

Building Hawai'i's Education-to-Workforce Pipeline

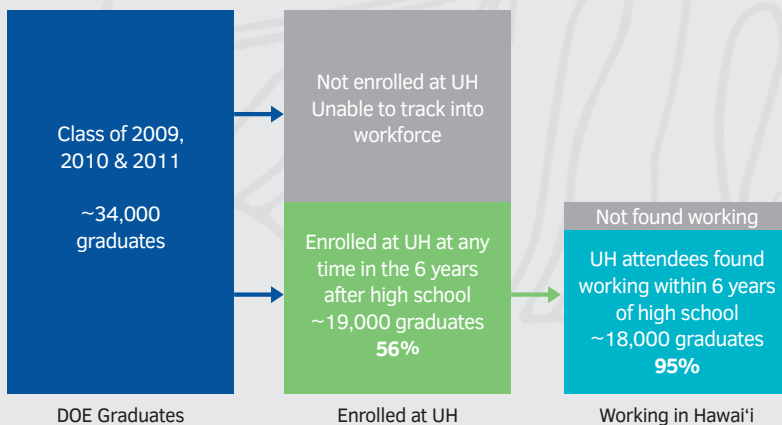
Each year thousands of graduates from the Hawai'i State Department of Education (DOE) and the University of Hawai'i (UH) system begin the next chapter of their lives by joining the workforce. With the state experiencing historic low unemployment rates and more people moving out of state, Hawai'i must be proactive to meet future workforce demands.

Data analysis conducted by Hawai'i P-20's Hawai'i Data eXchange Partnership (Hawai'i DXP) provides insight into how Hawai'i's public education system is contributing to the state's workforce.



Education to Employment

Hawai'i DXP followed students who graduated from DOE schools in 2009, 2010, and 2011. Within six years of high school graduation, almost 19,000 or 56% of DOE students had enrolled in the UH system. Of the graduates that attended UH, 95% were also found working in Hawai'i.



Currently, Hawai'i DXP is not able to identify DOE graduates in Hawai'i's workforce if they attended college out of state or at a private college, joined the military, or directly entered the workforce upon high school graduation.

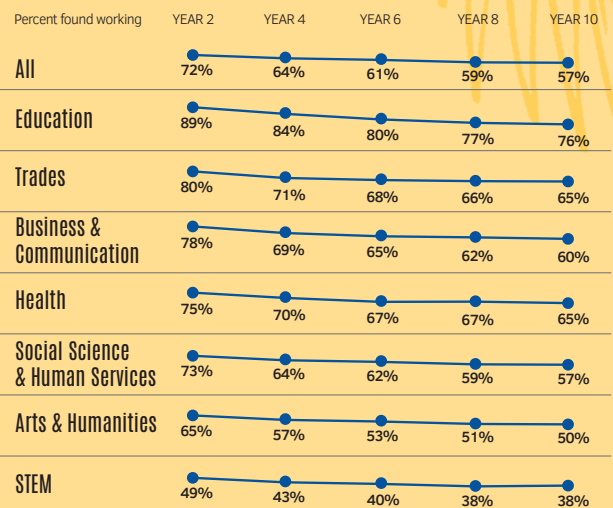
“We want all students on pathways to succeed in college, career, and citizenship, and for them to have an understanding of the skills needed for their career choice. With more career and technical education opportunities, students are receiving this important exposure.”

– Stephen Schatz, Executive Director, Hawai'i P-20 Partnerships for Education

Who Stays in Hawai'i's Workforce?

In the decade following graduation from UH, the majority of Hawai'i residents who earned a degree or certificate between Fall 2004 and Spring 2007 were still part of Hawai'i's workforce though that number declines over time. These figures do not tell the whole story. The data cannot account for people who are self-employed, federal employees, or work in a “cash economy”.

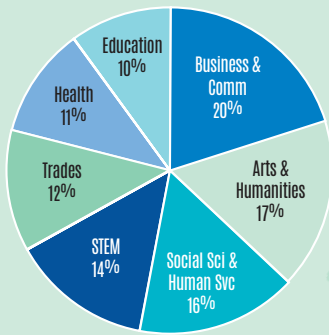
Graduates in education, trades, business and communication, and health had the highest in-state employment rates after graduation. However, less than 50% of STEM graduates (science, technology, engineering, or math) were found in Hawai'i's workforce.



Students who re-enrolled at UH after graduation were excluded.

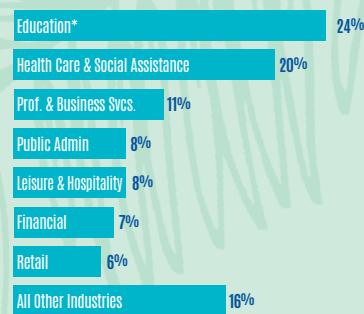
Are Workforce Supply and Demand Aligned?

What majors did residents graduate with?



Between Fall 2004 and Spring 2007, the top majors Hawai'i residents graduated with from UH include Business and Communication, Arts and Humanities, and Social Science and Human Services.

What industries were UH graduates working in 10 years later?



The top industries that employed UH graduates include education, healthcare and social services, and professional and business services. Taking a 10 year view gives a clearer picture on the industries graduates ultimately ended up in.

*Includes public education

While the workforce data allows us to understand if graduates are working in Hawai'i's economy, the state does not collect occupation data. Without knowing what types of jobs graduates are employed in, it is difficult to assess whether they are working in the careers they trained for. For example, graduates in Accounting may be working in the Education industry, but the data does not identify if they are working as an accountant.

Pathways & Partnerships to Strengthen the Pipeline

Hawai'i's students have more options than ever to prepare them for the workforce, whether they choose to pursue a college education, workforce training program, or seek full-time employment immediately after high school. DOE, UH, and other state agencies have begun to collaborate on a number of initiatives to better connect students to careers and align education programs to industry needs.

Connect to Careers

is an industry-led coalition to collaboratively prepare students for success in high-skill, in-demand careers. Partners include the business community, DOE, UH, philanthropic education funders, and workforce and economic development agencies. The program aims to provide students with the rigorous academic preparation needed to succeed in college, understand careers, and gain employability skills.

UH Community Colleges Sector Mapping Tool visualizes how Hawai'i's economic and workforce needs align with academic offerings and graduate production at UH. Students can use this tool for academic program planning and to explore career opportunities, compare earnings, and identify education pathways that match their interests and skills. <https://uhcc.hawaii.edu/workforce/index.php>



Data connecting students from education to the workforce allows us to better align educational programs and training needed for jobs in Hawai'i. The University of Hawai'i Community Colleges provide many opportunities for students to advance their careers with certificate and degree programs aimed to fill workforce needs."

- John Morton, Vice President for Community Colleges, University of Hawai'i

Workforce Innovation and Opportunity Act aims to coordinate and align education, training, and support services to help job seekers find sustainable employment in Hawai'i and to match employers with the skilled workers they need. A priority goal for the state is to increase the economic self-sufficiency of workers, especially those with barriers to employment.

Delving into Data

Through Hawai'i DXP's ongoing analysis of the state's education-to-workforce pipeline, educators, policymakers, and other stakeholders can help prepare Hawai'i's students for the workforce, as well as create a diversified economy that employs graduates right here at home.

What questions can Hawai'i DXP help answer for you?

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