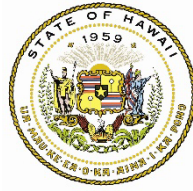


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## **STATE OF THE WORKFORCE DEVELOPMENT COUNCIL**

### **REPORT**

*This report, prepared on July 30, 2025, covers the period from July 1, 2024 to June 30, 2025.*

#### **Message from the Executive Director**

The Workforce Development Council (WDC) is pleased to present the 2025 *State of the WDC Report*, summarizing key accomplishments and milestones during the Program year from July 1, 2024 through June 30, 2025.

This annual report, which is anticipated to be presented at the Council's August quarterly board meeting, also outlines the challenges faced and the strategic actions underway to strengthen the Council's role in furthering workforce development objectives in the State.

Now in its second year, the *State of the WDC Report* follows the inaugural edition presented at the August 22, 2024 Council meeting. That report remains available on the WDC website.

Prior to May 2023, the Council had experienced a prolonged vacancy in the Executive Director position, resulting in a period of uncertainty and transition. Since then, the primary focus for the last two years has been to reestablish stability, provide strategic direction, and work with community partners - private sectors, philanthropic organizations, and other government agencies - to uplift the State's workforce development systems. During this critical rebuilding phase, the challenges of limited staffing became even more apparent. For nine months, from April 2024 to January 2025, the Executive Director served as the sole WDC employee, navigating a continuity in the operations (Board and Committee work) while laying the groundwork for a

stronger organizational structure.

These efforts were further strengthened by action from the State Legislature, which restored the Workforce Development Council's Program ID effective July 1, 2024. The Budget authorized seven full-time positions, (four program positions under WDC, and three fiscal positions under the Administrative Services Office) assigned the federal program funds to the restored Program ID and appropriated general funds to supplement available federal resources.

By the first quarter of 2025, the Council had reached a point of operational stability, bolstered by the hiring of two highly capable and committed team members. Their contributions have been instrumental in advancing the Council's initiatives through the first and second quarters of the year.

The progress achieved over the past year is a testament to the steadfast support of Council Chair Ken Loui, the engagement of WDC members, the partnership with the Department of Labor and Industrial Relations and the robust community engagement with workforce development partners. The accomplishments outlined in this report reflect the power of cross-sector collaboration, shared purpose, and an unwavering commitment to expanding workforce and economic opportunities across the state.

At the same time, the Council acknowledges the ongoing challenges that must be addressed including uncertainty in federal funding across all government agencies, shifting economic conditions, persistent workforce readiness gaps, and the need to ensure equitable access to workforce services, especially for individuals facing systemic barriers to employment. These challenges demand continued innovation, accountability, and partnership.

Looking ahead, the Workforce Development Council remains committed to close collaboration with the Department of Labor and Industrial Relations—particularly the Workforce Development Division—to align strategies, uphold federal mandates, and implement responsive workforce solutions that serve both employers and job seekers.

The Council expresses its gratitude to all who contributed to this year's progress. With unified vision and sustained effort, Hawai'i is well-positioned to build a stronger, more resilient

workforce that can continue to learn, work, thrive, and yes, belong.

## **MILESTONES AND ACHIEVEMENTS**

### **A. IMPLEMENTATION OF THE STATE UNIFIED PLAN**

Our most significant accomplishment this year has been the work to implement the Hawai'i State Unified Plan under the Workforce Innovation and Opportunity Act (WIOA). The Plan document was approved in June 2024 and immediately following its approval, we mobilized efforts in collaboration with community organizations, philanthropic partners, and state agencies to begin building the necessary systems for success. This process required extensive coordination, stakeholder engagement, and a strong commitment to alignment.

WDC's role in the implementation of the Plan is mandated in WIOA, which stipulates the first function of the WDC is to *“develop, modify and implement the State Unified Plan”*.

In December 2024, WDC hosted the “Synergy Summit I,” bringing together approximately 60 core partners for an in-depth exploration of the Unified Plan. The Plan is organized around four strategic pillars, each supported by a Pillar Catalyst Team composed of leaders from across sectors. Between January and June 2025, these teams met regularly to identify potential initiatives aligned with their respective pillars.

