



ANNUAL REPORT 2025

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
Partnerships for Education



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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Growing Hawai'i's Future Teachers

To expand early exposure to teaching as a career, Hawai'i P-20, in partnership with the University of Hawai'i College of Education, launched [Educators Rising Clubs](#) in Fall 2025 at Hawai'i State Department of Education (HIDOE) high schools that do not yet offer the Teaching as a Profession (TAP) program of study.

Led by dedicated teacher champions at eight high schools, Educators Rising Clubs give juniors and seniors the opportunity to explore the teaching profession through a series of workshops and hands-on activities designed to build skills, confidence, and excitement about becoming educators. The ultimate goal is to inspire students to pursue teacher education programs within the University of Hawai'i System.

The 2025–2026 pilot cohort includes Waimea, Konawaena, Kealahou, Honoka'a, Kailua, Kalani, Moloka'i, and Baldwin high schools. Participating students will also have the opportunity to compete in the Educators Rising State Competition and take part in an Education Signing Day celebration alongside other TAP students from across Hawai'i.

For more information about Educators Rising Clubs visit hawaiiip20.org.



College of Education
UNIVERSITY OF HAWAII AT MĀNOA



College and Career Navigators Program Shows Year 1 Success

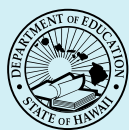
The Hawai'i College and Career Navigators (HCCN) program, funded by the Stupski Foundation, was established to expand equitable access to high-quality, proactive college and career advising services. This initiative seeks to address long-standing disparities in Hawai'i's education system and ensure that all students receive the support necessary for successful postsecondary transitions. HCCN Navigators provide individualized advising and a range of supports to help targeted student groups successfully transition into higher education, training programs, or the workforce.

HCCN officially launched in Fall 2024 across three islands and in 11 Hawai'i State Department of Education (HIDOE) high schools statewide, with four Navigators working alongside HIDOE counselors and educators to support nearly 1,000 students annually. Grounded in a shared vision between HIDOE and the University of Hawai'i (UH) System, the program's first year has already shown promising outcomes.

Schools Served

11

Hawai'i DOE
High Schools



'Aiea
Farrington
Kahuku
Kailua
Kaimuki
Kapa'a
Kapolei
Kaua'i
Moloka'i
Pearl City
Waimea

HCCN Team

3

Islands



1 Director
1 Program Manager & Navigator
2 O'ahu Navigators
1 Kaua'i Navigator
1 Moloka'i Navigator

Students Served

619

Unduplicated
Students
Served

228

"Active"
Students

5

Average
student
meetings per
day

57

Average
minutes per
meeting

Navigator Support Services in 2025:

1:1 Individual Student Support

Navigators spend 85-90% of their role advising students in the various areas:

- College Fit & Program Exploration
- Career Pathway Advising
- FAFSA Applications & Award Letter Reviews
- College Enrollment Onboarding Steps
- Scholarship Applications
- Personal Statement & Resume Development
- Job & Internship Applications & Exploration
- Financial Planning
- Professional Readiness Skills
- Summer Transition Support

417

Days on
Campus

189

College
& Career
Events

1,254

Student
Touchpoints

School-Level Support

Navigators spend about 10-15% of their role enhancing their schools college & career programming including, but not limited to:

- College & Career Classroom Presentations
- High School UHCC Onboarding Days
- Career Focused Workshops & Presentations
- UH College Tours
- FAFSA & Scholarship Workshops
- College Family Workshops
- Building Workforce & Postsecondary Partnerships
- UH Senior Transition Days
- College Application Days

Additional details, including Year 1 program college enrollment data, will be available in Spring 2026.

More information about the Hawai'i College and Career Navigators Program and video testimonials can be found at hawaiip20.org.

Mapping Career Pathways from High School to College and Into the Workforce

The Hawai'i Career Pathways website features newly developed career pathway maps that align the Hawai'i State Department of Education (HIDOE) **13 Career Pathways** and **42 programs of study** with Hawai'i postsecondary programs and the workforce needs within our state.

