



Workforce Development: Building Local, Skilled Talent Pipelines for Hawaii's Growth Industries

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Chamber of Commerce Hawaii

Hawaii Workforce Development Council
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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

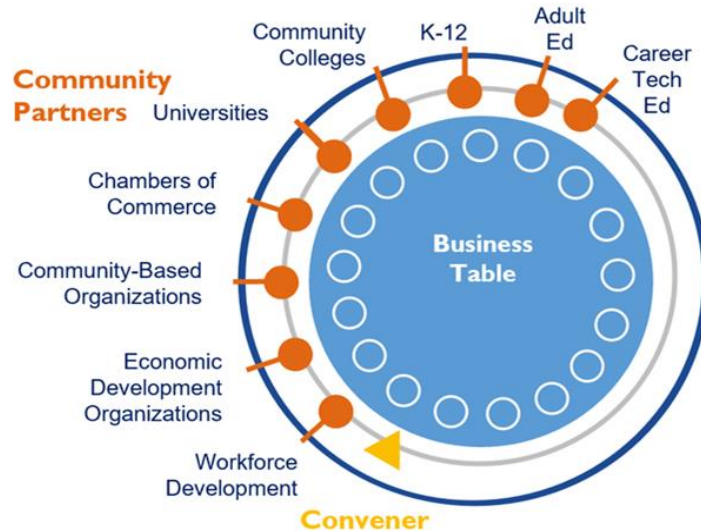
Hire, train & upskill workforce.

Sector Partnerships

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

Supported by **partners** and grant-funded **conveners**.

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 & a best practice nationally:

- 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 2. Women in STEM 3. Math Readiness 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:



CONVENING PARTNERS:



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

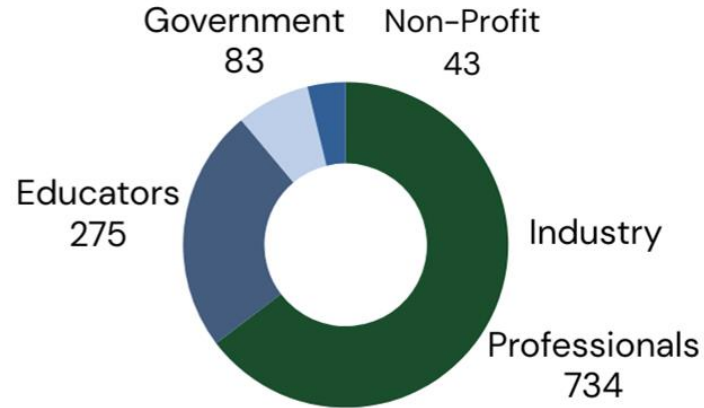


**Initial funding in 2017 from Strada Foundation, UH, and Hawaii P20;
Chamber self-funded it with support from Hawaii P20 and DLIR 2020 - 2022.**

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 Telcom
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'aina 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

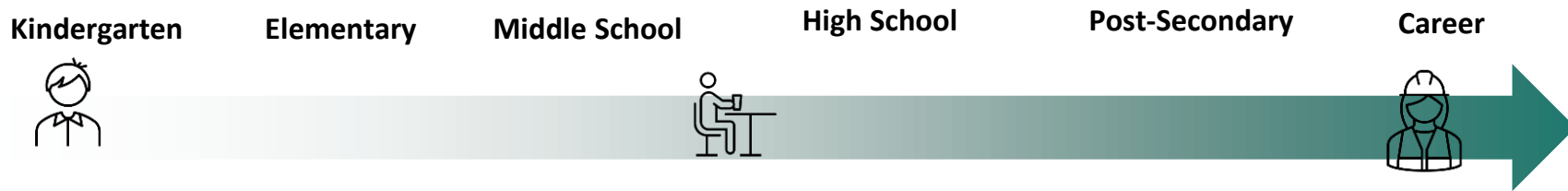
Sage Networks
Servco
Servpac
Spire HI
STEMworks
Suisan Company, Ltd.
Tapiki, LLC
TeamPraxis LLC
TechPartners Hawaii, Inc.
TekSystems
The Queen's Health System
TheraEx Staffing Services
Think Tech
ThriveHI
TRUE Initiative
Ulu HI Tech
Unisys
Workforce Development Council
World Wide Technology
Zephyr Insurance



2023/2024 Sector Partnerships Structure



Developing Kindergarten to Career Pathways



Awareness

Exploration

Preparation

Training

Advancement

+ Industry Partners
+ University of Hawaii
+ Hawaii P-20
+ Hawaii DOE (Title 1 Schools)
+ClimbHI Bridge
+ 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

SP Cycle

3: Program Development

To address and align industry demand and educator needs

4: Implementation

Piloting programs with secondary and postsecondary schools; matching to internships & employment

