



# UNIVERSITY OF HAWAII SYSTEM

## Legislative Testimony

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Testimony Presented Before the  
House Committee on Lower and Higher Education  
Tuesday, February 12, 2019 at 2:15 p.m.

By

Donald O. Straney, Vice President for Academic Planning and Policy  
University of Hawai'i System

### HB 406 HD1 – RELATING TO ECONOMIC DEVELOPMENT

Chair Woodson, Vice Chairs Hashem and Perruso, and members of the committee:

Thank you for the opportunity to testify on HB 406 HD1. The University of Hawai'i supports the intent of this bill and would like to provide comments. This bill would require the department of business, economic development and tourism to develop and publish an annual economic development plan for each county. Based on these plans, the workforce development council would work with the department of education and the University of Hawai'i to develop and provide K-12 pathways and programs in each school that would prepare students for employment in the high-priority industries identified in the county plans. Additionally, internship programs would be identified that would give these students hands-on experience in these industries.

The University of Hawai'i has developed a website that is used by its students and by DOE schools to identify career opportunities and jobs in the economic sectors of Hawai'i's economy (<https://uhcc.hawaii.edu/workforce/index.php>). The site can be searched by industry, or by county and identifies degrees and credentials that are sought by employers. In addition, users can identify specific job advertisements, required skills, and the trend over time in number of job openings. This website could be linked to priority industries identified by the department of business, economic development and tourism in each county, permitting easy mapping by the DOE schools to K-12 curricular pathways.

Another critical project in the final stages of completion is the Pathway Alignment to High Demand Jobs initiative. These templates show pathways from K12, to UH to jobs in Hawai'i. They are endorsed by the DOE, the Chamber, Castle Foundation, UH, and P-20. These templates are ready now but are still drafts. These can be found towards the bottom of the sector site linked above. The direct link is [http://uhcc.hawaii.edu/workforce/downloads/CareerInterestTemplates\\_All\\_2019-02-04%20\(DRAFT\).pdf](http://uhcc.hawaii.edu/workforce/downloads/CareerInterestTemplates_All_2019-02-04%20(DRAFT).pdf)

The University of Hawai'i will continue to work with any and all agencies to increase a coherent focus on education/workforce alignment. The University currently works towards this end also with the workforce development council.

Resources would be required in both departments to implement the economic plans and to establish, monitor and supervise the internship programs called for in this bill. However, the University will continue to place a high value on developing pathways that would assist students to prepare for employment or entry into post-baccalaureate programs that led to careers.

Thank you for the opportunity.



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 02/12/2019

**Time:** 02:15 PM

**Location:** 309

**Committee:** House Lower & Higher  
Education

**Department:** Education

**Person Testifying:** Dr. Christina M. Kishimoto, Superintendent of Education

**Title of Bill:** HB 0406, HD1 RELATING TO ECONOMIC DEVELOPMENT.

**Purpose of Bill:** Requires DBEDT to develop annual regional economic plans for each county to provide K-16 pathways and qualified internship programs to meet each region's specific industry needs. Appropriates funds. (HB406 HD1)

**Department's Position:**

The Department of Education (Department) offers comments on HB 406 HD1

The Department works closely with the Office of the State Director for Career and Technical Education and Hawaii P-20 Partnerships for Education to implement and support programs pursuant to the federal Carl Perkins Act for Career and Technical Education.

Career pathways are offered to students by Hawaii's public high schools to guide career exploration and planning activities, to focus teaching and learning, and to link education with relevant, real-world activities. The six pathways are comprised of: Arts and Communication, Business, Health Services, Industrial and Engineering Technology, Natural Resources, and Public and Human Services. Additionally, a range of studies within each pathway promotes student choice to develop their academic and career potential and aspirations. More information on Career and Technical Education can be found on the Department's public website at: <http://www.hawaiipublicschools.org/TeachingAndLearning/StudentLearning/CTE/Pages/default.aspx>

Schools implement pathways based on a number of factors including student interest, availability of resources, and workforce demand. Throughout the continuous process to ensure access to comprehensive and high-quality opportunities to prepare students for careers, there is need for data to inform efforts and expanding programs with industries being proposed in the bill.

Thank you for this opportunity to provide testimony on HB 406 HD1.

The Hawaii State Department of Education seeks to advance the goals of the Strategic Plan which is focused on student success, staff success, and successful systems of support. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at [www.hawaiipublicschools.org](http://www.hawaiipublicschools.org).



**STATE OF HAWAII**  
**Executive Office on Early Learning**  
2759 South King Street  
HONOLULU, HAWAII 96826

February 9, 2019

**TO:** Representative Justin H. Woodson, Chair  
Representative Mark J. Hashem, Vice-Chair, Lower Education  
Representative Amy A. Perruso, Vice-Chair, Higher Education  
House Committee on Lower & Higher Education

**FROM:** Lauren Moriguchi, Director  
Executive Office on Early Learning

**SUBJECT: Measure:** H.B. No. 406, H.D. 1 – RELATING TO ECONOMIC DEVELOPMENT  
**Hearing Date:** February 12, 2019  
**Time:** 2:15 p.m.  
**Location:** Room 309

**Bill Description:** Requires DBEDT to develop annual regional economic plans for each county to provide K-16 pathways and qualified internship programs to meet each region's specific industry needs. Appropriates funds.

**EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Support the Intent**

Good afternoon. I am Lauren Moriguchi, Director of the Executive Office on Early Learning (EOEL). EOEL supports the intent of H.B. 406, H.D. 1, and respectfully requests that the Committee consider including other industries or fields in Hawaii that are greatly lacking a pool of qualified workforce candidates, such as early childhood education.

EOEL is statutorily responsible for the development of the State's early childhood system that shall ensure a spectrum of high-quality development and learning opportunities for children throughout the state, from prenatal care until the time they enter kindergarten, with priority given to underserved or at-risk children.

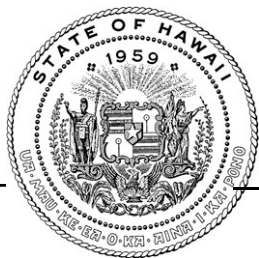
As we work to increase access to qualified early learning opportunities for our keiki, we must consider the severely limited workforce of qualified early childhood educators (i.e., those with coursework and background in early childhood, and supported with ongoing professional development, who research shows are most effective).

- Even as the EOEL Public Prekindergarten Program stands now with 26 classrooms across the state, we have difficulty recruiting and turnover is high when there is lack of understanding about the necessary qualifications.
- Because the Program targets our underserved and at-risk children, it is especially important to have teachers trained to support them. If not, what may result are behavior issues; inappropriate referrals to special education; or suspensions & expulsions, which occur at a rate 3 times higher in public pre-K nationally than in K-12 ... and the children who can benefit the most from early learning will be left without options.

Given the severely limited workforce of qualified early childhood educators in the state, we believe what is proposed in this bill would be mutually beneficial for both the community and our students who are interested in entering the field of early childhood education.

We thank you for considering the inclusion of early childhood education if it fits within the parameters of this measure.

Thank you for the opportunity to testify on this bill.



DAVID Y. IGE  
GOVERNOR

MIKE MCCARTNEY  
DIRECTOR

## DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT & TOURISM

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Statement of  
**MIKE MCCARTNEY**  
Director

Department of Business, Economic Development, and Tourism  
before the

**HOUSE COMMITTEE ON LOWER & HIGHER EDUCATION**

Tuesday, February 12, 2019

2:15 PM

State Capitol, Conference Room 309

In consideration of

**HB 406, HD1**

**RELATING TO ECONOMIC DEVELOPMENT.**

Chair Woodson, Vice Chairs Hashem and Perruso, and Members of the Committee.

The Department of Business, Economic Development and Tourism (DBEDT) **appreciates the intent** of HB 406, HD1, which requires DBEDT to develop an annual regional economic plan for each county development or community plan area to provide K-16 pathways and qualified internship programs to meet each region's specific industry needs.

DBEDT appreciates the amendment in the HD1 to allow additional time to plan for this program which requires careful planning and collaboration by four State departments and hundreds of schools and industry partners to be implemented successfully.

DBEDT requests deletion of the requirement in Section 2, page 3, lines 17 and 18, that the plans be "...based on the development or community boundaries of each respective county."

In checking with DBEDT's Research and Economic Analysis Division and the Office of Planning, it was determined that the required data for those sub-county areas do not exist. Further, with the exception of Hawaii County's Hilo and Kona regions, job markets are not limited to sub-county areas, so the plans would not be useful in creating Career Pathways or internship programs.

