UNIVERSITY of HAWAIʻI®
Ke Kulanui o Hawaiʻi

Wendy F. Hensel
President

DEPT. COMM. NO. 317

January 20, 2026

The Honorable Ronald D. Kouchi,
President and Members of the Senate
Thirty-Third State Legislature
Honolulu, Hawaiʻi 96813

The Honorable Nadine K. Nakamura, Speaker
and Members of the House of Representatives
Thirty-Third State Legislature
Honolulu, Hawaiʻi 96813

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, the University of Hawaiʻi is transmitting one copy of the Annual Report on Workforce Development Programs (Section 202-10, Hawaiʻi Revised Statutes) as requested by the Legislature.

In accordance with Section 93-16, Hawaiʻi Revised Statutes, this report may be viewed electronically at: https://www.hawaii.edu/govrel/docs/reports/2026/hrs202-10_2026_workforce-development_annual-report_508.pdf.

Should you have any questions about this report, please do not hesitate to contact Stephanie Kim at (808) 956-4250, or via e-mail at scskim@hawaii.edu.

Sincerely,

Wendy F. Hensel
President

Enclosure

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UNIVERSITY OF HAWAIʻI SYSTEM ANNUAL REPORT

REPORT TO THE 2026 LEGISLATURE

Annual Report on Workforce Development Programs

HRS 202-10

January 2026

Annual Report on Workforce Development Programs

University of Hawai‘i Community Colleges
Fiscal Year 2024-2025

Pursuant to Hawai‘i Revised Statutes (HRS) §202-10 Report on workforce development programs. *The department of labor and industrial relations, University of Hawaii, department of human services, department of education, department of corrections and rehabilitation, and department of business, economic development, and tourism shall annually report to the governor, legislature, and the workforce development council on the programs being offered, the number of individuals that have been placed in employment through their respective workforce development programs, the type or category of employment garnered, and the amount and nature of expenditures made on workforce development programs. The departments and University of Hawai‘i shall post their respective reports electronically on the Internet.*

The University of Hawai‘i Community Colleges (UHCC) provides open-access opportunities for all qualified Hawai‘i residents to pursue high quality education and training programs within their own communities. **Workforce development** is a key aspect of its mission: to “meet Hawai‘i’s workforce needs of today and tomorrow” by offering occupational, technical, and professional courses and programs, which prepare students for employment and career advancement. This report presents the 2024-2025 academic year employment outcomes for the UHCC in Career and Technical Education (CTE) credit programs and workforce training programs.

Table 1: Overall Workforce Development Programs, University of Hawai‘i Community Colleges, 2024-2025

Program	Enrollment	Graduation or Completion
Career and Technical Education (CTE), Credit Programs	7,300	1,908
Workforce Trainings, Non-Credit	13,106	8,930

Workforce Development - Career and Technical Education, Credit Programs

All seven University of Hawai‘i Community College campuses (Hawai‘i CC, Honolulu CC, Kapi‘olani CC, Kaua‘i CC, Leeward CC, UH Maui College, and Windward CC) offer Career and Technical Education postsecondary programs that focus on the skills and knowledge required for specific jobs or fields of work. The UHCC offered **57 CTE** programs across the state. In 2024-25, **over 7,300 students enrolled in CTE programs at the UHCCs and 1,908 students graduated from such programs.** Sixty three percent (63%) of graduates, or 1,199 students, were found in Hawai‘i employment records within 6 months. It is noted that the actual employment rate of graduates may be higher than reported due to limitations in the completeness of the state unemployment insurance (UI) data records. Table 2 shows counts of CTE Graduates and Employed by UHCC campus.

