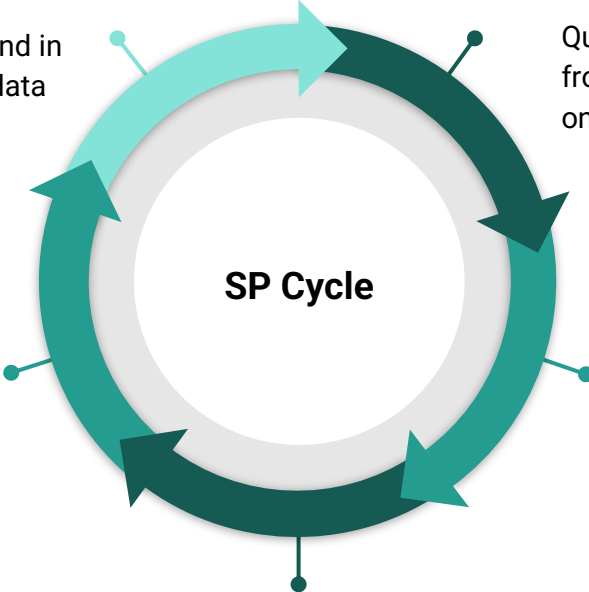
Sector Partnerships Cycle

1: Labor Market Data

Identifying employment demand in the sector using quantitative data

2: Stakeholder Input

Qualitative insights and context from industry experts and educators on challenges and needs



5: Metrics and Outcomes

Measuring our progress and impact

3: Program Development

To address and align industry demand and educator needs

4: Implementation

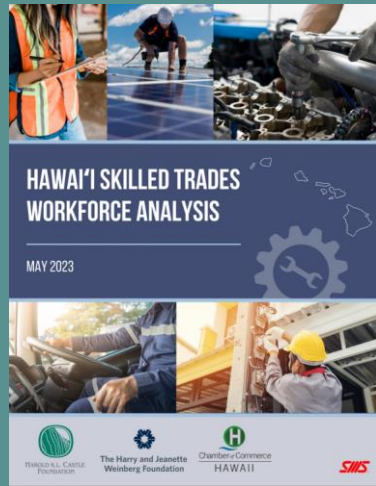
Piloting programs with secondary and postsecondary schools

1: Labor Market Insights: Workforce Development that is Data-Driven

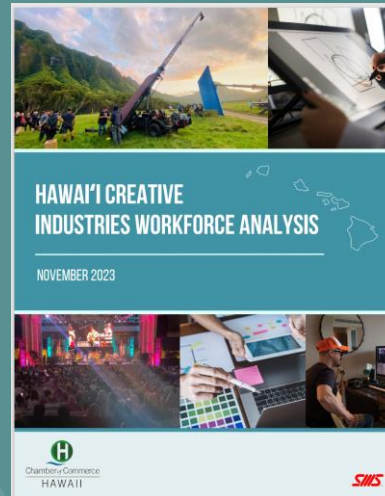
IT



Skilled Trades & Clean Energy



Creative Industries



Healthcare



2: Stakeholder Input

Qualitative input from local industry experts and educators helps to contextualize the quantitative data and gain a deeper understanding of the sector.

Industry experts provide input on:

- Hard-to-fill positions
- Key qualifications (degrees, certs, skills)
- Anticipated job growth
- Sector challenges

Educators provide input on:

- Student challenges and needs
- CTE pathways and programs
- Professional development needs




3: Program Development

Sector Partnerships bring industry leaders and educators together to take action on priorities that will address workforce needs in their sectors.

Program development happens in:

- **Workgroups**
 - Each sector establishes workgroups to tackle priority issues in their sector.
 - Industry-led workgroups strategize, develop initiatives, and identify next steps.
- **Quarterly Sector Partnership meetings**
 - Breakout discussions are dedicated to advancing workgroup initiatives.

ITSP Priority Workgroups



Career Awareness and Preparation
*Greg Hester, CIO Council & Ulu HI Tech
Ed Barnabas, Booz Allen Hamilton*

SY 23-24

- Hawaii Tech Days of Fall
- Student Work-Based Learning
- Add and Update Industry Partners & WBL to ClimbHI Bridge (CHB)
- Provide Teacher Professional Development (PD)
- Share / Distribute IT Careers Brochure

Training and Transitions to Employment
*Garret Yoshimi, UH
Kelly Ueoka, Pacxa
Eddie Ontai, DataHouse*

SY 23-24

- Identify new trainings
- Offer Good Jobs internships (high school, UHCC)
- Gain employer commitments for hiring entry-level Good Jobs candidates

Alignment between Education and Industry
*Jodi Ito, UH & CyberHI
Leslie Wilkins, MEDB/STEMworks*

SY 23-24

- Hold IT Pathways Summit
- Career Pathway Mapping (CIO and P20)

4: Implementation

Sector Partnerships take action by implementing their workgroup initiatives. These initiatives are collaborative efforts that require support from industry leaders, educators, and conveners.

