



Annual Report on Workforce Development Programs

Report to the 2026 Legislature

HRS 202-10

Hawai'i Department of Business, Economic Development & Tourism
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Annual Report on
Workforce Development Programs
Department of Business, Economic Development & Tourism

The Department of Business, Economic Development & Tourism (DBEDT) is Hawai‘i’s resource center for economic and statistical data, business development opportunities, energy and conservation information, and foreign trade advantages. DBEDT’s mission continues to be achieving a Hawai‘i economy that embraces innovation and is globally competitive, dynamic, and productive, providing opportunities for all Hawai‘i’s citizens. Through our attached agencies, we also foster planned community development, create affordable workforce housing units in high-quality living environments, and promote innovation sector job growth.

DBEDT holds **workforce development** as one important aspect of its mission, through its agencies, divisions, and branch programs. In this report, we provide an account of DBEDT’s workforce development programs, underlying their scope, employment potential, and target metrics. The report is organized according to DBEDT division or agency involved in the programs’ operations.

BUSINESS DEVELOPMENT SUPPORT DIVISION (BDSD)

1. **Program Title: Programming of Professional Master Classes for Professionals and Culinary Aspirants.**

Description of the project: Beginning in the Fall of 2024, the Culinary Institute of the Pacific (CIP) and Kapi‘olani Community College collaborated with the Culinary Institute of America (CIA), the world’s premier culinary college, to carry out a workforce and professional development program in the culinary arts. The workforce development program is designed for professional chefs and people aspiring to join the food service and hospitality industry. Programming includes weeklong courses emphasizing cuisines from Asia, the Pacific Rim, and Latin America among others complemented by global, plant-forward cuisines.

To date, the collaboration between CIP/CIA collaboration remains strong. Nearly 200 students from 14 cohorts have completed culinary courses that have included professional chefs, high school students, and K-12 cafeteria workers. So far, course topics focused on global cuisines (Asia, France, Italy, and Latin America, and the Pacific Rim), culinary fundamentals, and menu planning, innovation, and leadership.

This Culinary Workforce Development Program directly benefits the food service and hospitality industry. In fact, according to the Hawai‘i Restaurant Association, there is a dire shortage of chefs and skilled kitchen workers in our islands, with about a fifth of Hawai‘i’s restaurants having openings for chefs, and three-quarters of local eateries actively hiring for cooks. The program’s professional master classes alleviate the shortage of chefs and skilled kitchen workers. As a workforce development program, these classes retain existing culinary professionals while simultaneously attracting new talent to the food industry.

Number of jobs created/supported or hired directly, or amount of revenue generated:

- i. Total cohort participants yielded 200 students from 14 cohort classes as of September 30, 2025.
4 individuals gained employment as a result of their participation in the cohort
- ii. It should be noted that the program’s objectives are to provide entry level job training and professional development upskilling, which may not necessarily result in new job creation.

Program Metrics:

Type or category of employment generated:

- i. Below-the-line crew = kitchen/line cooks
- ii. Above-the-line crew = chefs

Average annual salary of the jobs created/supported:

- i. Kitchen Line Cooks - \$35,000 to \$45,000 per year
- ii. Chefs - \$52,000 to \$93,500 per year

The amount and nature of expenditures made on workforce development programs:

- i. \$2,000,000 from the Hawai‘i State Legislature.

2. **Program Title: Healthcare Workforce Development Program**

Description of the project: The Hawai‘i Healthcare Workforce Initiative 2022 report published by the Healthcare Association of Hawai‘i (HAH) indicates the state’s needs for non-physician patient-facing healthcare professionals have grown 76 percent specifically from 2,200 job openings (2019) to 3,873 openings (2022). Approximately 40 percent are in entry-level positions. Critically needed professions include certified nurse aide (CNA), medical assistant, phlebotomist, and patient service representative.

To alleviate the statewide healthcare staffing shortage, the Business Development Support Division under DBEDT agreed to contract with the Healthcare Association of Hawai‘i to implement the following two healthcare workforce development programs:

- i. the public high school healthcare workforce certificate program, and
- ii. the CNA-to-LPN (licensed practical nurse) Glidepath program.

The purpose of the public high school healthcare workforce certificate program is to address the entry-level healthcare workforce shortage by certifying high school students in high-demand patient-facing professions with transition-to-employment support.

These high-demand patient-facing professions include CNA, medical assistants, phlebotomists, and patient service representatives. HAH enrolled 175 students from at least 13 schools across the state for 2025 .