Thank you for the opportunity to testify.



david.miyashiro@hawaiikidscan.org  
hawaiikidscan.org

David Miyashiro  
Executive Director

February 12, 2019

Committee on Lower & Higher Education  
Rep. Justin H. Woodson, Chair  
Rep. Mark J. Hashem, Vice Chair  
Rep. Amy A. Perruso, Vice Chair

State Capitol  
415 South Beretania Street  
Honolulu, HI 96813

Aloha Chair Woodson, Vice Chairs Hashem and Perusso, and Members of the Committee,

**HawaiiKidsCAN strongly supports HB 406 HD1 with suggested amendments.**

**Suggested amendments:**

1. **Restore procurement exemption for internships:** At the January 30 hearing of the House Committee on Economic Development & Business, the State Procurement Office (SPO) testified that they supported exempting the internship programs articulated in HB 406 from the procurement process. The SPO requested greater clarity in the bill language to ensure the exemption from procurement applied only to the internships, and not the rest of the related work in the bill to craft regional economic plans. HawaiiKidsCAN humbly requests for qualified internship programs to be exempted from the procurement process.
2. **Include industry credentials:** While the internship programs articulated in HB 406 hold much promise for our local students, states are increasingly also recognizing the impact of pathway programs that result in a high-value industry credential or certification. HawaiiKidsCAN humbly requests subsections E, F, and G of Section 2 be amended to include “industry certifications” along with articulated internship programs.

Removing barriers to relevant, applied, and innovative learning experiences is necessary if we want our kids to shape and lead the world of the future. We see industry and public schools as natural partners in preparing students for tomorrow—if only there were less red tape.





Founded in 2017, HawaiiKidsCAN is a nonprofit organization committed to ensuring that Hawaii has an excellent and equitable education system that reflects the true voices of our communities and, in turn, has a transformational impact on our children and our state. Last year, our centerpiece campaign sought to increase equity and access for STEM and computer science learning experiences. These opportunities expose students to skills connected with high-wage, high-growth industries, giving them more options upon graduation.

Today, our students face an uncertain, deeply complex economic future, both globally and locally. The cost of living continues to rise in Hawaii while affordable housing options become more scarce. By forging a strong and thoughtful link between local schools and industry, we can ensure the next generation thrives in that challenging environment; grow our local economy; and address the state's persistent "brain drain" phenomenon, which sees many of our talented students leave for the mainland and stay there due to perceived lack of opportunity.

Given the diverse and varied needs of our local communities, HB 406 HD1 provides critical alignment between K-12 and higher education. It builds on exciting work happening locally already thanks to innovative school and industry partners. This bill moves the needle by focusing on the unique needs of each region of our state, with a specific emphasis on high-wage, high-growth sectors.

HB 406 HD1 also makes it easier for schools and businesses to offer internships, and helps to protect students so that their time is being spent on tasks actually related to the career skills they are trying to build. HB 406 HD1 also spurs innovation in schools by providing them the resources to expand more opportunities for students.

Ultimately, we hope schools will be inspired by what is happening around the state and will build out their own programs.

States like Tennessee and Colorado have already taken the lead on initiatives to coordinate across sectors or provide incentives to schools to offer industry certifications, internships and Advanced Placement computer science courses. School districts in Washington State also offer summer internships aligned to regional careers in areas such as aerospace and advanced manufacturing, health and medicine, information and communication technology, energy and sustainability, business and professional services, and education. We believe that HB 406 HD1 moves similar work forward for Hawaii, and we are excited to see what Hawaii's students will achieve when they have opportunity to attain transformative, marketable skills under HB 406 HD1.



Mahalo for the opportunity to testify,

David Miyashiro  
Founding Executive Director  
HawaiiKidsCAN

**HB-406-HD-1**

Submitted on: 2/11/2019 12:12:39 PM

Testimony for LHE on 2/12/2019 2:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Erica Yamauchi	Hawaii Children's Action Network	Support	No

Comments:

I'm writing in support of HB 406 as an educator and adjunct faculty member of the University of Hawaii. This bill makes it easier for students to access work-based learning experiences by aligning K-12, higher education, and economic development departments around the unique needs of each region of our state.

It will also make it easier for schools and businesses to offer internships, which our students desperately need, and helps to protect students so that their time is being spent on tasks actually related to the career skills they are trying to build. HB406 HD1 also encourages innovation in schools by providing them the resources to expand more opportunities for students. Please pass this bill for the future of Hawaii education and that of our students.

**HB-406-HD-1**

Submitted on: 2/9/2019 6:10:37 PM

Testimony for LHE on 2/12/2019 2:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Mio Chee	Individual	Support	No

Comments:

**HB-406-HD-1**

Submitted on: 2/10/2019 9:12:30 AM

Testimony for LHE on 2/12/2019 2:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Dyson Chee	Individual	Support	No

Comments:

Aloha Representative Woodson,

I am a 16 year old high schooler and I strongly support HB 406. Although in some schools internships are easy to come by and are offered regularly, many other students in other schools do not have this same basic right. Internships have been key for my understanding of how various professions work, and have allowed me to decide whether I would pursue that passion or not, without having to waste time and money finding that passion while in college. I believe that providing high school students internships will benefit the economy and businesses, as it will provide both with people who have additional experience. Please pass HB 406.

Mahalo for your consideration.

**HB-406-HD-1**

Submitted on: 2/10/2019 11:31:13 AM

Testimony for LHE on 2/12/2019 2:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Yvonne Sun	NA	Support	No

Comments:

**HB-406-HD-1**

Submitted on: 2/11/2019 10:49:07 AM

Testimony for LHE on 2/12/2019 2:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Layla Kilolu	Individual	Support	No

Comments:

Aloha,

As a graduate student in urban and regional planning at the University of Hawaii at Manoa, I am aware of the need to support career pathways for all of our keiki. Further, I am in support of this bill that requires DBEDT to develop annual regional economic plans for each county to provide K-16 pathways and qualified internship programs to meet each region's specific industry needs.

Sincerely,  
Layla M. Kilolu, MBA

**HB-406-HD-1**

Submitted on: 2/11/2019 11:07:50 AM

Testimony for LHE on 2/12/2019 2:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Kristilyn Oda	Individual	Support	No

Comments:

High schoolers are highly capable and in great need of educational opportunities that will lead them into solid career pathways. By engaging them in purposeful internships, they will encourage peers and build a stronger economic future for our communities. The secondary education will level up to provide a base for these students who are ready to launch into learning skills that are relevant for modern jobs. If I were to go into a time machine and rebuild my past education, this is what I want for myself. This is what I want for my child. This is what I want for my students and communities.

My elementary school students already tell me education is important to them because it leads to a career. At many schools, like mine, we hold Career Days and help them explore potential jobs to help them understand careers a bit better. Often it is what you see and learn when you are in the workplace differs from the slivers of knowledge you can learn inside the classroom. Breaking beyond the walls, we can help the students see what it is REALLY like and choose a path more clearly. We can fulfill their dreams by giving them opportunities. The workplaces are rallying and eager to meet student needs for a healthier and smoother entry to the workplace. We just need to step it up and this bill paves the way of how we can make changes to do it.



February 11, 2019

Committee on Lower & Higher Education  
Rep. Justin H. Woodson, Chair  
Rep. Mark J. Hashem, Vice Chair  
Rep. Amy A. Perruso, Vice Chair

State Capitol  
415 South Beretania Street  
Honolulu, HI 96813

Aloha Chair Woodson and Vice Chairs Hashem and Perruso,

My name is Camron Johnson- Lee, I am currently a 16 year old junior attending Hawaii Technology Academy in Waipahu and I would like to testify in support of the HB406 HD1 bill. HB406 HD1 gives students like me the opportunity to better ourselves and support our community at a higher and more contributive level than we currently can. In providing us with the tools to succeed including; hands-on training in the industrial workforce, early access to quality jobs, and exposure into a more practical long term employment field we as students are able to better use our time to learn productive skills at distinguished internships rather than a means to an end job at say our local mall. Additionally, I personally believe it would in turn benefit the economy immediately and in the imminent future by giving students confidence in Hawaii's economy instead of immediately out sourcing for a more promising future. I hope you'll consider investing in not only my future but the futures of all the youth in Hawaii by choosing to supporting HB406 HD1.

Mahalo, Camron Johnson- Lee



**HB-406-HD-1**

Submitted on: 2/11/2019 2:08:58 PM

Testimony for LHE on 2/12/2019 2:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Phoenix Maimiti Valentine	Individual	Support	No

Comments:

Aloha Pumehana e nĀ• Honorable Chair Woodson, a me Honorable Vice Chair Hashem & Honorable Vice Chair Perruso,

‘O Phoenix Maimiti Valentine ko‘u inoa. Keiki a Ac'Lynne Uesugi, keiki a Arthur & Allene Uesugi. He hĀ• nai ia au o ka Moku ‘O Wai‘anae, kahi kaulana ‘O Mauna Ka‘ala ki‘eki‘e o ka wĀ“kiu. Noho au ma ke awĀ• wa ‘O MĀ• kaha. He haumana au. ‘O wau kahi Kupa o ka Honua. ‘O wau nĀ• ka mea e hiki mai ana.

