



WORK-BASED LEARNING

INTERMEDIARY IMPACT REPORT

SCHOOL YEAR
2024-2025

Mahalo to our grant funders



WORK-BASED LEARNING INTERMEDIARY IMPACT FOR SY 24 – 25



The Chamber offers high-quality, grant-funded work-based learning (WBL) that prepares Hawai'i's youth with career skills, exposure, and access to local networks. Opportunities include workplace visits, mentoring, certifications, mock interviews, and internships — all made possible by strong partnerships with local businesses.

99

High-Quality
work-based
learning **events**

88

Students experienced
an intensive **mentoring**
experience

603+

Educators
experienced an
educator externship
or **professional**
development

1,081+

Hours of
work-based learning
engagement

248+

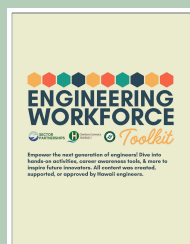
Employer
engagements in
work-based learning

4,772+

Students and educators
experienced **high-quality**
WBL this school year

Other Notable **IMPACT:**

Created and launched the
Engineering Sector
Partnership Workforce
Toolkit that serves as a
resource for engineers
wanting to get involved in K-
12 schools



Held the inaugural
**Bridging Education &
Industry: Hawai'i**
Sector Partnerships
Educator Community
of Practice



ECONOMIC ACTION PLAN FOR HAWAII

The Chamber's 2030 Blueprint Hawaii advances economic prosperity by supporting businesses, creating opportunities, and strengthening the community — with a focus on emerging sectors and workforce development. Through this, we aim to grow local talent through work-based learning and ongoing workforce support.

OUR STORY

FROM THIS SCHOOL YEAR



1

Opportunities to Learn on the Job: HIGH SCHOOL INTERNSHIPS



The Chamber invested more time into internships this school year. Through strong partnerships with employers, the Chamber placed 30 students with fully paid internship positions. Through the Nānākuli–Wai‘anae Internship Program and the Good Jobs Hawai‘i IT Fellowship, students gained real-world experience while contributing to local industries. These hands-on opportunities played a key role in preparing Hawai‘i’s future workforce and expanding access to high-quality career pathways.



I am passionate about supporting the next generation of Hawai‘i’s workforce, and it’s been a true joy to provide meaningful work-based learning opportunities. The Chamber has been awesome at providing support across all businesses here in Hawai‘i. I hope there are more opportunities in the future to provide these experiences to our students and business community here in Hawai‘i.

–Callie Martin, Hawaiiverse, Chief Operating Officer
Nānākuli–Wai‘anae Internship Program Host

OUR STORY

FROM THIS SCHOOL YEAR



2 Learning by Leading: STUDENT-DRIVEN WORK-BASED LEARNING

This year, high school students took ownership of planning work-based learning. Student Leadership Board members returned to their former elementary and middle schools to lead career awareness presentations, sharing the professions they're passionate about and why. At the 2nd annual *Educators Redefined* event, Education Pathway high school students facilitated sessions for middle schoolers, encouraging them to explore careers in education and envision their own futures.



"Learning about the different business fields within the sports industry has greatly helped me clarify my future goals. Hearing directly from industry professionals was incredibly valuable, but what inspired me most was sharing that knowledge with the next generation. Presenting to a class of middle school students showed me the true potential of investing in youth education, and I'm grateful to have been part of such a meaningful project."

—Uilani Fisher, Campbell High School, Student Leadership Board Member

3 From Oahu to Maui: MENTORSHIP GAINS

This Fall, our largest cohort of the Young Professionals (YP) HI School Mentor Program engaged 58 mentors and 88 students across six schools — this led to over 360 hours of mentorship. With HMSA's support, we expanded to Wai'anae and Maui High School, helping students explore post-secondary goals and build essential skills.



"At a large and diverse school like Kapolei High School, coordinating individual mentorships at this scale would simply not be feasible without the critical support of an intermediary organization like the Chamber. Their leadership in recruiting and organizing professionals across multiple industries ensures that each student can engage in a meaningful, relevant, and personalized experience."

—Courtney Suma, Kapolei High School, Career Academy Advisor



OUR STORY

FROM THIS SCHOOL YEAR



4 Connecting Educators to Industry: EDUCATOR PROFESSIONAL DEVELOPMENT & EXTERNSHIPS EXPAND

Over 15 employers partnered with the Chamber to host educator workshops and externships across the clean energy, creative industries, engineering, healthcare, information technology, media and communications, and public safety sectors. These opportunities allowed educators to connect directly with industry professionals, gain real-world insights, and bring updated knowledge back to their classrooms—strengthening the connection between workforce needs and student learning across Hawai'i's public schools.



“Our partnership with the Chamber of Commerce Hawaii was instrumental in creating externship opportunities for our teachers. With their assistance, we were able to connect with businesses and organizations to provide experiences that increased teacher awareness of industry expectations. Following these externship experiences, teachers were asked to share an action step they could take toward providing a career-connected education for our students. They responded:

‘I can connect our standards to real-world situations that may help students start to think about the purpose and reason behind why we teach.’

‘I can emphasize the importance of critical thinking and problem-solving in careers, and give students opportunities to apply those skills to their projects and learning.’

These externships gave our middle school teachers opportunities to see how a career-connected education can align with our school's efforts to prepare students to be college, career, and citizenship ready.”

—Ceanne Englar, Waipahu Intermediate School, Academy Director



OUR STORY

FROM THIS SCHOOL YEAR



5 Empowering Students Through CIVIC ENGAGEMENT



This year marked the inaugural National Civics Bee® Hawai'i, presented by the Honolulu Star-Advertiser. Middle school students from across the state submitted essays and competed in a live quiz to showcase their civic knowledge and leadership. The winner will represent Hawai'i in Washington, D.C. This statewide effort—alongside our Elevating Voices from the Classroom and High School Capitol Walkaround event—reflects the Chamber's commitment to empowering youth through civic education.