The Hawai'i P-20 career pathway maps serve as a comprehensive resource that aligns secondary and postsecondary career and technical education programs, explores key pathway details, such as post-secondary 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.

Available Hawai'i P-20 Career Pathway Maps on hawaiicareerpathways.org:



Advanced Manufacturing



Agriculture, Food and
Natural Resources
Management



Architecture Design and
Engineering Technology



Building and
Construction



Business Management,
Finance, and Marketing



Cultural Arts, Media
and Entertainment



Education



Energy



Health Care Services



Hospitality, Tourism
and Recreation



Information Technology



Law and Public Safety



Transportation

Expanding Work-Based Learning Intermediaries in Hawai'i: From Pilot to Sustainability

Hawai'i P-20 leads the statewide effort to connect education and industry through the development of Work-Based Learning (WBL) Intermediaries—organizations that bridge schools, employers, and communities to create meaningful career experiences for students. What began as a small pilot has grown into a sustainable statewide system, built through collaboration with the Hawai'i State Department of Education (HIDOE), the Hawai'i State Legislature, and private and philanthropic partners.

The journey began with a pilot phase focused on select HIDOE Complex Areas, where teacher externships, advisory boards, and industry events laid the groundwork for deeper partnerships between classrooms and employers. These early efforts demonstrated the power of intermediaries to make career-connected learning possible by transforming work-based learning from isolated activities into coordinated systems that directly link education to workforce needs.

Hawai'i P-20 launched a statewide scale-up during the 2023–2024 school year with federal and philanthropic funding. Intermediary services expanded to all O'ahu districts and Kaua'i, generating nearly 200 career-connected learning opportunities across 59 schools, reaching 15,000 students and engaging more than 1,000 industry professionals.

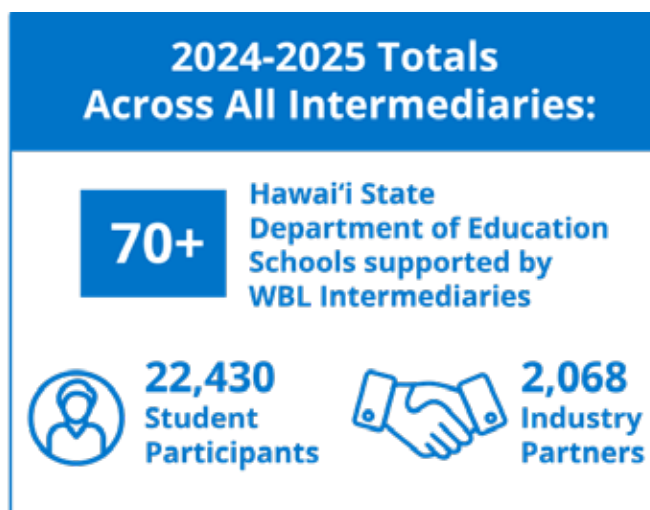
By 2024–2025, expansion to Hawai'i Island nearly doubled statewide participation, totaling 350 WBL experiences, **22,430 student participants**, and **2,068 industry partners**. Schools saw stronger alignment between career academies and regional workforce priorities, while students gained hands-on experience, mentorship, and professional connections that will support them long after graduation.

The 2025–2026 school year marks the final phase of expansion, extending intermediary services to Maui District and Aiea–Moanalua–Radford (AMR) Complex Area, ensuring that every HIDOE region statewide has access to intermediary support.

This growth is now sustained by HIDOE Workforce Development funds, secured through legislative action in 2025. These funds provide a predictable public funding source, reducing reliance on short-term grants and securing a long-term foundation for career-connected learning across Hawai'i.

This progress was made possible through strong collaboration among HIDOE, the Legislature, and local intermediary partners—including Hawai'i Workforce Pipeline, Chamber of Commerce Hawai'i, Cultivate Hawai'i, Kaua'i Economic Development Board, Maui Economic Development Board, and Vibrant Hawai'i. Together, these partners are creating a future where every student graduates with both the skills and the networks they need to thrive.

