



# **Sector Strategies and Career Pathways Committee Meeting Packet**

February 2, 2026



**WORKFORCE**DEVELOPMENT  

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COUNCIL

# AGENDA

JOSH GREEN, M.D.  
GOVERNOR  
  
SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR  
  
WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR  
  
BENNETTE MISALUCHA  
EXECUTIVE DIRECTOR

**STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA  
830 PUNCHBOWL STREET, ROOM 317  
HONOLULU, HAWAII 96813  
<https://labor.hawaii.gov/wdc/>  
Phone: (808) 586-8815 / Fax: (808) 586-8822  
Email: [dlir.workforce.council@hawaii.gov](mailto:dlir.workforce.council@hawaii.gov)**

**HAWAII WORKFORCE DEVELOPMENT COUNCIL  
SECTOR STRATEGIES & CAREER PATHWAYS MEETING**

**AGENDA**

**Date:** February 2, 2026  
**Time:** 1:00 p.m.

**In-Person Meeting Location:** Princess Ruth Ke'elikolani Building  
830 Punchbowl Street, Room 310  
Honolulu, Hawaii 96813

**Virtual Participation:** Virtual Videoconference Meeting – Zoom Meeting (Link below)  
<https://us06web.zoom.us/j/84360464074?pwd=MJs1bTfg8OY8F3yhQG1mP9PuddKW5S.1>  
Meeting ID: 843 6046 4074  
Passcode: 401677  
  
Phone: 1 (669) 444-9171

**Agenda:** The agenda was posted to the State electronic calendars as required by §92-7(b), Hawai'i Revised Statutes ("HRS")  
**Board Meeting Materials:** Meeting materials are available for review at <https://labor.hawaii.gov/wdc/meeting-docs/>

Individuals may submit written testimony by hard copy mail or hand delivery to: Attn: Workforce Development Council, 830 Punchbowl Street, Suite 317, Honolulu, HI 96813 or by email at [DLIR.Workforce.Council@hawaii.gov](mailto:DLIR.Workforce.Council@hawaii.gov). We request submission of testimony at least 24 hours prior to the meeting to ensure that it can be distributed to the Board members. Any written testimony submitted after such time will be retained as part of the record and distributed to members as soon as practicable, but we cannot ensure members will receive it in sufficient time to review prior to any decision-making.

**Internet Access:**

To view the meeting and provide live oral testimony, please use the link at the top of the agenda. You will be asked to enter your name. The Board requests that you enter your full name, but you may use a pseudonym or other identifier if you wish to remain anonymous. You will also be asked for an email address. You may fill in this field with any entry in an email format, e.g., [\\*\\*\\*\\*\\*@\\*\\*\\*mail.com](mailto:*****@***mail.com).

Your microphone will be automatically muted, and video will be turned off. When the Chairperson asks for public testimony, you may click the Raise Hand button found on your Zoom screen to indicate that you wish to testify about an agenda item. You will individually be enabled to unmute your microphone, turn on your video if you choose to, and testify. When recognized by the Chairperson, please unmute your microphone and turn on your video if you choose to before speaking and mute your microphone and turn off your video after you finish speaking

### **Phone Access:**

If you do not have internet access, you may get audio-only access by calling the Zoom Phone Number listed at the top on the agenda. Upon dialing the number, you will be prompted to enter the Meeting ID which is also listed at the top of the agenda. After entering the Meeting ID, you will be asked to wait to be admitted into the meeting. When the Chairperson asks for public testimony, you may indicate you want to testify by entering “\*” and then “9” on your phone’s keypad. After entering “\*” and then “9”, a voice prompt will let you know that the host of the meeting has been notified. When recognized by the Chairperson, you may unmute yourself by pressing “\*” and then “6” on your phone. A voice prompt will let you know that you are unmuted. Once you are finished speaking, please enter “\*” and then “6” again to mute yourself.

