



# EDUCATION

**ECONOMIC DEVELOPMENT STRATEGIES  
& ACTION PLAN 2021-2024**





# EDUCATION

*Goal: A skilled, fulfilled, globally engaged, and thriving Hawai'i Island community.*

## STRENGTHS

- Complementary, comprehensive higher ed
- Primary, secondary, and advanced education
- High quality early learning programs
- Commitment to universal preschool by 2030
- Development of HĀ
- Scholarship opportunities
- Availability, Accessibility, Affordability
- Collaboration between P-20, DOE and workforce on CTE pathway development
- K-12 schools to work in cohort models
- Access to cultural & 'āina aloha resources and expertise
- Diverse communities
- Resilient in the face of natural disasters
- Workforce Development Board
- 85% of teachers trained at UHH stay

## OPPORTUNITIES

- Increase educational opportunities and remote support centers in rural areas
- Expand capacity for experiential, hands-on, and project/work based learning
- Develop soft skills
- Revitalize career technical programs
- Collaboration between higher ed campuses
- Utilize Resilience Hubs to coordinate professional/workforce development efforts
- Deepen connections with workforce
- Career-Connections program
- Learner-mentor matching program
- Further integrate tech and computer science
- Converse and act in ways that honor diversity, inclusion, and equity
- Integrate the Innovation Playlist

## ASPIRATIONS

- CTE models, certification, credentialing
- Robust preschool to post-secondary pathway
- Ed x workforce development x industry collab
- Student loan repayment programs/incentives
- Recognize higher ed as providing important social/economic advantages; remove barriers
- Funding opportunities to support education
- Skill-based internships and mentorship
- Integration of 'āina aloha and sustainability
- Create knowledge thru authentic, student-driven, project-based problem-solving
- Each school has a full-time PCNC
- Each school provides time the arts
- Prepared students with 21st century skills
- Learning reflects the real world integration
- Encouraging life-long learning journey
- Society acknowledges everyone's value and contribution; opportunities to express
- Shift Transactional to Relational, Corrective to Connective
- Expand our definition teacher to be inclusive of the 'āina, community, peers, and kupuna
- We assess what we value
- Teachers are trained in, implement assessment strategies
- Students love going to school; feel valued and belonging

## RESTRAINTS

- Transition from high school to workforce
- CTE pathways
- Inclusivity (ESL, students with disabilities)
- Lack of programs that provide necessary skills
- Loose collaboration between businesses, workforce development, higher education
- High cost of living for all
- Limited funding for PCNCs, the arts
- Teacher shortage, inc. 'ōlelo Hawai'i kumu
- Mobility limitations
- Insufficient broadband availability/access
- Skill set to navigate technology
- Lack of "soft skills"
- Apply, interview for, and secure employment
- Ability to articulate how experiences demonstrate abilities
- Education as a system of oppression
- Historical trauma
- Standardized tests determine funding

# OBJECTIVE 1

***Ensure our community has access to 'āina-based opportunities to develop purpose, impact, contribution, connection, and interdependence within the (eco) system of Hawai'i.***



## STRATEGIES

- Fund programs, micro credentials, certifications, and pathways that develop an aloha 'āina workforce
- Prioritize funding for organizations and small businesses that have a high score on the AAEF ('āina aloha economic futures) Assessment Tool
- Fund a demonstration project to catalyze/support a circular economy
- Improve the resilience and diversity of locally sourced and owned small businesses that align to 'Āina Aloha
- Support the County of Hawai'i's job corps program



# OBJECTIVE 2

***Increase opportunities for all Hawai'i Island residents to have access to inclusive, quality, education that fosters lifelong learning.***



## STRATEGIES

- Identify solutions that can be scaled or lead to systems innovation for early childhood learning, post-secondary education, and birth-to -three programs
- Fund professional development to support the deployment of Trauma-Informed Care (TIC) in education
- Support digital literacy campaign
- Support legislation for WiFi and broadband expansion
- Obtain funding to provide functional devices to those in need



# OBJECTIVE 3

***Expand capacity for experiential, hands-on learning, project/work based learning, and development of soft skills such as team work, problem-solving and effective communication.***