Hawai'i's WBL Intermediary Network stands as a model for how to build, scale, and sustain career-connected learning through shared vision, cross-sector collaboration, and investment in long-term systems change.





GEAR UP Grant Awarded to Hawai'i P-20

Hawai'i P-20 was awarded its fifth consecutive Gaining Early Awareness and Readiness for Undergraduate Program (GEAR UP) grant from the U.S. Department of Education. This seven-year discretionary grant is designed to increase the number of low-income students who are prepared to enter and succeed in postsecondary education.

For more than 17 years Hawai'i P-20 has administered the GEAR UP Hawai'i grant that has made a positive impact on the educational achievement of thousands of GEAR UP students from grade six to high school, and through their first year of postsecondary education.

By providing developmentally appropriate support services and assisting students in achieving their academic and career aspirations, GEAR UP Hawai'i continues to produce positive outcomes among GEAR UP students, as confirmed by external evaluation services conducted by ICF for the 2018-2025 grant.

2025-2032 GEAR UP Hawai'i Snapshot

12

Participating HIDOE middle schools

15

Participating HIDOE high schools

21,000

Total students served in Hawai'i each year

\$5,000,000

Each year of federal funding



Student Supports Persist With Ke Ala Na'auao

Now in its fourth year, the Ke Ala Na'auao (KAN) program is comprised of teams of University of Hawai'i (UH) student mentors who provide outreach within Hawai'i State Department of Education middle and high schools, as well as support to first-year UH students at all 10 UH campuses statewide.



In the 2024-2025 school year, the KAN program continued its commitment to empowering students through presentations and workshops on postsecondary opportunities. These sessions aimed to spark aspirations, clarify misconceptions, and broaden students' awareness of their future options. A total of 598 students across 12 schools were served during this time focusing on sustained mentorship, consistent engagement, and stronger relationships and to foster more meaningful and lasting impacts on participating students.

Teen College Counselors Expand in West Hawai'i

The Teen College Counselors (TCC) program, founded in 2017 at Honoka'a High and Intermediate School, has grown into a thriving peer-to-peer college and career initiative. In the 2024-2025 school year, TCC expanded to all four West Hawai'i public high schools, with students collaborating on events and supporting peers at their own campuses. Together, they supported college and career fairs, organized parent nights, led Café College sessions, and presented at the statewide Hawai'i Counselor and Advisor Convening. The program's success has also positively impacted the College and Career Counselors at each high school, who participate in a quarterly Professional Learning Community to continue sharing successful strategies. The TCC program is building a stronger, more connected college and career readiness culture across West Hawai'i.



Hawai'i Students Thrive in Regional & National Youth Leadership Summits



GEAR UP Hawai'i held its inaugural Regional Youth Leadership Summit (YLS) in October 2024 that was successfully attended by 70 students across 11 high schools on both Hawai'i Island and O'ahu. The Regional YLS was designed to increase academic confidence and motivation levels while improving teamwork skills and personal awareness alongside the application of brain-based learning tools.

As part of the ongoing training throughout school year 2024-2025, YLS students were required to apply their new knowledge through a school improvement project. Upon completion of the projects, eight GEAR UP Hawai'i students were selected to participate with approximately 150 GEAR UP peers from across the country at the National YLS, held during the GEAR UP Annual Conference in San Francisco, California in July.

While in California, GEAR UP Hawai'i students toured University of San Francisco, San Francisco State University, and City College of San Francisco with their school advisors, and participated in daily leadership trainings to enhance their public speaking, systems-thinking, and leadership skills. On the final conference day, all GEAR UP students facilitated an engaging student-led presentation to more than 2,000 conference attendees.

Direct2UH Streamlines Application and Admission



In collaboration with leadership from the University of Hawai'i (UH) System and the Hawai'i State Department of Education (HIDOE), the Direct2UH initiative was launched September 1 to support the successful transition of Hawai'i public high school seniors to UH. Through Direct2UH, Class of 2026 HIDOE seniors can apply and enroll at nine UH campuses by completing a single online form, without application fees. Participating campuses include UH West O'ahu, UH Hilo and the seven UH Community Colleges.