For both internet and phone access, when testifying, you will be asked to identify yourself and the organization, if any, that you represent. Each testifier will be limited to five minutes of testimony per agenda item. Pursuant to section 92-3.7(e), HRS, the Board may remove or block any person who willfully disrupts or compromises the conduct of the meeting.

If connection to the meeting is lost for more than 30 minutes, the meeting will be continued on a specified date and time. This information will be provided on the Council’s website [at https://labor.hawaii.gov/wdc/meeting-docs/](https://labor.hawaii.gov/wdc/meeting-docs/).

Instructions to attend State of Hawaii virtual board meetings may be found online at <https://labor.hawaii.gov/wp-content/uploads/2025/01/State-of-Hawaii-Virtual-Board-Attendee-Instructions.pdf>.

### Vision Statement

The Workforce Development Council’s vision is that all employers have competitively skilled employees and all residents seeking work or advancement have sustainable employment and self-sufficiency.

### Mission Statement

It is the intent of the Workforce Development Council to support and guide the implementation of the Unified State Plan through active collaboration and regional sensitivity for the purpose of aligning, coordinating, and integrating workforce services to meet the needs of employers and residents in order to foster a robust economy.

- I. Call to Order – Cary Miyashiro, Sector Strategies and Career Pathways Committee Chair
- II. Approval of the Minutes
- III. Presentations
  - A. Federal Bureau of Investigations (FBI)
    - Joy Van der Voort will outline the community partnerships through the FBI Citizen Academy program. The Citizens Academy gives business, religious, civic, and community leaders an inside look at the FBI.
    - Ryan Noonan will continue with the career opportunities within the FBI.
  - B. Waialeale Elementary School

Vice Principal Shanell Kagamida and a student ambassador from Waikele Elementary School will share the impact of NCAC (National Career Academy Coalition) Pre-Academy Certification as it is aligned to the Waikele Elementary Academy Pathway and Learning Center. The Academy Pathway program is designed to support the Waipahu Complex pipeline by providing all students relevant and rigorous learning experiences that will ignite passion and discovery of their career aspirations, ensuring students are college-, career-, and citizenship-ready.

C. HIEMA (Hawai'i Emergency Management Agency)

Brandon Hill will present the need for an emergency first-responder workforce of multi-lingual speakers trained to communicate with members of their community during emergencies and share a video, "Building Resilient Communities Through Multilingualism & Multiculturalism.

IV. Executive Director's Report – Bennette Misalucha, WDC Executive Director

- A. Update on the 2024-2028 State Unified Plan Implementation & Plan Modification
- B. Focus for the new calendar year

V. Updates and Announcements

VI. Next Meeting: Monday, April 6, 2026, at 1:00 pm

Virtual Videoconferencing Meeting via Zoom and in-person at 830 Punchbowl Street, Room 317, Honolulu, HI 96813

VII. Adjournment

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Reasonable accommodations for people with disabilities are available upon request. Requests for accommodations should be submitted via email to [Bennette.E.Misalucha@hawaii.gov](mailto:Bennette.E.Misalucha@hawaii.gov) or by calling Bennette Misalucha at (808) 586- 3018 (voice) as soon as possible. Such requests should include a detailed description of the accommodation needed. In addition, please include a way for Bennette Misalucha to contact the requester if more information is needed to fulfill the request. Last minute requests will be accepted but may not be possible to accommodate. Upon request, this notice is available in alternate formats.



# **WORKFORCE**DEVELOPMENT

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## COUNCIL

# Minutes:

November 6, 2025

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
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**HAWAII WORKFORCE DEVELOPMENT COUNCIL  
SECTOR STRATEGIES & CAREER PATHWAYS MEETING**

**WRITTEN SUMMARY**

**Date:** November 6, 2025

**Time:** 1:00 p.m.

**In-Person Meeting Location:** Princess Ruth Ke'elikolani Building  
830 Punchbowl Street, Room 317  
Honolulu, Hawaii 96813

