



WORKFORCEDEVELOPMENT

COUNCIL

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

April 13, 2026

APRIL 13, 2026 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
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**HAWAII WORKFORCE DEVELOPMENT COUNCIL
SECTOR STRATEGIES & CAREER PATHWAYS MEETING**

AGENDA

Date: April 13, 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/87134011975?pwd=V1iwGGQcmHyDkEVonNppZJbM0x9XbXm.1>
Meeting ID: 871 3401 1975
Passcode: 248538

Phone: +1 (719) 359-4580

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. 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.

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 until you are 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 to foster a robust economy.

- I. Call to Order – Cary Miyashiro, Chair and Rona Fukumoto, Vice Chair

- II. Approval of the Minutes

- III. Presentations
 - A. UH Maui Food Innovation Center – Karen Hanada, Director, Extended Learning & Workforce Development, UH-Maui College
 - About the Maui Food Innovation Center
 - Mission/Purpose
 - Advisory Board
 - Classes
 - Training & Facilities
 - Contributions to food manufacturing sector development
 - Economic diversification for Maui County & State
 - Recent Graduates

- B. Hawaii P20 Partnership for Education – Warren Kawano, Director, Career Pathway Strategies
 - What is Hawaii P20 Partnership for Education?
 - Hawaii P20’s role with CTE (Career and Technical Education) and Perkins
 - How Hawaii P20 supports and aligns with K-12, post-secondary, and Workforce Development
 - Perkins IV proposed updates
 - Overview of CTECAC (Career and Technical Education Coordinating Advisory Council)

- 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 second quarter

- V. Mission, vision, roles, and responsibilities of the Sector Strategies and Career Pathways Committee
 - A. Discussion of goals for the committee and current year
 - B. Discuss and change name of committee to reflect goals and targeted scope

- VI. Next Meeting: Monday, May 11, 2026, at 1:00 pm
Virtual Videoconferencing Meeting via Zoom and in-person at 830 Punchbowl Street, Room 317, Honolulu, HI 96813

- VII. Adjournment

Reasonable accommodation for people with disabilities is available upon request. Requests for accommodations should be submitted via email to 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.

APPROVAL OF THE MINUTES

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

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

MINUTES

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

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:

Members:

Cary Miyashiro, Sector Strategies & Career Pathways Committee Chair, President of Quad D Solutions
Wanelle Kaneshiro, Director of Workforce Development Branch, Hawaii Department of Education
Pat Anbe, Principal, Waipahu Community School for Adults
Corey Reincke, Hawaii Parole Authority
Erin Nicole Fernandez, Oahu workforce Development Board
Faustino Dagdag, Leeward Community College
Jarret Yip, Hawaii P-20 Partnerships for Education
Maurea Walsh Cheers, Resource Teacher, Campbell-Kapolei Complex, Hawaii Dept. of Education
Erin Yagi, Leeward Community College
Molly Mamaril, Oahu Economic Development Board
Roseann Propato, Program Manager, Corrections Education
Troy Sueoka, Career Technical Education, Hawaii Department of Education
Vanessa Rogers, Hawaii Chamber of Commerce
Jon Henry Lee, Campbell-Kapolei Complex
Julia Altoff, Program Specialist, Development Disability Council, Hawaii Island
Lei Ana Green, DLIR Workforce Development Division
Lisa Pereira, Oahu Workforce Development Board
Randy Higa, Workforce Transition Center

Guest/Presenters:

Joy Van der Voort, Community Outreach, Federal Bureau of Investigations
Christina Sung, Federal Bureau of Investigations
Shanell Kagamida, Waikele Elementary School
Joshua Sekiya, 6th grader, Waikele Elementary School
Michelle Tavares, Academy Pathways director, Waikele Elementary School
Jacqueline Nuha-Tabernerero, Vice Principal, Waikele Elementary School

Staff:

Bennette Misalucha, Executive Director, Workforce Development Council
Jeanne Ohta, Employment Specialist, Workforce Development Council
Margaret Miura, Program Specialist, Workforce Development Council