Building on the momentum of the first summit, WDC convened Workforce Synergy Summit II on July 9, 2025, at Honolulu Community College campus, gathering nearly 100 stakeholders from across Hawai'i's workforce, education, and business communities. This second summit served as a dynamic forum to review the progress of the Pillar Catalyst Teams, refine proposed initiatives, and foster cross-sector collaboration to ensure alignment with the State Unified Plan's four strategic pillars.. The strong turnout and active engagement underscored a shared commitment to advancing Hawai'i's workforce priorities and building a more connected and resilient workforce ecosystem.

One major part of the agenda was a preview of Hawai'i's "North Star" for workforce development, which is envisioned to be transformational. The development process was supported by a grant from the National Governors Association. This guiding vision, now called the Hawaii Generational Commitment, was previewed and received positive feedback from attendees. The Generational Commitment is planned to be officially unveiled in September 2025 to coincide with Workforce Development Month, setting the stage for the next phase of transformative action in workforce alignment across the state.

## **B. STRONG BOARD GOVERNANCE**

### *Ongoing*

We continue to conduct a comprehensive gap analysis of WDC board membership and committee structures, identifying key sectors for targeted recruitment and refining committee roles to enhance alignment with strategic goals. Throughout this past year, we continued to collaborate with the U.S. Department of Labor for technical assistance to support our governance efforts.

Last year, we held the first joint training session for state and local workforce boards. Throughout the year, training modules were held by a contractor, Safal Partners, and these sessions were aimed at deepening understanding and improving oversight of the system.

As a result, our committees are active and purposeful, and state board engagement remains strong. This past June, we held our new Members Orientation session with about ten new members present. We hope to institutionalize the on-boarding process for new members.

Currently, we still have some vacancies on the board: three vacancies in the private sector, and one vacancy for labor. We have identified the sectors which need to be represented, and efforts are underway to fill these open positions.

During the past year, we held roundtable discussions for every Committee, to discern the core functions of each committee. This was a productive exercise as it brought each Committee

leadership into an understanding of the core goals, and the expectations on direction and performance. Currently, there is also some movement on Committee assignments. With some Committee chairs transitioning out of WDC, it will give us an opportunity to re-evaluate the direction and composition of each committee. We hope to host a Board retreat during the Fall to solidify these plans.

Over-all, we expect to build on this foundation, consistently review to ensure our committees remain relevant and further strengthen our governance capacity.

### **C. EVALUATING THE DELINEATIONS OF ROLES**

Following the reinstatement of WDC's program ID in the FY2026 Supplemental Budget, the Director of the Department of Labor and Industrial Relations convened an ad hoc task force to review relevant documents and clarify the respective roles and responsibilities of the Workforce Development Council (WDC) and the Workforce Development Division (WDD). This task force is composed of the Deputy Director, the Administrative Services Officer, the Administrator for the Workforce Development Division and the Executive Director for the Workforce Development Council. This review process is nearing completion. Like the model used in the State of Idaho between the State Board (or Council) and its labor agency, we anticipate that a memorandum of understanding will be needed to formalize the delineation of duties.

### **D. STRENGTHENING LOCAL BOARD COLLABORATION**

#### *Ongoing*

In 2024, we initiated regular monthly meetings with the Executive Directors of each local area, recognizing this as a valuable platform to strengthen collaboration, enhance communication, and ensure strategic alignment with state goals. These meetings have fostered a shared understanding of challenges and opportunities, while also promoting the exchange of best practices across local areas.

Building on this momentum, our long-term vision is to cultivate high-performing local workforce boards and service delivery systems that can effectively respond to evolving

economic conditions and the unique needs of their communities.

To advance this vision, we launched, in March 2025, a monthly coordination meeting that brings together all local areas to discuss performance metrics, operational challenges, and opportunities for improvement. These sessions are attended not only by local area staff but also by service providers and other key partners, creating a comprehensive forum for dialogue, problem-solving, and the alignment of strategies to improve outcomes for jobseekers and employers alike.

## **E. WDC AS A SECTOR CONVENER**

### *Ongoing*

#### **Healthcare:**

In February 2024, WDC helped organize a statewide Long-Term Care Summit that brought together nearly 100 healthcare leaders and stakeholders to tackle pressing workforce issues. As chair of the Workforce Committee, WDC supported the Department of Health in shaping its Master Plan for long-term care, focusing on solutions to critical challenges such as staffing shortages, training needs, and recruitment pipelines. The summit emphasized the need for a united approach to strengthen Hawai'i's healthcare workforce and better prepare for the growing demands of an aging population.