To further support Direct2UH and students across the state, Hawai'i P-20 teams continue to work alongside HIDOE schools to assist with college application events, provide mentoring services, and offer guidance to help advance students' postsecondary plans.

For more information visit direct2uh.com

Literacy for a Thriving Hawai'i

The 2025 Literacy Series: Literacy for a Thriving Hawai'i – E Holomua Kākou, an initiative by the Hawai'i State Literacy Coalition convened by Hawai'i P-20, advanced the conversation around evidence-based reading instruction and the critical need for policy change. Held from August to November, the series included a webinar on the cognitive neuroscience of reading and a practical session on structured literacy, and focused on equipping educators with research-supported strategies. These events emphasized that teachers, especially in early education (birth to age eight), should align their practices with the scientific consensus on how children learn to read to ensure all students receive high-quality, effective instruction.



A major focus of the series was building momentum for dyslexia-specific legislation, a necessity given Hawai'i's status as the only state without such a law. The virtual screening of the documentary "LEFT BEHIND" highlighted the successful advocacy efforts by a group of mothers in New York who banded together to secure appropriate support for their children struggling to read. This story of resilience and action served to inspire Hawai'i's community, underscoring the shared determination to help all children grow, learn, overcome their struggles, and celebrate their strengths. Additional events are scheduled to strengthen the call for collective action and connect families, educators, and policymakers to ensure that all of Hawai'i's keiki receive the specialized support and appropriate literacy instruction they need to succeed academically and beyond.

Early Literacy Guide Workshops Engage Hawai'i's Early Childhood Care and Education Community

The Hawai'i Early Literacy Guide was introduced in late 2024 as an early childhood companion guide to Hawai'i's earlier published State Literacy Plan. The Early Literacy Guide was a collaborative effort across entities in Hawai'i's early childhood system, with contributing authors from the Executive Office on Early Learning (EOEL), HIDOE, Institute for Native Pacific Education and Culture, University of Hawai'i at Mānoa College of Education, and Hawai'i P-20.



In April and May 2025, Hawai'i P-20 hosted a series of online workshops to introduce the Early Literacy Guide to the broader community. Workshop topics included Introduction to the Early Literacy Guide & Contexts of Literacy, Infant and Family Literacy, Feedback Loops, and Taking Children's Dictation. Participants were among Hawai'i's early childhood care and education (ECCE) and literacy communities from HIDOE, EOEL, Hawai'i State Library System, Teach for America, and community based ECCE Pre-K programs. Each participant received a copy of the Early Literacy Guide for reference and a children's book.

To access the online version of the Hawai'i Early Literacy Guide, please visit:

<https://hawaiiip20.link/2024-literacy-guide>

Stakeholders Gather to Celebrate Successes of PDG B-5 Grant

The 2022-2025 Preschool Development Grant (PDG B-5) Renewal Grant period marks a historic phase of strategic planning, digital innovation, and successful pilot implementation that has fundamentally restructured Hawai'i's early learning system. In collaboration with partners like the Department of Human Services (DHS), Department of Health (DOH), HIDOE, Hawai'i State Public Charter School Commission (HSPCSC), and the University of Hawai'i at Mānoa College of Education, Hawai'i P-20, and the EOEL used these funds not just to patch gaps, but to strategically build a truly resilient, coordinated system. The Hawai'i PDG B-5 Renewal Grant focused on maximizing family engagement, investing in the early childhood workforce, and strengthening the mixed delivery system to expand access. With the grant, Hawai'i's early childhood sector successfully moved from vision to execution, validating the approach with families and securing pathways for long-term sustainability.