My name is Phoenix Maimiti Valentine. I am the child of Ac'Lynne Uesugi, daughter of Arthur & Allene Uesugi. I was raised in the region of Wai‘anae, famed for the great reaching peak of Mauna Ka‘ala. (The highest elevation on O‘ahu.) I hail from the Valley of MĀ• kaha. I am a student. I am a citizen of the world. I am the future.

So deserving, every keiki of Hawai‘i nei represents the Future.

Whilst standing on the top of the highest peak, as though standing atop Mount Ka‘ala, one attains a greater perspective. At a greater perspective one has elevated ideals, eminent hopes, and lofty dreams. That is what HB406 HD1 will help to accomplish. This bill gives opportunity to increase learning at greater heights now. It offers the opportunity to intern while in high school. Thereby, increasing the quality of service in a given industry.

I believe we should strive for excellence, as our Ali‘i of the past, had hoped for our future. As Queen Kapi‘olani encouraged, "E kulia i ka nu‘u." Strive for the summit, strive

for greatness. Strive for the top, the utmost. I write to you today, honorable decision makers elevated on high, to ask your support of HB406 HD1. You have the power to implement HB406 HD1, which can direct the course of the future for the keiki of Hawai'i nei, and the future as we know it.

Please support HB406 HD1. Thank you in advance. Mahalo 'ia 'Oukou.

Aloha no, Phoenix Maimiti Valentine

**DAVID Y. IGE**  
GOVERNOR

**JOSH GREEN**  
LIEUTENANT GOVERNOR



**LESLIE WILKINS**  
CHAIRPERSON

**ALLICYN C.H. TASAKA**  
EXECUTIVE DIRECTOR

**STATE OF HAWAII**  
**WORKFORCE DEVELOPMENT COUNCIL**  
830 Punchbowl Street, Suite 417, Honolulu, Hawaii 96813  
Phone: (808) 586-8630 Web: <http://labor.hawaii.gov/wdc/>

**LATE**

February 12, 2019

To: Representative Justin H. Woodson, Chair and  
Representative Mark J. Hashem, Vice Chair and  
Members of the House Committee on Lower and Higher Education

From: Allicyn Tasaka, Executive Director  
Workforce Development Council

RE: HB 406 HD1 Relating to Economic Development

Hearing: February 12, 2019, 2:15 p.m., Conference Room 309

POSITION: Comments

Good afternoon Chair Woodson, Vice Chair Hashem and members of the Committee on Lower and Higher Education. I am Allicyn Tasaka, Executive Director of the Workforce Development Council (WDC) testifying on HB 406 HD1 to offer comments.

The amended measure changed the effective date of when DEBT is required to develop annual regional economic plans for each county to provide K-16 pathways and qualified internship programs to meet each region's specific industry needs, involving the WDC, Department of Labor and Industrial Relations (DLIR), Department of Education (DOE) and the University of Hawaii (UH). HD1 also deletes the procurement process for exempting qualified internship programs, changes appropriation to an unspecified amount, and changes the measure's effective date to July 1, 2112.

The WDC is responsible for the administrative oversight and implementation of a federally mandated initiative, the Workforce Innovation and Opportunity Act of 2014 or WIOA. The agency is tasked with strategic planning and developing the infrastructure for a seamless common intake and referral system at the American Job Centers (or One-Stop Centers) so job seekers and employers can maneuver through the workforce system efficiently and receive employment, education, training and support services throughout the State. The WDC is administratively attached to the DLIR.

Under WIOA and the employment services offered at the American Job Centers to job seekers

and employers, development of career pathways, internship and apprenticeship programs are in the works primarily at the post-secondary level. The transition for services at the county level to comply with the federal rules and regulations are in various phases of implementation. WDC is working closely with the new county administration on Maui and Kauai to orient them on WIOA and the one-stop delivery system of services. The federal initiatives are data and job-driven and emphasize work-based training.

Thank you for the opportunity to offer comments on HB 406 HD1.



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Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee  
President

Osa Tui Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director



TESTIMONY BEFORE THE SENATE COMMITTEE ON  
LOWER & HIGHER EDUCATION

RE: HB 406 HD1 - RELATING TO ECONOMIC DEVELOPMENT

TUESDAY, FEBRUARY 12, 2019

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Woodson, and Members of the Committee:

The Hawaii State Teachers Association supports **HB 406 HD1**, relating to education.

HB 406 HD1 would require Department of Business, Economic, Development and Tourism to develop annual regional economic plans for each county to provide K-16 pathways and qualified internship programs to meet each region's specific industry needs.

Internships are an invaluable tool to provide students with real world experience that will help them decide their future educational goals. Internship programs also help students make informed decisions on their future career path. One of the main obstacles for high school, as well college graduates, obtaining gainful employment is the lack of experience. A well-managed and impactful internship program removes that hurdle by providing the students valuable work experience. Internship programs also helps students develop and refine their skills, network with professionals in the field, and gain confidence by exploring the working world.

The proposed program also benefits employers as it helps ensure that their future employees are better prepared to join the workforce when they graduate.

The Hawaii State Teachers Association asks your committee to **support** HB 406 HD1.



# Chamber of Commerce HAWAII

*The Voice of Business*

**Testimony to the House Committee on Lower and Higher Education  
Tuesday, February 12, 2019 at 2:15 P.M.  
Conference Room 309, State Capitol**

**LATE**

**RE: HB 406, HD1 RELATING TO ECONOMIC DEVELOPMENT.**

Chair Woodson, Vice Chairs Hashem and Perruso, and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **supports** HB 406, HD1 which requires DBEDT to develop annual regional economic plans for each county to provide K-16 pathways and qualified internship programs to meet each region's specific industry needs.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 2,000+ businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

The Chamber applauds the Legislature's recognition that work-based learning is critical to academic and career success. For the last few years, the Chamber has partnered with the University of Hawaii ("UH"), Workforce Development Council ("WDC"), and the Hawaii P-20 Council to identify high-growth, high-demand occupations to ultimately align curriculum in Hawaii's public schools and post-secondary learning institutions with the specific needs of industry. Some of this work has been done through sector partnerships, or industry engagements, to understand skill gaps that may exist and how to prepare the future workforce.

Additionally, the Chamber, with grant support from the Harold K.L. Castle Foundation, has been serving as an intermediary between the business community and Waipahu and Pearl City High Schools to create work-based learning opportunities and sustainable industry partnerships.

While we believe that centralizing some of the proposed responsibilities, such as pre-internship training for students, implementation of adequate safety and supervisory safeguards, and data collection, within the Department of Education ("DOE") is a positive step, we would like to note that great work is already being done by regional partners (i.e. intermediaries) to develop student internships and other experiential learning opportunities by brokering partnerships through a single point of contact for the business community. For a variety of reasons, the demand for internships, both for high school and college students, exponentially exceeds the number of internship opportunities that are available. Some of the primary reasons are likely to be addressed through internship systematization within the DOE, but from our experience, the principal reason business organizations are reluctant to provide internships is due to the high number of requests that they receive from schools. For this reason, the existence of a regional intermediary is important to growing the number of opportunities that are available.





# Chamber *of* Commerce HAWAII

*The Voice of Business*

Overall, this legislation is an important step toward systematizing the current work being done through sector partnerships and developing meaningful career pathways for Hawaii's students. Thank you for the opportunity to testify.

**LATE**

**HB-406-HD-1**

Submitted on: 2/11/2019 8:35:58 PM

Testimony for LHE on 2/12/2019 2:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
LEIGH FITZGERALD	HAWAII TECHNOLOGY ACADEMY	Support	No

Comments:

**HB-406-HD-1**

Submitted on: 2/11/2019 4:33:10 PM

Testimony for LHE on 2/12/2019 2:15:00 PM

**LATE**

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
David Chee	Individual	Support	No

Comments:

**LATE**

**HB-406-HD-1**

Submitted on: 2/11/2019 7:18:35 PM

Testimony for LHE on 2/12/2019 2:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Melodie Aduja	O`ahu County Committee on Legislative Priorities of the Democratic Party of Hawai`i	Support	No

Comments:



**Career Interest: TEACHING/EDUCATION**  
 CTE Pathway: Public and Human Services

ARE YOU OPTIMISTIC?

PATIENT WHEN OTHERS MAKE MISTAKES?

HAVE A GREAT SENSE OF HUMOR?

DO YOU GIVE GOOD DIRECTIONS?

CONSIDER YOURSELF A GREAT LISTENER?

IF YOU ANSWERED "YES"...

