

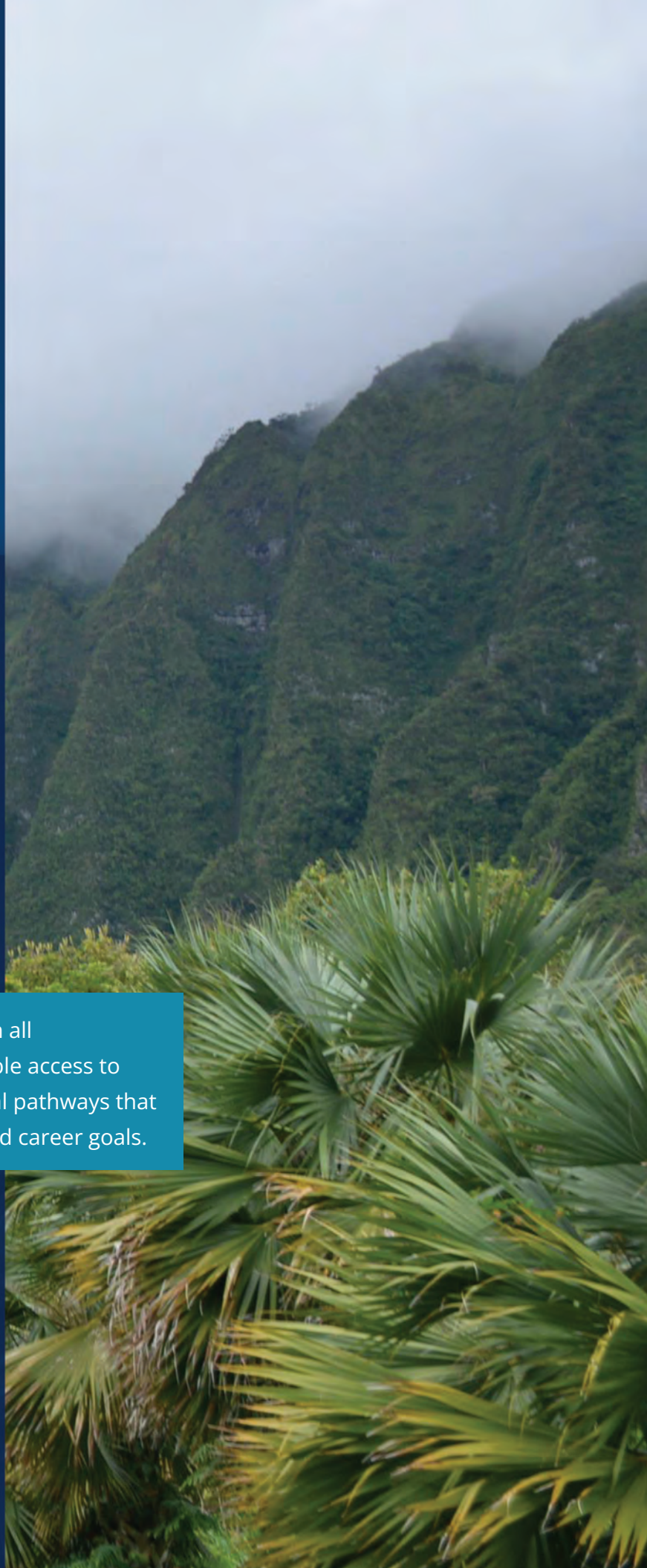


HAWAI'I P-20  
Partnerships for Education

# ANNUAL REPORT 2024

[WWW.HAWAIIP20.ORG](http://WWW.HAWAIIP20.ORG)

We envision a Hawai'i where students from all backgrounds across our state have equitable access to rigorous, clear, and meaningful educational pathways that empower them to meet their education and career goals.







Hawai'i P-20 is a statewide partnership led by the Executive Office on Early Learning, the Hawai'i State Department of Education, and the University of Hawai'i System that works to strengthen the education pipeline from early childhood through postsecondary education and training with data-informed decision making, advocacy, policy coordination and shared action. Our work is focused on high expectations and equitable access so all students can thrive in school, career and life.