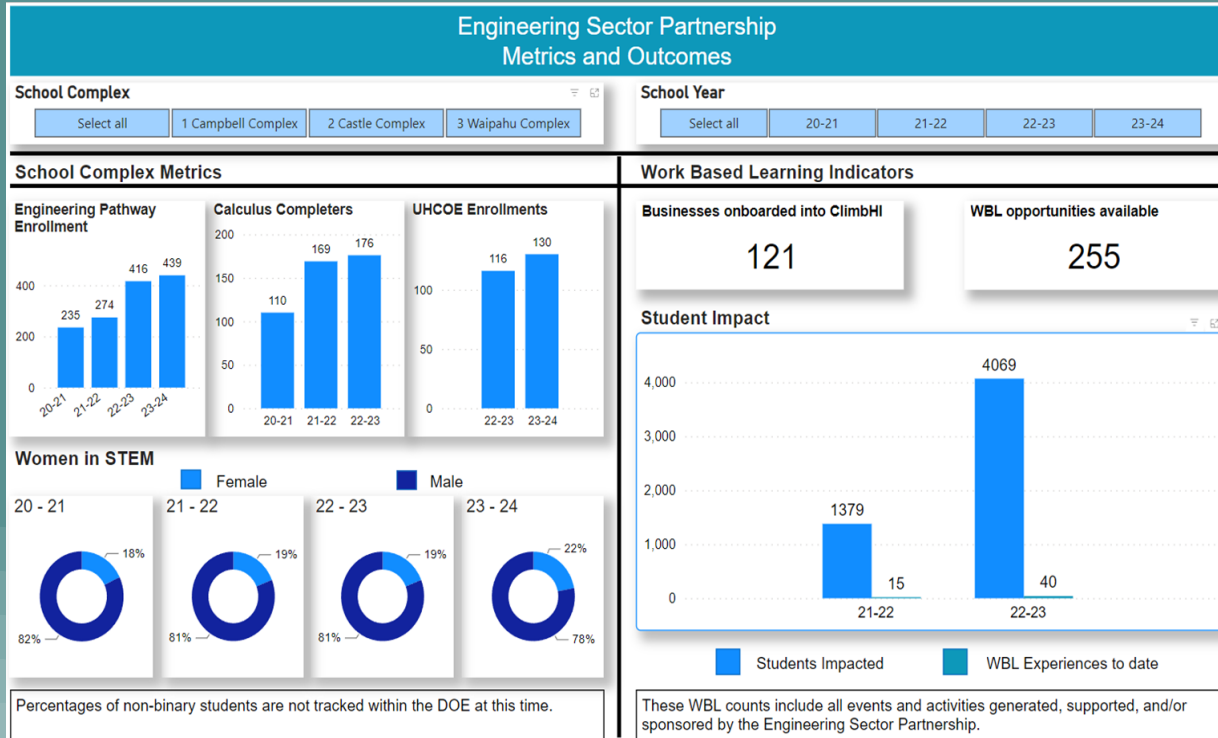
Sector Partnership initiatives include:

- **IT**
 - Good Jobs Hawaii high school certification programs w/ paid internships
 - Help Desk certification with MSPs
- **Healthcare**
 - Career Awareness WBL experiences (teachers, students)
- **Engineering**
 - Annual Engineers Week with partner school complexes
 - Downtown Engineering Expedition
 - Mana Wahine Speakers Panel



5: Metrics and Outcomes

As Sector Partnerships mature, they identify key metrics and outcomes to track their progress and ensure their initiatives are moving the needle on workforce needs.



These WBL counts include all events and activities generated, supported, and/or sponsored by the Engineering Sector Partnership.

Looking Ahead in 2024

- Recruiting SP employers to host opportunity populations and dislocated workers through American Job Center (AJC) QUEST interns
- Placing Good Jobs Hawaii students into paid internships at City & County of Honolulu and private sector (C&CH OER)
- Launching IT Pathway Pilot Project w/ HIDOE and UH – Cybersecurity & Programing
- Growth of newest Sector Partnerships w/ DBEDT (Clean Energy and Creative Industries)
- Securing funding beyond grants for more sustainability

Mahalo.

Website: cochawaii.org/sector-partnerships/

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