**CONSIDER A CAREER IN  
TEACHING/EDUCATION**

Department of Education (DOE) campus offerings available in most districts.



High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawai'i Industry Sectors: <http://uhcchawaii.edu/workforce/>

University of Hawaii Campuses:

Manoa - Hilo - West Oahu

Hawai'i - Honolulu - Kapi'olani - Kauai - Leeward - Maui - Windward

**Hawai'i Public Schools  
CTE Programs of Study**

- Early Childhood Education
- Elementary Education
- Explorations in Education
- Secondary Education

**Hawai'i Public Schools  
Coursework**

- Psychology
- Core: Public Human Service
- Cluster: Explorations in Education
- Concentration: Early Childhood Education, Elementary Education, or Secondary Education

**Work-Based Learning  
Experiences**

- Education Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship



**Certificate**

- Special Education

———— Career Options ————

\$20K — \$29K  
Teacher Assistants (Educational Assistant)

Leeward



**Associates**

- Hawaiian Studies
- Liberal Arts
- Secondary Education
- Ed Paraprof-Sec Lang Teaching
- Associate in Science in Teaching

———— Career Options ————

\$29K — \$38K  
Teacher Assistants (Educational Assistant)

Hawai'i - Honolulu - Kapi'olani  
Kaua'i - Leeward - Maui - Windward



**Bachelors and Higher**

- Education (BEd, MEd, PhD)
- Educational Administration (MEd)
- Educational Foundations (MEd)
- Elem Educ, EC Ed/Sp Ed (BED)
- Indigenous Teacher Educ (GCert)
- Professional Ed Practice (EdD)

———— Career Options ————

\$39K — \$71K — \$116K  
Postsecondary Teachers

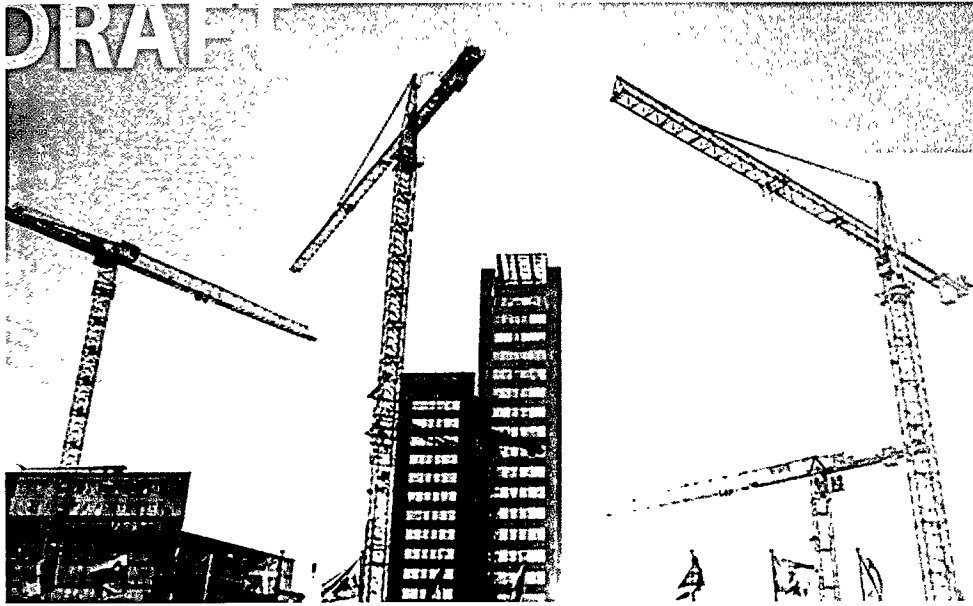
\$33K — \$46K — \$66K  
Secondary Education Teachers

\$28K — \$45K — \$64K  
Early Childhood Education

\$54K — \$110K — \$202K  
Education Administrators,  
Postsecondary

\$26K — \$44K — \$71K  
Teachers and Instructors, All Other

Manoa - Hilo - West Oahu




**Career Interest:**  
 CTE Pathway: Industrial and Engineering Technology

- DO YOU LIKE TO SOLVE PROBLEMS?
- NOT AFRAID OF CHALLENGES?
- FIND ALTERNATIVE SOLUTIONS?
- WONDER HOW THINGS WORK?
- LIKE WORKING WITH COMPUTERS?

IF YOU ANSWERED "YES"...

**CONSIDER A CAREER  
 IN ENGINEERING**

Department of Education (DOE) campus offerings available in most districts.

 High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawai'i Industry Sectors: <http://uhcchawaii.edu/workforce/>

University of Hawaii Campuses

Manoa - Hilo - West Oahu  
 Hawaii - Honolulu - Kapiolani - Kauai - Leeward - Maui - Windward

**Hawai'i Public Schools  
 CTE Programs of Study**

- Design Technology
- Electronics & Elect Engineering
- Engineering Technology

**Hawai'i Public Schools  
 Coursework**

- Algebra I
- Algebra II or Trigonometry/  
 Analytic Geometry (Engineering Tech)
- Core: Industrial & Engineering Tech
- Cluster and Concentration courses depend on the Program of Study selected

**Work-Based Learning  
 Experiences**

- Industrial and Engineering Technology Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

**Certificate**

- Architectural, Engineering & CAD Technologies
- Electronics Technology

———— Career Options ————

\$31K — \$50K  
 Civil Engineering Technicians

\$52K — \$70K  
 Electrical and Electronics Engineering Technicians

Hawai'i - Honolulu - Kaua'i - Maui

**Associates**

- Architectural, Engineering & CAD Technologies
- Electronic & Computer Engineering Technology
- Electronics Technology
- Engineering Technology

———— Career Options ————

\$50K — \$65K  
 Civil Engineering Technicians

\$70K — \$94K  
 Electrical and Electronics Engineering Technicians

Hawai'i - Honolulu - Kaua'i - Maui

**Bachelors and Higher**

- Civil Engineering
- Mechanical Engineering
- Electrical Engineering

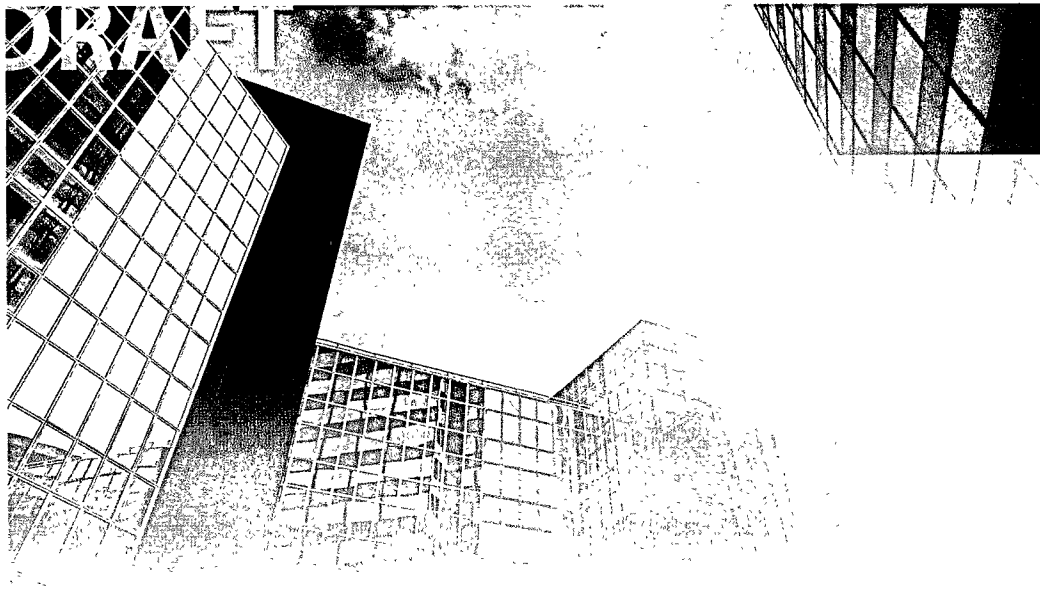
———— Career Options ————

\$55K — \$83K — \$113K  
 & Civil Engineers

\$51K — \$78K — \$114K  
 Mechanical Engineers

\$56K — \$90K — \$115K  
 Electrical Engineers

Manoa



**Hawai'i Public Schools  
CTE Program of Study**

- Finance

**Hawai'i Public Schools  
Coursework**

- Economics, Business Economics, AP Microeconomics or AP Macroeconomics
- Core: Business
- Cluster: Finance

**Work-Based Learning  
Experiences**

- Business, Marketing and Finance Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

**Career Interest: Finance**  
CTE Pathway: Business

- DO YOU ENJOY WORKING WITH NUMBERS?
- ARE YOU A STELLAR COMMUNICATOR?
- CAN YOU WORK WITH LITTLE SUPERVISION?
- ARE YOU A PROBLEM-SOLVER?
- IS PERSONAL INTEGRITY IMPORTANT?