Foundational Documents: A Blueprint for the Next Decade

With its partners, Hawai'i P-20 successfully completed three critical, evidence-based documents that now serve as the foundation for future early childhood investment in Hawai'i:

- **2025–2030 Early Childhood State Plan:** A comprehensive plan developed through a Steering Committee and multiple Building Block Committees that is evidence-based, community-driven, and authentically aligned with the needs of Hawai'i's keiki and 'ohana.
- **Comprehensive Needs Assessment (CNA):** A statewide, cross-sector analysis completed that clearly defined systemic gaps and needs, providing the definitive roadmap for the goals outlined in the new State Plan.
- **Early Childhood Data System Feasibility Report:** A detailed report outlining the technical and governance structure necessary to build an early childhood integrated longitudinal data system, enabling the state to measure program effectiveness and target investments with precision.

Innovative Digital Platforms and Access Pilots

Hawai'i P-20 dramatically increased accessibility and transparency through the development and launch of key digital and outreach initiatives, ensuring high-quality data informs system design:

- **First 5 Hawai'i Portal (HCAN Partnership):** A centralized, accessible digital resource was designed and launched for families to learn, connect, and apply for a wide range of benefits, including early learning, food assistance, housing, and healthcare. Community feedback was immediate and strong, with families calling the platform a potential "game changer." The platform is prepared for long-term sustainability via an official hand-off to EOEL.
- **16-Language Accessibility:** To ensure inclusivity and broad outreach, the First 5 Hawai'i content has been fully translated into 16 key languages identified by the Advisory Committee.
- **Early Childhood Data Dashboard (UH Center on the Family Collaboration):** An CNA data dashboard was launched to generate high-quality, community-level data. This powerful tool maps risk and reach indicators to guide decision making, improve coordination, and inform the development and implementation of the State Plan moving forward.



Direct Service Pilots, Workforce, and Sustainability

Hawai'i P-20 fully implemented structural reforms designed to improve both the quality of the workforce and the delivery of direct services, maximizing on-the-ground impact.

- **Infant and Toddler Contracted Care Pilot:** Executed a pilot that provided quality child care services to 86 infants and toddlers, directly addressing the shortage of affordable, high-quality care and allowing families to return to work or school. The predictable funding allowed providers to invest in continuous quality improvements.

"This grant has allowed my family to heal in so many ways. I was able to return to work, return to normalcy and heal my inner self because of this opportunity." - Impacted Family

- **Wage Compensation Design:** In partnership with the University of Hawai'i at Mānoa College of Education's Early Childhood Educator Excellence and Equity (ECE³) Project, the design and framework for a statewide Early Childhood Education (ECE) Salary Scale was finalized, establishing a key policy tool for addressing the workforce compensation crisis and building a professional, well-compensated workforce.
- **Leadership Development Pipeline:** Launched Leading for Change training for two cohorts with 36 participants through ECE³ Project and delivered the intensive Pyramid Model Train the Trainers session in partnership with DOH to 35 individuals across both Infant/Toddler and Preschool modules, successfully preparing the next generation of sector leaders and trainers.

Data Dashboards: A Statewide Data Overview

Hawai'i P-20 continues to improve its online data dashboards to best display reports and analyses for our community partners and stakeholders to utilize the findings to further their work throughout the state.

Our improved 2025 Hawai'i P-20 Data Dashboards include:

- College and Career Readiness Indicator (CCRI)-related dashboards have been relocated to a new platform and expanded to add six-year trend data so viewers can see the progress in Hawai'i State Department of Education (HIDOE) high schools, Complex Areas, and the improvements that the state has made over time.

[College and Career Readiness Indicators Graduate Year](#)

View information on HIDOE high school completers by school and disaggregated by various academic measures, such as CTE concentrators, college enrollment, honors, and more.

