

# Education to Workforce Report

## Hawai'i P-20 Partnerships for Education

### Education Career Pathways

This report explores education pathways in Hawai'i that prepare students for careers in education, starting with the Hawai'i State Department of Education (HIDOE), continuing to the University of Hawai'i (UH) and leading to the workforce.

According to HIDOE Employment reports, between 1,200 to 1,300 new teachers are hired each year, with the largest percentage earning college degrees from out-of-state Teacher Approved Education Programs. At the end of each school year (SY), a large number of teachers also resign from HIDOE for a number of reasons. In SY 2017-18's report, the top two reasons for 1,111 HIDOE teacher resignations were: "Leaving Hawai'i" (423, 38%) and "Retirement" (294, 26%). 538 teacher vacancies were reported in the same SY, a 38% increase from SY 2013-14.

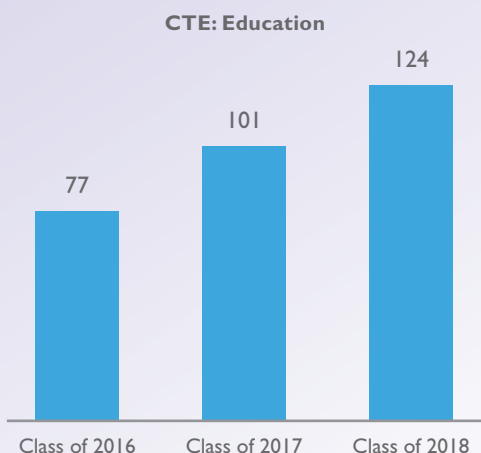
A closer look at education data across the secondary and postsecondary sectors reveals that the number of HIDOE graduates pursuing education career pathways (124, CTE: Education graduates for the Class of 2018), as well as Education graduates from UH (733 Education graduates in Academic Year (AY) 2018), is still not sufficient to meet the high demand for teachers needed to fill vacancies across the state. At the same time, Education graduates are more likely to be found in Hawai'i's workforce five years after graduating from UH, as compared to graduates earning a non-Education degree. Moreover, a large percentage of those Education graduates found in our state's workforce were found working in the education industry.

#### How Many Public School Graduates Complete Education Programs in High School?

During SY 2017-18, HIDOE offered over 70 Career and Technical Education (CTE) programs of study. These specialized programs provide our public school students with opportunities to explore and develop technical skills in careers of their choosing to prepare them for success in Hawai'i's workforce. Program alignment with academics also prepares students for further education and training.

For this report, CTE programs of study aligned with careers in education include Early Childhood Education, Elementary Education, Secondary Education, and Explorations in Education.

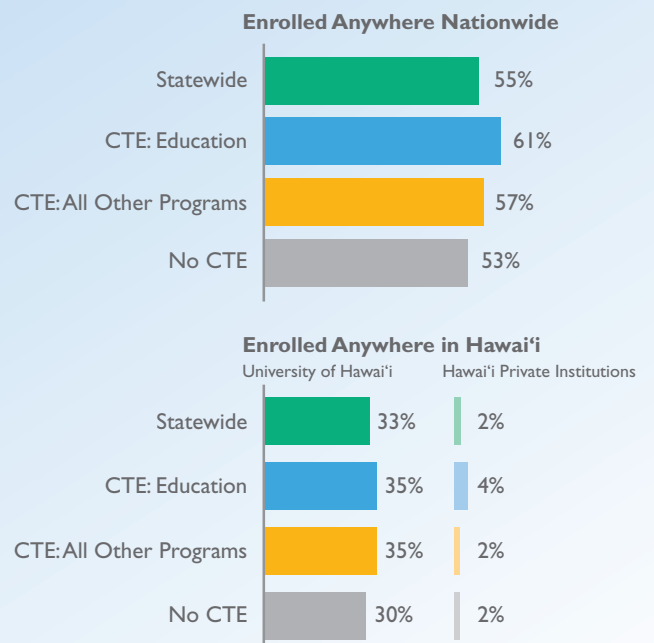
- Since 2016, the number of HIDOE graduates who have completed a CTE program of study in Education has increased.