IF YOU ANSWERED "YES"...  
**CONSIDER A CAREER  
IN FINANCE**

Department of Education (DOE) campus offerings available in most districts.

High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawai'i Industry Sectors: <http://uhcc.hawaii.edu/workforce/>

**Certificate**

- Finance

————— Career Options —————

Hilo

**Associates**

————— Career Options —————

**Bachelors and Higher**

- Business Administration, Finance (BBA, MBA, PhD)
- General Business, Finance Concentration (BBA)

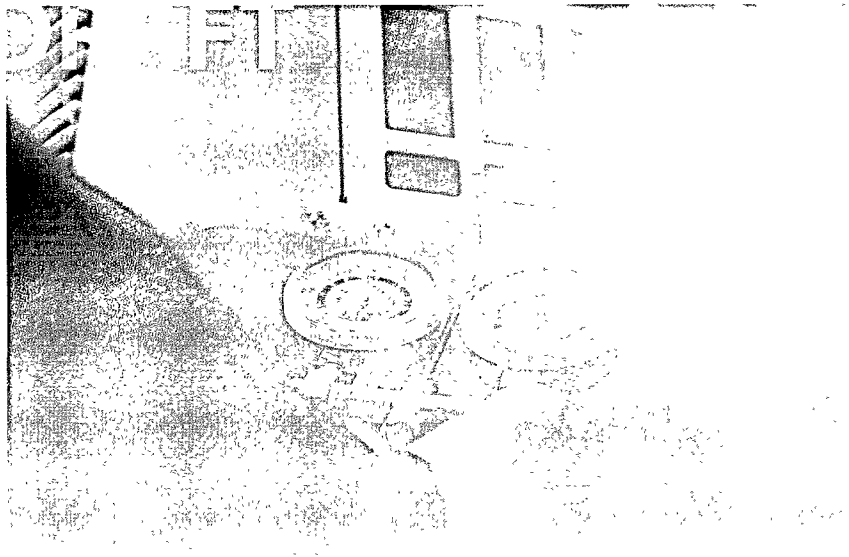
————— Career Options —————

- \$59K — \$103K — \$166K  
 Financial Managers
- \$49K — \$76K — \$114K  
 Management Analysts
- \$42K — \$66K — \$96K  
 Compliance Officers
- \$42K — \$70K — \$106K  
 Business Operations Specialists, All Other

Manoa - Hilo - West O'ahu

University of Hawai'i Campuses

Manoa - Hilo - West O'ahu  
Hawai'i - Honolulu - Kap'olani - Kaua'i - Leeward - Maui - Windward




## Career Interest:

Heating, Ventilation, and Air Conditioning  
 CTE Pathway: Industrial and Engineering Technology

- DO YOU ENJOY WORKING OUTDOORS?
- DO YOU LIKE TO SOLVE PROBLEMS?
- ENJOY WORKING WITH YOUR HANDS?
- CAN YOU WORK IN CONFINED SPACES?
- ARE YOU DETAILED ORIENTED?

IF YOU ANSWERED "YES" ...  
**CONSIDER A CAREER  
 IN HVAC**

Department of Education (DOE) campus offerings available in most districts.

 High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawaii Industry Sectors: <http://uhcchawaii.edu/workforce/>

University of Hawaii Campuses

Manoa - Hilo - West Oahu  
 Hawaii - Honolulu - Kapohahi - Kauai - Leeward - Maui - Windward

### Hawai'i Public Schools CTE Programs of Study

- Building & Construction
- Electrical Installation
- Metal Working Technology

### Hawai'i Public Schools Coursework

- Geometry, Algebra I, Physics or Physical Science
- Core: Industrial & Engineering Technology
- Cluster: Building & Construction I
- Concentration: Building & Construction II

### Work-Based Learning Experiences

- Industrial & Engineering Technology Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

### Certificate

- Refrigeration & Air Cond Tech

#### Career Options

\$34K — \$62K  
 Heating, Air Conditioning, & Refrigeration Mechanics & Installers

\$37K — \$54K  
 Solar Photovoltaic Installers

\$47K — \$79K  
 Sheet Metal Workers

\$45K — \$78K  
 First-Line Supervisors of Construction Trades & Extraction Workers

Honolulu

### Associates

- Refrigeration & Air Cond Tech

#### Career Options

\$62K — \$95K  
 Heating, Air Conditioning, & Refrigeration Mechanics & Installers

\$54K — \$77K  
 Solar Photovoltaic Installers

\$79K — \$105K  
 Sheet Metal Workers

\$45K — \$78K — \$117K  
 First-Line Supervisors of Construction Trades & Extraction Workers

Honolulu

### Bachelors and Higher

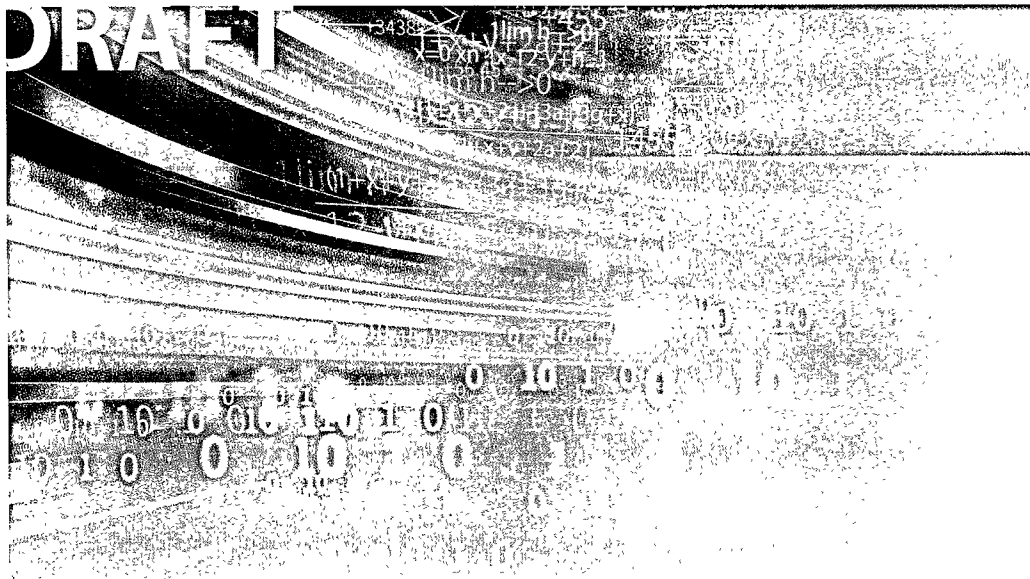
- Mechanical Engineering (BS, MS, PhD)

#### Career Options

\$78K — \$117K  
 First-Line Supervisors of Construction Trades & Extraction Workers

Manoa





**Hawaii Public Schools  
CTE Programs of Study**

- A+ Certification
- CISCO Certification
- Computer Networking
- Cybersecurity
- Information Technology

**Hawaii Public Schools  
Coursework**

- Algebra I
- Algebra II (Information Technology)
- Core and Cluster courses depend on the Program of Study selected

**Work-Based Learning  
Experiences**

- Information Technology Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

**Career Interest:** Information Technology  
**CTE Pathway:** Industrial and Engineering Technology

DO YOU LIKE WORKING WITH COMPUTERS?

DO YOU LIKE TO SOLVE PROBLEMS?


CAN YOU COMMUNICATION WELL?

ARE YOU GOOD WITH MATH?

DO YOU HAVE A CURIOUS MIND?

IF YOU ANSWERED "YES"...  
**CONSIDER A CAREER  
IN INFORMATION TECHNOLOGY**

Department of Education (DOE) campus offerings available in most districts.