- I. Call to Order – Cary Miyashiro, Sector Strategies and Career Pathways Committee Chair called the meeting to order at 1:01pm
- II. Minutes for the November 6, 2025, meeting approved without discussion and opposition.
- III. Presentations
 - A. Federal Bureau of Investigations (FBI)

Christina Sun presented information about the FBI Citizens Academy, held once a year. Applicants are nominated and go through a limited background check. Once selected, participants attend one night a week for 7-8 weeks from 6-9 p.m. There is also a one-day teen academy for high school students. Information will be sent to Troy Sueoka, CTE Specialist with the HI DOE. More information also available at <https://www.fbi.gov/contact-us/field-offices/honolulu/community-outreach>

Joy Van der Voort covered the career opportunities within the FBI and honors internship program for full-time enrolled college students that opens February 9th and closes March 5th. For more information go to <https://www.fbi.gov/contact-us/field-offices/honolulu/community-outreach> Note: The application process is very lengthy and some positions require training.
 - B. Waikele Elementary School
Vice Principal Shanell Kagamida and Joshua Sekiya, grade 6 student, from Waikele Elementary School, the first the NCAC (National Career Academy Coalition) elementary school model with Distinction in the nation. To support the Department of Education and Superintendent Hayashi's vision of being globally competitive and locally committed, Waikele Elementary School works with the complex as a pre-academy to support the journey through high school. As one of five schools in the complex, the goal is to expose students and lay the foundation of the 13-year journey. Globally competitive and locally committed. The 13-week program is intentionally aligned to expose students to various careers and knowledge to be successful as they go up the pipeline.
 - C. HIEMA (Hawai'i Emergency Management Agency) – was unable to present.
- IV. Executive Director's Report – Bennette Misalucha, WDC Executive Director
 - A. Update on the State Unified Plan Implementation & Plan Modification
 - Pivoting from the Four Pillar Catalyst Teams into a Generational Commitment (Learn, Work, Thrive, and Belong)

- The community-driven movement is being led by the Hawaii Funders Collaborative and the Hawaii Chamber of Commerce.
 - Currently working on the Workforce Pell which will provide grants for shorter-term training modules than the traditional Pell Grant
 - WDC is hosting a webinar series called Stronger Together: How Other State are Building Better Workforce Systems which started with an overview by the National Governors Association. The next meeting will be lessons learned by Maine, North Dakota, and wrapping up with North Carolina.
- B. Every two years, the State Unified Plan needs to be updated and aligned with a Guidance Letter from the US Department of Labor. Working with core partners, a draft is expected to be completed for approval by the board at the February 18, 2026, meeting and posted for public comment. After 30 days, a final draft will be prepared to be submitted. We are hoping to get an extension from March to April 3, 2026.
- C. Activities with the Learn, Work, Thrive Hui & focus for the new calendar year
- A public announcement is expected to be made on the Generational Commitment goals
 - A third Synergy Summit is planned for July 2026
 - In September, along with the Chamber of Commerce of Hawaii, Future of Work conference
 - Inaugural Hawaii Internship Summit will be on March 4, 2026, in partnership with the Hawaii Employers Council at the Japanese Chamber of Commerce Hawaii. In addition to interns, the event will honor organizations with outstanding internship programs and coordinators. Please send in your nominations.
- V. Updates and Announcements - none
- VI. Next Meeting: Monday, April 13, 2026, at 1:00 pm
Virtual Videoconferencing Meeting via Zoom and in-person at 830 Punchbowl Street, Room 317, Honolulu, HI 96813
- VII. Meeting adjourned at 2:21 p.m.