#### **Transportation:**

In 2024, WDC began convening partners to launch a transportation sector partnership aimed at building career pathways in maritime, aviation, and commercial driver's license (CDL) training—starting as early as high school. With funding from WIOA Program Year (PY) 2022 Unexpended Funds, the University of Hawai'i Workforce Development Division, in partnership with the Chamber of Commerce Hawai'i, established the state's first Transportation Sector Partnership in 2025. Led by the Deputy Director of the Department of Transportation, the partnership held its first meeting in mid-2025 to set priorities and address workforce gaps. A second gathering in Fall 2025 will focus on expanding training programs, engaging employers, and creating long-term solutions for Hawai'i's transportation industry.

## **F. EXPANDING ACCESS TO AMERICAN JOB CENTERS**

### *Ongoing*

The American Job Centers (AJCs) remain underutilized, and the Workforce Development Council (WDC) has made it a priority to increase their visibility and accessibility to the public. To address this challenge, WDC funded a statewide awareness campaign that was launched on June 30, 2025, and is scheduled to run through September 2025. This campaign, supported by PY 2022 Unexpended Funds, is designed to educate jobseekers, employers, and community partners about the valuable services AJCs provide—from career counseling and job placement assistance to training programs and employer support.

The campaign was developed following a recommendation from the Special Projects Committee, which identified the need to raise awareness and ensure that these critical workforce resources do not go unnoticed or underused. To maximize outreach, the campaign spans multiple platforms, including social media, television, radio, print publications, and community-based outreach efforts. By taking a multi-channel approach, the campaign aims to reach diverse audiences across all islands and highlight the AJCs as a key resource for both jobseekers and businesses.

## **G. ADMINISTRATION OF WIOA PY 2022 UNEXPENDED FUNDS**

A significant milestone for WDC in 2025 is the administration of six projects funded by the WIOA Program Year 2022 unexpended funds. These projects were carefully vetted by a task force composed of the DLIR Deputy Director, the WDD Administrator, the ASO Administrator, and the WDC Executive Director. Their collective expertise and oversight ensured that the selected initiatives align with the State Unified Plan and address critical workforce priorities.

While managing these projects represents a new area of responsibility for WDC, we are actively building internal expertise—particularly in procurement, project oversight, and fiscal accountability—and remain committed to seeking technical assistance and training to ensure the

highest standards of implementation.

The six projects currently underway are:

1. Research to Improve Hawai'i's WIOA Workforce Systems
2. Professional Public Relations Services to Increase Awareness of the American Job Centers (AJCs) in Hawai'i
3. Increasing Work-Based Learning Opportunities for Students (Grades 7–12) through Work-Based Learning Intermediary Support
4. Building Community College Workforce Capacity
5. Expanding Sector Partnerships into New High-Growth Industries
6. Fiscal and Budget Process Training for Pertinent Employees

Together, these projects represent a strong investment in research, community engagement, training capacity, and sector alignment, laying the foundation for long-term workforce improvements statewide.

## **H. EVENTS, CONFERENCES AND RECOGNITION PROGRAMS**

Another key milestone in 2025 has been WDC's active sponsorship and organization of events designed to engage stakeholders, share insights, and celebrate the workforce community. The 2026 Future of Work Conference, held in collaboration with the Chamber of Commerce Hawai'i, is now in its second year and was deemed a resounding success as gleaned by more than 300 attendees. This conference brought together thought leaders, industry experts, and policymakers to explore emerging workforce trends and strategies to prepare Hawai'i for the jobs of tomorrow.

WDC also convened two major events—Synergy Summit I in December 2024 and Synergy Summit II on July 9, 2025—each serving as dynamic platforms for stakeholders to align efforts around the State Unified Plan and its four strategic pillars.

To foster ongoing dialogue, WDC hosted several webinars, including two widely attended



economic forecast sessions featuring economist Dr. Paul Brewbaker and Dr. Seth Colby, which provided valuable perspectives on Hawai'i's economic outlook and its implications for workforce development.

Recognizing the contributions of workforce professionals, WDC sponsored the Workforce Development Heroes awards, which celebrate the dedication and innovation of individuals and organizations that build strong career pathways for jobseekers and workers across the state. This recognition aligns with Workforce Development Month, formally declared by the Governor each September, which highlights the vital role workforce programs play in strengthening Hawai'i's economy and communities.