[College and Career Readiness Indicators Graduate Profile](#)

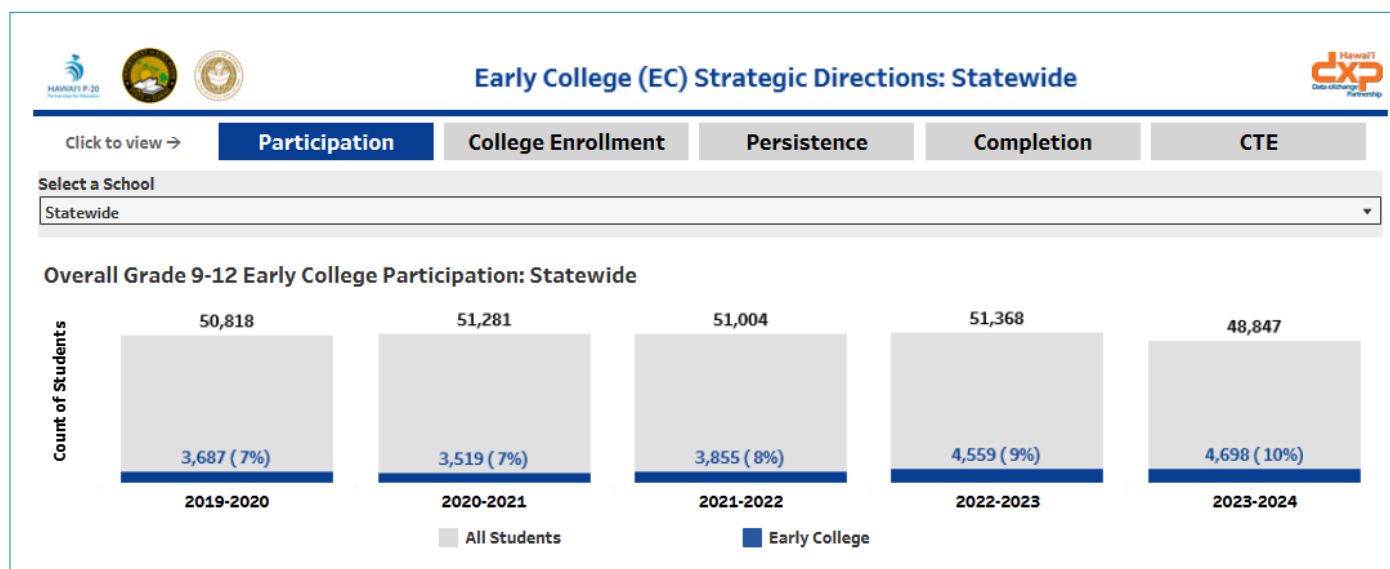
Displays information on the demographic profile of HIDOE high school completers, including breakdowns by gender, special education, English learner status, and others.

- [First Fall College Enrollment](#)

Review single year, trend and now state data that shows which states and territories public high school graduates enroll in the first fall after graduating.

- [Early College Strategic Direction Metrics](#)

This dashboard provides data connected to the metrics identified in the [Early College Strategic Directions](#), and now shows school-level disaggregations to empower schools and stakeholders to better track their progress towards goals.



To view all data products and publications, visit hawaiiidxp.org.

Key Data Findings Across Topics of Interest

Healthcare Career Pathway Data Story

In June 2025, a [Healthcare Career Pathway Data Story](#) was released answering questions such as:

“How does earning credit in college-level English and math in the first year of college impact college completion for healthcare majors?” and “Are healthcare graduates working in the healthcare industry?”

This data story illustrates the journey of students as they progress through the healthcare career pathway, from HDOE to the University of Hawai‘i (UH) System and from UH into the workforce. By analyzing outcomes of students along the healthcare career pathway, the state can better understand and strategically improve the exposure to careers as well as academic and career readiness at each transition along the education to workforce pipeline.



71% of healthcare concentrators enrolled in college the first fall semester after graduating—21 percentage points higher than the statewide rate.



46% of healthcare graduates who were employed in the healthcare industry while enrolled in college were found working in the healthcare industry five years after graduation.



At almost every level of degree earned, healthcare graduates in Hawai‘i earned a living wage within **five years** of graduating with most crossing that threshold by the second year.

Dual Credit Data Story

A concerted effort is being made to strengthen the overall Early College experience for students across our state. Intentionally connecting Early College courses with college and career pathways, embedding dual credit program supports, and incorporating college and career counseling and advising to guide students in pursuing their goals are some of the ways dual credit opportunities have expanded across Hawai‘i.

