

2024

SECTOR PARTNERSHIPS WORKFORCE DEVELOPMENT IMPACT REPORT



Mahalo to Our Funders & Partners



Table of Contents

3	Sector Partnership Overview
5	Engineering
7	Healthcare
9	Technology
11	Creative Industries
13	Clean Energy
15	Mahalo



SECTOR PARTNERSHIPS

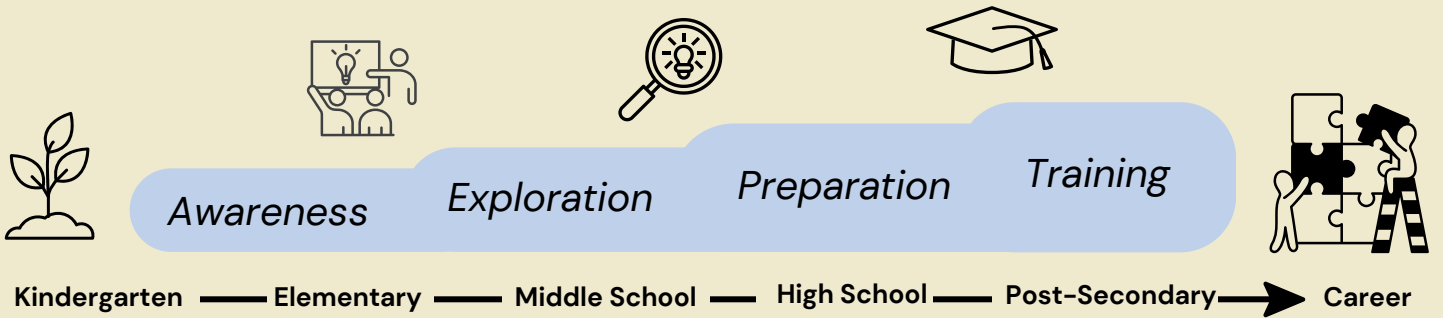


Chamber of Commerce
HAWAII

Workforce Development Impact Report

2024

Hawaii's Sector Partnerships are industry-led, community-supported collaboratives that strengthen local economies, prepare and connect Hawaii's young people to careers in high-demand industries, and build local, skilled talent pipelines. We bring local industry leaders, educators, and community stakeholders together to shape Hawaii's future workforce and get students excited about career opportunities. **We partner with Hawaii DOE schools and post-secondary institutions to create Kindergarten-to-Career pathways for Hawaii's students.**



Sector	Conveners	Established	Priority Workgroups
Engineering	Chamber of Commerce Hawaii	2018	Career Awareness, Women in STEM, Math Readiness, Talent Recruitment & Retention
Healthcare	Healthcare Association of Hawaii (HAH)	2018	Career Awareness, Training & Transitions to Employment, Curriculum Support
Technology	Chamber of Commerce Hawaii	2022	Career Awareness, Training & Transitions to Employment, Alignment Between Education & Industry
Creative Industries	Hawaii Creative Industries Division (DBEDT)	2023	Career Awareness, Training & Internships, Artificial Intelligence
Clean Energy	Hawaii State Energy Office (HSEO) (DBEDT)	2023	Career Awareness, Student Prep, Training, and Apprenticeships



Engineering

Chamber of Commerce Hawaii

2018

Career Awareness, Women in STEM, Math Readiness, Talent Recruitment & Retention



Healthcare

Healthcare Association of Hawaii (HAH)

2018

Career Awareness, Training & Transitions to Employment, Curriculum Support



Technology

Chamber of Commerce Hawaii

2022

Career Awareness, Training & Transitions to Employment, Alignment Between Education & Industry



Creative Industries

Hawaii Creative Industries Division (DBEDT)

2023

Career Awareness, Training & Internships, Artificial Intelligence



Clean Energy

Hawaii State Energy Office (HSEO) (DBEDT)