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# Hawai'i P-20 Now Reporting All State Education Attainment Goal Metrics

Established with local leaders, partners in education and business throughout our state, [Hawai'i Graduates for Hawai'i's Future](#) (HGHF) outlines a collective vision for our early education, K-12, postsecondary education, and technical training communities to prepare students with the knowledge and skills to fulfill their career aspirations and Hawai'i's workforce needs. To best monitor and evaluate the progress within Hawai'i, we have developed a dashboard to track our progress.

Adopted by the [Hawai'i P-20 Council](#) in 2022, HGHF is comprised of four goals that also serve as the [State of Hawai'i Education Attainment Goal](#)

## **Goal 1: Universal access to high-quality learning opportunities**

**59%** of public school kindergartners in 2023-2024 had prior early learning experience. There continue to be significant disparities in opportunity and participation in early learning across the state. In addition, the newly implemented Kindergarten Entry Assessment shows differences in readiness among various demographic groups.

## **Goal 2: Universal preparation of every K-12 student throughout their education for college, career, and citizenship**

**51%** of the public school class of 2022 enrolled in college somewhere in the United States in the first fall after graduating. This figure remains flat from more recent years and is down from pre-pandemic levels of 55%. Test scores at the lower grades, in particular elementary school, are trending upward, but high school performance is flat or trending slightly downward.

**70%** of all jobs in Hawai'i will require some postsecondary training beyond high school in 2031. [Projection of Jobs, Education, and Training Requirements through 2031](#), Georgetown University



### **Goal 3: Universal access to postsecondary opportunity and success**

Overall, when comparing 2018-2019 to 2022-2023, the number of associate and bachelor's graduates of the University of Hawai'i (UH) has trended slightly downward, while Chaminade University of Honolulu is up for associate degree graduates and down for bachelor's. There is reason for optimism as UH and Chaminade first time freshmen enrollment are increasing, in addition to the percentage of students who complete their degrees on time.

### **Goal 4: Universal education and training of Hawai'i residents to fill and create living wage jobs available across the state**

In the core areas of Information Technology (IT), Healthcare, Education, and Skilled Trades, we monitor the number of graduates, the percentage of graduates making a living wage, and the percentage of graduates found in Hawai'i's workforce.

For Education, skilled trades, and IT, the number of graduates trend is mostly flat. For Healthcare, the trend is mostly downward. To impact the graduate numbers in each of these areas we must collectively increase the number of students who choose these programs when they enter college.

Graduates of Healthcare and Education programs, as well as bachelor's and above IT graduates, are likely to join Hawai'i's workforce making a living wage, further demonstrating the need for graduates of these programs.

Hawai'i P-20 continues to track and report the state's progress over time and will release new data annually as it becomes available. The HGHF dashboards can be found at:  
<https://hawaiigraduatesforhawaiisfuture.org>

# New Dashboard Shows More CTE Early College Courses Offered Across the State

The University of Hawai'i (UH) and Hawai'i State Department of Education (HIDOE) established a shared vision for the **Early College** program in Hawai'i. **Early College Strategic Directions**, released in February 2024, provides guiding principles for the future practices and priorities and sets metrics to evaluate how well the state is meeting its goals to positively impact the college and career readiness of Hawai'i students through Early College programming.

Early College is the most popular dual credit opportunity for Hawai'i students, providing students in grades 9-12 with the opportunity to participate in "sheltered" college courses with their high school peers. In addition to codifying the intentions of the Early College program to offer college classes free of charge to students and their families and provide students with momentum towards their college and career goals, Early College Strategic Directions encourages the participation of students from groups underrepresented in higher education - including rural, Native Hawaiian, Pacific Islander, first generation, and economically disadvantaged students - in Early College.

Data related to Early College Strategic Directions are available through a new **Early College Baseline Metrics online dashboard**. Information regarding Early College participation, college enrollment, first to second year persistence, college degree completion, and Career and Technical Education (CTE) pathway classes are included in this dashboard. Data can be disaggregated by Complex Area as well as student demographic characteristics (e.g., ethnicity, economic disadvantaged status, and gender) to better assess areas of success and improvement.