 High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawai'i Industry Sectors: <http://uhcchawaii.edu/workforce/>

University of Hawaii Campuses

Manoa - Hilo - West Oahu  
Hawaii - Honolulu - Kapi'olani - Kauai - Leeward - Maui - Windward

**Certificate**

- Information Security
- Information Technology
- Information & Computer Sci
- ISA-Cybersecurity
- Network Tech

———— Career Options ————

\$31K — \$45K — \$70K  
Computer User Support Specialists

Hawai'i - Honolulu - Kapi'olani - Leeward

**Associates**

- Computer Electr & Networking
- Information Technology
- Information & Computer Sci (includes specializations in Mobile Dev, Software Dev, Database, Networking)

———— Career Options ————

\$33K — \$58K — \$93K  
Web Developers

\$37K — \$59K — \$87K  
Computer Network Support Specialists

Hawai'i - Honolulu - Kapi'olani - Leeward

**Bachelors and Higher**

- Computer Appl Dev Spec (SC)
- Computer Engineering (BS)
- Computer Science (BS, MS, PhD)
- Information & Comp Sci (BA, MS)
- Management Info Sys (BBA)
- Systems Modeling (SC)

———— Career Options ————

\$49K — \$99K — \$197K  
Software Developers, Applications

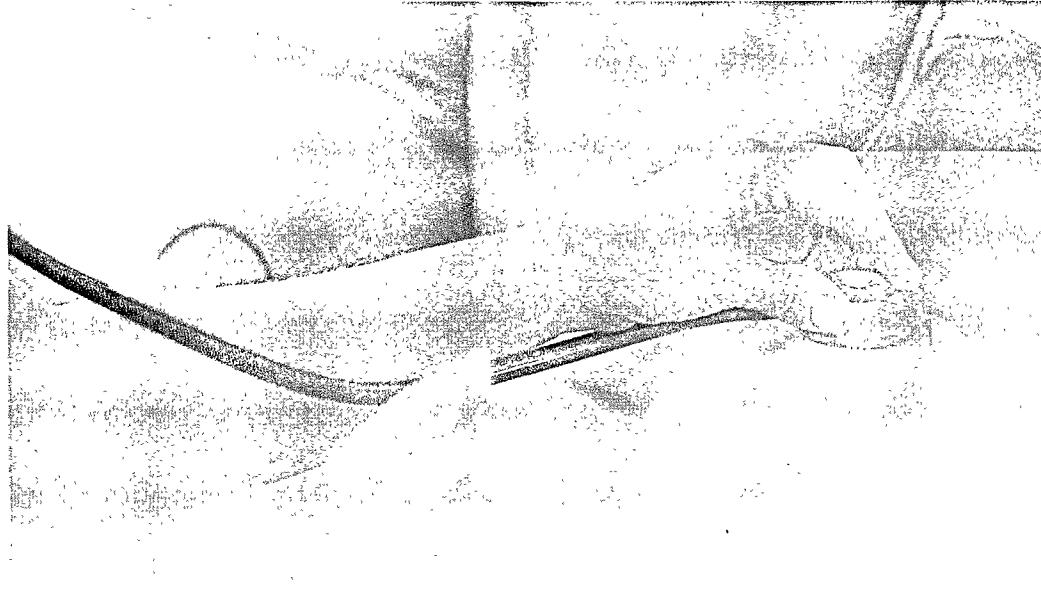
\$67K — \$93K — \$127K  
Software Developers, Sys Software

\$49K — \$76K — \$114K  
Computer Systems Analyst

\$54K — \$94K — \$127K  
Information Security Analysts (Cyber Security)

\$82K — \$114K — \$167K  
Computer & Info Systems Mgrs

Manoa - Hilo



### Hawai'i Public Schools CTE Programs of Study

- Clinical Health
- Emergency Medical Services
- Health Informatics
- Medical Assistant
- Medical Biotechnology
- Nurse Aide Training
- Nutrition

### Hawai'i Public Schools Coursework

- Biology
- Core: Health
- Cluster and Concentration courses depend on the Program of Study selected

### Work-Based Learning Experiences

- Health Services Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

## Career Interest: Medical Support


CTE Pathway: Health Services

- DO YOU ENJOY HELPING PEOPLE?
- ARE YOU CONFIDENT GIVING ADVICE?
- ENJOY HAVING A FLEXIBLE SCHEDULE?
- ARE YOU COMPASSIONATE?
- ENJOY MAKING SOMEONE SMILE?

IF YOU ANSWERED "YES"...

## CONSIDER A CAREER IN MEDICAL SUPPORT

Department of Education (DOE) campus offerings available in most districts.

 High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawai'i Industry Sectors: <http://uhcc.hawaii.edu/workforce/>

### University of Hawaii Campuses

- Manoa - Hilo - West Oahu  
Hawaii - Honolulu - Kapi'olani - Kauai - Leeward - Maui - Windward



### Certificate

- Certified Pharmacy Tech
- Dental Assisting
- Massage Therapist Certification
- Medical Assisting
- Phlebotomy Certification
- Physical Therapy Aide Cert

———— Career Options ————

- \$26K — \$35K — \$46K  
& Nursing and Medical Assistants
- \$28K — \$37K — \$49K  
& Dental Assistants; Phlebotomists
- \$20K — \$50K — \$92K  
& Massage Therapists
- \$27K — \$38K — \$49K  
Pharmacy Technicians
- \$20K — \$26K — \$36K  
Home Health & Personal Care Aides

Hawai'i - Kapi'olani - Kauai  
Leeward - Maui



### Associates

- Dental Hygiene
- Human Services
- Medical Lab Technician
- Physical Therapist Assistant
- Radiologic Technology

———— Career Options ————

- \$65K — \$76K — \$97K  
& Dental Hygienists
- \$21K — \$36K — \$51K  
& Emergency Medical Technicians & Paramedics
- \$20K — \$24K — \$38K  
Physical Therapist Aides
- \$52K — \$73K — \$97K  
Radiologic Technologists
- \$25K — \$53K — \$96K  
& Clinical Lab Technologists & Technicians

Honolulu - Kapi'olani - Maui



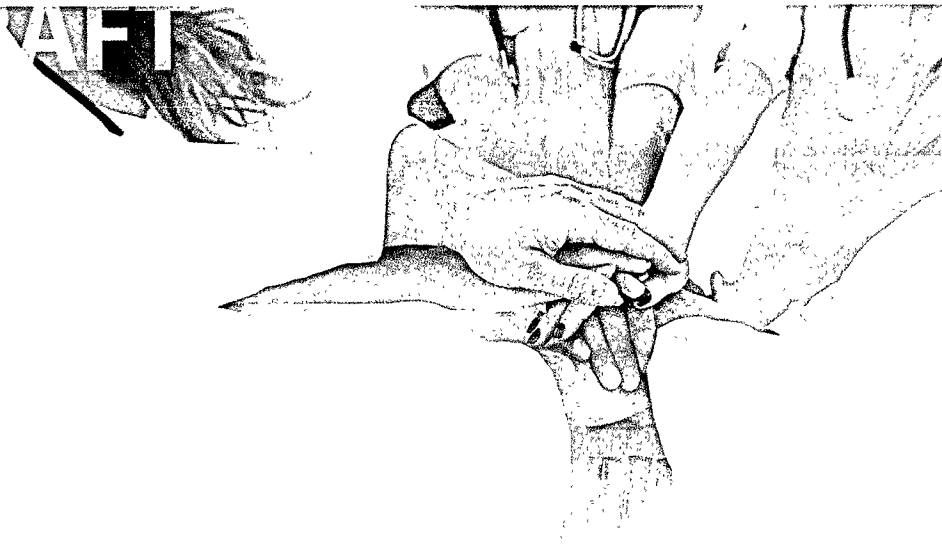
### Bachelors and Higher

- Dental Hygiene (BS)
- General (Pre-Dental) (BA)
- Pharmaceutical Sciences (PhD)
- Pharmacy (PhD)
- Pharmacy Studies (BA)

———— Career Options ————

- \$96K — \$121K — \$156K  
& Pharmacists

Manoa - Hilo



### Hawai'i Public Schools CTE Programs of Study

- Clinical Health
- Medical Assistant
- Nurse Aide Training

### Hawai'i Public Schools Coursework

- Biology
- Core: Health
- Cluster: Clinical Health
- Concentration: Nurse Aide Training

### Work-Based Learning Experiences

- Health Services Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

## Career Interest: *Nursing*

CTE Pathway: Health Services

- ARE YOU COMPASSIONATE?
- DO YOU HAVE PATIENCE?
- CAN YOU COMMUNICATE CLEARLY?
- ARE YOU WILLING TO KEEP LEARNING?
- DO YOU HAVE PHYSICAL ENDURANCE?

IF YOU ANSWERED "YES" ...  
**CONSIDER A CAREER  
IN NURSING**

Department of Education (DOE) campus offerings available in most districts.