## STRATEGIES

- Establish a network of community-based learning centers (CLCs) and services to support skills development, career exploration, and success
- Fund teachers and facilitators to participate in communities of practice around project-based, community-engaged, experiential, student-centered, and real world learning/teaching
- Fund grants for teacher or school x community partnerships to develop real-world learning opportunities
- Build a network of professionals x organizations x community groups
- Provide resources and supports to help students and community members navigate various institution systems
- Establish higher education and career choice coaching and mentoring programs

# OBJECTIVE 4

***Maximize frequency, quality and depth of workplace/community exposure for students of all ages.***



## STRATEGIES

- Create an island-wide Career-Connections Program to coordinate workplace-education partnerships.
- Fund a full-time community school coordinator for each school dedicated to aligning school, family, and community resources
- Fund education x community co-created events to facilitate the networked community x school partnerships needed for a school community to be successful



# PROSPERITY METRICS

- 'Āina aloha programs, certifications
- Research shows 'āina aloha value
- High AAEF scores across sectors
- Career readiness x leadership programs
- Circular economy demonstration project
- Business alignment with 'āina aloha
- 'Āina aloha leaders part of County jobs corps program
- Resources to support County jobs corps
- Jobs, industries that emerge as a result of jobs corps
- More community learning centers (CLC)
- More programs offered at CLCs
- Community served by CLCs
- Trained staff at each CLC
- Funding for educators to gain professional development in community-engaged teaching
- More real world learning experience programs
- Increased capacity of staff and volunteers
- Dedicated community school volunteers
- Schools become community schools
- Events created by community x school





*We envision meaningful  
work.*

*We envision ‘āina healing  
industries that prioritizes  
‘āina-based education.*





# APPENDIX

## LIST OF PROJECTS & TACTICS FOR SECTOR STRATEGIES

Arranged within an ABCD lens: what we can do, what we need help with, and what we need others such as government, philanthropy, and industry to do

# EDUCATION

1) ENSURE OUR COMMUNITY HAS ACCESS TO 'ĀINA BASED OPPORTUNITIES TO DEVELOP PURPOSE, IMPACT, CONTRIBUTION, CONNECTION, AND INTERDEPENDENCE WITHIN THE (ECO) SYSTEM OF HAWAII

## *Fund programs, micro credentials, certifications, and pathways that develop an aloha 'āina workforce*

### What We Can Do

- Connect with programs/ organizations that use badging, micro credentials and/or pathways that incorporate 'āina aloha
- Research the development of badging, micro credentialing
- Create 'Āina Aloha badge

## *Fund a demonstration project to catalyze/support a circular economy*

### What Need Help With

- Pilot a project to support the development of a circular economy model

## *Improve the resilience and diversity of locally sourced and owned small businesses that align to 'Āina Aloha*

### What We Can Do

- Promote locally sourced and owned small businesses that align to 'Āina Aloha through social media and communication campaigns



# EDUCATION

2) INCREASE OPPORTUNITIES FOR ALL HAWAII ISLAND RESIDENTS TO HAVE ACCESS TO INCLUSIVE, QUALITY, EDUCATION THAT FOSTERS LIFELONG LEARNING

*Identify solutions that can be scaled or lead to systems innovation for early childhood learning, post-secondary education, and birth-to -three programs*

## **What We Can Do**

- Fully participate in the State of Hawai'i Workforce Development Council

## *Support digital literacy campaign*

### **What We Can Do**

- Become familiar with the 2020 Hawai'i State Literacy Plan
- Identify recommendations of the 2020 Hawai'i State Literacy Plan where we can partner and contribute, including dissemination of the digital literacy assessment to be administered and creating of digital literacy training opportunities

## *Support legislation for WiFi and broadband expansion*

### **What We Can Do**

- Become familiar with the 2020 Hawaii Broadband Strategic Plan
- Identify recommendations of the 2020 Hawaii Broadband Strategic Plan where we can partner and contribute

# EDUCATION

3) EXPAND CAPACITY FOR EXPERIENTIAL, HANDS-ON LEARNING, PROJECT/WORK BASED LEARNING, AND DEVELOPMENT OF SOFT SKILLS SUCH AS TEAM WORK, PROBLEM-SOLVING AND EFFECTIVE COMMUNICATION

***Establish a network of community-based learning centers and services to support skills development, career exploration, and success***

**What We Can Do**

- Engage and empower existing gathering sites such as community centers, churches, libraries or hubs in this pursuit

**What Need Help With**

- Build and fund a network of paid professionals/organizations/community groups to provide services at hubs.
- Fund hubs to provide childcare, food & technology for increased engagement.