## Takeaways from Early College Baseline Metrics include:

- Early College CTE course offerings, particularly in high-need career pathways, have increased at higher rates than the growth of Early College classes generally.
- High school graduates who participated in Early College enroll in college, persist from their first fall to the second fall, and earn a postsecondary degree or certificate within six years of high school graduation at higher rates than students who do not participate in Early College. This is particularly notable for Native Hawaiian and Pacific Islander students whose college enrollment and degree completion rates double for Early College participants.
- Native Hawaiian and Pacific Islander students continue to be underrepresented in Early College participation, while Asian and Filipino students are overrepresented.

The Early College Baseline Metrics dashboard can be utilized by secondary and postsecondary leaders and policymakers to identify and support areas of growth for Early College programming and can be found at: <https://www.hawaiidxp.org/data-products/early-college-baseline-metrics>.



# Hawai'i P-20 Responds to National Financial Aid Crisis

In response to the problematic redesign and delays by Federal Student Aid (FSA) for the 2024-2025 Free Application for Federal Student Aid (FAFSA), Hawai'i P-20 promptly worked to address some of the technical issues of the application by creating the FAFSA Hawai'i Hotline call center. This endeavor was made successful in partnership with the Hawai'i Department of Education (HIDOE) high school college and career counselors, and local financial aid specialists.

Hawai'i P-20 established the FAFSA Hawai'i Hotline to be a direct communication resource for students, parents, school counselors, and college and career professionals across the State of Hawai'i. In addition, families, counselors and students can email the popular year [FAFSA@hawaii.edu](mailto:FAFSA@hawaii.edu) at any time with questions. Both channels allow families to receive the latest FAFSA updates, to verify that students could successfully submit their FAFSA application, and to identify corrections needed to successfully complete the form.

The FAFSA Hawai'i Hotline was launched in March 2024 during HIDOE spring break and was available to callers from 8 a.m. to 8 p.m., Monday through Friday, so the counselors and financial aid specialists could assist families with the FAFSA in real time. Due to its demand, the Hotline was first extended through June 2024. While the National FAFSA Support Call Center was inundated with phone calls, Hawai'i families were immediately connected with a local specialist who could explain the problems and could troubleshoot many of the problems with the FAFSA, in addition to providing the necessary information regarding their scholarship applications.

The FAFSA Hawai'i Hotline received 585 phone calls between March 18, 2024 and June 30, 2024. 60.1% of the phone calls were in support of students and parents representing the Class of 2024 for whom, this was a first-time process. 32% of phone calls came from existing college students and parents, and 10.8% came from first time freshmen college students. Today, financial aid offices across the University of Hawai'i System continue to feature the FAFSA Hawai'i Hotline as a source of information for their students, and counselors statewide continue to utilize the Hotline to reach an expert directly with any financial aid or college planning questions.



## “GEAR UP Works!”

A recent external study conducted by an evaluation team from ICF, an international consulting firm, assessed the fifth year outcomes of the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant showed promising results. Since 2000 Hawai'i P-20 has overseen multiple statewide GEAR UP grants awarded by the U.S. Department of Education to help increase the number of low-income middle and high school students statewide to succeed in college.



Each GEAR UP program is designed to meet the unique needs of the community it serves. GEAR UP Hawai'i utilizes a “6-16” approach that provides students beginning in grade six through up to four years of postsecondary education with developmentally appropriate support. Each 6-16 high school works with its feeder middle school and University of Hawai'i campuses to students successfully complete high school, then enroll and persist in college. The 6-16 framework aims to assist students in achieving their academic and career-oriented aspirations by providing services and activities to students such as college planning events, career exploration, mentoring, and professional development opportunities for school counselors.

### Promising results from the Impact Study about GEAR UP include:

- GEAR UP helps students enroll in college.
- More exposure to GEAR UP in targeted activities significantly enhances the likelihood of high school graduation and is positively correlated with college enrollment.
- For each additional GEAR UP activity that a student participated in there was an approximately 11-percentage-point increase in college enrollment.
- Students who participated in a summer bridge program between grades 8 and 9 were almost twice as likely to enroll in college compared to those who did not participate in a summer program.



# Student Leaders Share College Knowledge

Throughout the 2023-2024 school year Hawai'i P-20's college access initiative, [GEAR UP Hawai'i](#), teamed with PeerForward, a national program that trains and supports teams of college students known as Peer Leaders. Together, GEAR UP Hawai'i and PeerForward developed college planning activities that were executed in partnering high schools across the state. Peer Leaders worked directly with students to inspire postsecondary exploration, application completion and enrollment, and to encourage students to submit the Free Application for Federal Student Aid (FAFSA).