In addition, WDC created learning opportunities by inviting other states and local workforce boards to share their best practices. These sessions included presentations from the Las Vegas Workforce Development Board, the Eugene, Oregon Workforce Development Board, as well as the State Workforce Boards of Illinois and Delaware. These peer-to-peer exchanges have been invaluable in helping Hawai'i identify innovative approaches and proven strategies to improve the effectiveness of its own workforce programs.

WDC also engaged with the National Youth Council, focusing on strategies to support incarcerated youth and their reintegration into the workforce.

In July 2022, WDC co-sponsored a pilot project for Hele Imua interns, in partnership with SHERM and First Hawaiian Bank, which offered a four-week webinar series designed to teach essential soft skills and practical workplace skills, ensuring that interns are better equipped to transition into meaningful employment opportunities.

## **I. WDC as the Voice of Workforce Development**

Another notable milestone has been WDC's growing role as a trusted voice on workforce development issues, both within Hawai'i and on national platforms. The Council has been

invited to speak at several high-profile events, reflecting the value of its insights and leadership in addressing workforce challenges and opportunities.

In 2024, WDC participated in the SHERM Conference (Society for Human Resource Management), a premier gathering for HR professionals and business leaders focused on talent management, workforce strategies, and organizational development. The topic was on the state of workforce in Hawaii and the State Unified Plan.

WDC was also featured at the Hawai'i Talent Summit, sponsored by the Hawai'i Employers Council, where we discussed the disruption in the labor eco-system and the need to act now, in view of current trends in Hawai'i's labor market.

On the global stage, WDC contributed to a worldwide women's webinar organized by Bayer International, highlighting workforce equity and opportunities for women in emerging industries.

Additionally, during both 2024 and 2025 Hawai'i on the Hill events in Washington, D.C., WDC was invited to deliver workforce insights and provide opening remarks on the state of Hawai'i's labor conditions and the Unified Plan, showcasing the Council's role as a connector as well as an advocate.

## **CURRENT CHALLENGES AND STRATEGIES TO OVERCOME THEM**

### **A. Uncertainty in WIOA funding**

One of the most pressing challenges facing Hawai'i's workforce system is the uncertainty surrounding federal funding for the Workforce Innovation and Opportunity Act (WIOA). These funds are a critical lifeline, supporting programs that provide training, upskilling, and employment services for jobseekers and businesses across the state. However, fluctuations in federal budgets, shifting national priorities, and potential policy changes create instability that is

largely beyond Hawai'i's control. This uncertainty makes it difficult to plan long-term initiatives, invest in innovative programs, or ensure consistent services to communities that need them most.

While Hawai'i cannot fully control federal funding allocations, the state can take strategic steps to reduce the impact of these uncertainties:

1. **Diversifying Funding Sources:**

Leveraging partnerships with local businesses, philanthropic organizations, and other state agencies can help build alternative funding streams to support critical programs. For example, public-private partnerships can fill gaps where federal dollars fall short.

2. **Maximizing Existing Resources:**

By improving efficiency, such as aligning workforce efforts across agencies, sharing data, and streamlining services, Hawai'i can ensure every WIOA dollar stretches as far as possible.

3. **Building Resilient Systems:**

Investing in long-term strategies, such as sector partnerships, career pathway development, and digital upskilling initiatives, ensures that workforce programs remain relevant and effective even when federal resources fluctuate.

While the uncertainty of WIOA funds is an external factor, Hawai'i's resilience will depend on its ability to adapt, innovate, and collaborate. By building a workforce ecosystem that is both agile and community-driven, the state can weather funding challenges while continuing to prepare its people for the jobs of the future.

## **B. Limited Resources**

One of the significant challenges facing the Workforce Development Council (WDC) is the constraint of limited resources. With only a handful of personnel, the capacity to fully address the breadth of workforce development priorities, ranging from policy alignment to sector partnerships to operational mandates, is stretched thin.

Additionally, WDC's funding streams are limited, which affects its ability to scale innovative programs, provide robust technical assistance, and carry out strategic initiatives that require sustained investment.

This limitation is further magnified by the complexity of the workforce ecosystem. As WDC is tasked with serving as a convenor, policy driver, and strategic leader, the demand for research, coordination, and stakeholder engagement continues to grow, requiring more staff and financial flexibility than currently available.

#### Potential Solutions:

While these resource constraints are challenging, several strategies can help mitigate their impact:

- 1. Leveraging Partnerships:**

By collaborating more closely with state agencies, local workforce boards, educational institutions, and the private sector, WDC can extend its reach and amplify its impact without overextending its staff. Partnerships can also lead to shared funding opportunities or in-kind support.