2023

Career Awareness, Student Prep, Training, and Apprenticeships

Mahalo to Our Funders & Partners



UNIVERSITY OF HAWAII SYSTEM



UNIVERSITY OF HAWAII COMMUNITY COLLEGES



PACIFIC INTELLIGENCE INNOVATION INITIATIVE

Chamber of Commerce-led
Community of Practice

SECTOR PARTNERSHIPS: YEAR IN REVIEW



Work Based Learning

Building Synthesis
Between Industry
and Education

34

High-Quality
work-based
learning
events



2,263

Students,
educators, and
school support
staff experienced
high-quality WBL
this school year



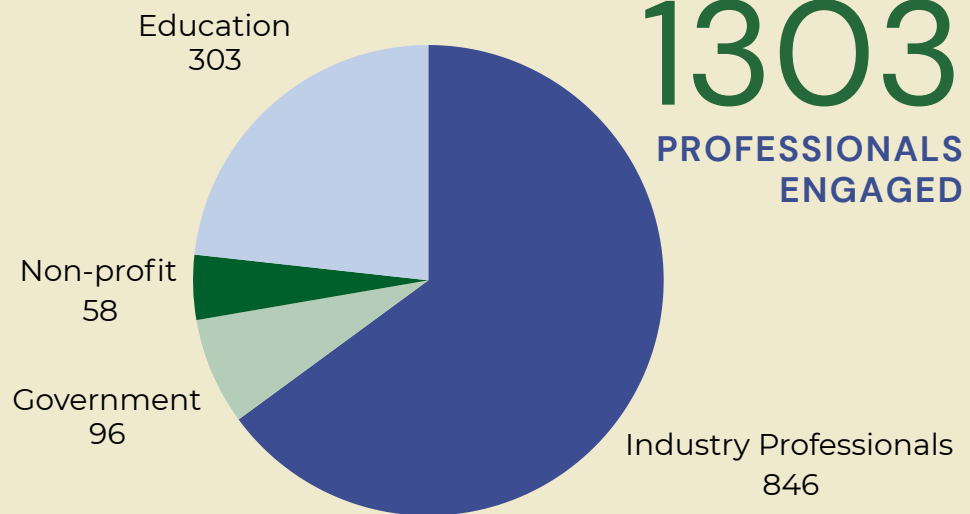
136

Educators
experienced
an educator
externship or
professional
development



Hawaii DOE Partner Complexes

Campbell
Castle
Farrington
Kapolei
Leilehua
Pearl City
Waianae
Waipahu



Healthcare

83
Employers
Engaged

196
Capstone
Enrollments
*+32.4% from
SY 22-23*

944
Academy Enrollments
+19.8% from SY 22-23

Technology

122
Employers
Engaged

1,209
Students and
Educators Engaged
+128.5% from SY 22-23

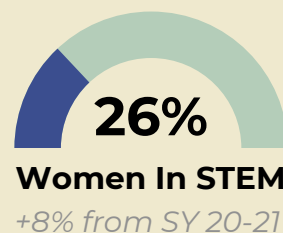
1,300
Tech Day Attendees
+160% from SY 22-23

Engineering

104
Employers
Engaged

405
Pathway Enrollments
+72% from SY 20-21

140 CoE Enrollments
+21% from SY 22-23



Creative Industries

28
DOE Educators
Engaged

110
Employers
Engaged

19
DOE Schools Engaged

Clean Energy

131
Employers
Engaged

729
Good Jobs
Enrollments

255
Job Placements



Join Sector Partnerships
sectorpartnerships@cochawaii.org



Learn More
cochawaii.org/sector-partnerships/

ENGINEERING

Established 2018

Sector Impact

The Engineering Sector Partnership is a data-driven workforce development initiative that addresses the shortage of engineering talent in Hawaii. The Sector Partnership unites industry leaders, educators, government officials and community partners to collaboratively strengthen and expand Hawaii's Kindergarten-to-Career talent pipeline. HI Department of Education high schools have dedicated career pathways to prepare students for degree programs and careers.