5: Metrics and Outcomes

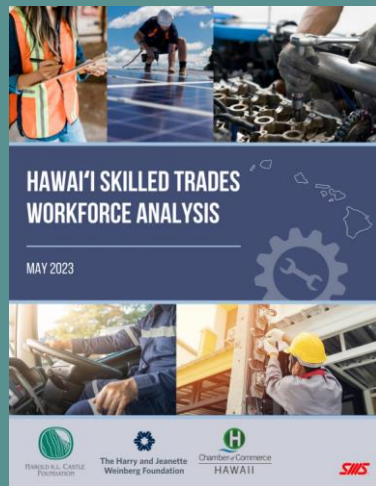
Measuring our progress and impact

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

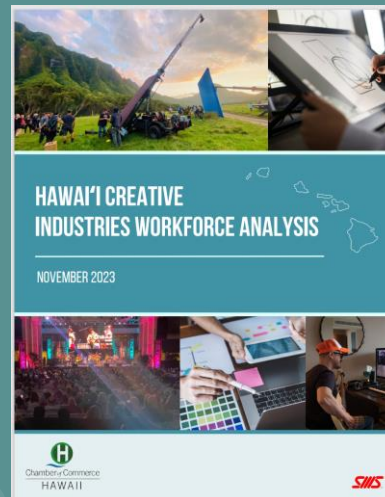
IT



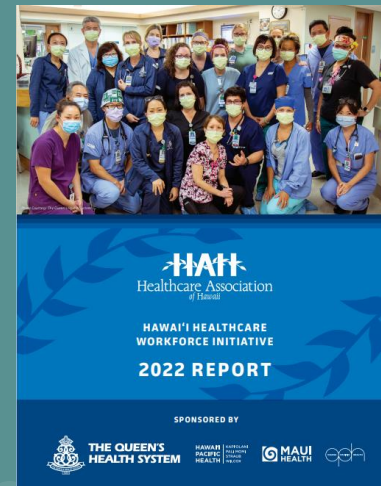
Skilled Trades & Clean Energy



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

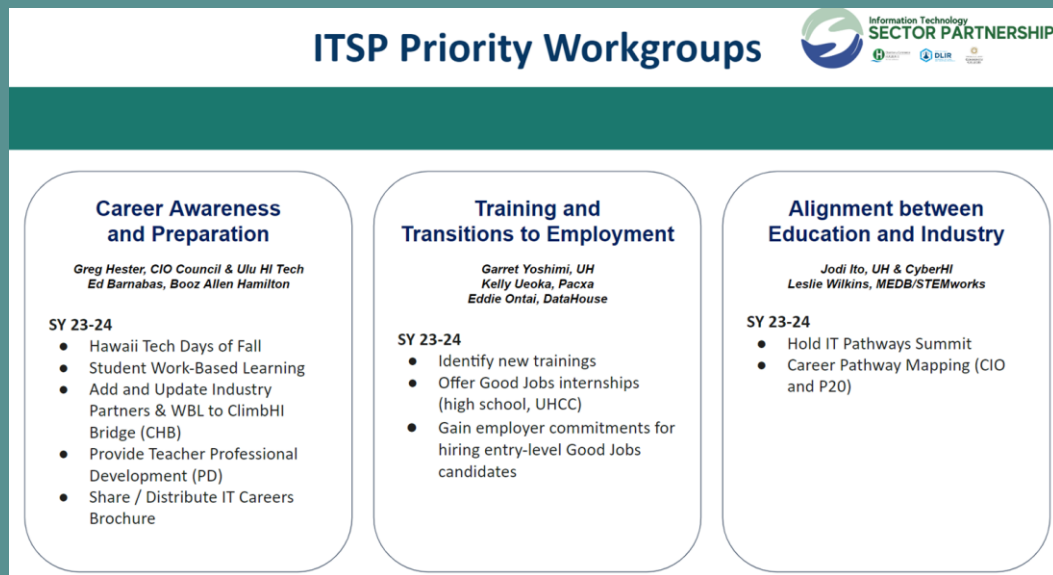


3: Program Development

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.



4: Implementation

Sector Partnerships take action by implementing their workgroup initiatives & includes a focus on placement into internships and entry level jobs.

Sector Partnership initiatives include:

- IT
 - Good Jobs Hawaii high school certification program w/ paid internships
 - Help Desk certification w/ paid internship
- Healthcare
 - Career Awareness WBL experiences
 - Certifications and clinical placements



STEMWORKS IN PARTNERSHIP WITH
GOOD JOBS HAWAII & CHAMBER OF
COMMERCE HAWAII PRESENTS

IT & CYBERSECURITY SUMMER 2024 WORK-BASED LEARNING

Invest in a vision for the future by providing a 6-week, summer, work-based learning opportunity for a graduating Hawaii-based high school senior. This is a paid opportunity (sponsored by Good Jobs Hawaii) for talented seniors to gain on the job learning experiences while helping you and your company do good work!

