**What are Industry Skill Panels?**

Industry Skill Panels are private/public partnerships working to ensure that employees in key industries have the skills needed to quickly and competently meet the changing needs of businesses. Harnessing the expertise of leaders in business, labor, education, economic development, and other sectors, Skill Panels bring competitors within a specific industry together to collaboratively address critical issues, skill gaps, training needs, and performance outcomes that affect the industry as a whole.

Skill Panel leaders build consensus, prioritize their local and regional industry workforce needs, and become better able to mobilize partners and leverage resources to make the greatest economic impact. Additionally, their mutual efforts are more influential with government, businesses, associations, and educational institutions than they would be if trying to fill workforce needs individually within silos.

**What’s expected of each Skill Panel constituency group?**

<table>
<thead>
<tr>
<th>Employers and Labor:</th>
<th>University of Hawaii System (Higher Education):</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Identify skill sets needed</td>
<td>• Identify training programs that would be affected</td>
</tr>
<tr>
<td>• Identify skill needs required</td>
<td>• Include private educational institutions</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Economic Development Agencies:</th>
<th>Local Workforce Investment Boards and Councils:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Identify employers that should be on panel</td>
<td>• Identify job-training dollars</td>
</tr>
<tr>
<td>• Identify economic development programs that may be leveraged</td>
<td>• Identify training programs</td>
</tr>
<tr>
<td>• Assist in understanding the labor market when attracting outside companies to come to Hawaii and establish a business</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Department of Education (K-12):</th>
<th>Community-Based Organizations:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Provide a resource to parents and students showing where jobs and training opportunities are located</td>
<td>• Identify training funds and programs</td>
</tr>
<tr>
<td></td>
<td>• Provide case-management for clients</td>
</tr>
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<td></td>
<td>• Understand the needs of the client</td>
</tr>
<tr>
<td></td>
<td>• Identify job-training programs and opportunities</td>
</tr>
</tbody>
</table>
How do Industry Skill Panels work?

**Constituency groups...**

- Community-Based Organizations
- State and Local Agencies (DLIR, DHS, LWIBs, WDC, DOH, etc.)
- Economic Development Boards
- K-12 Education
- Post-Secondary (4-year Universities and Community Colleges)
- Labor
- Employers

**form Industry Skill Panels...**

Regionally-based, industry-driven partnerships of employers, public systems, and other stakeholders. Skill Panels act as a focal point for critical industry workforce needs. They:

- Identify key skill gaps and skill standards for targeted occupations
- Address system inefficiencies and market failures
- Customize training programs for new workers
- Solve incumbent worker training needs
- Identify promising new approaches to meet critical needs
- Share promising practices for adoption and replication

**in order to...**

**Create New Products**
- Economic Analyses
- Career Awareness
- Skill Standards

**Generate New Thinking**
- New Curricula
- Training Certifications
- Summer Camps

**Leverage Investments**
- Grants
- Perkins
- WIA
- Employers
- Chamber Dues

**which provides value to...**

**Employers**
- Meet workforce needs
- Reduce costs
- Efficiency/productivity

**Employees and Students**
- Upgraded skills
- Retention/advancement
- Higher wages/income

**Educators**
- Improve services
- Serve more students and employers
- Greater efficiency

**Public/Partnerships**
- More jobs in the state
- Competitive advantage
- Improve efficiency
- Self-sufficiency