Employers Engaged

104

Partner School Engineering Pathway Enrollment

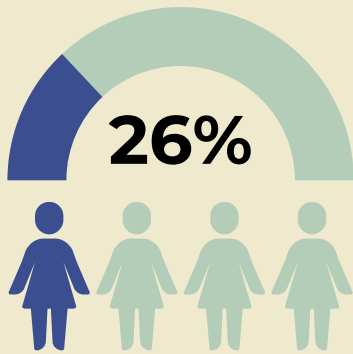
405

+72% from SY 20-21

Partner School College of Engineering Enrollment

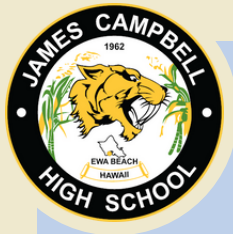
140

+21% from SY 22-23



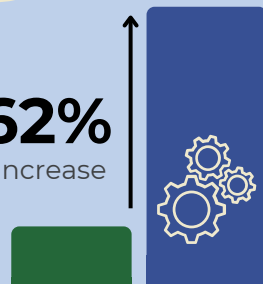
Overall Female Pathway Enrollment

+8% from SY 20-21



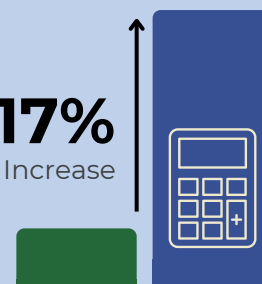
Year Over Year Engineering Pathway Impact: Campbell Complex

362% Increase



SY 20-21 SY 24-25
Pathway Enrollment

517% Increase



SY 20-21 SY 24-25
Calculus Completers

200%



Increase since SY 22-23
UH CoE Enrollment

Partner Schools



Final Year



Incoming SY 25-26



Priority Workgroups

Career Awareness

Women in STEM

Math Readiness

Talent Recruitment and Retention

ENGINEERING

Established 2018

Sector Impact

Workgroup Accomplishments

Talent Recruitment and Retention

Kama'aina Come Home, the flagship program of the Talent Recruitment and Retention workgroup, addresses workforce shortages through connecting Hawaii-born engineering talent working/studying on the continent with a network of local engineering professionals who can support their transition to a career at home.

Career Awareness

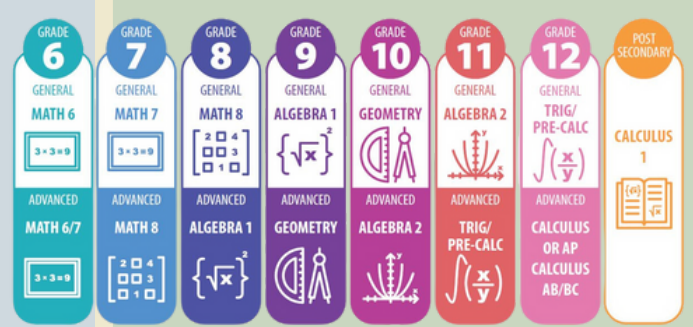
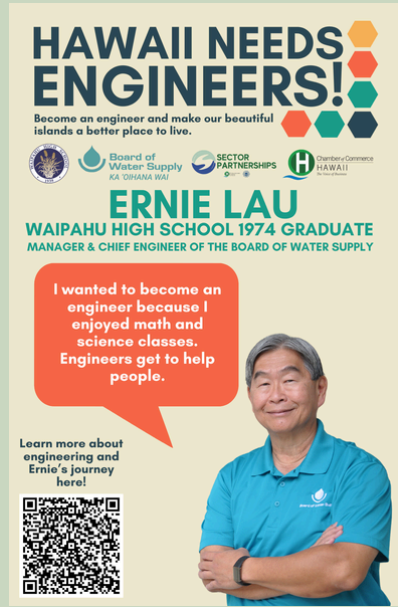
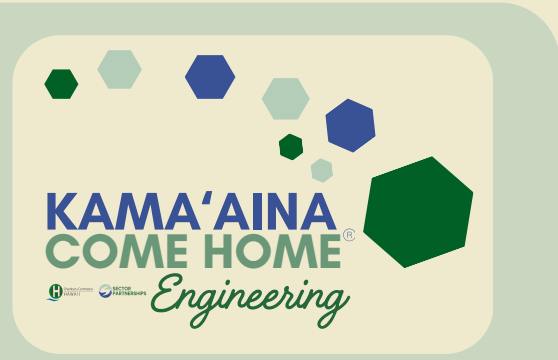
The Career Awareness workgroup seeks to promote engineering careers among elementary and middle school students with the goal of increasing pathway enrollment at partner schools. This year, the workgroup focused on creating and distributing posters featuring high school alumni and their pathway to becoming engineers, inspiring students to envision themselves in the engineering profession.

