



UNIVERSITY
of HAWAII®

Ke Kulanui o Hawai'i

Wendy F. Hensel
President

DEPT. COMM. NO. 351

January 27, 2025

The Honorable Ronald D. Kouchi,
President and Members of the Senate
Thirty-Third State Legislature
Honolulu, Hawai'i 96813

The Honorable Nadine K. Nakamura, Speaker
and Members of the House of Representatives
Thirty-Third State Legislature
Honolulu, Hawai'i 96813

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, the University of Hawai'i is transmitting one copy of the Annual Report on Workforce Development Programs (Section 202-10, Hawai'i Revised Statutes) as requested by the Legislature.

In accordance with Section 93-16, Hawai'i Revised Statutes, this report may be viewed electronically at: https://www.hawaii.edu/govrel/docs/reports/2025/hrs202-10_2025_workforce-development_annual-report_508.pdf.

Should you have any questions about this report, please do not hesitate to contact Stephanie Kim at (808) 956-4250, or via e-mail at scskim@hawaii.edu.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Wendy Hensel'.

Wendy F. Hensel
President

Enclosure

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UNIVERSITY OF HAWAI‘I SYSTEM ANNUAL REPORT



REPORT TO THE 2025 LEGISLATURE

Annual Report on Workforce Development Programs

HRS 202-10

January 2025

Annual Report on Workforce Development Programs

University of Hawai'i Community Colleges
Fiscal Year 2023-2024

The University of Hawai'i Community Colleges (UHCC) provides open-access opportunities for all qualified Hawai'i residents to pursue high quality education and training programs within their own communities. **Workforce development** is a key aspect of its mission: to “meet Hawai'i's workforce needs of today and tomorrow” by offering occupational, technical, and professional courses and programs, which prepare students for employment and career advancement. This report presents the immediate employment outcomes for the UHCC Career and Technical Education (CTE) programs at the UHCC.

Table of Contents

Workforce Development - CTE Credit Programs	2
CTE Graduates and Employment by Community College	2
Graduates Found in Employment Records by Program	3
Expenditures: CTE Credit Programs	5
Expenditures: Perkins V Federal Funds	5
Workforce Development - Non-credit programs & Good Jobs Hawai'i	6
FY 2024 Good Jobs Hawai'i summary	6
Good Jobs Hawaii: Participants By Sector and Island	7
FY 2024 Project Impact by Sector	7
Total Good Jobs Hawai'i Project Impact By Sector (from Inception to Present)	8
Total Project Impact by County of Residence (from Inception to Present)	9

Workforce Development - CTE Credit Programs

All seven University of Hawai'i Community College campuses (Hawai'i CC, Honolulu CC, Kapi'olani CC, Kaua'i CC, Leeward CC, UH Maui College, and Windward CC) offer Career and Technical Education postsecondary programs that focus on the skills and knowledge required for specific jobs or fields of work. Over 7,400 students enrolled in CTE programs at the UHCCs in 2023-2024. 1,812 students graduated from UHCC CTE programs. 65% of graduates or 1,178 students were found in Hawai'i employment records within 6 months. It is noted that the actual employment rate of graduates may be higher than reported due to limitations in the completeness of the state unemployment insurance (UI) data records. Table 1 shows counts of CTE Graduates and Employed by UHCC campus.

CTE Graduates and Employment by Community College

Campus	CTE Graduates, 2023-24	Employed within 6 months	% Employed
UHCC	1,812	1,178	65%
HAW	234	150	64%
HON	438	221	50%
KAP	427	289	68%
KAU	139	111	80%
LEE	357	240	67%
MAU	156	116	74%
WIN	61	51	84%

Table 1. CTE Graduates and Employment, by Campus, 2023-2024.

The UHCC offered credit-bearing courses in 56 CTE programs in the 2023-2024 Academic Year across the state. Some of the highest enrolled CTE programs include Applied Trades, Culinary Arts, Nursing, Automotive Technology, and Information Technology. 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 graduates found in Hawai'i employment records within 6 months By Program are presented in Table 2.

Graduates Found in Employment Records by Program

Program	Campus	Employed
Accounting	HAW, KAP, KAU, LEE, MAU	63
Administration of Justice	HAW, HON, MAU	*
Aeronautics Maintenance Technology	HON	18
Agriculture	HAW	9
Applied Business and Information Tech	MAU	7
Applied Trades	HON	18
Architectural Engineering & CAD Tech	HON	17
Auto Body Repair & Painting	HAW	*
Automotive Technology	HAW, HON, KAU, LEE, MAU	84
Business	KAU, MAU	19
Business Technology	HAW, LEE, MAU	12
Carpentry Technology	HAW, HON, KAU	23
Communication Arts	HON	*
Computing, Security & Networking Tech	HON	9
Construction Technology	MAU	5
Cosmetology	HON	19
Creative Media	HAW, KAU, MAU	12
Culinary Arts	HAW, KAP, KAU, LEE, MAU	127
Dental Assisting	KAP	6
Diesel Mechanics Technology	HAW, HON	15
Digital Media Production	LEE	23
Early Childhood Education	HAW, HON, KAU, MAU	27