PeerForward student leaders from Waianae High School led a FAFSA cafe event to share information about financial aid and scholarships. Attendees received support from college specialists to complete their FAFSA, enjoyed snacks together, and participated in thoughtful college conversations throughout the school day. Additionally, 10 workshops were held at GEAR UP and Soar Higher schools to inspire college-going activities in the classroom. Interactive classroom activities included Build Your Own University, which focuses on college components to consider when selecting your best-fit school, and Tower of Power, an introduction to financial aid and FAFSA by building a team tower with resources gathered by using their advocacy skills. PeerForward training at Honoka'a High and Intermediate School supported its Teen College Counselors (TCC). The TCC hosted successful monthly Cafe College days where the TCC would work with individuals or in small groups to help students to research college options, complete college applications and their Federal Student Aid (FSA) ID, and work on scholarship applications.

GEAR UP Hawai'i also sponsored a PeerForward Summer 2024 training at University of Hawai'i at Mānoa to connect high school students across our state to access college and career training opportunities and coaches. Students from Waianae, Honoka'a, Campbell, Kahuku, and Kailua high schools worked together to build skills in advocacy, leadership, and college knowledge. They also created college-going campaigns focused on applying to college, completing the FAFSA, and connecting academics to college and community. Throughout the training the GEAR UP Ke Ala Na'auao (KAN) Mentors provided an engaging and interactive campus tour experience, served as writing and college coaches, participated in leadership training, and worked with advisors to plan targeted activities within their school. All student leaders who participated in these activities and training will continue to use the knowledge gained to help their peers with their college and career plans after high school.

*"Being part of a mentoring program helped me understand the different resources I can utilize. Being a new college student is stressful, so I want to be a part of that resource that eases new students into college." - D'angelo*

# Hawai'i P-20 Launches Pathways Support for Neighbor Island Students

A total of \$1 million in federal funding, along with additional philanthropic contributions, has been allocated to provide direct support to advance career pathway and academy development at neighbor island high schools from 2024 to 2027 through the Hawai'i P-20 Pathways Accelerator initiative. In collaboration with the Hawai'i Academies and with the advocacy of the Hawai'i State Department of Education (HIDOE), Hawai'i P-20 Pathways Accelerator will ensure each participating school across the state has adequate resources and strategies needed to strengthen career pathways, improve math readiness, and address the challenges they face by being located in an island state.

Hawai'i P-20 Pathways Accelerator also focuses on improving school-level and career pathway supports. One of the goals of the Hawai'i P-20 Pathways Accelerator is to improve math achievement for students by integrating the eight Common Core Standards of Mathematical Practices into career and technical education (CTE) courses. This approach aims to boost math proficiency by cohesively combining mathematical standards of practice and CTE content to improve mathematical achievement. Since math and CTE teachers often differ in both content focus and teaching style, understanding how to effectively connect CTE content with the Common Core Mathematical Practices is essential for the initiative's success.



Through its focus on academic and technical education together, Hawai'i P-20 Pathways Accelerator aims to better prepare students for college and career success, ultimately increasing opportunities for their futures. Neighbor island high schools often experience lower college enrollment rates due to unique barriers, including limited access to advanced coursework, insufficient college advising, and fewer work-based learning opportunities. To address these challenges, participating schools will receive tailored services such as identifying needs within career pathways and academies, developing multi-year strategies, coordinating federal, state, and philanthropic funding, and direct school-level services. Schools will also receive resources related to Early College, work-based learning, college and career advising, and CTE.