Women In STEM

The Mana Wahine Panel is the signature program of the Women in STEM workgroup. Female engineers speak to groups of middle school girls about their personal journeys and how women can thrive in the engineering field. The panel spoke to over 80 students in 2024.

Math Readiness

The math readiness workgroup works with educators and students to ensure that high schoolers are prepared to enter degree programs and careers in engineering. Their work has led to the evolution and advancement of partner school's curricular offerings in math.



Recommended Math Pathway

HEALTHCARE

Established 2018

Sector Impact

The Healthcare Sector Partnership is a data-driven workforce development initiative that addresses the shortage of healthcare talent in Hawaii. The Sector Partnership unites industry leaders, educators, government officials and community partners to collaboratively strengthen and expand Hawaii's Kindergarten-to-Career talent pipeline. HI Department of Education high schools have dedicated career pathways to prepare students for degree programs and careers.

Employers Engaged

83

Partner School Academy Enrollment #

944

+19.8% from SY 22-23

Partner School Capstone Enrollment #

196

+32.4% from SY 22-23



2,795

Enrollments

1,638

Course Completers

744

Job Placements

Good Jobs is a federal grant which provides free skills training and job placement support for Hawaii residents through the University of Hawaii Community College system.

Partner Schools



KAPOLEI HIGH SCHOOL HURRICANES



COLLEGE & CAREER ACADEMIES OF PEARL CITY HIGH SCHOOL

30%

Native Hawaiian and Pacific Islander Pathway Enrollment

Increasing NHPI enrollment has been a longstanding goal of the Sector Partnership to ensure Hawaii's healthcare workforce reflects the community it serves.



Sub Sectors

Acute and LTC, ALF, Home Health, Type II ARCH, Hospice, Lab



Physicians



Public Health



EMS



Insurance Payers



FQHCs



Dental



HEALTHCARE

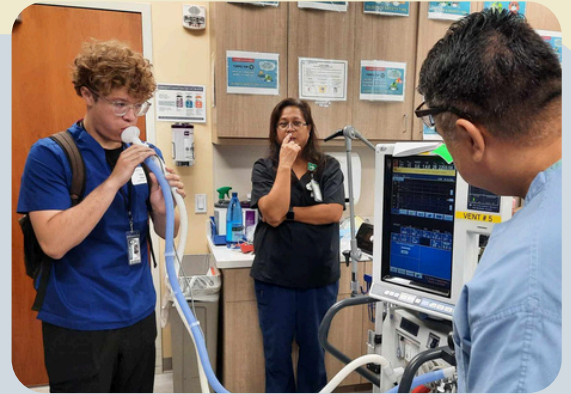
Established 2018

Sector Impact

Work Based Learning

Queens West Oahu Field Trip

This fall, 45 Healthcare Pathways students at Farrington and Kapolei High Schools attended a field trip to The Queen’s Medical Center West Oahu. Students had the opportunity to engage with a variety of departments including surgical staff, nurses, doctors, administrative services, radiology/imaging, and respiratory care.