"I enjoyed the camaraderie among my fellow competitors, as it felt like we were all rooting for each other. I also really loved how prestigious and important the event felt—with announcers, a live stream, and being held in an auditorium. I learned about the importance of civics in the community and how it shapes the way government works and upholds our democracy. It also taught me how important it is to get involved in local government, as it can truly shape how your community functions. I would 100% recommend other students participate in this competition because everyone's ideas can help make our community a better place to live—and the prizes are pretty great too!"



—Ryker Perales, Moanalua Middle School, Inaugural National Civics Bee® Hawai'i State Champion



MAHALO TO



OUR WORK-BASED LEARNING INDUSTRY PARTNERS

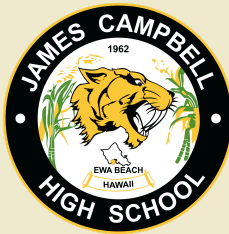
7-Eleven Hawaii
AE Consulting
AECOM
AEPAC
AES Hawaii
Accuity
Alaska x Hawaiian Airlines
Aloha United Way
AlohaCare
Amazon
American Cancer Society
American Savings Bank
Anduril Industries
Anthology FINN
Aulani
Board of Water Supply
Booz Allen Hamilton
Bowers + Kubota
Burns and McDonnell
C Yoshida LLC
CIO Council of Hawaii
Capitol Modern – Artist in Residence
Central Pacific Bank
Chamber of Commerce Hawaii
Chaminade University
Chun, Cordasco & Associates
City and County of Honolulu (Office of Economic Revitalization)
Coffman Engineers
Community Planning and Engineering LLC
Conсор
Cutter Auto
DBEDT – Creative Industries Division
DOE Leeward CTE
DOE OCID Digital Design Team
DataHouse
Department of Education
Department of Health: Early Intervention
Dreamhouse Ewa Beach
EAB
East-West Center
EnviroServices & Training Center
Family Promise of Hawaii
First Hawaiian Bank
Four Seasons
GPRM Prestress
HEMIC
HI Frequency Imaging
Hawaii Autodealers Association
Hawaii Carpenters Apprenticeship and Training Fund
Hawaii Employers Council
Hawaii Medical Service Association (HMSA)
Hawaii Mortgage Group
Hawaii National Bank
Hawaii P20
Hawaii Pacific Health
Hawaii State Center for Nursing
Hawaii State Energy Office
Hawaii State House of Representatives
Hawaii State Senate
Hawaii Tech Support
Hawaii Workforce Funders Collaborative
HawaiiKidsCan
Hawaiian Dredging and Construction Company
Hawaiian Electric Company, Inc
Hawaiian Host Group
Hawaiian Telcom
Hawaiiiverse

Healthcare Association of Hawaii
Heleloa Group
Henkels & McCoy West
Honolulu Emergency Services Department
Honolulu Fire Department – Waipahu Location
Honolulu Star-Advertiser
Humana
KAI Hawaii
KOA Restoration and Maintenance
KUPU
Kaiser Permanente
Kalakaua Gardens
Kamehameha Schools
Kapiolani Community College
Kennedy Jenks
Ko Olina Resorts Aloha Team
Kumabe HR
Kyo-Ya Hotels and Resorts
Layton Construction
Leeward Community College
Leidos
Line Studio at Washington Middle School
MAD-learn
MK Equipment
Maiko Abigail Sale Foundation
Manoa Cottage
Mari's Garden
Marriott International
Mataw Hefal LLC
Maui Health
Merrill Lynch
Moffatt & Nichol
NAI CBI
Naval Information Warfare Center of the Pacific
No'eau Designers
Oahu Publications, Inc.
Oceanit
Old Town Pizzeria
PacMar Technologies
PBS Hawaii
Pacific Allied Products, Ltd.
Pacific Center of Advanced Technology Training (PCATT)
Pacific Point
Pacxa
Par Hawaii Refining
Physicals Solution LLC
Queen's Health System: West Oahu
Research Corporation of the University of Hawaii
RiseHI
Robotics Education & Competition Foundation
Searider Productions Foundation
Servco Pacific Inc.
Spill the Tea Cafe
State of Hawaii: Department of Land and Natural Resources
Swinerton
TEKSystems
Teach for America
Terranox
The Institute for Human Services
The Limtiaco Consulting Group
ThriveHI
Transformative Music Mindset (TMM)
US Air Force
US Pacific Fleet
Ulu-HI Tech
University of Hawaii (UH) Cancer Center
University of Hawaii (UH) College of Engineering

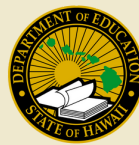
University of Hawaii (UH) Foundation
University of Hawaii (UH) JABCOM
University of Hawaii (UH) School of Nursing
University of Hawaii (UH) Shidler School of Business
and Travel Industry Management
University of Hawaii (UH) STEM Pre-Academy
WCAAP
WSP USA
Wai'anae Coast Comprehensive Health Center
Wai'anae Economic Development Board
YWCA
eWorld Enterprise Solutions



OUR COMPLEX SCHOOL PARTNERS



OUR WORK-BASED LEARNING FUNDERS



CONTACT THE EDUCATION AND WORKFORCE DEVELOPMENT TEAM



Lord Ryan Lizardo,
VP, Education
rlizardo@cochawaii.org



Vanessa Rogers,
VP, Workforce Development
vrogers@cochawaii.org



Sophia Wibholm
Associate Director, Education
swibholm@cochawaii.org



McKenna Dale
Associate Director, Workforce Development
mdale@cochawaii.org