

UNIVERSITY OF HAWAI‘I SYSTEM ANNUAL REPORT



REPORT TO THE 2024 LEGISLATURE

Annual Report on Workforce Development Programs

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Annual Report on Workforce Development Programs

University of Hawai'i Community Colleges

The University of Hawai'i Community Colleges (UHCC) provide open-access opportunities for all qualified Hawai'i residents to pursue high quality education and training programs within their own communities. In addition, the UHCC hold **workforce development** as a particular aspect of its mission: to provide the trained workforce needed in the State, the region, and internationally by offering occupational, technical, and professional courses and programs, which prepare students for immediate employment and career advancement. This report presents the immediate employment outcomes for the UHCC Career and Technical Education (CTE) programs at the UHCC.

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Workforce Development - CTE Credit Programs

For the reporting period 2023 (Fall 2022 - Spring 2023), 1,714 students graduated from UHCC CTE programs and 1,053 (61%) were found in Hawai'i's employment records within 6 months. Table 1 shows counts of CTE Graduates and Employed by UHCC campus.

Graduates and Employment by Community College

CAMPUS	CTE Graduates, 2022-23	Employed	% Employed
UHCC	1,714	1,053	61%
HAW	203	126	62%
HON	426	205	48%
KAP	420	283	67%
KAU	127	95	75%
LEE	333	206	62%
MAU	158	110	70%
WIN	47	28	60%

Table 1. CTE Graduates and Employment, by Campus, 2022-2023.

The UHCC offered credit-bearing CTE programs in 61 programs in the 2022-2023 Academic Year across the state. Graduates that are found in the state employment records within 6 months of graduation are tracked for the purposes of federal U.S. ED Strengthening Career and Technical Education for the 21st Century Act (Perkins V) and are reported via the Hawai'i Perkins V State Plan. The counts of individuals found in Hawaii employment within 6 months of program completion are listed by program in Table 2.

Graduates Found in Employment Records by Program

PROGRAM	CAMPUS	EMPLOYED
Accounting	HAW, KAP, KAU, LEE, MAU	62
Administration of Justice	HAW, HON, MAU	9
Aeronautics Maintenance Technology	HON	13
Agriculture	HAW, MAU	*
Agripharmatech	WIN	*

PROGRAM	CAMPUS	EMPLOYED
Applied Business and Information Tech	MAU	5
Applied Trades	HON	7
Architectural Engineering & CAD Tech	HAW, HON	13
Auto Body Repair & Painting	HAW	*
Automotive Technology	HAW, HON, KAU, LEE, MAU	71
Business Administration	KAU, MAU	17
Business Technology	HAW, LEE, MAU	13
Carpentry Technology	HAW, HON, KAU	21
Communication Arts	HON	*
Computing, Security & Networking Tech	HON	13
Construction Technology	MAU	5
Cosmetology	HON	11
Creative Media	KAU, MAU	16
Culinary Arts	HAW, KAP, KAU, LEE, MAU	109
Dental Assisting	KAP	*
Dental Hygiene	MAU	16
Diesel Mechanics Technology	HAW, HON	*
Digital Media Production	LEE	16
Early Childhood Education	HAW, HON, KAU, MAU	50
Electrical Installation & Maintenance Tech	HAW, KAU	27
Electronics Technology	HAW, KAU, MAU	5
Emergency Medical Technician	KAP	41
Fashion Technology	HON, MAU	*
Fire Science	HAW, HON	49
Health Information Technology	LEE	22
Hospitality and Tourism	HAW, KAP, KAU, MAU	32
Human Services	HON, MAU	9
Information & Computer Science	LEE	49
Information Technology	HAW, KAP	36
Integrated Industrial Technology	LEE	9

PROGRAM	CAMPUS	EMPLOYED
Machine, Welding & Industrial Mech Tech	HAW	5
Management	LEE	13
Marketing	KAP	*
Medical Assisting	KAP	21
Medical Laboratory Technician	KAP	6
Mobile Intensive Care Tech	KAP	*
Music and Entertainment Learning Experience	HON	*
New Media Arts	KAP	*
Nursing: Associate Degree	HAW, KAP, KAU, MAU	98
Nursing: Practical Nursing	KAP	9
Occupational & Environmental Safety Management	HON	5
Occupational Therapy Assistant	KAP	*
Paralegal	KAP	21
Physical Therapist Assistant	KAP	*
Radiologic Technologist	KAP	17
Refrigeration & Air Conditioning Tech	HON	7
Respiratory Care Practitioner	KAP	7
Sheet Metal & Plastics Technology	HON	6
Substance Use Disorders Counseling	HAW, LEE	*
Sustainable Agriculture	LEE	*
Sustainable Science Management	MAU	*
Teaching	LEE	5
Television Production	LEE	*
Trop Forest Ecosystem & Agroforestry Mgt	HAW	*
Veterinary Technology	WIN	27
Welding Technology	HON	18

Table 2. CTE Graduates found in Employment, by UHCC Program, 2022-2023.

* counts <5 are suppressed to maintain student confidentiality

It is noted that the employment counts do not include federal employees, the self-employed, out of state employees, and employers that do not contribute to

unemployment insurance. Thus, programs such as Honolulu Applied Trades may be underreported due to data limitations.

Expenditures: CTE Credit Programs

Total expenditures to support the 61 CTE programs of the seven community colleges are \$31,915,548 for the 2022-2023 academic year. The expenditures are primarily instructional costs with some funding allocated for equipment, supplies, and other operating costs at the campus level.