#### Are Public School CTE: Education Graduates More Likely to Enroll in College?

Most education-related occupations require postsecondary education or training. Immediate college enrollment rates after high school graduation are an indicator of how many HIDOE graduates are continuing on their academic journeys.

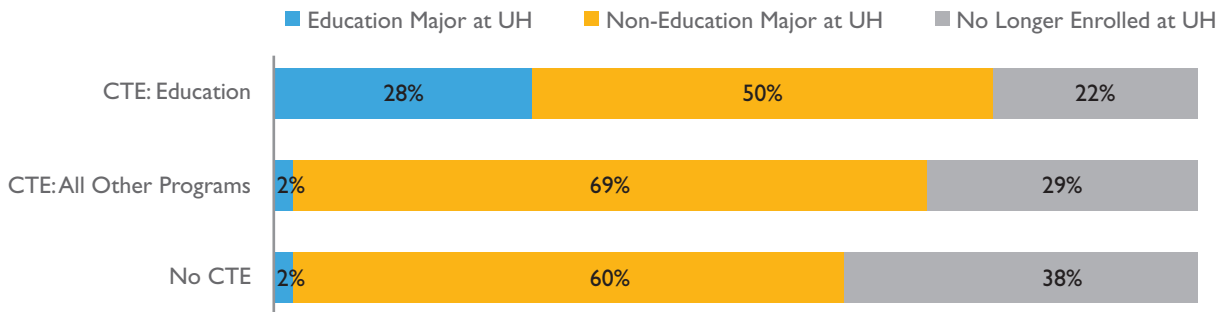
- Graduates who completed a CTE program of study had higher college enrollment rates compared to the statewide average. Nationwide college enrollment includes enrollment at any Hawai'i postsecondary (UH and other Hawai'i private institutions).



*HIDOE Class of 2018 graduates postsecondary enrollment in the fall after high school. Nationwide enrollment based on National Student Clearinghouse and UH enrollment.*

## Are CTE Graduates More Likely to Pursue Education Majors at UH?

- Education pathway opportunities in high school appear to influence students' decisions to pursue Education majors in college.
- HIDOE graduates who completed a CTE program of study in Education were most likely to declare an Education major at UH by the second spring after graduation.
- CTE Education graduates were also most likely to still be enrolled at UH at the end of the second year after high school.



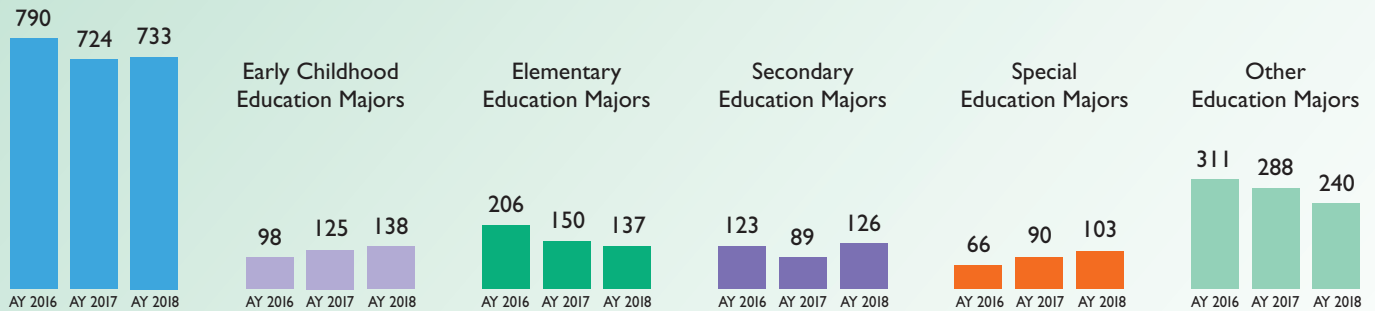
HIDOE Class of 2015-2017 graduates enrolled at UH in the fall after high school.