The [Dual Credit Data Story](#) was updated in December 2025 with school year 2023-2024 data. These important metrics show the reach and impact of both [Early College](#) and [Running Start](#) programs, including:



5,484 high schoolers participated in a dual credit program, with **57** high schools offering Early College courses.



394 unique dual credit courses across UH campuses were offered.



75% of the dual credit graduates from the Class of 2024 enrolled in college the first fall following graduation compared to **45%** of their peers who did not participate in dual credit.



Dual credit students are more likely to complete college within six years of high school than their college going non-dual credit peers (**56%** compared to 30%).

All previously released data stories can be found at [HawaiiDXP.org](https://hawaiiDXP.org).

2025 Hawai'i Counseling & Advising Convening

The annual Hawai'i P-20 Hawai'i Counseling & Advising Convening (HICA) has become a cornerstone professional development and collaboration event for counselors, advisors, administrators, and community partners across the state.

The 2025 HICA event marked the fifth annual convening and was held at the Ala Moana Hotel in Honolulu. The event brought together more than 335 educational stakeholders from the Hawai'i State Department of Education, all 10 University of Hawai'i (UH) campuses, community-based organizations, workforce partners, and other educational supporters to collectively advance student success.

This convening is especially critical to the UH System mission, as counselors and advisors play a pivotal role in shaping the college-going culture for Hawai'i's public high school graduates. By strengthening advising practices and fostering cross-sector collaboration, HICA directly supports improved student transitions from high school to postsecondary pathways, helping to increase immediate college enrollment across UH campuses.

2025 HAWAII COUNSELING & ADVISING CONVENING

LAUHOE - "To Paddle Together"



Hawai'i P-20 Enhances State CTE Plan



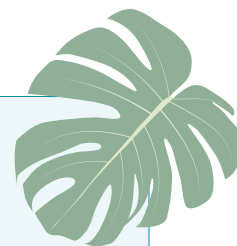
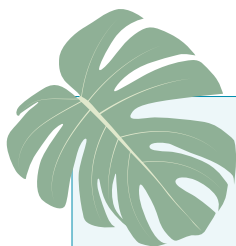
As the Hawai'i State Career and Technical Education (CTE) Office, Hawai'i P-20 led efforts to develop a new Hawai'i State Career and Technical Education Plan, which serves as the statewide strategy for implementing the federal Strengthening Career and Technical Education for the 21st Century Act (Perkins V). The Plan also provides direction for CTE programs throughout Hawai'i State Department of Education (HIDOE) high schools and University of Hawai'i Community College (UHCC) campuses, advancing the state's long-term vision of preparing all students for success in both the workforce and postsecondary education.

The Hawai'i State CTE Plan now places stronger emphasis on work-based learning, dual credit opportunities, and industry-recognized credentials as measures of program quality and pathway alignment. Priorities were updated to include expanding industry partnerships, strengthening college and career navigation, and ensuring that all learners can benefit from high-quality CTE opportunities.

Created in partnership with HIDOE, UHCC, and the Hawai'i Workforce Development Council, the Hawai'i State CTE Plan was approved by the Hawai'i State Board for CTE and accepted by the U.S. Department of Education's Office of Career, Technical, and Adult Education. The Hawai'i State CTE Plan can be viewed on hawaiip20.org.