**Virtual Participation:** Virtual Videoconference Meeting – Zoom Meeting (Link below)

<https://us06web.zoom.us/j/84547872676?pwd=BwdenafXJU4tyzV98ky9GEaAWN6tw.1>

Meeting ID: 845 4787 2676

Passcode: 805667

Dial-in: 1 (253) 215-8782

**Agenda:** The agenda was posted to the State electronic calendars as required by §92-7(b), Hawai'i Revised Statutes ("HRS")

**Board Meeting Materials:** Meeting materials are available for review at  
<https://labor.hawaii.gov/wdc/meeting-docs/>

**Attendees:** Cary Miyashiro, President, Quad D Solutions  
Lorna Woo, Director of Government Affairs, Intl Union of Painters & Allied Trades, D.C. 50  
Wanelle Kaneshiro, Director, Workforce Development Branch, Department of Education  
Jennifer Merkle, Asst. Proferssor, Hawai'i Pacific Univeristy  
Wes Akamine, Director of Operations & Project Management, Olelo Community Media  
Kanani Supe-Roque, Community Engagement, University of Hawai'i at Hilo  
Jennifer Sakurai, Workforce Coordinator, Waipahu Community School for Adults  
Maurea Walsh, Workforce Resource Teacher, Kapolei-Campbell Complex  
Stacie Higgins, Alignment Specialist, Hawai'i P-20  
Julia Althoff, Program Specialist, Hawai'i State Council on Developmental Disabilities  
Randy Higa, Workforce Transition Center  
Bennette Misalucha, Advocay Director, Workforce Development Council  
Sahara Sauni-Medina, Intern, Workforce Development Council  
Kelly Quitevis, Program Specialist, Workforce Development Council  
Margaret Miura, Program Specialist, Workforce Development Council

- I. [Video 00:01:25] Meeting was called to order at 1:04 p.m.
- II. Presentations
  - A. [Video 00:06:14] Ms. Ihori was unable to attend the meeting and will present at a future date.

Hawai'i Pacific Health school programs

Shelli Ihori, Director of Workforce Development at Hawai'i Pacific Health, will discuss the organization's engagement with Hawai'i schools. In addition to highlighting various projects, she will share insights on the Waipahu High School Health Clinic. Shelli is a distinguished Human Resources professional with nearly two decades of experience in the health care sector. Her expertise encompasses benefits administration, talent acquisition, organizational effectiveness, regulatory compliance, and workforce development.
  - B. [Video 00:06:30] 'Ōlelo Community Media Projects

Wes Akamine is a seasoned professional with over two decades of experience at 'Ōlelo Community Media, a nonprofit organization dedicated to providing public access television services in Hawai'i. Since joining 'Ōlelo, he has played a key role in expanding community access to media production resources and developing training programs that empower individuals to share their stories, with a particular focus on youth engagement. Wes will share about 'Ōlelo's K–12 programs and school partnerships, as well as the organization's vision and desired outcomes for the future.
  - C. [Video 00:21:30] Hawai'i Pacific University Re-entry Program

Jennifer M. Merkle, Assistant Professor at Hawai'i Pacific University, brings extensive experience in law, criminal justice, and corrections. A former Honors Attorney with the U.S. Department of Justice, she has held multiple federal and academic roles focused on criminal law, human rights, and workforce training. Her research spans offender preparation, re-entry, emotional intelligence in law enforcement, and evidence-based correctional practices. Professor Merkle will discuss HPU's initiatives supporting offender re-entry, including current efforts, key challenges, and collaboration with Corrections and Parole & Pardons. The discussion will also explore what is needed to build a sustainable re-entry model and identify desired outcomes for program success.



