



# UNIVERSITY OF HAWAII SYSTEM

## ‘ŌNAEHANA KULANUI O HAWAII

### Legislative Testimony

#### Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

Testimony Presented Before the  
House Committee on Labor  
Tuesday, April 1, 2025, at 9:30 a.m.

By

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University of Hawai'i System

HCR 196 HD1/HR 189 HD1 – REQUESTING THE UNIVERSITY OF HAWAII COMMUNITY COLLEGES, INCLUDING THE UNIVERSITY OF HAWAII MAUI COLLEGE, TO DEVELOP A COMPREHENSIVE LIST OF BACHELOR'S DEGREE PROGRAMS THAT DIRECTLY ALIGN WITH JOB OPPORTUNITIES AND INDUSTRY NEEDS WITHIN THEIR RESPECTIVE REGION OF SERVICE

Chair Sayama, Vice Chair Lee, and Members of the Committee:

The University of Hawai'i (UH) appreciates the opportunity to submit comments on HCR 196 HD1/HR 189 HD1 which requests the University of Hawai'i Community Colleges (UHCC) to develop a comprehensive list of bachelor's degree programs that align with job opportunities and industry needs within their respective regions of service.

While UH fully supports the goal of aligning educational programs with workforce needs, we have concerns about the approach outlined in the resolution. If not addressed, these concerns could undermine the effectiveness and practicality of the proposal.

The UHCC has a concern that focusing exclusively on bachelor's degree programs may limit the flexibility to offer academic pathways that anticipate future workforce trends. While aligning programs with current regional industry needs is essential, it is equally important to prepare students for future opportunities, particularly in emerging fields. We recommend broadening the scope to include both current job needs and future workforce trends, allowing for a more adaptable and forward-looking approach to curriculum development.

In alignment with these goals, UH has been actively working to enhance workforce development through innovative pathways such as micro-credentials. In 2024, UH implemented a policy allowing campuses to develop short-term credentials that serve as validated learning achievements, which complement existing degree programs. Additionally, UH has developed a process to define and identify industry-recognized credentials and will be inviting industry partners to participate in the creation of evaluation committees. These initiatives are designed to be responsive to workforce needs and provide flexible, industry-relevant training options for students.

While we support the overall goal of aligning education with workforce needs, we encourage the Legislature to reconsider the approach outlined in HCR 196 HD1/HR 189 HD1. Rather than creating new lists of degree programs, UH could strengthen existing efforts, refine current strategies, and ensure that a full spectrum of workforce development pathways – including micro-credentials and other flexible pathways – is included. This approach would better address Hawai'i's workforce needs in a more sustainable, efficient, and equitable manner.

Thank you for the opportunity to submit comments on HCR 196 HD1/HR 189 HD1. We look forward to collaborating with the Legislature to ensure that Hawai'i's educational and workforce needs are met effectively and efficiently.