Meanwhile, the CNA-to-LPN Glidepath program is an earn-and-learn pathway that enables employers to retain employees as they pursue education and career advancement.

In 2019, there were 144 LPN job openings, but this number increased to 211 LPN job openings in 2022. Currently, LPN programs only produce 30 graduates per year. Implementing the CNA-to-LPN Glidepath program addresses this shortage of LPNs throughout the state. HAH enrolled 55 students for 2025 .

Since the contract between DBEDT BDSD and Healthcare Association of Hawai‘i materialized, the demand for certified nurse aides continues to grow. In 2024, there were 636 open CNA positions, 178 more than in 2022. As Hawai‘i’s elderly population increases, so does the need for CNAs. These professionals feed and bathe people and assist with mobility. The growth for this profession is outpacing the supply despite an investment in successful training and transition-to-employment programs over the last few years.

Overall, there are approximately 4,670 total openings for patient-facing positions based on the 2024 report.

Number of jobs created/supported or hired directly, or amount of revenue generated:

- i. Public High School Healthcare Workforce Certificate Program: 175 students eligible for employment after course completion.
- ii. CNA-to-LPN Glidepath Program: 55 students eligible for employment after course completion.

Program Metrics:

Type or category of employment garnered:

- i. High School Healthcare Workforce Certificate Program at Entry Level
- ii. CNA-to-LPN Glidepath Program at Entry Level

Average annual salary of the jobs created/supported:

- i. Certified Nurse Aide – \$35,000 to \$48,000 per year
- ii. Medical Assistant – \$42,000 to \$48,000 pe year
- iii. Phlebotomist – \$39,000 to \$49,000 per year
- iv. Patience Service Representative – \$36,000 to \$49,000 per year
- v. Licensed Practical Nurse – \$56,000 to \$63,000 per year

Amount and nature of expenditures made on workforce development programs:

- i. High School Healthcare Workforce Certificate Program – \$750,000
- ii. CNA-to-LPN Glidepath Program – \$700,000
- iii. Total: \$1,450,000 appropriated by the Legislature under Act 089, SLH 2024.



CULINARY INSTITUTE OF THE PACIFIC
DIAMOND HEAD

Culinary Excellence Redefined: Kapi'olani Community College Teams Up with The Culinary Institute of America

Introducing the New Workforce
Development Program in Culinary Arts

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HAWAI‘I STATE ENERGY OFFICE (HSEO)

1. **Program Title:** Clean Energy Sector Partnership. Good Jobs Hawai‘i / Clean Energy Sector Partnership.

Description of the program: Lead by the University of Hawai‘i Community Colleges (UHCC), Good Jobs Hawai‘i (GJHI) offers free skills training and wraparound services that can lead to new careers, better-paying jobs, and job advancement in four of Hawai‘i’s high demand projected growth sectors: (1) Healthcare, (2) Information Technology, (3) Clean Energy/Skilled Trades, and (4) Creative Industries. GJHI combines federal, state, county, and philanthropic resources including: the U.S. Economic Development Administration (USEDA) Good Jobs Challenge, the U.S. Department of Education (Hāna Career Pathways), the City and County of Honolulu (Good Jobs O‘ahu), the Hawai‘i Department of Labor and Industrial Relations Workforce Development Division, Ascendum Education Group, the Harold K.L. Castle Foundation, the Hawai‘i Community Foundation, and the Hawai‘i Workforce Founders Collaborative.

In 2022, UHCC asked the Hawai‘i State Energy Office (HSEO) to serve as the Clean Energy/Skilled Trades sector lead for UHCC’s Resilient Hawai‘i: Good Jobs Challenge competitive grant application seeking \$16.3M in federal funds to help establish GJHI. As the sector lead, HSEO recruited key partners in Hawai‘i’s energy sector to submit letters of support for UHCC’s Good Jobs Challenge application that was ultimately successful. As a sector lead, HSEO is tasked with the leading the implementation of the Clean Energy/Skilled Trades component of GJHI including coordinating with energy industry and educational stakeholders to identify sector workforce priorities and help to address them through training and other support provided by GJHI.