III. [Video 01:04:35] Executive Director's Report

- A. Report on the accomplishments of Quarter 3 of 2025
  - i. Webinar in collaboration with Strada Foundation on the topic: Hawaii's Scorecard on its Workforce Potential
  - ii. Meetings on the subject matter of Eligible Training Provider List best practices with the states of Delaware and Illinois
  - iii. The holding of the Workforce Synergy Summit on July 9, 2025
  - iv. A Collaboration with First Hawaiian Bank and Society for Human Resource Management Hawai'i on training sessions for Hele Imua interns
  - v. A review of proposed reorganization of council committees
  - vi. A review of proposed amendments to the council by-laws
  - vii. Holding of the Future of Work Conference on September 24, 2025
  - viii. Recognition of the 2025 Workforce Heroes
- B. The Executive Director will discuss the continuing challenges facing the council and emerging opportunities
  - i. Resource limitations and concerns about federal funding
  - ii. State-wide coordination – as each county workforce board advances its plans, ensuring state-wide consistency through communication and shared accountability
  - iii. Technology – modernizing technology infrastructure will be key to sustaining current council momentum
  - iv. Board engagement and development – plans to enhance the knowledge and capacity of our board members to make informed policy and program decisions
- C. A review of the focus areas for Quarter 4 of 2025 and Quarter 1 of 2026
  - i. Strategic Planning Retreat December 2025 - plans are underway to conduct a board planning retreat to establish priorities and strategic direction for the coming year
  - ii. Building staff capacity – the council will continue to strengthen its team and align staffing for optimum efficiency
  - iii. Modified State Plan due March 2026 – work beginning and we will initiate development of the Modified State Workforce Plan with stakeholder input and clear milestones
  - iv. Establishing parameters for Workforce Development Council grants - efforts are underway to create a consistent, transparent framework for state workforce grants administered by the council
  - v. Committee structure and relevance – assess the effectiveness and alignment of current council committees and ideas for improvements
  - vi. Operational transition with Workforce Development Division– continue to clarify roles and responsibilities between the Workforce Development Division and the Workforce Development Council to ensure efficiency and compliance
  - vii. Eligible Training Provider List Task Force – establish a task force to streamline and strengthen the process for approving and monitoring eligible training providers
  - viii. State board acting as Kaua'i County Local Board
  - ix. Board member training
  - x. Implementation of State Unified Plan
  - xi. Continuous improvement and best practices

IV. [Video 01:09:23] Next Meeting

The next Sector Strategies & Career Pathways committee meeting will be held during the first quarter of 2026 with meeting information forthcoming.

Virtual Videoconferencing Meeting via Zoom and in-person at 830 Punchbowl Street, Room 317, Honolulu, HI 96813

V. [Video 01:10:04] Meeting was adjourned at 2:12 p.m.



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# Federal Bureau of Investigations

Joy Van der Voort



**WORKFORCE**DEVELOPMENT  

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COUNCIL

# Federal Bureau of Investigations

Ryan Noonan



**WORKFORCE**DEVELOPMENT  

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COUNCIL

Waikele  
Elementary  
School



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COUNCIL

HIEMA

Brandon Hill



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# Executive Director's Report



# Executive Director's Report

Executive Committee  
Thursday, January 22, 2026

Bennette E. Misalucha



# Agenda

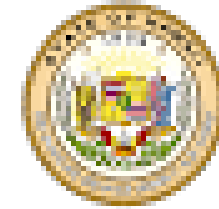
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Update on Unified Plan Implementation

Status of the Modified State Plan

Focus for First Quarter 2026/Events





# Update on Unified Plan Implementation

- Four Pillar Catalyst Teams will evolve into the Generational Commitment values of Learn, Work, Thrive and Belong
  - Community-Driven Effort led by the Hawaii Funders Collaborative and the Chamber of Commerce of Hawaii
  - Lessons Learned from Other States Webinar Series
  - Timeline for Implementation



# Hawaii State Unified Plan Timeline

## January/February 2026

Webinar Presentations on Other States's Best Practice

Development of Community-driven Hui  
Community efforts to codify Generational Commitment

## July 2026

Anticipated Approval of the Unified Plan Modification  
Planned Synergy Summit III:  
A pulse check

