

HAWAI‘I EXECUTIVE
collaborative

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**Roadmap Offers Solutions to Support Workforce Development and
Economic Recovery in Hawai‘i**

*Plan lays out ways to help more local residents rapidly prepare for and obtain careers that lead to
economic advancement*

HONOLULU – September 15, 2020 – In the face of severe challenges brought about by the COVID-19 pandemic, a multi-sector partnership has developed a talent roadmap to spur economic recovery, provide economic advancement for all of Hawai‘i’s residents, and ensure a qualified Hawaii applicant for all job openings. The plan, entitled, “From Today to Tomorrow: A Talent Roadmap to Support Economic Recovery in Hawai‘i” was developed over a two-month period through labor market analysis, collaborative feedback from experts and a statewide survey that gathered input from business, education, nonprofit, and government leaders.

One of the main goals of the roadmap is to address the mismatch between educational attainment and labor-market needs in Hawai‘i. To create alignment, the plan outlines three strategic opportunities for investment along with short- and mid- term actions the state can take to build a skilled workforce with applicable degrees and industry-recognized credentials that will move Hawai‘i towards a more diversified and resilient economy.

“We can’t bridge our good-jobs gap and build a more resilient economy without closing our skills gap,” said Micah Kāne, CEO and president of the Hawai‘i Community Foundation and board vice chair of the Hawai‘i Executive Collaborative (HEC). “By expanding work-based learning, rapidly reskilling and credentialing our residents, and advancing industry-driven solutions, we can move our people and state to recovery and resiliency.”

The plan shares that the major challenge facing the state is how it will simultaneously address growing unemployment levels while increasing the availability of jobs with family-sustaining wages.

The roadmap identifies three sectors that the state and community leaders should prioritize to develop skilled talent pipelines. These sectors are recession-resilient and offer high-wage, high-growth career pathways:

- **Healthcare, including both clinical and community health** – This sector will continue to grow to address the needs of the current public health crisis and the state’s aging population.
- **Technology, including IT, biotechnology and emerging clean energy occupations** – This sector has seen significant growth over the last decade and will continue to drive demand for skilled workers. These jobs cut across multiple sectors and offer strong wages and flexibility.
- **Skilled trades, including sustainable agriculture, manufacturing and construction** – This sector continues to be strong with notable growth in new areas such as aquaculture and sustainable agriculture.

To cultivate qualified applicants in each of these priority sectors, Hawai‘i must build career pathways that allow residents to secure relevant training and education. The Roadmap also identifies new sources of public funding that can be used to invest in Hawaii’s people as well as promising projects that can be scaled, including:

- **Expand work-based learning.** The nonprofit organization, Kupu, is providing temporary employment through the Kupu ‘Āina Corps program. The program provides paid, career building employment in the environmental and sustainability field and targets those who have been furloughed, unemployed, or are recent graduates in need of opportunities due to COVID-19. Individuals can also upskill and add important credentials to their resume.
- **Rapidly reskill and credential.** Kapi‘olani Community College offers non-credit, short-term certificate programs designed to fast-track students into the job market.
- **Grow Sector-Based Strategies.** The Healthcare Association of Hawai‘i created the Healthcare Workforce Initiative which offers education programs and partnerships to address the shortage of skilled workers including: Hawai‘i Pacific Health’s medical assistant program with 12 O‘ahu high schools; Health Careers Summer Internship program offering first-hand exposure to care delivery alongside professionals in clinical and administrative settings; and Hale Mākua Health Services partnership with UH Maui Community College for the Licensed Practical Nurse education program.

“Our people deserve the opportunity to earn a living-wage that allows them and their families to live comfortably in our islands,” said Robert Nobriga, President of Island Holdings and chair of the HEC Economy CHANGE Committee. “We must work together so that people can easily and quickly obtain the education, certifications, and skills needed so leaders can fill Hawai‘i’s jobs with local workers.”

The Hawai‘i Executive Collaborative, Hawai‘i Community Foundation, Harold K.L. Castle Foundation, and Strada Education Network joined together to commission national expert Jobs for the Future to work alongside local partners Hawaii P-20 and the Chamber of Commerce Hawaii to develop of this roadmap.

For the executive summary and full version of the roadmap, go to <https://www.hec.org/talent-roadmap/>