Another primary duty of the sector lead was to partner with UHCC, the Hawai‘i Chamber of Commerce, and other partners to establish a new Hawai‘i Clean Energy Sector Partnership (CESP). Patterned after other sector partnerships in Hawai‘i, the CESP is a coalition of educators, businesses, and community partners that serves to identify and collectively address needs in Hawai‘i’s energy sector, identify and pool resources to meet those needs, and foster partnerships with common goals. The CESP Steering Committee was formed and initially met in March 2023 to help guide the launch of the Full CESP in October 2023. The CESP Steering Committee convened 7 times from May 2023 through September 2026 with a total of 70 participants engaged. The Full CESP was convened 6 times from October 2023 through September 2026 with a total of 376 participants engaged. HSEO and its partners plan to continue the CESP so long as it offers value to Hawai‘i’s energy sector as a forum to identify and pursue sector workforce priorities and opportunities. To continue the work of the CESP and other sector partnerships, the Hawai‘i Chamber of Commerce, with support from other sector partners including HSEO, recently established a new Sector Partnership Fund seeking

monetary contributions from public, private, and non-government organizations that benefit directly or indirectly from Hawai‘i’s sector partnerships including the CESP. The purpose of this Fund is long-term funding for the various sector partnership activities including workforce trainings and education.

Number of jobs created/supported or hired directly, or amount of revenue generated:

Good Jobs Hawai‘i Clean Energy / Skilled Trades Sector (01/01/2023 - 09/30/25)			
	Current	Goal	% of Goal
Total Participants Enrolled	865	400	216%
Native Hawaiian or Pacific Islander Participants Enrolled	346	213	162%
Total Completers (Target: 85% of Participants)	644	341	189%
Total Job Placement (Target: 75% of Completers)	307	255	120%

Program Metrics:

The following two tables list the top course enrollments in 2025 in the Clean Energy and Skilled Trades sectors:

Clean Energy Sector

Training Provider	Training Course	Month	#
Windward CC	Certified Energy Manager	April	15
Maui CC	Skilled Trades and Clean Energy On-the-Job (OTJ) Training	May	14
Windward CC	Certified Energy Auditor	April	10
Maui CC	Skilled Trades and Clean Energy OTJ Training	May	9
Maui CC	Skilled Trades and Clean Energy OTJ Training	June	8
Maui CC	NEC2020: PV and Energy Storage Systems	June	6
UHCC	Clean Energy Pathway Advising	January	3
UHCC	Clean Energy Pathway Advising	January	2
TOTAL			67

CC = Community College

Skilled Trades Sector

Training Provider	Training Course	Month	#
UHCC	Transportation Pathway Advising	January	54
Maui CC	Carpenter Pre-Apprenticeship	June	13
Hawai'i CC	Commercial Motor Vehicle (CMV) Training Series - Class A permit required	June	12
Leeward CC	Commercial Driver License (CDL) Permit Preparation	June	11
Maui CC	Carpenter Pre-Apprenticeship	September	10
Leeward CC	CDL Permit Preparation	May	10
Maui CC	CMV Training Series CDL Class A and S/P Endorsements	February	8
Windward CC	Beginning Tree Workers Skills	August	8
UHCC	Transportation Pathway Advising	January	7
UHCC	Skilled Trades Pathway Advising	January	5
Leeward CC	CMV Training Series - Class A permit required	April	4
Leeward CC	CMV Training Series - Class A permit required	June	4
Leeward CC	CMV Training Series - Class A permit required	June	4
Leeward CC	CMV Training Series - Class A permit required	June	4
Leeward CC	CMV Training Series - Class A permit required	June	4
UHCC	Train the CDL Trainer	August	4
UHCC	Skilled Trades Pathway Advising	January	2
TOTAL			164

CC = Community College

Median hourly wage of the jobs created/supported:

- i. Median Wage for Clean Energy Sector: \$37.50/hour
- ii. Median Wage for Skilled Trades Sector: \$34/hour
- iii. Exceeds GJHI goal of \$20/hour for this sector

Amount and nature of expenditures made on workforce development programs:

HSEO's Good Jobs Hawai'i /Clean Energy Sector Partnership work is primarily federally funded except for the time dedicated by HSEO's state-funded Jobs and Outreach Branch Manager and HSEO's Outreach and Community Engagement Specialist who manages HSEO's Clean Energy Wayfinders youth corps program and serves on the Hawai'i Department of Education's Career and Technical Education Advisory Council for the Energy Pathway.

HSEO received \$250,000 from the U.S. Economic Development Administration (USEDA) through UHCC to fund a fulltime employee dedicated to administering Good Jobs Hawai'i and the CESP from January 2023 through September 2025: the Energy Training Specialist. This position was vacated in September 2025 nearing the end of HSEO's GJHI funding.