NETWORK-2



Upcoming 2026 Hawai'i P-20 Events

Statewide Virtual FAFSA Completion Workshops

January 14, 21, 28

February 4, 11, 18, 25

March 4, 11

Virtual Native Hawaiian Scholarship 'Aha Event

January 22

Hawai'i Counseling & Advising Convening

March 31

Ala Moana Hotel, Honolulu

Junior Jumpstart Financial Aid Planning Webinars

April 8 and April 22

Pilina Pathways Convening

April 29-30

'Iole, Hawai'i Island

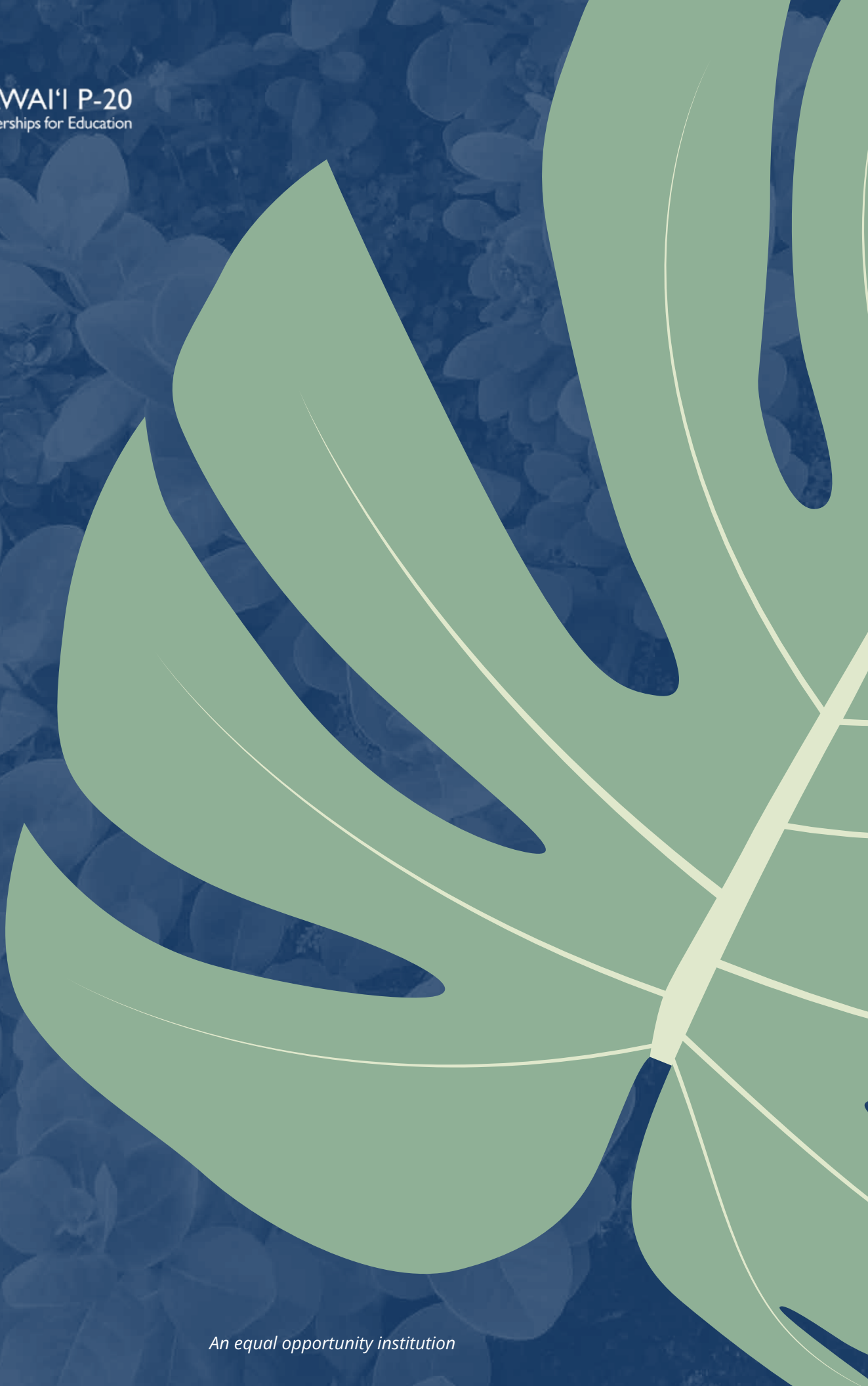
Hawai'i College and Career Navigators' Community of Learners Convening

Summer 2026

Additional details to be announced



HAWAI'I P-20
Partnerships for Education



An equal opportunity institution