45

Students



**THE QUEEN'S
MEDICAL CENTER
WEST O'AHU**

Certifications & Training

The Community Employer Presentation brought together 33 ADN and PRCN graduates with 8 local employers seeking to fill open positions.

“The Good Jobs Hawaii grant got rid of the stress of figuring out how to pay for nursing school. I also appreciate that they are providing us resources to land a nursing job.” –Good Jobs graduate



Good Jobs CNA Cohort at Yukio Okutsu on Hawaii Island



Pharmacy Technician Students at Pearl City High School

Sub-Sector Initiative

The Healthcare Sector Partnership's subsector approach fosters collaboration among stakeholders to address workforce challenges and share best practices. Organized by common needs—such as professions or care settings—these subsectors drive workforce solutions, advocate for development, and enhance industry-wide engagement for sustainable impact in Hawaii’s healthcare sector.

Establish Sub-Sector

Engage Sub-Sector Partners

Gather & Asses Data

Design Solutions

Implementation

TECHNOLOGY

Established 2022



Sector Impact

The Technology Sector Partnership is a data-driven workforce development initiative aimed at strengthening the tech sector in Hawaii. The Sector Partnership unites industry leaders, educators, government officials and community partners to collaboratively expand Hawaii's Kindergarten-to-Career talent pipeline. HI Department of Education high schools have dedicated career pathways to prepare students for technology degree programs and careers.

Employers Engaged

122

Students and Educators Engaged

1,209

+128.5% from SY 22-23

Tech Days Attendees

1,300

+160% from SY 22-23



536

Enrollments

374

Course Completers

111

Job Placements

Good Jobs is a federal grant which provides free skills training and job placement support for Hawaii residents through the University of Hawaii Community College system.

Top Enrolled Good Jobs Courses

1. A+ Computer Training and Certification Prep
2. AWS Cloud Foundations
3. IT Exam Prep
4. Security+ Training and Certification Prep
5. Introduction to IT and A+ Certification Prep
6. Cybersecurity Certificate Competence (CO)

IT Workforce Challenges:

Qualified Entry and Mid-level Talent

Solution Initiatives:

Help Desk Technician Prep Course, High School Training, & Futurize IT

20

Students placed in Internships/employment

Pathway Schools



Workgroups

Career Awareness

Training and Transitions to Employment

Alignment Between Education and Industry

TECHNOLOGY

Established 2022



Sector Impact

Help Desk Tech Prep Course

In partnership with local IT Companies, the Chamber and Leeward Community College developed the Help Desk Technician Prep course to address these companies' entry-level workforce challenges. Students received technical and soft skills training with their course culminating in a 80+ hour internship with a local IT company.

10

Completers

9

Internships



UNIVERSITY of HAWAII
LEEWARD
COMMUNITY COLLEGE

“
Everything in this class is fundamental to becoming a new technician and gives you a solid foundation to build upon throughout your career. It helped further develop my problem solving and troubleshooting skills and makes me eager to use it in a real-world setting helping others.
”

-Help Desk Tech Prep Student

Mahalo

- Design Partners
- HI Central MLS
- Hawaii Tech Support
- PDC Systems
- Pacxa

Good Jobs HS Cohort

The Good Jobs Hawaii High School IT Cohort gives high school Seniors the opportunity to earn a CompTIA A+ certification followed by a Summer work-based learning experience with a local IT company. Students take test courses through Leeward Community College, free of charge. The program was piloted with Campbell and Leilehua High School and is a partnership with the Maui Economic Development Board STEMworks.



11

CIO Mentors

10

DOE Educators

Futurize IT

Futurize IT Hawaii is a mentorship program between high school technology educators and local IT executives through the CIO Council of Hawaii. Educators participate in professional development opportunities like job-shadowing, post-secondary experiences, and more to enhance IT curriculum and prepare the future IT workforce.