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PRESENTATION: UH Maui Food
Innovation Center
Karen Hanada

PRESENTATION: Hawaii P20
Partnership for Education
Warren Kawano

EXECUTIVE DIRECTOR'S REPORT



WORKFORCEDEVELOPMENT
COUNCIL

Executive Director's Report

Sector Services & Career Pathways Committee
April 13, 2026

Bennette E. Misalucha

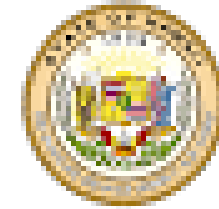


Agenda

Highlights of the first Quarter

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





HIGHLIGHTS: FIRST QUARTER 2026

- Webinar Presentations on Other States's Best Practice: Maine, North Dakota, North Carolina
- First Annual Hawaii Internship Summit 2026
- Internship Excellence Awards
- Workforce Pell Working Group
- NGA Convening in Washington, DC.
- Legislative Matters
- Operational Transition on pertinent WIOA roles
- Implementation of Unified Plan/collaboration with Hui stakeholders
- Building Strategic Alliances with key community organizations
- Staff Transition: added Tyrone Apolinar



FOCUS: SECOND QUARTER 2026

- Workforce Pell Working Group: Implementation by July 1, 2026
- Eligible Training Provider List (ETPL) re-engineering
- Certification of Local Boards by Special Projects Committee
- Procurement of Services for Employer Engagement, and Pertinent studies
- Re-structuring of Committees
- Operational Transition on pertinent WIOA roles
- Implementation of Unified Plan/collaboration with Hui stakeholders
- Building Strategic Alliances with key community organizations
- Implementing AI strategic initiatives

Modification of Unified Plan

- Background: Every two years, the State Unified Plan needs to be updated.
- Working with core partners
- Submitted: April 6, 2026

Hawaii State Unified Plan Implementation Timeline

January/February 2026

Webinar Presentations on Other States's Best Practice

Activities under the Community-driven "**Learn, Work, Thrive Hui**"

Announcement of Generational Commitment Goals

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 "**Learn, Work, Thrive 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

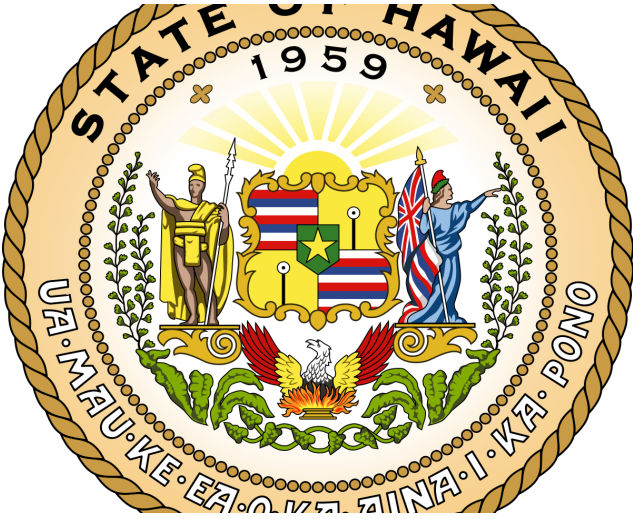
Process continues

2028 Milestones

March/April 2028: Four Year Unified Plan is due

UPCOMING EVENTS

- **April 30, 2026**: Symposium 1: Where is AI and Where is it Going? 8:30 to 4:30 at Capitol Auditorium
- **May 21, 2026** - WDC Quarter 2 Board Meeting
- **May 27, 2026**: Mandatory Board Training
- **June 25, 2026**: AI Symposium 2
- **July TBD** : Synergy Summit III
- **September: Workforce Development Month**
- **September 3, 2026**: AI Symposium 3
- **September 10, 2026**: WDC Quarter 3 Board Meeting
- **September 23, 2026**: Future of Work Conference/ Workforce Heroes Awards
- **October 29, 2026**: AI Symposium 4
- **November 12, 2026**: WDC Quarter 4 Board Meeting



Workforce Development Council

MAHALO!