## How Many UH Graduates Earn Education Degrees and Certificates?

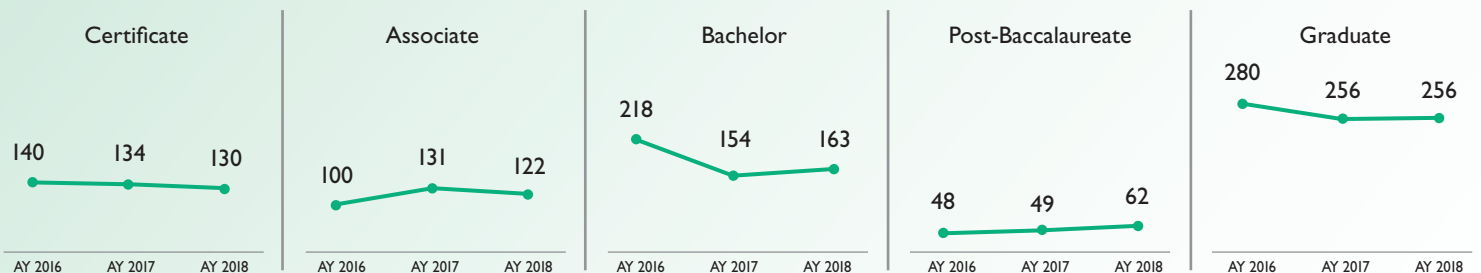
- UH graduates earning an Education degree or certificate decreased from AY 2016 to AY 2017, and increased slightly from AY 2017 to AY 2018.
- Although most Education graduates earned awards in “Other Education” majors, the number of graduates earning awards in early childhood and special education has increased by 41% and 56% over the last three AY.

Other Education: This category includes education majors that do not fit into the “Early Childhood Education”, “Elementary Education”, “Secondary Education”, or “SPED” categories, and Teaching majors without an indicated specialization for “Elementary”, “Secondary”, “Hawaiian Language Immersion”, or “Secondary & SPED”.

### Education Graduates



Of Education graduates, the largest number earned graduate degrees or certificates. The number of graduates earning post-baccalaureate certificates increased 29% over the last three AY.



UH certificates of less than one year are included.

## Are Education Graduates Likely to be Found in Hawai'i's Workforce?

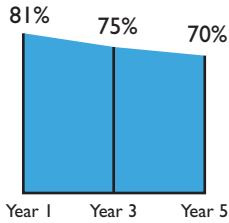
In the five years after graduation from UH, Elementary Education graduates were least likely to be found working. Overall, Education graduates were more likely to be found working five years after graduation from UH compared to non-Education graduates.

### FOUND WORKING IN HAWAI'I

	MAJOR	GRADUATES	YEAR 1	YEAR 3	YEAR 5
<b>EDUCATION</b>	Early Childhood Education	369	83%	79%	75%
	Elementary Education	1,003	74%	69%	64%
	Secondary Education	633	91%	82%	76%
	Special Education	307	93%	81%	73%
	Other Education	1,507	79%	72%	69%

	MAJORS	GRADUATES	YEAR 1	YEAR 3	YEAR 5
<b>NON-EDUCATION</b>	All Non-Education Majors	40,891	69%	60%	56%



## Are Education Graduates Likely to be Found Working in Education?

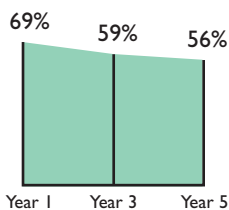
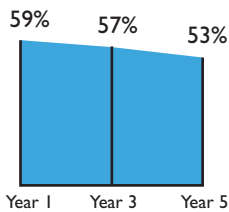
In the five years after graduation from UH, Special Education graduates were most likely to be found working in the education industry. Of the Top 5 "Other Education" Majors, Educational Technology graduates were the most likely to be found working within the industry.