- American Savings Bank
- Hawaii Pacific Health
- Hawaiian Electric
- Pacific Point University of Hawaii
- Ulu Hi Tech

- Ewa Makai Middle
- Farrington High
- Kalani High, Kauai High
- Leilehua High
- Moanalua High
- Pahoa High
- Radford High
- Waipahu High



CREATIVE INDUSTRIES

Established 2023

Sector Impact

The Creative Industries Sector Partnership is an industry-led, community-supported workforce development collaborative that synthesizes and strengthens the creative sector in Hawaii. Industry leaders, educators, government officials and community partners collaborate to build Hawaii's Kindergarten-to-Career talent pipeline. **In its second year, the partnership aims to develop programming to address the sector's primary challenges.**

CISP Employers Engaged

110

DOE Educators Engaged

28

DOE Schools Engaged

19



99

Enrollments

49

Course Completers

21

Job Placements

Good Jobs is a federal grant which provides free skills training and job placement support for Hawaii residents through the University of Hawaii Community College system.

Good Jobs Training Offerings

1. Digital Art Fundamentals
2. Fashion Incubator Series
3. Fundamentals of Production Assistant
4. Intro to Esports Careers
5. Stage 32 Accounting in Media Production
6. Unreal Engine for Filmmakers

DOE Programs of Study

Digital Design

Film & Media Production

Fashion & Artisan Design



Workgroups

AI

Career Awareness

Training and Internships



CREATIVE INDUSTRIES

Established 2023

Sector Impact

2024 Educator Externship

Educator Externships offer local teachers and DOE personnel the opportunity to learn from industry professionals about careers in Hawaii's creative industries sector. In May 2024, 28 educators from across the state learned about career pathways and technical skills within Hawaii's Creative Industries.

"I learned how I can incorporate [technical skills] into my classroom and how I can support my students for the future and to keep the industry going."



Mahalo to our partners



TORI RICHARD



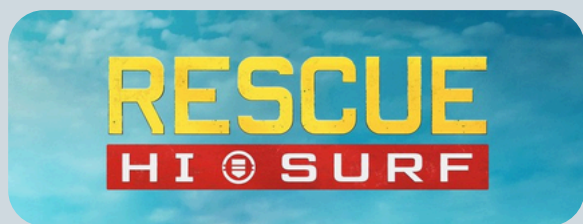
ANTHOLOGY



Schools Engaged

- Castle High
- Ewa Makai Middle
- Farrington High
- Hilo High
- Honokaa High & Inter
- Kailua High
- Kaimuki High
- Kalani High
- Kapolei High
- Kauai High
- Kealakehe High
- Lahainaluna High
- Mauai High
- Moanalua High
- Pahoa High & Inter
- Pearl City High
- Roosevelt High
- Waialeale Elementary
- Waipahu High

2024 Educator Externship



11

Internship Placements

- AD Department (3)
- Art Department
- Camera
- Grip & Electric
- Locations
- Production
- Transportation
- Set Decoration
- Sound & Scriptie

2025 Initiatives



AI Workgroup

Host an AI Literacy Workshop Series tailored to partners in industry and education.



Career Awareness

Externship #2 focused on DOE programs of study



Training and Internships

Continue to build industry connections and expand internship opportunities

CLEAN ENERGY

Established 2023



HAWAII STATE ENERGY OFFICE

Sector Impact

The Clean Energy Sector Partnership is an industry-led, community-supported workforce development collaborative that builds a local, skilled talent pipeline for Hawaii's high-growth clean energy sector. The Clean Energy Sector Partnership promotes career pathways into clean energy and the skilled trades.

CESP Employers Engaged

131

Educators Engaged

24

Awarded Grant Dollars

\$250,000

Clean Energy & Skilled Trades Trainings



729

Enrollments

494

Course Completers

255

Job Placements

\$27

Average hourly wage

23

of which are directly attributed to clean energy with an

\$70

Average hourly wage

Good Jobs is a federal grant which provides free skills training and job placement support for Hawaii residents through the University of Hawaii Community College system.