3. **Project title:** Clean Energy Wayfinders and Hele Imua Interns

Description of the Program: Now entering its third year / cohort, the Wayfinders are young professionals currently paid in partnership with Kupu's Green Youth Corps program to develop skills and experience to enter the green workforce. HSEO pays a host fee of approximately \$24,000 to Kupu per Wayfinder per year to place these young professionals in communities throughout Hawai'i to serve as a liaison for HSEO at community events, schools, and meetings to engage and provide information on energy savings, renewable energy, alternative transportation, resilience, and other energy topics. The Wayfinders provide 'boots on the ground' presence connections with local organizations and schools, which helps HSEO to establish relationships and trust with communities throughout Hawai'i. The Wayfinders are provided professional development training during their tenure in partnership with the University of Hawai'i Sea Grant Program. In addition to supporting HSEO outreach efforts, the Wayfinders program seeks to produce more prepared and engaged young professionals seeking a career in energy, outreach or education, or conservation. The Wayfinders also support HSEO's workforce development efforts by sharing information on workforce development and training opportunities at community events and schools throughout Hawai'i.

In addition to the Wayfinders, HSEO has brought on 6 interns last year through the Department of Labor and Industrial Relations' Hele Imua internship program, and 2 of those interns transitioned to current full-time employment at HSEO upon completion of their internship.

Number of jobs created/supported or hired directly, or amount of revenues generated: Of the 9 Wayfinders that graduated from the first two years / cohorts, 7 secured jobs after their Wayfinders tenure including: educators (x2), land use planner, farmer, community solar developer, conservation, and the Hawai'i State Legislature. One Wayfinder from the second year / cohort returned for year / cohort 3.

Program Metrics:

Type or category of employment garnered: Education, land use planning, farming, solar development, conservation, legislative.

Average annual salary of the jobs created/supported:

Not available.

The amount and nature of expenditures made on workforce development programs: HSEO's Wayfinders work is primarily federally funded except for the time dedicated by HSEO's state-funded Jobs and Outreach Branch Manager and HSEO's Outreach and Community Engagement Specialist. The host fees paid by HSEO to Kupu for year / cohort 3 (current year) of the Wayfinders program come from federal funds from USDOE. HSEO plans to use remaining federal funds for a reduced number of Wayfinders in 2025-2026 (year / cohort

4) absent other sources of state funds. In 2025, the Hawai‘i State Legislature passed Act 101 (2025) which allocated state funds to help support Kupu’s green youth corps programs including the Wayfinders and many other programs managed by other government and non-government organizations.

HAWAI'I GREEN INFRASTRUCTURE AUTHORITY (HGIA)

All of HGIA's workforce development plans/programs were to be funded with Solar For All funds. On August 7, 2025, EPA sent grant termination letters to all recipients. HGIA is currently in a legal battle, which could take a year or two to settle.

HAWAI'I TOURISM AUTHORITY (HTA)

1) **Program Title:** Hawai'i Tourism Authority Work Wise Program

Description of the program: The HTA Work Wise program, held in June 2024, was designed for recent high school graduates and current students aged 16 to 18 who are interested in part-time or seasonal employment within Hawai'i's visitor industry. Through a variety of hands-on experiences—including customer service simulations, job shadowing, mentorship opportunities, site visits, guest speakers, and more—participants were introduced to potential part- and full-time roles as well as long-term career paths in Hawai'i's businesses. Students also benefited from an expedited application process for current job openings aligned with their interests.

The program aimed to expose high school students to the wide range of career opportunities available in Hawai'i's visitor industry and offer them the chance to gain practical work experience during the summer and beyond.

Number of jobs created/supported or hired directly, or amount of revenue generated:

Out of 60 participating students, (6) high-school students and recent high-school graduates were hired – full or part-time – during Summer 2025. In addition, 1 is qualified and waiting to get processed for hiring. (11) students were pending requirements to apply (age, driver's license, etc.)

Program Metrics:

Type or category of employment garnered: (6) front-line workers.

Amount and nature of expenditures made on workforce development programs: 2025 was the second year for this program. \$40,000 was allocated for this program.

NATURAL ENERGY LABORATORY OF HAWAI‘I AUTHORITY (NELHA)

1) **Program Title: NELHA Host Park**

After four decades, NELHA is well on track to fulfilling its mission as an engine for economic development in Hawai‘i and the economic impact generated by HOST Park is approaching \$150M annually with the creation of over 600 jobs statewide.

HOST (Hawai‘i Ocean Science and Technology) Park is a unique outdoor demonstration site for emerging renewable energy, aquaculture and other ocean-based sustainable technologies.