- Program Dates: June 3rd - July 12th, 2024
- Host Application Deadline: January 19th, 2024

STEMWORKS PROVIDES:

<input checked="" type="checkbox"/> Student Recruitment	<input checked="" type="checkbox"/> 6-Weeks of Professional Development Sessions
<input checked="" type="checkbox"/> Hardware & Software	<input checked="" type="checkbox"/> 11 Host Consultations and Work-based Learning Plans

EMPLOYER HOSTS PROVIDES:

<input checked="" type="checkbox"/> Safe Learning Environment	<input checked="" type="checkbox"/> Mentors for Student Workers
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APPLY BY 01/19/24
<https://bit.ly/STEMIT24>

Questions? Email katie@medtr.org

STEMWORKS

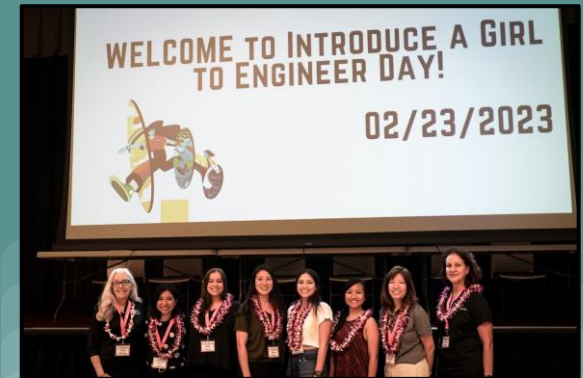


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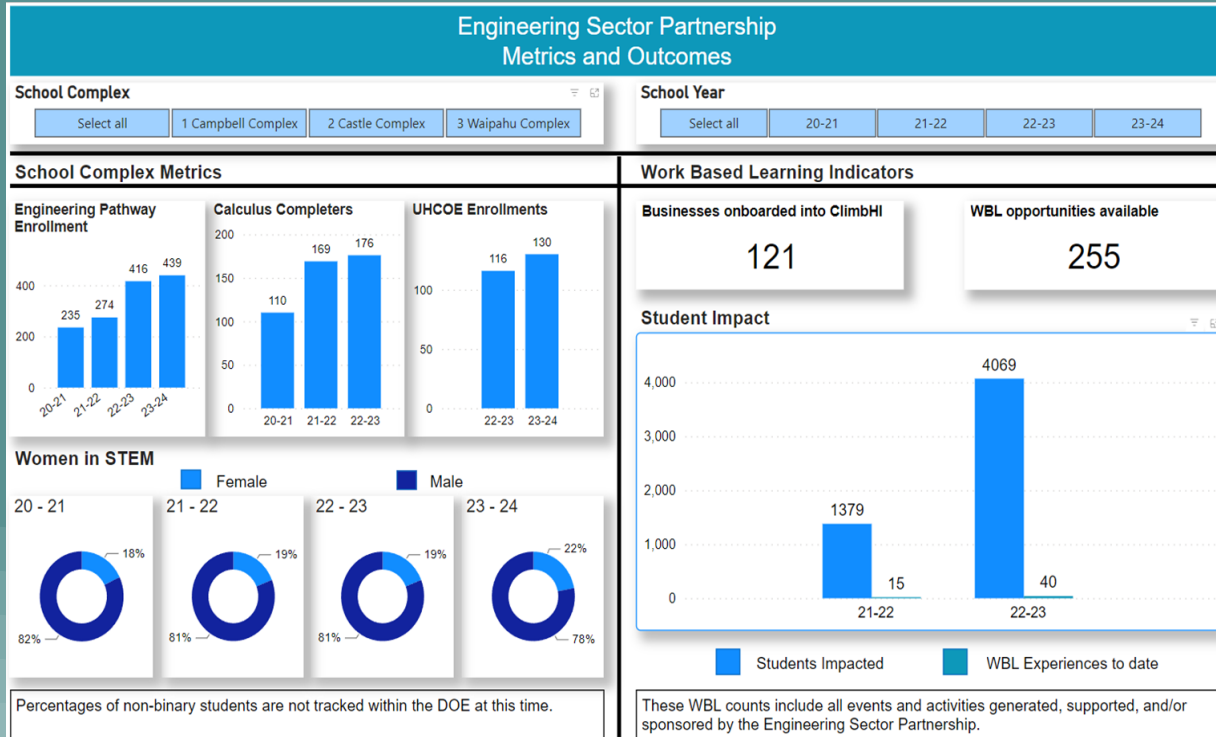
Sector Partnership initiatives include:

- **Engineering**
 - Annual Engineers Week
 - Downtown Engineering Expedition
 - Mana Wahine Speakers Panel
 - STEMworks summer internships



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.



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 and expansion

Mahalo.

Website: cochawaii.org/sector-partnerships/

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