



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 Higher Education
Wednesday, March 19, 2025, at 2:15 p.m.

By

Della Teraoka, Interim Vice President for Community Colleges
University of Hawai'i System

HCR 196/HR 189 – REQUESTING THE UNIVERSITY OF HAWAII COMMUNITY COLLEGES 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 Garrett, Vice Chair Amato, and Members of the Committee:

The University of Hawai'i (UH) appreciates the opportunity to submit comments on HCR 196/HR 189, 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.

Additionally, there is a risk of industry bias in the development of these programs. Aligning degree programs with regional job opportunities could be influenced by the priorities or pressures from certain industries, potentially leading to the overrepresentation of some sectors while neglecting others.

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/HR 189. 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/HR 189. We look forward to collaborating with the Legislature to ensure that Hawai'i's educational and workforce needs are met effectively and efficiently.



The House Committee on Higher Education

March 19, 2025

Room 309

2:15 PM

RE: **HCR 196/HR 189, Requesting the University of Hawaii Community Colleges 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**

Attention: Chair Andrew Garrett, Vice Chair Terez Amato and members of the Committee

The University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative for all University of Hawai'i faculty members across Hawai'i's statewide 10-campus system, provides **comments for HCR196/HR189**, requesting the University of Hawaii Community Colleges to develop a comprehensive list of bachelor degree programs that directly align with job opportunities and industry needs within their respective regions of service.

While it is important to ensure educational programs grow and develop to align with job opportunities and industry needs, there must continue to be flexible academic pathways for students to enter the workforce. The University of Hawai'i is a place of broad-based learning that offers various educational opportunities to ensure the development of well-rounded, informed, and responsible citizens. Classes that fall outside of a strictly structured job industry program provide students with a foundation in industries that may exist outside of a specific region, as well as allow students to better adapt to the ever changing workforce needs as they advance in their careers.

In recent years, the University has been making efforts to better meet the needs of the everchanging job market. By allowing the University the flexibility to strengthen its existing efforts and refine its current strategies to meet current workforce needs and future workforce trends, those educational programs will likely be more sustainable, and its students more prepared to enter and adapt in these industries.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'C. L. Fern'.

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly

University of Hawaii
Professional Assembly

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