***Fund teachers and facilitators to participate in communities of practice around project-based, community-engaged, experiential, student-centered, and real world learning/teaching***

**What Need Help With**

- Hire and train qualified staff and volunteers



# EDUCATION

## 4) MAXIMIZE FREQUENCY, QUALITY AND DEPTH OF WORKPLACE/COMMUNITY EXPOSURE FOR STUDENTS OF ALL AGES

### *Create an island-wide Career-Connections Program to coordinate workplace-education partnerships*

#### **What We Can Do**

- Identify, and develop relationships with, interested businesses and organizations
- Solidify relationships among key stakeholders in pursuit of workforce preparation to multiply opportunities for workplace exposure and learning

#### **What Need Help With**

- Identify a (few) partner(s) who could be acting as a matchmaker, facilitator and clearing house for islandwide career-connected opportunities, workplace exposure such as visits, work days, talks, internships etc.

### *Fund a full-time community school coordinator for each school dedicated to aligning school, family, and community resources*

#### **What Need Help With**

- Identify and secure sources of funding to support personnel costs for full-time community school coordinators
- Develop sustainability plan for long-term implementation of community school coordinators

### *Fund education x community co-created events to facilitate the networked community x school partnerships needed for a school community to be successful*

#### **What We Can Do**

- Identify education and community partners willing to partner on this initiative
- Develop outline of co-created events to be hosted by this partnership

#### **What Need Help With**

- Secure funding to support the co-created events developed by this partnership

# HOW TO CONTRIBUTE



## CORE TEAM ROLES

This strategy is designed to foster collective action. While priority projects are identified, everyone is encouraged to select a tactic or project that resonates, join (or create!) a core team, and work to implement. Core teams will be empowered with a goal setting framework and evaluative and feedback tools to ensure sustained and measured progress.

### CONVENER

Convene and guide the Core Team to reach 90-day Key Results.

### CONTRIBUTOR

Commit to the success of the initiative: plan, design, launch, evaluate, iterate, and scale. Contributors must have bandwidth (time) and capacity to commit to a 90-day action timeline focused on key results, organizational commitment and alignment, vision for transformation, and a willingness to take risks and weather small failures.

### COLLABORATOR

Supportive community partners who are relied upon to share their knowledge, perspectives, and to bring thought partners into the process.

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### CURIOUS

*For folks who are not ready to jump into a Stream - but want to learn more - Vibrant Hawai'i hosts quarterly CONFLUENCE. An open meeting where all Streams come together to share the outcomes of the last quarter and opportunities to contribute to activities in the next quarter.*



# EVALUATION FRAMEWORK

The Economy Stream co-chairs will lead efforts to conduct quality, on-going evaluation of Core Teams formed to implement Action Plans for this economic development strategy. The purpose of this evaluation is to document objective performance measures and intended outcomes of the identified activities.

Utilizing both quantitative and qualitative methods, co-chairs will develop a way to help Core Teams monitor their progress and ensure that they are meeting their 90-day Key Results.

Process evaluation provides assessment of project implementation efforts. As indicated in the Logic Model (page 4), each activity will have identified Outputs (*direct tangible results*) with corresponding performance measures included as Outcomes (*short-term, positive impacts on the community*) that can be measured within a one year period.

Outcome evaluation is primarily concerned with the efficacy of the project, which is outlined in the Logic Model as Waypoints (*population level indicators*) and the Scorecard (*indicators that tell us how well we are doing in our journey toward a vibrant Hawai'i*). The combination of these tools will effectively assist in assessing the overall effectiveness and impact of this Economic Development Strategy and Action Plans.

This evaluation effort will be enhanced by qualitative information through observation of program activities, site visits, interviews with Core Teams and stakeholders, and focus groups with residents; all of this will tell us how well activities are meeting anticipated outcomes.

White papers and data dashboards will be an option for communicating and visualizing the ongoing progress of the activities within this strategy.







*Vibrant Hawai'i is a growing community that commits to individual and collective 'auamo kuleana to increase equitable opportunities to build wealth: an abundant reservoir of human, social, natural, and financial capital that we contribute to and draw upon.*

# GET INVOLVED

[vibranthawaii.org](http://vibranthawaii.org)





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