Description of the program:

1. Outreach to schools:

- 1500+ students from kindergarten through grade 12 have visited HOST Park through tours provided by NELHA staff in the past 2 years since its implementation of the program.
- The participants are mainly schools from Hawai‘i Island and O‘ahu with some coming from the continental U.S. and as far away as New Zealand.
- Listed on ClimbHI as a participant thought most schools have found out about the tours organically through social media or Google searches.
- Career Day at Kealahou Intermediate and High School
- West Hawai‘i Explorations Academy is located at HOST Park. It is WASC Accredited.

2. Internships:

- Akamai Internship Program: <https://www.akamaihawaii.org/>. NELHA has worked with this program for over a decade. Interns have been placed both at NELHA agency itself and within HOST Park clients.
- Kupu ‘Āina Corps: Kupu Hawai‘i (www.kupuhawaii.org) recently started engaging with this group. Therefore, only a few interns have been placed so far.
- Some larger HOST Park clients have their own active internship programs like Symbrosia and Ke Kai Ola, The Marine Mammal Center.
- Some information on past internship opportunities at HOST Park is available online at nelha.hawaii.gov/resources/nelha-internship-program
- HOST Park also has high school internship opportunities and work with local schools at HOST Park and STEMworks (www.stemworks.org)

3. Partnerships:

- Sea Grant Aquaculture Collaborative: Most of the job postings are from clients at HOST Park.
(<https://seagrant.soest.hawaii.edu/sustainable-aquaculture/hawaii-aquaculture-collaborative-jobs/>)

- University of Hawai‘i – Hawai‘i Community College – Pālanui offers a two-year certificate program for algae technicians.
- University of Hawai‘i – Good Jobs Hawai‘i has a potential two-year aquaculture specific certificate as well as a dive certification for offshore commercial work.
- The County of Hawai‘i - American Jobs Center Working paid internship is a variety of positions the inaction with several of our NELHA tenant scientist and engineers.

Number of jobs supported at HOST Park:

Approximately 400 directly and 600 indirectly generated jobs.

Program Metrics:

Types of jobs: 25% STEM, the largest employers are in the aquaculture sector but there are also jobs in energy R&D. Jobs are primarily in operations, management, technicians, scientists and business.

A Future at HOST PARK

Hawaii's Blue Economy is Growing!

According to the US Dept. of Commerce, in 2018, the American blue economy supported 2.3 million jobs and added \$373 billion dollars. It's predicted that the blue economy could generate up to \$3 trillion by 2030. What does that mean?
There will always be JOBS!!

If you are interested in a blue economy future, consider taking a path that will take you towards a career in ocean science and technology.
A lot of HOST Park tenants are hiring college graduates with degrees related to marine science.

COLLEGE BOUND?

Consider taking classes related to:

- Biological Sciences • Forestry • Maritime Law
- Environmental Sciences • Ecology • Biology
- Phycology • Physical Oceanography
- Aquaculture & Marine Science • Economics
- Business Accounting • Coastal Management
- Mechanical, Civil, Aerospace Engineering
- STEM-related discipline - Physics, Mathematics, Statistics, Computer Science, Electrical Engineering
- Marine Biotechnology • Chemistry and Biochemistry

JOBS WITH COLLEGE DEGREES

- Operations Manager • Hatchery Technician
- Purchasing & Inventory Manager
- Mechanical Designer/Engineer
- Software and Controls Engineer/Senior Scientist
- Corporate Counsel • Head of Carbon Strategy
- Controller • Operational R&D Technician
- Senior Commercial Phycologist (Macroalgae)
- Communications Specialist • Earth Scientist
- Policy Analyst • Marine Ecologist • Ocean Engineer
- Marine Energy Specialist • Program Manager

OCCUPATION	MEAN HOURLY WAGE	ANNUAL MEAN WAGE
<i>With a college degree</i>		
Natural Science Managers	\$69.44	\$163,610
Mechanical Engineer	\$48.47	\$100,820
Operations Manager	\$59.07	\$122,860
Marine Engineers	\$50.75	\$105,560
Agricultural and Food Scientists	\$39.06	\$85,730
Agricultural Engineers	\$43.61	\$90,710
Environmental Engineers	\$48.88	\$101,670
Lawyers	\$78.74	\$163,770

According to the U.S. Bureau of Labor Statistics, May 2022
National Occupational Employment and Wage Estimates

Follow Us On

SOCIAL MEDIA!