High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawai'i Industry Sectors: <http://uhcchawaii.edu/workforce/>

#### University of Hawaii Campuses:

Manoa - Hilo - West Oahu  
Hawaii - Honolulu - Kapiolani - Kaneohe - Leeward - Maui - Windward



### Certificate

- Long Term Care Nurse Aide
- Nurse Aide
- Nursing
- Nursing (Practical Nurse)
- Nursing & Allied Health

#### Career Options

\$20K — \$26K — \$36K  
Home Health Aides  
Personal Care Aides

\$26K — \$35K — \$46K  
& Medical Assistants  
& Nursing Assistants

Hawai'i - Kapi'olani - Kauai - Maui



### Associates

- Licensed Practical Nurse
- Nursing
- Nursing (Registered Nurse Prep)
- Nursing (Transition for LPN)
- Nursing & Allied Health

#### Career Options

\$40K — \$48K — \$62K  
& Licensed Practical & Licensed Vocational Nurses

Hawai'i - Kapi'olani - Kauai - Maui



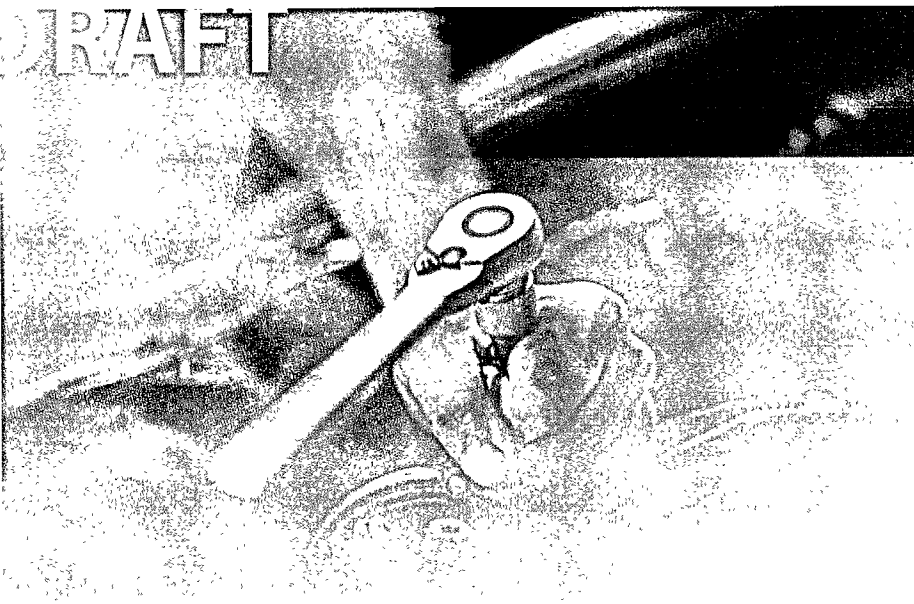
### Bachelors and Higher

- Pre-Nursing
- Nursing (BS, MS, PhD)

#### Career Options

\$64K — \$102K — \$127K  
& Registered Nurses

Manoa - Hilo - West O'ahu



**Hawai'i Public Schools  
CTE Programs of Study**

- Autobody Repair & Refurbishing
- Advanced Autobody Repair & Refurbishing
- Automotive Technology
- Automotive Technology II

**Hawai'i Public Schools  
Coursework**

- Physics or Physical Science
- Core: Industrial and Engineering Technology
- Cluster: Autobody Repair & Refinishing I or Automotive Technology I
- Concentration: Autobody Repair & Refinishing II or Automotive Technology II

**Work-Based Learning  
Experiences**

- Industrial and Engineering Technology Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

**Career Interest:**  
CTE Pathway: Industrial and Engineering Technology

- DO YOU ENJOY WORKING WITH YOUR HANDS AND TOOLS?
- ARE YOU GOOD AT SOLVING PROBLEMS?
- ARE YOU SELF-RELIANT?
- DO YOU LIKE TO HELP PEOPLE?
- DO YOU LIKE TO LEARN NEW THINGS?

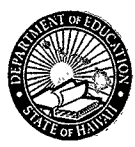
IF YOU ANSWERED "YES"...

**CONSIDER A CAREER  
IN AUTOMOTIVE**

Department of Education (DOE) campus offerings available in most districts.

High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawai'i Industry Sectors: <http://uhcc.hawaii.edu/workforce/>

**University of Hawai'i Campuses**

- Manoa - Hilo - West Oahu
- Hawai'i - Honolulu - Kapi'olani - Kaua'i - Leeward - Maui - Windward

**Certificate**

- Automotive Mechanics Tech
- Automotive Technology
- Diesel Mechanics Technology

———— Career Options ————

- \$25K — \$43K  
Automotive Service Technicians & Mechanics
- \$36K — \$61K  
Bus & Truck Mechanics & Diesel Engine Specialists
- \$31K — \$52K  
Automotive Body & Related Repairers
- \$42K — \$73K  
First-Line Supervisors of Mechanics, Installers & Repairers

Hawai'i - Honolulu - Kaua'i  
Leeward - Maui

**Associates**

- Automotive Mechanics Tech
- Automotive Technology
- Diesel Mechanics Technology

———— Career Options ————

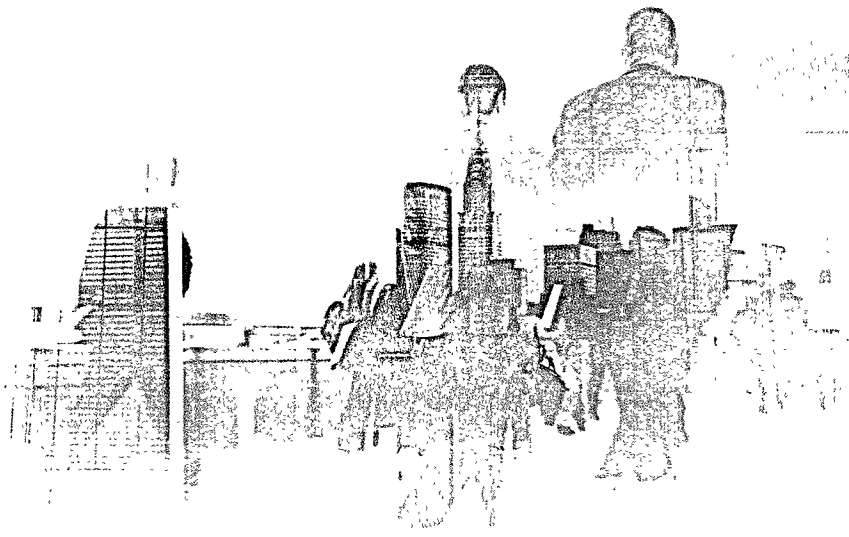
- \$25K — \$43K — \$64K  
Automotive Service Technicians & Mechanics
- \$36K — \$61K — \$80K  
Bus & Truck Mechanics & Diesel Engine Specialists
- \$31K — \$52K — \$75K  
Automotive Body & Related Repairers
- \$42K — \$73K — \$103K  
First-Line Supervisors of Mechanics, Installers & Repairers

Hawai'i - Honolulu - Kaua'i  
Leeward - Maui

**Bachelors and Higher**

———— Career Options ————





### Hawai'i Public Schools CTE Programs of Study

- Accounting
- Business Law
- Entrepreneurship
- Human Resources Management
- Management
- Marketing
- Office Administration
- Retailing

### Hawai'i Public Schools Coursework

- Economics, Business Economics, AP Microeconomics or AP Macroeconomics
- Core: Business
- Cluster and Concentration courses depend on the Program of Study selected

### Work-Based Learning Experiences

- Business, Marketing and Finance Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

## Career Interest:

CTE Pathway: Business

- CAN YOU COMMUNICATE WITH AND INFLUENCE A DIVERSE RANGE OF PEOPLE?
- YOU HAVE GREAT ORGANIZATION SKILLS?
- YOU LIKE WORKING WITH PEOPLE?
- YOU ARE SELF-MOTIVATED?
- NOT AFRAID OF SPEAKING IN PUBLIC?

IF YOU ANSWERED "YES"...

## CONSIDER A CAREER IN BUSINESS

Department of Education (DOE) campus offerings available in most districts.

High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawai'i Industry Sectors: <http://uhcc.hawaii.edu/workforce/>

### University of Hawaii Campuses

Manoa - Hilo - West Oahu  
Hawai'i - Honolulu - Kapi'olani - Kaua'i - Leeward - Maui - Windward



### Certificate

- Accounting
- Business Careers
- Business Entrepreneurship
- Business Management
- Marketing
- Mgmt-Retail Management

#### ———— Career Options ————

\$26K — \$40K  
Bookkeeping, Accounting, and Auditing Clerks

\$31K — \$48K  
Tax Preparers

Hawai'i - Kapi'olani - Kaua'i  
Leeward - Maui



### Associates

- Accounting
- Business Administration
- Business Careers
- Management
- Marketing

#### ———— Career Options ————

\$40K — \$58K  
Bookkeeping, Accounting, and Auditing Clerks

\$48K — \$65K  
Tax Preparers

\$30K — \$42K — \$52K  
Human Resource Assistants  
(except payroll & timekeeping)

\$52K — \$88K — \$134K  
& Administrative Services Managers

Hawai'i - Kapi'olani - Kaua'i  
Leeward - Maui



### Bachelors and Higher

- Accounting (BBA)
- Business Admin (SC, BBA, MBA, PhD)
- Entrepreneurship (GCert, BBA)
- General Business (BA, BBA)
- Human Res Mgt (BBA, MHRM)
- International Business (BBA)
- Management (BBA)
- Marketing (BBA)