Program	Campus	Employed
Electrical Installation & Maintenance Tech	HAW, KAU	23
Electronics & Computer Engineer Tech	KAU, MAU	8
Emergency Medical Technician	KAP	25
Fashion Technology	HON, MAU	6
Fire & Environmental Emergency Resp	HAW, HON	64
Health Information Technology	LEE	25
Hospitality and Tourism	KAP, KAU, MAU	37
Human Services	HON, MAU	14
Information & Computer Science	LEE	48
Information Technology	HAW, KAP	33
Integrated Industrial Technology	LEE	*
Machine, Welding & Industrial Mech Tech	HAW	9
Management	LEE	19
Medical Assisting	KAP, KAU	21
Medical Laboratory Technician	KAP	8
Music and Entertainment Learning Experience	HON	9
New Media Arts	KAP	6
Nursing	HAW, KAP, KAU, MAU	114
Nursing: Practical Nursing	KAP	10
Occupational & Environmental Safety Management	HON	*
Occupational Therapy Assistant	KAP	*
Paralegal	KAP	12

Program	Campus	Employed
Physical Therapist Assistant	KAP	10
Radiologic Technology	KAP	20
Refrigeration & Air Conditioning Tech	HON	8
Respiratory Care Practitioner	KAP	12
Sheet Metal & Plastics Technology	HON	7
Substance Use Disorders Counseling	LEE	5
Sustainable Agriculture	LEE	5
Sustainable Science Management	MAU	*
Teaching	LEE	18
Trop Forest Ecosystem & Agroforestry Mgt	HAW	*
Veterinary Technology	WIN	51
Welding Technology	HON	21

Table 2. CTE Graduates found in Employment, by UHCC Program, 2023-2024.

* counts <5 are suppressed to maintain student confidentiality

It is noted that the employment counts do not include federal employees, 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 56 CTE programs of the seven community colleges are **\$33,108,119** for the 2023-2024 academic year. These expenditures are instructional costs across the seven community colleges.

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 2023-2024, the UHCC expended **\$3,577,825** 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

UHCC launched the Good Jobs Hawai'i initiative to offer free non-credit short-term training for Hawai'i residents to enter employment in high need occupations. The workforce development initiative is primarily funded through competitive grants from extramural, federal (non-state) sources which subsidizes the tuition for participants to enter and complete job-training at no-cost. Summary of FY 2024 Good Jobs Hawai'i activity is as follows:

FY 2024 Good Jobs Hawai'i summary

Applications for training	5,334
Enrolled into Training	3,300
Completions	2,266
Employed within 6 months (of survey respondents)	935
FY 2024 Expenditures	\$13,219,681

In FY 2023-2024, UHCC expended **\$13,219,681** in extramural funds towards the Good Jobs Hawai'i initiative. It should be noted that the three primary extramural fund sources for Good Jobs Hawai'i will be expiring in the 2025.

Good Jobs Challenge (Economic Development Administration)	Ends Aug 2025
Hana Career Pathways (Federal Department of Education)	Ended Sept 2024
Good Jobs O'ahu (ARPA State and Local Fiscal Recovery Funds via City and County of Honolulu)	Ends July 2025

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



Good Jobs Hawai'i: Participants By Sector and Island

The number of Good Jobs Hawai'i participants enrolled, completed, and subsequently employed in-state are presented by industry sector.

FY 2024 Project Impact by Sector

Sector	Applied	Enrolled	Completed	Completed and Employed
Healthcare	2,621	1,873	1,166	515
Technology	810	458	365	121

Clean Energy / Skilled Trades	941	446	372	172
Creative Industries	45	36	24	16
Other Sectors*	917	487	339	111
Total	5,334	3,300	2,266	935

**Other Sectors includes the Education, Public Law & Safety, and Hospitality Sectors*

It is noted that the number of students employed may be greater than what is reported due to limitations in data collection via self-reported surveys. It is noted that 66% of survey completers found employment after completing workforce training courses.

Total Good Jobs Hawai'i Project Impact By Sector (from Inception to Present)

Sector	Applied	Enrolled	Completed	Completed and Employed
Healthcare	6,315	3,726	2,335	902
Technology	2,060	975	724	203
Clean Energy / Skilled Trades	2,298	1,107	838	340
Creative Industries	158	108	49	21
Other Sectors*	1,627	835	535	142
Total	12,458	6,751	4,481	1,608

**Other Sectors includes the Education, Public Law & Safety, and Hospitality Sectors*

For the 2024 reporting period, the greatest number of participants identified as O‘ahu residents at 62 percent of enrollees. However, when looking at enrollments per capita based on the state’s population distribution, Hawai‘i Island had the greatest per capita enrollment rate followed by Maui County (Maui, Lāna‘i and Moloka‘i), Kaua‘i and O‘ahu.

Total Project Impact by County of Residence (from Inception to Present)

County	Applied	Enrolled	Completed	Completed and Employed
Hawai‘i	1,605	1,072	621	274
Kaua‘i	315	209	147	38
Maui	1,748	984	635	209
Honolulu	8,790	4,486	3,078	1,087
Total	12,458	6,751	4,481	1,608