## November/December 2026

Produce Annual Report on State of Generational Commitment

FOUNDATIONAL WORK

MODIFICATION PLAN DUE

SYNERGY SUMMIT III

WORKFORCE DEVELOPMENT MONTH

ANNUAL REPORT ON IMPLEMENTATION STATUS

## 2025 Milestones

June- unconditional Approval of State Unified Plan

July - Synergy II Summit

August to November - Pillar Meetings

December: Creation of Hui

## March/April 2026

Modification Plan Incorporates Generational Commitment

Four Pillars Evolve into GC values:  
Learn, Work, Thrive and Belong

## September 2026

Future of Work Conference  
Proposed Governor's Proclamation of Workforce Dev Month

## 2027 Milestones

Process continues

## 2028 Milestones

March/April 2028: Four Year Unified Plan is due

# Modification of Unified Plan

- Background: Every two years, the State Unified Plan needs to be updated.
- Status of Guidance Letter from Department of Labor
- Working with core partners efforts
- Due date: TBD
- But need Board approval/ February 18, 20206 Board Meeting(?)



# FOCUS IN 2026

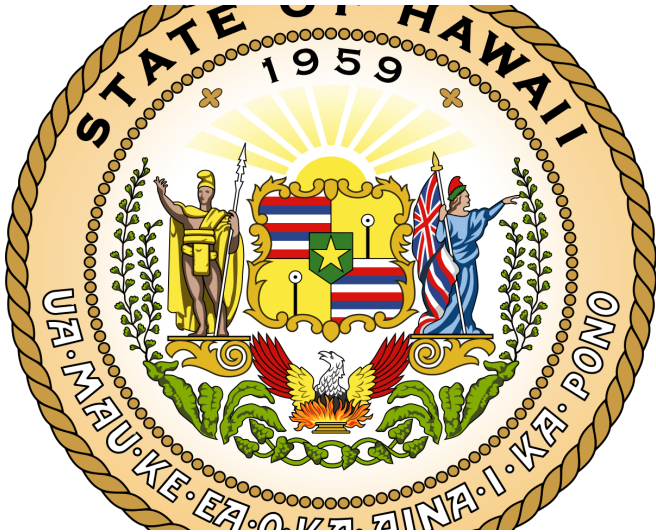
## First Quarter

- First Annual Hawaii Internship Summit 2026
- Internship Excellence Awards
- Workforce Pell Working Group
- Legislative Matters
- Operational Transition on pertinent WIOA roles
- Implementation of Unified Plan/collaboration with Hui stakeholders
- Building Strategic Alliances with key community organizations
- Procurement of Services for Research and Grants
- Staff Training and Transition.



# UPCOMING EVENTS

- **January 15, 2026** at 1:30 pm: Presentation from the State of Tennessee on best practices for employer engagement
- **January 17, 2026** : launch of the Internship Excellence Awards
- **January 23, 2036** at 9:30 am: Webinar Series: National Governor's Association
- **January 30, 2026** at 9:30 am: Webinar Series: Presentation from the State of Maine
- **February 4, 2026** at 9:30 am: Webinar Series: Presentation from the State of North Dakota
- **February 13, 2026** at 9:30 am: Webinar Series: Presentation from the State of North Carolina
- **February 18, 2026** at 9:30 am: WDC Quarterly Board Meeting
- **March 4, 2026** at 8:30 am to 3 pm: First Annual Hawaii Internship Summit at Japanese Cultural Center



**Workforce  
Development Council**

**MAHALO!**



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# State Unified Plan Modification Update

## STATE OF HAWAII WORKFORCE MODIFIED STRATEGIC PLAN

### ( UPDATED)WORKPLAN TIMELINE (Nov 2025 – March 2026)

#### Modified State Unified Plan – Due MARCH 3, 2025\*

As of January 27, 2026

##### Week of November 17–22, 2025

- NGA presentation to WDC (Nov. 19)

##### Nov 24 – Dec 20, 2025 (4 weeks total)

- Kickoff huddle with Modification Plan team (Nov. 24)
- Identify writing leads and section owners (Nov 24)
- Finalize workplan and internal deadlines
- Begin drafting sections using current guidance + prior plan
- Collect existing data, performance reports, and partner inputs
- Draft statewide needs assessment updates
- Begin crosswalk between current plan and modifications needed

##### Holiday Break (Dec 21 – Jan 3)

- Light work only (if any); no major deadlines
- Section owners continue optional offline drafting

##### Jan 6 – February 1 2026 (5 weeks)

##### January 26-january 30, 2026

- Each core partner to input their portion into a Foundation document on Shared Point (??)  
Question: Do we want to go straight into the Portal?