#### ———— Career Options ————

\$49K — \$99K — \$197K  
& General & Operations Managers

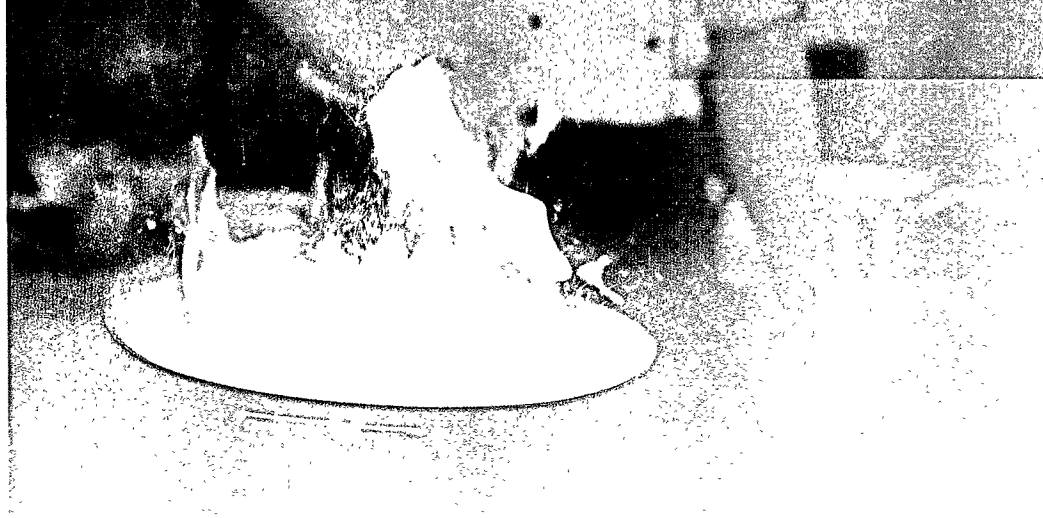
\$35K — \$55K — \$91K  
& Market Research Analysts & Marketing Specialists

\$49K — \$76K — \$114K  
& Management Analysts

\$40K — \$61K — \$96K  
& Human Resources Specialists

Manoa - Hilo - West Oahu

**DRAFT**



**Career Interest:** Culinary, Hospitality and Tourism

CTE Pathway: Public and Human Services

- DO YOU ENJOY WORKING WITH PEOPLE?
- DO YOU CRAVE ADVENTURE?
- HAVE A CREATIVE MIND?
- YOU LIKE HAVING A FLEXIBLE SCHEDULE?
- ENJOY NEW CHALLENGES EVERYDAY?

IF YOU ANSWERED "YES"...  
**CONSIDER A CAREER  
 IN CULINARY, HOSPITALITY,  
 AND TOURISM**

Department of Education (DOE) campus offerings available in most districts.

High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawaii Industry Sectors: <http://uhcchawaii.edu/workforce/>

University of Hawaii Campuses

Manoa - Hilo - West Oahu  
 Hawaii - Honolulu - Kapi'olani - Kauai - Leeward - Maui - Windward

**Hawaii Public Schools  
 CTE Programs of Study**

- Baking/Pastry Arts
- Culinary
- Hospitality and Tourism
- Hotel Operations
- Travel Industry Management (TIM)

**Hawaii Public Schools  
 Coursework**

- Psychology or Biology (for Culinary); Economics, Business Economics, AP Microeconomics or AP Macroeconomics (for TIM)
- Core: Public Human Service or Business (for TIM)
- Cluster and Concentration courses depend on the Program of Study selected

**Work-Based Learning  
 Experiences**

- Culinary, Hospitality and Tourism Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship



**Certificate**

- Culinary Arts
- Culinary Arts (Adv Culinary)
- Massage Therapy
- Travel & Tourism

———— Career Options ————

\$21K — \$45K — \$78K  
 Bartenders

\$20K — \$50K — \$92K  
 & Massage Therapists

Hawaii - Kapi'olani - Kauai  
 Leeward - Maui



**Associates**

- Culinary Arts
- Culinary Arts - Inst Food Service
- Culinary Arts - Pastry Arts
- Hospitality & Tourism
- Travel & Tourism

———— Career Options ————

\$36K — \$56K — \$100K  
 Food Service Managers

\$34K — \$60K — \$103K  
 Chefs and Head Cooks

Hawaii - Kapi'olani - Kauai  
 Leeward - Maui



**Bachelors and Higher**

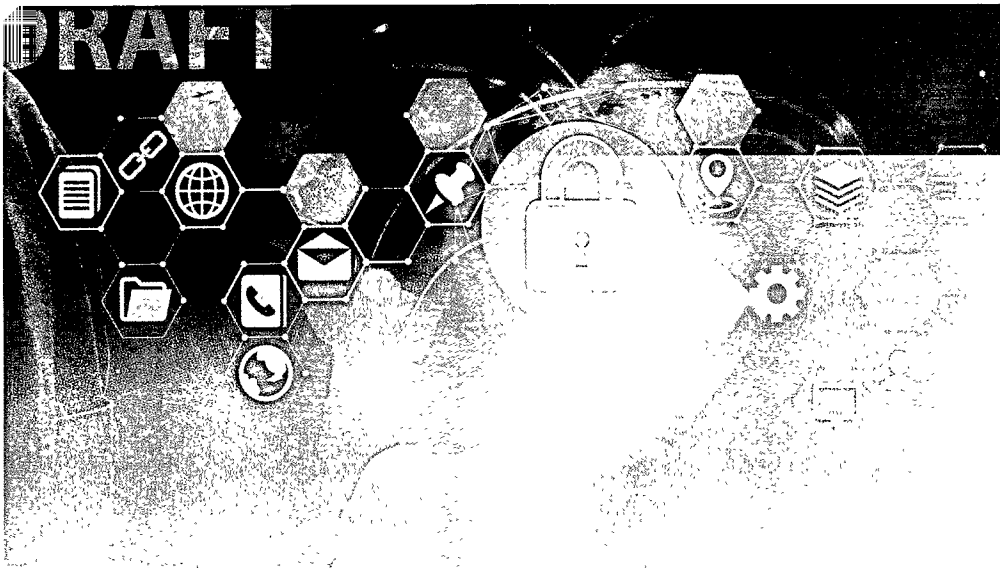
- Business Admin, Concentration in Hospitality and Tourism (BA)
- Culinary Management (BAS)
- International Studies, Tourism Concentration (Cert)
- Travel Industry Management (BS, MS)

———— Career Options ————

\$35K — \$56K — \$95K

& Public Relations Specialists  
 & Market Research Analysts & Marketing Specialists

Manoa - Hilo - West Oahu



## Career Interest: **Cyber Security**

CTE Pathway: Industrial and Engineering Technology

- DO YOU ENJOY WORKING WITH COMPUTERS?
- DO YOU HAVE AN EYE FOR DETAIL?
- CAN YOU LEARN ON YOUR OWN?
- ARE YOU METHODICAL?
- DO YOU LIKE TO LEARN NEW THINGS?

IF YOU ANSWERED "YES"...

### CONSIDER A CAREER IN CYBER SECURITY

Department of Education (DOE) campus offerings available in most districts.

High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).



Hawai'i Industry Sectors: <http://uhcchawaii.edu/workforce/>

University of Hawai'i Campuses

Manoa - Hilo - West O'ahu  
Hawai'i - Honolulu - Kapi'olani - Kaua'i - Leeward - Maui - Windward

### Hawai'i Public Schools CTE Program of Study

- Cyber Security

### Hawai'i Public Schools Coursework

- Algebra II
- Core: Industrial and Engineering Technology
- Cluster: Networking Fundamentals & LAN
- Concentration: Cybersecurity

### Work-Based Learning Experiences

- Information Technology Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

### Certificate

- Information Assurance
- Information Security & Assurance

———— Career Options ————

\$31K — \$45K  
 Computer User Support Specialists

Honolulu - Kapi'olani

### Associates

- Applied Business & Info Tech
- Computer, Electronics and Networking Technologies
- Electronics Technology
- Information Security Specialist
- Information & Computer Sci
- Information Technology

———— Career Options ————

\$45K — \$70K  
 Computer User Support Specialists

Hawai'i - Honolulu - Kaua'i  
Leeward - Maui

### Bachelors and Higher

- Information & Computer Sci
- West O'ahu will offer a Bachelor of Applied Science with a concentration in Information Security and Assurance

———— Career Options ————

\$51K — \$74K — 113K  
Computer Systems Analysts

\$55K — \$82K — \$122K  
Network and Computer Systems Administrators

\$54K — \$94K — \$127K  
Information Security Analysts (Cyber Security)

\$82K — \$114K — \$167K  
Computer and Information Systems Managers

Manoa - Hilo - West O'ahu