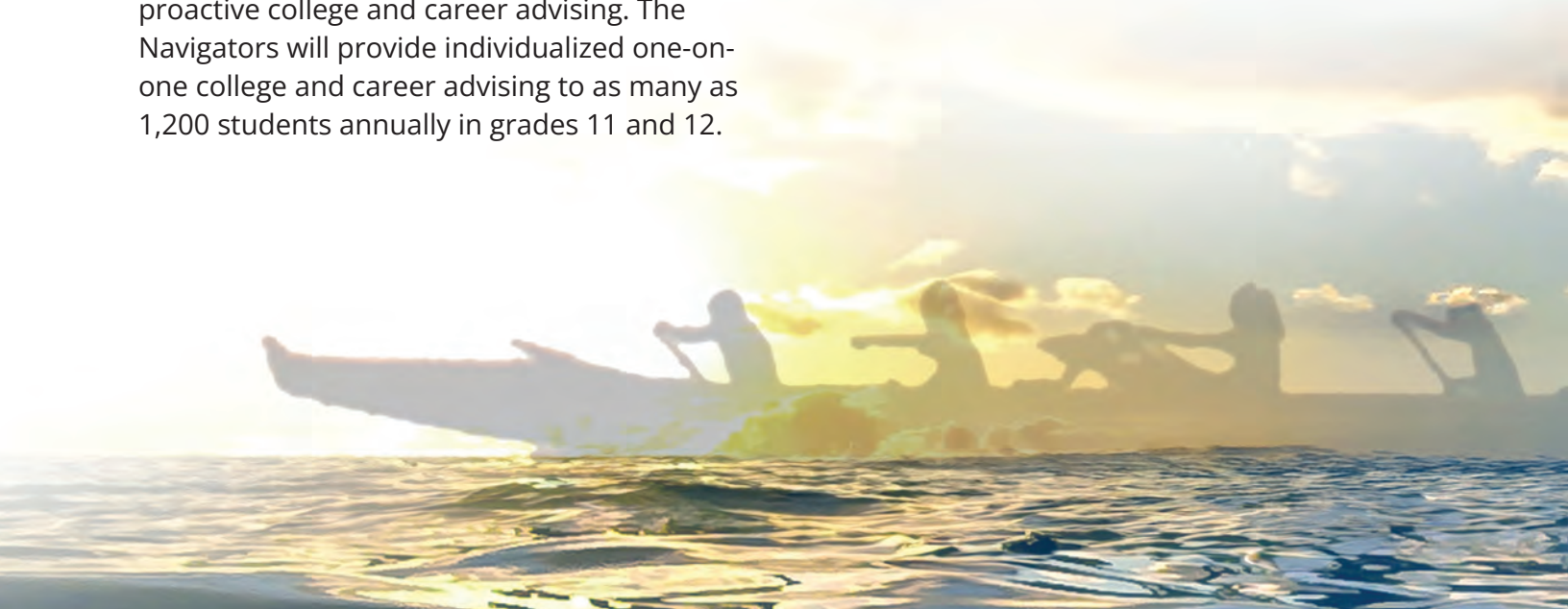
# Regional Navigators Help High Schoolers Plan for Next Steps

Equitable access and participation in high-quality counseling and advising services that prepare students for college and/or careers has been a longstanding challenge. The large numbers of students on high school campuses, coupled with the limited time available for counselors, educators, and staff to provide quality counseling and advising services, has meant that some students are overlooked. Research continues to show that students with lower levels of postsecondary aspirations and academic achievement need proactive counseling and advising services to help prepare them for college and/or employment. To expand and strengthen proactive college and career advising support services to prepare all students for life after high school, Hawai'i P-20 established the [Hawai'i College and Career Navigator \(HCCN\)](#) pilot program.

Through 2027, dedicated College and Career Navigators will be integrated into 12 participating Hawai'i State Department of Education (HIDOE) high school campuses statewide to work with a targeted group of underrepresented students and provide proactive college and career advising. The Navigators will provide individualized one-on-one college and career advising to as many as 1,200 students annually in grades 11 and 12.

## HCCN services include:

- **College & Career Exploration:** Support students in the planning and preparation process for college and career goal-setting.
- **College Counseling:** Offer direct assistance with college applications, financial aid applications, college essays, and navigating the enrollment or onboarding process once admitted.
- **Career/Workforce Advising:** Assist in exploring career options tailored to students' specific interests and strengths, resume building, completing applications to workforce training programs post-graduation, and conducting mock interviews.
- **Military Guidance:** Advise of military opportunities to include military branches, career options, colleges offering military training programs, and military service academies.



# Hawai'i Career Pathways Mapping Continues

The [Hawai'i Career Pathways website](#) continues to feature newly developed pathway maps that align with the Hawai'i State Department of Education (HIDOE) 13 Career Pathways and 42 programs of study with postsecondary programs and the workforce needs within our state.