- 2. Pursuing Additional Funding Streams:**

WDC can explore federal discretionary grants, philanthropic partnerships, and public-private collaborations to supplement its base funding. Proactively identifying opportunities for competitive funding can strengthen the council's financial stability.

- 3. Prioritizing High-Impact Initiatives:**

With limited resources, it is critical to focus on initiatives that offer the greatest potential for systemic change—such as modernizing the Eligible Training Provider List (ETPL), fostering sector partnerships, and supporting the State Unified Plan priorities.

- 4. Investing in Staff Development:**

Ensuring that the current team is well-trained and empowered allows WDC to maximize the value of each staff member's expertise. Cross-training and skill development can increase efficiency and reduce operational bottlenecks.

## **5. Utilizing Technology and Data:**

Streamlining processes through technology, such as enhancing HIRENET’s capabilities and adopting modern digital collaboration tools, can free up staff time for more strategic work.

Despite these challenges, WDC’s ability to innovate and adapt will be key to sustaining its role as a catalyst for workforce development. With careful prioritization and stronger collaboration, the council can continue to lead with impact even within its current resource limitations.

### **C. Educating all Board members on WIOA**

We recognize the ongoing need to continue educating all board members—both at the state and local levels—on the core principles, requirements, and opportunities under the Workforce Innovation and Opportunity Act (WIOA). A well-informed board is essential for making sound policy and funding decisions that strengthen workforce outcomes statewide.

To achieve this, we plan to organize webinars and learning sessions featuring organizations and programs that have successfully implemented WIOA. These sessions will provide board members with practical insights, real-world examples, and best practices that can be applied in Hawai‘i.

The goal is to create a stronger, more knowledgeable board that can fully understand the workforce system's complexities and make informed, strategic decisions. The more board members understand the core business—ranging from WIOA performance metrics to sector strategies and funding streams—the better equipped they will be to guide efforts that truly benefit jobseekers, employers, and the broader community.

### **D. County of Kauai: Absence of a Local Workforce Board**

A unique and pressing challenge is the absence of a local workforce development board in the County of Kauai. As previously discussed in council meetings, the Workforce Development Division (WDD) has been managing operations on the island, stepping in to fill the gap. Under

WIOA, when no local board is established, the State Board is expected to function as the local board. However, our current board has not yet been adequately trained or structured to perform this dual role.

We have sought technical assistance from the U.S. Department of Labor (USDOL) to better understand the responsibilities and processes required for the State Board to act in this capacity. Despite the valiant efforts of WDD staff, Kauai has struggled with underperformance in workforce outcomes, a challenge that underscores the urgent need for a more sustainable governance and operational model.

**Possible Solutions:**

**1. Establish a Local Advisory Board for Kauai**

Work with county leadership and community stakeholders to formally establish a local board. This would provide Kauai with a dedicated body focused on its unique workforce needs. This ad hoc group may even become the nucleus of a future local Kauai board.

**2. State Board Training and Capacity Building**

Until a local board is created, the State Board must receive comprehensive training to effectively fulfill its role as a local board. This includes understanding local plan development, performance accountability, and funding oversight. Technical assistance from USDOL and peer learning from other states could accelerate this process.

**3. Transition Kauai Operations to a Dedicated Service Provider:**

A possibility is to utilize Kauai's WIOA allocation to release a Request for Proposal (RFP) for a dedicated service provider. A contracted service provider could offer a focused, on-the-ground presence to coordinate with local employers, service providers, and educational institutions while increasing participant enrollment and program outcomes

**4. Enhanced Partnerships with Community Organizations:**

Strengthen partnerships with Kauai's nonprofit organizations, industry groups, and educational partners to create innovative training and employment programs tailored to local needs.

#### **5. Targeted Use of Funds:**

Leverage discretionary or recaptured WIOA funds to invest in Kauai-specific workforce initiatives, such as sector partnerships or high-demand training programs, to address gaps and improve performance outcomes.

## **OPPORTUNITIES FOR GROWTH**

### **A. Strong Alignment with Community Efforts**

With the implementation of the State Unified Plan, Hawai'i's workforce community has come together in new and meaningful ways—uniting government, business, education, and nonprofits around a shared vision for economic growth and opportunity. These collective efforts highlight the importance of working together as partners rather than operating in silos, ensuring that every initiative is strengthened by the expertise and commitment of all stakeholders.