Hawaii Ocean Science & Technology Park (HOST Park)
Powered by Natural Energy Laboratory of Hawaii Authority

73-4460 Queen Ka'ahumanu Hwy., #101
Kailua-Kona, HI 96740
Phone: (808) 327-9585 | Fax: (808) 327-9586
nelha.hawaii.gov | hostpark.io

CREATIVE INDUSTRIES DIVISION (CID)

1) **Program Title:** Good Jobs Hawai‘i: Creative Industries Sector Partnership

Description of the program: Good Jobs Hawai‘i is a U.S. Economic Development Administration (EDA) grant administered through the University of Hawai‘i Community Colleges (UHCC) to strengthen Hawai‘i’s workforce through employer-driven sector partnerships. The initiative was launched in 2022 as part of the national *Good Jobs Challenge* program, with funding originally set to conclude in August 2025 and now continuing under a one-year, no-cost extension through August 2026.

The Creative Industries Sector Partnership (CISP) was formed in 2023 through collaboration among UHCC, the Chamber of Commerce Hawai‘i, the Department of Business, Economic Development & Tourism (DBEDT), and industry partners. The partnership connects educators, employers, unions, and community organizations to align creative-sector training with real employment opportunities in film, media, fashion, design, and emerging creative-tech fields. CID provides staffing and coordination support for the partnership, reimbursed through grant funds.

Under the extension year, DBEDT and CID, in collaboration with the Chamber of Commerce Hawai‘i, are supporting the transition toward a sustainable public-private funding model to maintain the partnership beyond the life of the federal grant.

Classes Offered (FY 2025):

- Production Assistant Training – Windward CC (noncredit)
- Production Accounting for Film – Windward CC (noncredit)
- Esports Certificate Program – UH Mānoa (credit)
- Fashion Incubator Series – UH Maui College (noncredit)
- Continuing Digital Art and Film Cohorts – Kapi‘olani CC and Windward CC (credit and noncredit)
- Foundational Safety Course – Honolulu CC (noncredit), in development with IATSE 665, targeted for Winter 2026 launch

Number of jobs created/supported or hired directly, or amount of revenue generated:

Total students enrolled in GJH courses up to October 2024: 147 (49 % of 300 goal)

- i. Total completers of GJH courses: 78 (30 %)
- ii. Total completers who are employed: 37 (19 %) – includes 7 interns placed on *The Wrecking Crew* production filmed in Hawai‘i
- iii. Educator engagement: 19 DOE CTE teachers from 12 schools participated in Career Awareness workshops and externships (including April 2025). Two West O‘ahu and two neighbor-island schools have been identified for deeper collaboration beginning in 2026.
- iv. Employer engagement: 139 active creative-sector partners

Program Metrics:**Program Highlights and Successes:**

- Continued progress toward the Good Jobs Hawai‘i target of 300 participants through expanded creative-sector training cohorts.
- Planning for the Foundational Safety Course at Honolulu Community College with IATSE 665, establishing a statewide entry-level safety credential for film and live-event production.
- Placement of seven Good Jobs Hawai‘i trainees on The Wrecking Crew production, providing practical experience and informing improvements in how CID connects trainees to on-set opportunities, manages procurement, and handles tax implications.
- Ongoing Career Awareness Action Team workshops connecting DOE CTE educators with employers to strengthen classroom-to-career linkages.
- Continued pilots in AI Literacy and Creative Entrepreneurship, expanding the CISP’s scope from short-term job placement to broader sector development.

Program Expenditures:

Funding for Good Jobs Hawai‘i, including tuition for classes and personnel costs associated with CID staff assigned to the program, are covered under the EDA Good Jobs Challenge grant. CID’s salary reimbursements continued through FY 2025; no additional CID procurements were funded under this program during the period.

Wages and Career Pathways:

Entry-level creative production jobs such as Production Assistant (PA), Set Intern, or Production Coordinator Trainee typically earn between \$17 and \$23 per hour for non-union roles, with union day rates ranging from \$22 to \$28 per hour. These positions serve as gateways to higher-wage career tracks in production coordination, camera, sound, lighting, and post-production—each offering opportunities for skill advancement and industry credentialing.

2) **Program Title:** State of Hawai‘i Film Tax Credit – Workforce Development

Brief description of the program: Under HRS §235-17, all productions claiming Hawai‘i’s Motion Picture, Digital Media, and Film Production Income Tax Credit contribute 0.1 percent of their qualified Hawai‘i production expenditures to workforce development. These funds are administered by the Creative Industries Division (CID) to support internships, educational resources, and hands-on training that grow Hawai‘i’s film and digital media talent pipeline.