**Currently seven of 13 career pathways maps (25 programs of study) are complete:**



[Information Technology and Digital Transformation](#)



[Agriculture, Food and Natural Resources Management](#)



[Building and Construction](#)



[Health Services](#)



[Cultural Arts, Media and Entertainment](#)



[Transportation Services](#)



[Education](#)

Each pathway map provides a comprehensive resource that aligns secondary and postsecondary career and technical education programs, explores key pathway details such as postsecondary transfer agreements (articulation agreements) between two-year to four-year programs, admission and prerequisite requirements, recommended Early College courses, costs, transfer options, and related local job prospects.



# Work-Based Learning Opportunities Increase for Local Students

Hawai'i P-20 continues its support of the expansion of **Work-Based Learning** intermediaries to increase work-based learning (WBL) opportunities for young people. Intermediary organizations provide the needed capacity and expertise to aid in the development, delivery, and growth of career pathways across the state. In doing so, these organizations take the leading role in bringing together K-12, workforce, and community partners to establish aligned WBL opportunities that ultimately provide students with professional skills and experiences.

During the 2023-2024 school year, intermediaries on Oahu and Kaua'i generated nearly 200 WBL opportunities across 59 schools. In collaboration with more than 1,000 professionals, approximately 15,000 students experienced WBL in areas ranging from guest speaking, career fairs, mentoring, job shadows, mock interviews, and internships. Intermediaries are also aligning their efforts on measurement and storytelling, which serve as critical components to confirm that each works to adapt to the needs of its regional pathway ecosystem, common measures, and data collection methods that allow Hawai'i P-20 to determine what is successful when establishing and scaling WBL intermediaries within career pathways.

In the current 2024-2025 school year WBL intermediary services have expanded to Hawai'i Island due to the generous funding contributions from Harold K.L. Castle Foundation, Hawai'i Workforce Funders Collaborative, and various federal grants. These partnerships provide significant resources that allow Hawai'i P-20 to further its goal of expanding WBL intermediaries to all Hawai'i State Department of Education districts. We recognize the need for a long-term funding solution to sustain WBL intermediaries and will continue to lead efforts to establish dedicated public funding systems knowing greater public and private investment is needed to sustain WBL and support the critical functions of WBL intermediaries into the future.

*"Our collaborative partnership with the Hawai'i Chamber of Commerce has been instrumental in expanding Work-Based Learning opportunities across our Complex Area. Together, we've successfully connected teachers with industry externships, providing invaluable real-world experiences. Our intermediary has also been crucial in fostering partnerships for career pathway events and advisory boards, aligning education with in-demand industries. This shared commitment to K-12 college and career readiness has enhanced both teacher and student engagement, preparation, and overall success."*  
- Kathleen Burch, Teacher, Pearl City-Waipahu Complex Area

# Literacy Projects Focus on Long Term Sustainability

As the [Comprehensive Literacy State Development Early Literacy Project](#) (CLSD) grant entered its fifth and final year, the six Birth to Five early literacy projects concentrated on implementing sustainability structures within each literacy plan. In May 2024 a [CLSD 2019-2025 brochure](#) capturing successes and lessons learned of the literacy projects was shared at a statewide CLSD conference. The CLSD efforts are closely tied to the [State of Hawai'i Public Education 2023-2029 Strategic Plan](#), particularly Priority 1: High-Quality Learning for All, with an emphasis on ensuring all students read proficiently by the end of third grade.

Early literacy project subgrantees included Family Hui Hawai'i, Farrington Complex, Institute for Native Pacific Education and Culture (INPEACE), Ka Haka 'Ula O Ke'elikolani College of Hawaiian Language at University of Hawai'i at Hilo, Maui Family Support Services (MFSS), and Partners In Development - Ka Pa'alana Homeless Family Education Program (Ka Pa'alana).

## Highlights shared in these organizations' impact stories include:

- Evidence-based language and literacy supports were provided to teachers and families along with early learning materials that are culturally appropriate, placed-based, and instill teachers and families skills to support children's oral language and literacy development.
- The creation of a comprehensive and multifaceted early literacy curriculum, adapted from evidence-based strategies, that is developmentally appropriate, culturally grounded, and tailored to the unique needs of infants, toddlers, and preschoolers of Hawai'i.