Table 2: CTE Graduates and Employment by Community College, 2024-2025

Campus	CTE Graduates, 2024-2025	*# Employed within 6 months	*% Employed within 6 months
UHCC	**1,908**	**1,199**	**63%**
HAW	239	166	69%
HON	498	249	50%
KAP	454	296	65%
KAU	135	105	78%
LEE	390	236	61%
MAU	151	116	77%
WIN	41	31	76%

**The employment counts do not include federal employees, self-employed, out-of-state employees, and employers that do not contribute to unemployment insurance. Thus, programs such as Honolulu CC Applied Trades are likely to be underreported due to data limitations.*

Some of the highest enrolled CTE programs include Applied Trades, Culinary Arts, Nursing, Automotive Technology, and Information Technology. Graduates that are found in the state employment records within 6 months of graduation are tracked for the purposes of federal U.S. ED Strengthening Career and Technical Education for the 21st Century Act (Perkins V) and are reported via the Hawai‘i Perkins V State Plan. The counts of graduates found in Hawai‘i employment records within 6 months by program are presented in Table 3.

Table 3: Graduates Found in Employment Records by Program, 2024-2025

Program	Campus	*# Employed within 6 months
Accounting	HAW, KAP, KAU, LEE, MAU	65
Administration of Justice	HAW, HON, MAU	16
Aeronautics Maintenance Technology	HON	27
Agriculture	HAW	8
Applied Business and Information Tech	MAU	7
Applied Trades	HON	10
Architectural Engineering & CAD Tech	HON	8
Auto Body Repair & Painting	HAW	**
Automotive Technology	HAW, HON, KAU, LEE, MAU	94
Business	KAU, MAU	20
Business Technology	HAW, LEE	8
Carpentry Technology	HAW, HON	26
Computing, Security & Networking Tech	HON	10
Construction Technology	MAU	7

Program	Campus	*# Employed within 6 months
Cosmetology	HON	10
Creative Media	HAW, KAU, MAU	9
Culinary Arts	HAW, KAP, KAU, LEE, MAU	111
Dental Assisting	KAP	6
Dental Hygiene	MAU	16
Diesel Mechanics Technology	HON	12
Digital Media Production	LEE	19
Early Childhood Education	HAW, HON, KAU, MAU	42
Electrical Installation & Maintenance Tech	HAW, KAU	25
Electronics & Computer Engineer Tech	KAU, MAU	**
Emergency Medical Technician	KAP	36
Fashion Technology	HON, MAU	5
Fire & Environmental Emergency Resp	HAW, HON	53
Health Information Technology	LEE	15
Hospitality and Tourism	HAW, KAP, KAU, MAU	35
Human Services	HAW, HON, MAU	10
Information & Computer Science	LEE	54
Information Technology	HAW, KAP	40
Integrated Industrial Technology	LEE	8
Machine, Welding & Industrial Mech Tech	HAW	10
Management	LEE	26
Marketing	HAW	**
Medical Assisting	KAP, KAU	21
Medical Laboratory Technician	KAP	12
Mobile Intensive Care Tech	KAP	**
Music and Entertainment Learning Experience	HON	5
New Media Arts	KAP	**
Nursing	HAW, KAP, KAU, MAU	128
Nursing: Practical Nursing	KAP	12
Occupational & Environmental Safety Managemen	HON	8
Occupational Therapy Assistant	KAP	**
Paralegal	KAP	16
Physical Therapist Assistant	KAP	9
Radiologic Technology	KAP	18
Refrigeration & Air Conditioning Tech	HON	18
Respiratory Care Practitioner	KAP	8
Sheet Metal & Plastics Technology	HON	10
Substance Use Disorders Counseling	LEE	**
Sustainable Agriculture	LEE	**
Teaching	LEE	18

Program	Campus	*# Employed within 6 months
Trop Forest Ecosystem & Agroforestry Mgt	HAW	**
Veterinary Technology	WIN	31
Welding Technology	HON	13

**The employment counts do not include federal employees, self-employed, out-of-state employees, and employers that do not contribute to unemployment insurance. Thus, programs such as Honolulu CC Applied Trades are likely to be underreported due to data limitations.*
*** Counts less than five are suppressed to maintain student confidentiality.*

CTE Credit Programs Expenditures

Total expenditures to support the 57 CTE programs of the seven community colleges are **$35,529,381** for the 2024-2025 academic year. These expenditures reflect instructional costs across the seven community colleges.