##### Jan 30, 2026

- Core Partners submit their respective portions into “portal” by this deadline



- Edits for alignment with WIOA, WDD, DLIR, DOE and WDC priorities

### **Sunday, February 1**

- **Complete Final Draft**

### **Monday, February 2, 2026**

- **Public Comment Period to Commence**
- **Draft to be circulated to Director and Deputy Director for comments**
- **Draft to be posted on WDC Website**
- **Draft Copy to be Circulated to community stakeholders and workforce**

### **February 2-10, 2026**

- Presentations to Various stakeholders

### **February 10, 2026**

- Deadline to post WDC Agenda (State Calendar, Lt Governor, and WDC website) with a line item for Unified Plan approvals.

### **February 11, 2026**

- Copy of the State United plan draft to be circulated to the members of the Workforce Development Council as part of the Board Packet (to comply with Sunshine law)

### **February 18, 2026:**

- Workforce Development Council Quarterly Board Meeting: Motion to Approve Modified State Plan

### **February 24, 2026 – INTERNAL DEADLINE for core partners to edit, revise their portions of the plan**

### **March 2, 2026 Public Comment Period Ends**

(Note: Under WIOA, states are required to provide a minimum 30-day public comment period for the State Unified (or Combined) Plan and any plan modifications.

In the case of Hawaii, the public comment period will run from February 2 through March 2. Although the Plan must be submitted by March 3, public comments will be reviewed and incorporated on a rolling basis as they are received. This approach will allow the State to thoughtfully address input while still meeting the submission deadline, even within a tight timeframe. )

### **March 3, 2026 Final Modified State Unified Plan due to USDOL**

## UPDATED TASK MATRIX

(Roles & Responsibilities)

(As of January 26, 2026, 2026)

Task	Lead	Support Team	Deliverables	Deadline
Project Coordination	Bennette	WDC Staff	Workplan, timelines, communication	Ongoing
Writing Leads for Plan Sections	Determine team leads	WDC staff, WDD staff, WIOA core partners	Strategic and Operational portion of the Plan	Nov 24
Labor Market Analysis	WDD Research / DBEDT	WDC	Updated data tables, trends	
Writing/	WDD + WDC	Wagner-Peyser, VR, Adult Ed, TANF, DOE		
Draft Assembly	WDC	All writers	Complete first draft on the portal	Jan 30, 2026
Public Comment Period	WDC Staff	Partner agencies	Outreach meetings + summary	February 2 to March 2
Internal Review by DLIR leadership	Bennette, Maricar	WDD/WDC	Comments & revisions	Feb 2
Community Outreach	WDC Staff			February 3 to Feb 28
Quarterly Board Meeting/ Board Presentation	Bennette	WDC Staff	Slides + talking points	February 18, 2026 at 9:30 am

Task	Lead	Support Team	Deliverables	Deadline
Draft Assembly II	WDC	All writers	Complete second draft on Feb 24 the portal	
Deadline for Public Comment	Bennette	WDC Staff	March 2, 2026	
Final Draft	WDC	WDD +WDC+ WIOA Core partners	Final Document	March 3, 2026
Submission to USDOL				<b>March 3, 2026</b>



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# Updates and Announcements



NEXT MEETING:  
Tentatively Scheduled for  
April 6, 2026  
1:00 p.m.

via Zoom & in-person  
830 Punchbowl Street, Rm. 317  
Honolulu, HI 96813



**WORKFORCE**DEVELOPMENT  

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# Adjournment