ROLES AND RESPONSIBILITIES



Sector Strategies & Career Pathways Committee: Purpose, Scope, and Impact Roles and Responsibilities

ORIGINAL ROLES AND RESPONSIBILITIES

Identify Priority Industry Sectors

- Use statewide and regional labor-market intelligence to identify sectors critical to Hawai'i's economic growth (e.g., health care, green energy, technology, construction, hospitality, defense, and agriculture).
- Prioritize sectors that demonstrate strong job creation potential, quality career opportunities, and alignment with state economic priorities.
- Reassess sector priorities annually to reflect emerging trends, economic shifts, and statewide workforce needs.

Develop and Maintain Sector Partnerships

- Convene cross-sector partnerships that include employers, educators, workforce agencies, unions, community organizations, and economic development entities.
- Facilitate structured collaboration to solve shared workforce challenges such as talent shortages, skill gaps, and retention.
- Support the creation of sector “action tables” or working groups that meet regularly to implement strategies and monitor outcomes.

Map and Strengthen Career Pathways

- Identify existing and emerging career ladders within priority industries, from entry-level roles to advanced occupations.
- Align training and credential opportunities with progressive skill development and recognized industry certifications.
- Ensure that pathways are transparent, stackable, and accessible to youth, adults, career changers, veterans, justice-involved individuals, and other underrepresented populations.

Align Training and Education with Industry Requirements

- Work with training providers, community colleges, universities, and apprenticeship programs to ensure curricula match sector-specific competency needs.
- Promote short-term credential, apprenticeship, pre-apprenticeship, and work-based learning programs tied directly to in-demand occupations.

- Encourage the integration of emerging technologies, green skills, and digital literacy into all relevant training programs.

Integrate Labor Market Data into Decision-Making

- Utilize real-time labor-market analytics to forecast skills demand, wage trends, and workforce shortages.
- Translate data into actionable guidance for providers, policymakers, and employers.
- Monitor performance metrics such as placement rates, credential attainment, wage growth, and pathway completion to assess impact.

Support ETPL and Workforce Pell Alignment

- Ensure that sector strategies inform the development and vetting of programs on the Eligible Training Provider List (ETPL).
- Provide input on programs proposed for Workforce Pell eligibility to ensure alignment with priority sectors and quality outcomes.
- Promote consistency between federal, state, and local training investments.

Facilitate Employer Participation in Training Design and Delivery

- Encourage employers to co-design curricula, provide equipment, share case studies, and host simulated learning environments.
- Advocate for structured internships, apprenticeships, and on-the-job training that embed mentorship and hands-on experience.
- Promote employer feedback loops to continuously refine program quality.

Promote Inclusive Talent Pipelines

- Support initiatives that reduce barriers to entry such as childcare, transportation, language support, and supportive services.
- Champion outreach to rural communities, Native Hawaiian communities, immigrants, foster youth, displaced workers, and individuals with disabilities.
- Encourage programs that integrate career navigation, coaching, and job placement assistance.

Strengthen Regional Collaboration

- Coordinate closely with county workforce boards to ensure sector strategies reflect regional realities and employer needs.
- Support alignment between American Job Centers, education partners, and economic developers at the local level.
- Share promising practices and regional lessons learned across the statewide network.

Monitor Progress and Report Outcomes

- Establish clear goals, milestones, and accountability measures for each priority sector initiative.
- Track progress through dashboards and periodic committee briefings.
- Provide recommendations to the full Workforce Development Council for policy action

COMMITTEE FOCUS ROLES AND RESPONSIBILITIES – for April 13, 2026, discussion

Map and Strengthen Career Pathways

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Strengthen Regional Collaboration

- Coordinate closely with county workforce boards to ensure sector strategies reflect regional realities and employer needs.
- Support alignment between American Job Centers, education partners, and economic developers at the local level.
- Share promising practices and regional lessons learned across the statewide network.

Monitor Progress and Report Outcomes (modified)

- Establish clear goals, milestones, and accountability measures **for strengthening career pathways, aligning education with Industry requirements, and strengthening regional collaboration**
- Track progress through dashboards and periodic committee briefings
- Provide recommendations to the full Workforce Development Council for policy action

Next meeting: May 11, 2026
1:00 PM, Room 317

Adjournment