Top Enrolled Good Jobs Courses

1. 8-Hour Excavation and Trenching Safety for Skilled Trades
2. Hawaii Landscaping Certification Prep
3. Carpenter Pre-Apprenticeship
4. Renewable Energy Certificate
5. Habitat Maui's Volunteer Academy
6. Native Hawaiian Homestead Builders
7. HAZWOPER 40-Hour
8. LEED Green Associate Credential
9. Forklift Operator Training
10. Electric Vehicle Charging Equipment

Energy Pathway Schools



KAPOLEI HIGH SCHOOL HURRICANES



Priority Workgroups

Career Awareness

Student Prep, Training, and Apprenticeships

CLEAN ENERGY

Established 2023



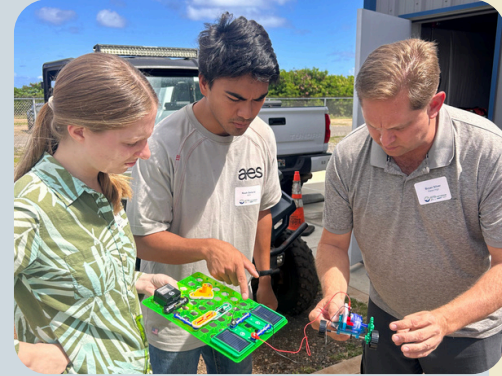
HAWAI'I
STATE
ENERGY
OFFICE

Sector Impact

Year in Review

Career Awareness - Educator Externship

Educator Externships offer local teachers and DOE personnel the opportunity to learn from industry professionals about careers in Hawaii's clean energy sector. In October 2024, 14 educators engaged in a 2-day long externship series, where they learned about the sector's landscape, career pathways, and desired skillsets in order to best prepare their students.



“
I [gained] real world applications that I can use to make the content I teach more relevant.
”

“
I now have more detailed knowledge that will help me create meaningful lessons.
”

“
These externships really take us teachers to another level, especially those who might not have industry experience.
”

Educator Testimonials

Mahalo to our partners



Hawai'i Energy



aes Hawaii

Looking Ahead

Grant Funds Sustain the Partnership's Efforts in Training and Upskilling the Local Workforce

Awarded in 2024

Training for Residential Energy Contractors (TREC)

\$1,194,820 from the U.S. Department of Energy (USDOE) to train and certify local contractors to help successfully deploy the State's \$68.4 million Home Energy Rebates program.

Hawai'i Energy Auditor Training (HEAT)

\$900,000 from USDOE to train and certify local commercial energy auditors.

2025 Funding initiatives

TREC for Small Contractors

HSEO applied for \$1.4M from USDOE to supplement TREC with focus on small contractor firms. Application submitted January 15, 2025.



MAHALO TO

OUR SECTOR PARTNERSHIPS STEERING COMMITTEES

Engineering

Brian Bowers, **Bowers + Kubota Consulting**
Amy Matsushima, **Bowers + Kubota Consulting**
Kathleen Chu, **Bowers + Kubota Consulting**
Irene Ma, **Bowers + Kubota Consulting**
Derek Mukai, **Community Planning & Engineering, Inc.**

Ikaika Kincaid, **Conсор**
Cheryl Yoshida, **C Yoshida LLC**
Kevin O'Connell, **GPRM Prestress, LLC**
Ryan Char, **G70**
Daniel Masutomi, **Hawaiian Telcom**
Brennon Morioka, **UH College of Engineering**

Healthcare

Jason Chang, **The Queen's Health Systems**
Jennifer Diesman, **HMSA**
Carl Hinson, **Hawaii Pacific Health**
Gary Kajiwara, **Kuakini Health System**
Emmanuel Kintu, **Kalihi-Palama Health Center**
Michele McConnell, **Diagnostic Laboratory Services Hawaii**

Laurie Yuen, **REHAB Hospital of the Pacific**
Wes Lo, **Ohana Pacific & Hale Makua Health Services**
Tim Pffingsten, **Adventist Health Castle**
Hilton Raethel, **Healthcare Association of Hawaii**
Nadine Tenn Salle, **Hawaii Independent Physicians Association**