FY 2025 Contributions and Allocations: During FY 2025, CID received and administered approximately \$200,000 in workforce development contributions from film and television productions. Funds were distributed to HIDOE schools, UH campuses, and community partners to support equipment, training, and paid internship experiences.

Production	Recipient	Purpose	Contribution
<i>Lilo & Stitch – Part C</i>	Multiple UH interns	Five paid departmental internships (Sound, Set Dec, Wardrobe, SPFX, Video Assist)	\$34,723.35
<i>Hawai‘i Heartbeats</i>	UH Maui College	Creative Media equipment, software, and classroom upgrades	\$300
<i>NCIS: Hawai‘i S3</i>	Waipahu High School	Competitions and equipment support	\$38,139
<i>Adidas Maui</i>	Kīpapa Elementary	Performing arts program materials	\$1,000
<i>Moana</i>	UH West O‘ahu	Six paid internships across Music, VFX, Sound, Production, and Costume departments (1,182 hrs / \$36,064.09 total cost)	\$36,064.09
<i>Rescue: HI-Surf</i>	Leeward CC	Eleven paid internships and three-week TV production training program	\$68,776.84
<i>Tidal Wave</i>	Lahainaluna HS	Video production class support	\$1,000
<i>104th Kamehameha Schools Song Contest</i>	UH West O‘ahu / ‘Ulu‘ulu	Archival digitization and student stipends	\$1,000
<i>OKD / Beyond Goodbye</i>	Jefferson Elementary	Digital media program support	\$1,000
<i>Bachelorette</i>	UH Mānoa	Student travel and guest-speaker industry engagements	\$3,000
<i>Temptation Island S6</i>	UH Hilo	Performing Arts film project materials and honoraria	\$10,000

<i>Merrie Monarch 2024</i>	Hilo High School	Stage and social-media internships	\$1,134
<i>Renovation Aloha S2</i>	UH Mānoa	Student festival participation and faculty training	\$1,000
<i>Chief of War (Reshoots)</i>	Wai‘anae High School	Searider Productions summer internships	\$4,408
<i>The Wrecking Crew</i>	IATSE Labor Union	Two wardrobe internships; pilot for GJH placement process	\$3,196.09
<i>Additional productions (OKD/Beyond Goodbye, Aulani Refresh, etc.)</i>	Various schools	Creative media education support	\$7,500

Totals:

- Total contributions administered: ≈ \$200,000
- Productions contributing: 20 + projects statewide
- Institutions benefited: 9 DOE schools, 4 UH campuses, 2 community partners

Number of jobs created/supported or hired directly, or amount of revenues generated:

- Interns supported: > 25 students across five major productions
- Total intern earnings: ≈ \$74,000
- Estimated intern hours: > 2,900

Program Metrics:

Average Annual Salary of Jobs Created/Supported:

Internships typically range from \$16 to \$22 per hour based on department and skill level. Several interns transitioned into short-term union or contract positions following completion.

Highlights:

- Moana and Lilo & Stitch internships provided over 2,900 combined hours of hands-on training across music, VFX, sound, set decoration, and wardrobe.
- Rescue: HI-Surf offered an 11-intern cohort a structured TV-production boot camp in partnership with Leeward Community College.
- The Wrecking Crew placements served as a Good Jobs Hawai‘i pilot, testing improved procurement and tax-processing protocols for connecting training participants to on-set opportunities.
- Recurring school-based investments (NCIS, Kīpapa Elementary, Lahainaluna High) demonstrate the program’s impact beyond O‘ahu.

Program Expenditures:

All workforce-development funds are production-sourced contributions; CID serves as administrator with no additional general-fund expense.

3) **Program title:** International Cultural Arts Network (ICAN)

Brief description of the program: The International Cultural Arts Network (ICAN) provides professional acting and performance training to prepare Pacific Islander, Native Hawaiian, and Hawai‘i-based talent for careers in television, film, and digital media. Workshops focus on developing on-camera, audition, and storytelling skills aligned with the growing demand for locally cast productions.

Program Metrics:

- Number of workshops conducted: 9
- Total participants trained: 50+ local actors across all sessions
- Primary focus: Screen acting, professional readiness, and audition technique
- Goal: Expand participation among Native Hawaiian and Pacific Islander actors to better reflect Hawai‘i’s diversity in locally produced content.