Perkins V Federal Funds Expenditures

Each year, the state of Hawai‘i receives federal funds from the Strengthening Career and Technical Education for the 21st Century Act (Perkins V). These funds are provided to the state to support continuous improvement of high-quality career and technical education programs offered through the Hawai‘i Department of Education and the University of Hawai‘i Community Colleges. For 2024-2025, the UHCC expended **$3,217,723** supporting modernization of equipment, curriculum redesign, retention specialists, professional development, and certification exams for workforce development credit programs.

Workforce Development - Training, Non Credit

In 2024–2025, the University of Hawai‘i Community Colleges (UHCC) advanced a comprehensive, systemwide workforce training strategy designed to strengthen Hawai‘i’s local workforce and expand access to high-demand careers across all seven community colleges. Through coordinated system, community, and industry partnerships, UHCC campuses delivered training across the State. Table 4 below reports the number of trainings and completions by training category. Six month employment information is not yet available and will be provided in an updated report.

Table 4: UHCC Workforce Training by Sector 2024-2025

Sector	Enrollment	Completions
Industry and Trades (Apprenticeships)	8,035	6,281
Healthcare and Caregiver Services	1,633	791
Education	1,277	964
Business and Professional Studies	420	187
Computers and Technology	399	248
Agriculture and Horticulture	280	113

Culinary Arts	270	34
Transportation	212	163
Sustainable Development	192	42
Art and Design	115	55
Online Career Training	107	17
Language and Communication	58	26
Cosmetology	13	-
Law & Public Safety	10	9
Other	85	-
Total	**13,106**	**8,930**

UHCC workforce training programs are developed and delivered in response to industry and community workforce needs across the State. Through ongoing employer engagement and labor market analysis, campuses offer targeted short-term training and apprenticeship opportunities that align with local and statewide demand. These workforce offerings include a mix of tuition-based, tuition-free, and employer-supported programs, with tuition-free training made possible through funding from grants, industry partnerships, and philanthropic support.

Registered Apprenticeship programs are structured, long-term workforce training pathways that integrate paid on-the-job training with related technical and academic instruction. In Hawai‘i, there are over 100 registered apprenticeship programs, spanning a diverse range of skilled trades and occupations that are critical to the State’s economic and workforce needs. Pursuant to *HRS §372-6*, the UH Community Colleges are responsible for providing the related classroom instruction to support these programs, ensuring alignment with industry standards and workforce requirements. Upon successful completion of a registered apprenticeship program, participants earn industry-recognized credentials and advance into highly skilled journeyworkers in their respective trades.

Good Jobs Hawai‘i is UHCC’s statewide delivery platform for **no-cost, short-term workforce training aligned to high-demand industry needs**. Established initially through grant funding, the UHCC received legislative funding to institutionalize the Good Jobs infrastructure and best practices. In the 2024-2025 AY, the UHCC hired four full time permanent positions into our Workforce unit: 1) Workforce program manager 2) Workforce sector coordinator 3) Workforce navigators (2). This infrastructure helps to facilitate the rapid deployment of employer-aligned training across all seven community colleges in priority sectors including Healthcare, Information Technology, Skilled Trades, Clean Energy, Creative Industries, and Education. This work is presently supported through braided federal, state, and philanthropic funding.

In the 2024-2025 academic year, the **UHCC expended $5,815,625** in extramural funds to continue the work of Good Jobs, sustaining tuition-free workforce training and sector partnership activities across the State. The UHCC also secured **$458,000** from the State Workforce Development Council (WDC) to deploy recovered Workforce Innovation and Opportunity Act (WIOA) funds over a five-month period through June 2025. This project expanded training opportunities for WIOA-eligible individuals in Commercial Driver’s License (CDL) programs and formalized referral procedures between the UH System and local WIOA operators to increase participant co-enrollment in community college WIOA-eligible training programs.