Expenditures: Perkins V Federal Funds

Each year, the state of Hawai'i receives federal funds from the Strengthening Career and Technical Education for the 21st Century Act (Perkins V). These funds are provided to the state to support continuous improvement of high quality career and technical education programs offered through the Hawai'i Department of Education and the University of Hawai'i Community Colleges. For 2022-2023, the UHCC expended \$2,700,751 supporting modernization of equipment, curriculum redesign, retention specialists, professional development, and certification exams for workforce development credit programs.

Workforce Development - Non-Credit Programs (Good Jobs Hawai'i)

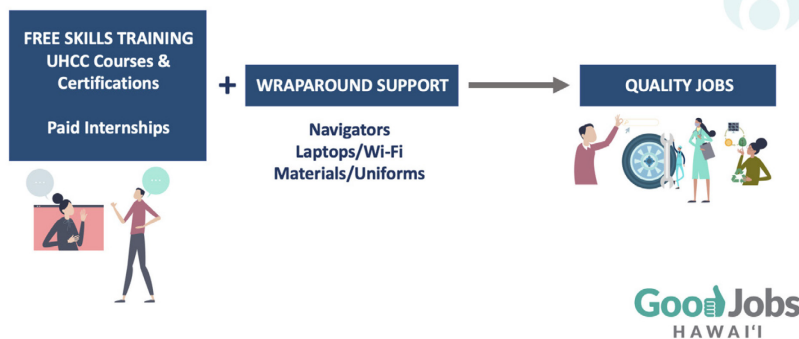
The UHCC launched the Good Jobs Hawai'i initiative in January 2023. This \$35 million workforce development initiative uses braided funds from three external sources:

Good Jobs Challenge (Economic Development Administration)	Ends 2025
Hana Career Pathways (Federal Department of Education)	Ends Sept 2024
Good Jobs O'ahu (City and County of Honolulu)	Ends Aug 2024

Good Jobs Hawai'i provides **free skills training** and **job placement support** for high demand, well paying jobs with industry partners. The work is supported by a coalition of educators, businesses and community partners, and the goal is to help people in Hawai'i get high quality jobs while employers meet their needs for a skilled workforce. The Good Jobs Challenge initiative is one of 32 workforce initiatives awarded nationally through the American Rescue Plan Act.

The grants focus on the key industry sectors of Healthcare, Technology, Skilled Trades, Clean Energy, and Creative Industries. These sectors were identified as priorities using the [Comprehensive Economic Development Strategy](#) (CEDS) and Hawai'i's [Talent Roadmap to Economic Recovery](#). The strategic industry sectors have the potential to transform Hawai'i's ability to endure and recover from sudden economic challenges. Through a coalition of 50+ employers, training providers, community-based organizations and key stakeholders, Good Jobs Hawai'i has developed and implemented workforce development programs to get Hawai'i's residents back to work or to increase their skills for employment in "good jobs".

Good Jobs Path to Careers



Participants: Good Jobs Challenge

For the period of January 2023 to November 2023, the number of Hawai'i residents enrolled in a Good Jobs Challenge training totals 2,448.

- Healthcare: 1,584 participants
- IT: 376 participants
- Clean Energy/Skilled Trades: 456 participants
- Creative Industries: 32 participants

The total number of Hawai'i residents who have completed their GJC training as of November 2023 is 544.

Expenditures: Good Jobs Challenge

The Good Jobs Challenge grant initiated in January 2023 and workforce development training began in April 2023. It is still early in the grant, however, expenditures to date total \$1,418,885 out of a total budget of \$16,351,025. The last sector to begin

implementation is the Creative Industries sector. It is still in development and has the fewest number of participants.

The expenditures to date have been spent as follows:

- Personnel and fringe costs - 14%
- Travel - 1.5%
- Supplies - 5.2%
- Contractual - 41.8%
- Other - 18.9%
- Indirect costs - 18.6%

The largest expenditure is “Contractual” to supplement the training costs of the enrolled participants.

The “Other” category is the cost for the Chamber of Commerce who leads the community of practice for the sector partnerships and facilitates meetings and discussions with local employers. The importance of the role of the Chamber cannot be overstated in ensuring the workforce training is aligned with industry needs. Additionally the Chamber solicits employers to hire the participants upon completion.

Participants: Hana Career Pathways

For the period of October 2022 to September 2023, the number of Hawai'i residents enrolled in a Hana Career Pathways training totals 3,472 with 61% of participants employed in the second quarter after exiting the program.

- Healthcare: 2,115 participants
- IT: 488 participants
- Clean Energy/Skilled Trades: 647 participants
- Creative Industries: 27 participants
- Other Sectors: 195 participants

The total number of Hawai'i residents who have completed their HCP training as of September 2023 is 1,490.

Expenditures: Hana Career Pathways

The Hana Career Pathways grant initiated in September 2020 and workforce development training began in April 2021. This was the first of three grants under the Hawai'i Good Jobs initiative. Expenditures to date total \$8,093,088 out of a total budget of \$13,370,383. For 2023, expenditures totaled \$5,366,274.

The expenditures to date have been spent as follows:

- Personnel and fringe costs - 14.2%
- Travel - .5%
- Supplies - 10.2%
- Contractual - 9.6%
- Other - 2.4%
- Indirect costs - 7.5%
- Training Stipends - 55.6%

The largest expenditure is “Training Stipends” used to cover the training costs for participants who receive the training at no cost.

Good Jobs O‘ahu

The Good Jobs O‘ahu recently began work and does not have data to report for 2023.