Program Highlights:

ICAN’s ongoing collaboration with CID continues to help local actors gain the foundational skills, professionalism, and network access necessary to compete for roles in Hawai‘i-based and regional productions. The program supports DBEDT’s broader creative workforce objectives by strengthening the talent pipeline for film and television projects that choose to hire locally.

FY 2025 Activities and Expenditures:

In FY 2025, the Creative Industries Division (CID) continued its support for ICAN through workforce-development procurement funding totaling approximately \$29,500. Sessions were held throughout the year at the Entrepreneurs Sandbox and other community venues, providing participants with direct coaching from local and industry professionals. Unlike prior years, no in-kind donations were provided in FY 2025.

4) **Program Title: Story Xperiential (X in a Box)**

Brief Description of the Program: Story Xperiential (X in a Box) is a digital storytelling and animation curriculum designed by industry professionals from Pixar and Khan Academy. The program teaches students to conceptualize, storyboard, and present original stories through a structured, project-based platform that integrates directly into classroom instruction. It aligns with the Hawai‘i Department of Education’s Cultural Arts, Media, and Entertainment (CAME) Career and Technical Education (CTE) pathway and advances DBEDT’s broader goal of building storytelling and creative communication skills statewide.

Program Metrics:

- Total licenses deployed: \approx 520 statewide
- Schools and organizations actively participating: 6 confirmed (including Wai‘anae High School, James Campbell High School, Kapolei High School, Hisako Film Lab, Shoots Summit/Kaua‘i, and Hawai‘i International Film Festival ‘Ōpio Program)
- Active students engaged: \approx 390 as of October 2025
- Implementation partners: DOE CTE, UH System, community media educators, and Hawai‘i Creative Media
- Primary uses: Classroom storytelling projects, educator professional development, and student media showcases

Program Highlights:

The Story Xperiential rollout extends CID’s ongoing investment in storytelling education—bridging community and classroom learning. Early adopters such as Wai‘anae High School’s Searider Productions and Kapolei High School completed pilot cohorts with strong student participation and teacher feedback. On Kaua‘i, Shoots Summit and Hawai‘i Creative Media led a “teach-the-teacher” workshop to train educators statewide, positioning the program for further growth in FY 2026.

Expenditure:

- CID Investment: \$10,000 (General Funds)
- Licenses distributed: \approx 520 statewide
- In-kind or matching funds: None reported for FY 2025

HAWAI‘I TECHNOLOGY DEVELOPMENT CORPORATION (HTDC)

1) **Program Title: The Pearl Harbor Naval Shipyard PHNSY and Intermediate Maintenance Facility (IMF) Pilot Program**

Description of the program: In 2023 and 2024 HTDC provided targeted support to strengthen the Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) workforce pipeline in alignment with state priorities around defense, innovation, and local job creation.

PHNSY & IMF, Hawai‘i’s largest industrial employer, was anticipating significant increase in engineering demand over the next five years due to expanded workload and mission requirements. Recognizing persistent challenges in meeting hiring goals, HTDC collaborated with PHNSY & IMF leadership to co-design a multi-layered workforce engagement strategy focused on long-term sustainability and local talent development.

This initiative was not extended in 2025 due to the federal volatility in the federal level. However, we continue to support PHNSY as and when the need arises.

Main assisted areas:

1. Expanded Education and Outreach

In 2024, PHNSY & IMF participated in 17+ outreach events across 30 schools statewide, reaching elementary through high school students.

In the first half of 2025, this outreach is projected to grow to 18+ events across 50 schools, including expansion to Hawai‘i Island and planned engagements on Maui, Kaua‘i, and Lāna‘i. These initiatives were possible through collaborations with ClimbHI.

2. DoD SMART Scholarship Partnership

With HTDC’s sponsorship, PHNSY & IMF successfully hosted the Department of Defense SMART Scholarship Open House for the first time.

- 80+ students and parents attended to learn about full-tuition scholarships and post-graduation employment guarantees.
- Over 80 students listed PHNSY & IMF as their first or second choice facility, demonstrating high interest in local defense careers.

3. 2024 HTDC Holiday Tech Job Fair Results

The inclusion of PHNSY & IMF in the annual Holiday Tech Job Fair produced measurable recruiting impact:

- 14 qualified engineering applicants identified
- 3 on-site interviews conducted, resulting in 4 job offers
- Saturday scheduling enabled participation by currently employed engineers
- Increased engagement from kama‘āina engineers seeking to return home
- Greater public awareness of PHNSY & IMF as a top engineering employer with an estimated need of 100+ new hires annually