This shared responsibility extends across every island and every sector, with a focus on building a workforce that reflects the strengths, values, and aspirations of the community. By aligning resources and leveraging partnerships, we can address both immediate workforce challenges and the long-term needs of Hawai'i's economy.

As we strive to achieve the state's "North Star"—the Generational Commitment—this work is not just about programs or policies but about creating a legacy of opportunity for future generations. Together, we are laying the foundation for a workforce system that is resilient, inclusive, and capable of adapting to the challenges of tomorrow.

### **B. Championing Operational Excellence**

As the delineation of roles between the Workforce Development Council (WDC) and the

Workforce Development Division (WDD) becomes clearer, it has become evident that a stronger focus on WIOA operations is essential. Compliance is a cornerstone of WIOA, and building a robust system to support and sustain compliance efforts is a top priority.

Last year, with the generous support of the U.S. Department of Labor, the State benefited from technical assistance provided by SAFEL Partners, a team of expert trainers with years of experience. This technical assistance included comprehensive training on critical areas such as fiscal management, board governance, and operational best practices—equipping our teams with the knowledge and tools necessary to strengthen our workforce system.

Moving forward, we recognize the need for personnel with deep expertise in WIOA operations, compliance requirements, and fiscal accountability. Developing this capacity within our team will ensure that we not only meet federal and state standards but also operate efficiently and effectively to deliver high-quality outcomes for Hawai'i's workforce.

### **Eligible Training Provider List (ETPL) Optimization**

One key area of operational excellence that WDC is prioritizing is the optimization of the Eligible Training Provider List (ETPL). This system, which plays a critical role in connecting jobseekers with high-quality training programs, requires a comprehensive re-examination to ensure it meets both the needs of customers and the standards of service providers. Hawai'i is not alone in facing challenges with its ETPL; this is a common issue across many states. Recognizing this, WDC is committed to taking on this challenge as an opportunity for significant improvement.

Our vision is to transform the ETPL experience—from streamlining the customer journey for jobseekers to enhancing the way service providers interact with the system. This includes reviewing and updating protocols for approving, monitoring, and, when necessary, removing providers to maintain high standards of quality and accountability.



To identify best practices, WDC has engaged with other states, including Illinois and Delaware, both of which have demonstrated strong, user-friendly ETPL systems. These states have shared valuable insights into their processes and technology, which are guiding our approach. We are also evaluating the capabilities of HIRENET, Hawai'i's workforce data system, to determine how its ETPL functions can be improved or reconfigured to better serve our stakeholders.

Our aspiration is to position Hawai'i as one of the leading states in ETPL innovation—creating a system that is transparent, efficient, and trusted by both jobseekers and training providers. By adopting proven strategies and modernizing our processes, WDC aims to ensure that the ETPL becomes a true engine for workforce development success.

### **C. WDC as a Workforce Analyst: Producing Insightful Reports**

One of the key functions of WDC under WIOA is to serve as an analyst, providing data-driven insights and research that inform decision-making. A major opportunity for growth lies in expanding WDC's capacity to produce regular analysis reports that highlight workforce trends, and sector-specific challenges. By framing the conversation with accurate and timely information, WDC can empower policymakers, local boards, and community leaders to make strategic and informed decisions that directly impact Hawai'i's workforce development system.

Such reports could also serve as a valuable resource for employers, educators, and training providers, by helping to identify skill gaps, anticipate future workforce needs, and align programs with the demands of Hawai'i's evolving economy.

In doing so, WDC would not only fulfill its role as a convener but also as a trusted source of knowledge and guidance for shaping long-term workforce policies.

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In conclusion, while this year's accomplishments are commendable, there remain opportunities

for growth and improvement. The challenges encountered have offered valuable lessons and underscored areas where strategies and approaches can be further strengthened.

Moving forward, the focus will be on building upon successes, addressing areas of concern, and collaborating closely with DLIR, WDD, and other community stakeholders to effectively navigate future challenges.

After two years in this role, the Executive Director's commitment to the mission remains steadfast. There is a determined effort to deepen knowledge and expertise in WIOA to drive exceptional outcomes and to continue to forge partnerships in the community. With the steadfast support of the Council members, the path ahead is not only promising but also positioned for sustained growth and continued achievement of the Workforce Development Council.