### FOUND WORKING IN HAWAI'I'S EDUCATION INDUSTRY

	MAJOR	GRADUATES	YEAR 1	YEAR 3	YEAR 5
<b>EDUCATION</b>	Early Childhood Education	369	25%	22%	21%
	Elementary Education	1,003	54%	58%	53%
	Secondary Education	633	70%	66%	63%
	Special Education	307	80%	71%	67%
	Other Education	1,507	63%	58%	55%

	TOP 5 MAJORS	GRADUATES	YEAR 1	YEAR 3	YEAR 5
<b>OTHER EDUCATION</b>	Teaching*	355	47%	43%	44%
	Curriculum Studies	354	69%	62%	59%
	Education (General)	178	71%	67%	62%
	Educational Administration	143	77%	68%	60%
	Educational Technology	130	75%	72%	68%



\*Teaching majors without an indicated specialization such as, "Elementary Education", "Secondary Education", "Hawaiian Language Immersion", or "Secondary & SPED" were categorized with "Other Education" majors.

Note: The data do not account for people who are self-employed, federal employees, work in a "cash economy", work out of state, or enroll in college out of state. UH graduates from academic years 2010-11 to 2013-14 found in Hawai'i's unemployment insurance wage data in years 1, 3, and 5 after graduation. Education industry determined by employer's North American Industry Classification System (NAICS) code. Early childhood employers may not fall into education NAICS codes.

# How are the issues of teacher shortage and retention being addressed?

## Teacher Education Coordinating Committee (TECC)

The TECC, which includes all public and private teacher credentialing programs in the state, will coordinate program efforts to address teacher recruitment and retention in the state. The TECC strategic plan includes the following objectives:

1. Build new capacity locally;
2. Increase satisfaction of in-service teachers;
3. Provide meaningful incentives for recruitment and retention;
4. Effectively market the teaching profession;
5. Meet local needs with other approaches; and
6. Improve special education teaching experiences.

Link to TECC 5-year Strategic Plan:  
<https://www.hawaiipublicschools.org/DOE%20Forms/OTM/TECC5YRSP.pdf>

## Grow Our Own Teachers Initiative

The Grow Our Own Teachers Initiative is a partnership between HIDOE and University of Hawai'i at Mānoa College of Education (UHM COE) and supported



with funds from the State Legislature. This initiative will provide up to \$600,000 in scholarship stipends to current HIDOE employees looking to earn a teaching license and who are committed to teaching full time for three years in HIDOE or Hawai'i Public Charter Schools.

Link to UHM COE website: <https://coe.hawaii.edu/node/4507>  
Link to HIDOE website: <http://www.hawaiipublicschools.org/ConnectWithUs/MediaRoom/PressReleases/Pages/Grow-Our-Own-2019.aspx>

## Troops to Teachers (TTT)



In 2018, HIDOE was awarded a federal grant to launch its TTT program. TTT is a military career transition program that is geared towards helping former service members and veterans begin new careers as K-12 public school teachers. To ensure successful transitions into teaching careers, eligible participants are provided counseling, assistance with finances, and placement services through the Department of Defense.

Link to HIDOE TTT page: <http://www.hawaiipublicschools.org/ConnectWithUs/Employment/JobOpportunities/Pages/TTT.aspx>

## Hawai'i Regional Pathways Initiative

Hawai'i P-20, the State Office of Career and Technical Education, and local foundations have collaborated to build clear and coherent career pathways for HIDOE students. Through this partnership, the Hawai'i Regional Pathway Initiative was organized to provide five school regions the opportunity to design and launch career pathways that lead to high-demand, living wage careers in Hawai'i. Waipahu and Campbell, two of the five participating regions, are in the initial phases of development to build out Education pathways for their students.

Link to P-20 Career Pathways page: <http://www.p20hawaii.org/programs/college-and-career-readiness/career-pathways/>



Hawai'i P-20 improves college and career readiness for students by measuring progress from early education to the workforce and developing programs that impact education policy and activate change. Hawai'i P-20 is the managing partner of the Hawai'i DXP.



Hawai'i DXP links education and workforce data so educators, policymakers, and other stakeholders can better 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 HAWAII DXP HELP ANSWER FOR YOU?

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