# The Hawai'i State Literacy Coalition Continues Statewide Impact

Hawai'i P-20 continues to convene the Hawai'i State Literacy Coalition. The Coalition's impact in advancing the Hawai'i State Literacy Plan is strengthened by the broad representation of stakeholders on the committee, whose connections extend deeply into communities across the state. In partnership with public and private early literacy champions, the Coalition helped lead two specific projects in 2024:



- In August 2024, marking one year since its initial screening of *The Right to Read*, the Coalition co-sponsored a series of events featuring the film's producer and protagonist, Kareem Weaver. Weaver engaged with parent advocates, staff from the Hawai'i State Department of Education (HIDOE), institutions of higher education, and the Hawai'i Board of Education. These events sparked important leadership discussions within HIDOE, building on lessons learned from the CLSD grant, and reinforcing the critical role of literacy efforts.
- In September the [2024 Hawai'i State Early Literacy Guide](#), modeled after the Hawai'i State Literacy Plan, was publicly released. The Hawai'i State Early Literacy Guide is grounded in early childhood philosophical principles underpinned by practical and scientific knowledge about high-quality early childhood literacy education. The Guide reviews the current literature on both supporting children's early literacy, and the principles of child development and learning, brain science, and pedagogy. It also identifies and articulates the important role children's culture and values have on their development and learning.

Similar to the Hawai'i State Literacy Plan, this Guide provides direction to a variety of stakeholders including families, educators and teachers, curriculum coordinators, preschool directors and school administrators, literacy coaches, and all those who support young children's curiosity, learning, and development. This Guide should be used in conjunction with the Hawai'i State Literacy Plan to build a comprehensive literacy system in the State of Hawai'i. An overview of the Hawai'i State Early Literacy Guide was presented at the Department's 2024 Early Childhood Conference and Hawai'i Association for the Education of Young Children Conference in October 2024.

# Webinar Series Aims to Improve Partner Data Usage

Hawai'i P-20 launched its virtual Data Insights webinar series that will focus on the use of data to improve equitable student outcomes along the education to workforce pipeline.

Our first webinar, Exploring the Healthcare Career Pathway, covered key indicators in K-12, postsecondary, and the workforce that work towards an overall goal of increasing underrepresented healthcare graduates earning living wages in Hawai'i. The webinar also discussed themes of the importance of academic readiness, where opportunities arise to recruit students into the healthcare field, potential obstacles to continued enrollment to complete a program, and graduates' entry into the healthcare workforce.

## Key takeaways from the presentation include:

- 71% of high school students who concentrated in the Healthcare pathway enrolled in college compared to the statewide average of 51%.
- Once in college, students who completed both college level math and English by the end of their first year were more likely to complete their degree.
- Healthcare graduates who earn a two-year degree or higher generally earn a living wage in Hawai'i by their second year of employment.

In December, the second webinar highlighted First Year Completion of English and Math and examined how earning credit in college-level English and Math courses by the end of a student's first year of college impacts their trajectory towards earning an award, in addition to discussing disparities between sub-populations.

## Key takeaways from this presentation include:

- The number of freshmen at UH campuses who earn credits in both college-level math and English by the end of their first year of college has slightly risen from a low of 39%.
- UH students who earn college-level credits in English and Math by the end of the first year are much more likely to complete their degrees on time.
- Many first-time freshmen struggle with these core subjects, impacting the rest of their academic career.

We look forward to continuing the Data Webinar series into 2025 as we explore Dual Credit, Hawai'i Graduates for Hawai'i's Future, and workforce.

Recordings of past presentations can be found:

<https://www.hawaiip20.org/p-20-initiatives/education-data>

# Upcoming 2025 Hawai'i P-20 Events

## Statewide Virtual FAFSA Completion Events

- January 15, 22, 29
- February 5, 12, 19, 26
- March 5, 12

## Native Hawaiian Scholarship 'Aha Webinar

- January 15

## Data Insights Webinar

- February 25

## Virtual Hawai'i Early College Convening

- September 2025

## Hawai'i Counseling & Advising Convening

- March 11, Ala Moana Hotel, Honolulu

## Junior JumpStart Webinars

- April 3, 17





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