Technology

Ryan Field, **Bank of Hawaii**
Ed Barnabas, **Booz Allen Hamilton**
Greg Hester, **CIO Council & Ulu HI-Tech**
Jodi Ito, **CyberHI & University of Hawaii**
Eddie Ontai, **DataHouse**
Karen Yamamoto, **DRC**
Peter Lewis, **Hawaii Pacific Health**

Jen Sabas, **Hawaii Defense Alliance**
Deena Tearney, **Pacific Point**
Amberlene Thompson, **Pacxa**
Elden Ito, **RVCM**
Leslie Wilkins, **MEDB STEMworks**
Garret Yoshimi, **University of Hawaii**
Wayne Inouye, **HTDC**

Creative Industries

Tui Scanlan, **IATSE Local 665**
Kathy Fujiwara, **Tori Richard**
Lori Lum, **Anthology FINN Partners**
Beckie Stocchetti, **Hawaii International Film Festival**
Chase Conching, **Library Creative**
Jess Cole, **JessColeFilms**
Solomon Enos, **HiSam Artist in Residence**
Kenny Burke, **Mad Dog KB Films**
Katie Doyle, **KatieDoyleCasting**

Chris Mapes, **Escape Velocity Media**
Ed Lallier, **Vanta Games**
Todd Robertson, **Hyperspective**
Mericia Palma Elmore, **SAG-AFTRA Local**
Ryan Gonzalez, **Kanaeokana**
Jamie Hartnett, **Hawaii Association of Broadcasters**
Robyn Keeney, **Hawaii News Now**
Meredith Desha Enos, **Kanaeokana**
Chanel Tsutsue, **AIO/Library Creative**

Clean Energy

Douglass Adams, **County of Hawai'i, Research & Development**
Keoni Ford, **DibsHawaii**
Christina Kaser, **County of Kaua'i, Economic Development**
Mireya Norman, **Hawai'i Energy**
Gwen Yamamoto Lau, **Hawai'i Green Infrastructure Authority**
Rocky Mould, **Hawai'i Solar Energy Association**
Edmund Aczon, **Hawaii Carpenters Apprenticeship and Training Fund**
Nani Miyashiro, **Hawaiian Electric**

Eric Enos, **Ka'ala Farm**
Danielle Duckie Irwin, **Mākaha Learning Center**
Pauline Sato, **Mālama Learning Center**
Katie Taladay, **Maui Economic Development Board**
Doug Rogers, **Moss & Associates, LLC**
Dennis Teranishi, **PICHTR**
Tehani Kaalekahi, **Sustainable Moloka'i**
Aaron Yamasaki, **Swinerton**
Caroline Julian-Freitas, **Ulupono Initiative**



MAHALO TO

OUR FUNDERS & PARTNERS



UNIVERSITY of HAWAII
COMMUNITY COLLEGES



creative industries
HAWAII



HAWAII P-20
Partnerships for Education
Spark. Transform. Excel.



HAWAII STATE ENERGY OFFICE



HAROLD K.L. CASTLE FOUNDATION



STUPSKI FOUNDATION



UNIVERSITY of HAWAII
SYSTEM



2025 CONVENING TEAM



Vanessa Rogers,
VP, Workforce Development
vrogers@cochawaii.org



Lord Ryan Lizardo,
VP, Education
rlizardo@cochawaii.org



McKenna Dale
Manager, Workforce Development
mdale@cochawaii.org



Sophia Wibholm
Manager, Education
swibholm@cochawaii.org



Emily Sloan
Sr Coordinator, Education & Workforce Development
esloan@cochawaii.org



AE Consulting
INSIGHTS FOR IMPACT



Anna Pacheco
AE Consulting
apacheco@theaeconsulting.com



Samantha Larson
AE Consulting
slarson@theaeconsulting.com

COMING SOON:
Transportation Sector Partnership
May 2025