



WORK-BASED LEARNING

INTERMEDIARY IMPACT REPORT

SCHOOL YEAR
2025 – 2026

Mahalo to our grant funders



WORK-BASED LEARNING INTERMEDIARY IMPACT FOR SY 25 – 26



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

58

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

107

Students experienced
an intensive **mentoring**
experience

216

Employer
engagements in
work-based learning

468

Hours of
work-based learning
engagement

1,395

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

1,607

Internship **hours**

7,038

High-quality WBL
experiences were
delivered to **students**
and educators this year



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

Building Tomorrow's Workforce

EXPANSION OF MENTORSHIP & INTERNSHIPS

This school year marked significant growth in two of the Chamber's signature work-based learning experiences: mentorship and internships. Building on successful partnerships with schools, employers, and the Young Professionals program, we expanded opportunities for students to gain real-world experience, strengthen professional skills, and explore careers alongside industry mentors.

1,607
INTERNSHIP HOURS

25
INTERNS



300
MENTORING HOURS

107
MENTEES



Mentor Quote:

"Watching mentees grow and gain confidence reinforces the importance of investing in the next generation."

– Brianne Yamada
Nitahara, Hawaiian Electric Company

Mentee Quote:

"The mentorship was important because I was able to speak to someone already in the engineering field and gain realistic feedback."

– Maya Okagawa, Pearl City High School



OUR STORY

FROM THIS SCHOOL YEAR



2 Connecting Educators to Industry: EDUCATOR EXTERNSHIPS ON THE RISE

Educator externships continued to grow as one of the Chamber's fastest-expanding work-based learning initiatives. This year, we intentionally focused on increasing participation from elementary and middle school educators, recognizing the important role they play in introducing students to career pathways at an early age.

HMSA Externship:

"I really appreciated the personal stories of the presenters; how they found an occupation that suited them. It opened my eyes to the occupational possibilities for my students."

– Elementary School Educator

UH West Oahu Creative Media:

"Creating our own Foley sounds was both engaging and practical. It gave me a fun, hands-on activity to introduce students to sound design and careers in creative media."

– Middle School Educator



OUR STORY

FROM THIS SCHOOL YEAR



3 Tailored to School Needs: NEW PROGRAMS & IDEAS



As relationships with schools deepened, educators increasingly looked to the Chamber as a strategic partner in designing customized work-based learning experiences. Rather than requesting individual guest speakers or one-time events, schools collaborated with the Chamber to co-create innovative programs tailored to their unique goals. New initiatives, including the Downtown Journalism Expedition, High School Healthcare Career Fair, Engineering Coaches, Career Circuits, Mock Interviews, and Once Upon a Dream Career Readings, provided students with meaningful, hands-on career exploration opportunities.



"Career Circuits and Once Upon a Dream Career Readings have given our students meaningful opportunities to connect classroom learning with real-world careers in engaging and age-appropriate ways. These experiences spark curiosity, broaden students' awareness of future possibilities, and demonstrate the value of strong partnerships between our schools and the business community."

– Vangie Casinas, Nanakuli-Waianae Complex Area Academic Officer

OUR STORY

FROM THIS SCHOOL YEAR



4 Inspiring the Next Generation of Civic Leaders: CONTINUING AUTHENTIC CIVIC ENGAGEMENT

Authentic civic engagement remained a cornerstone of the Chamber's work-based learning efforts this year. Building on the momentum of the National Civics Bee Hawaii, students participated in new opportunities that connected classroom learning with civic leadership and public service. The National Civics Bee Hawaii Road Show brought Representative Linda Ichiyama back to her alma mater, Moanalua Middle School, to help students better understand the legislative process and what a career in public service can look like.



"The Chamber is making a huge difference through this competition. It has prompted so many deep conversations with my boys. Their teachers are constantly telling me how the boys are really thinking deep and wide about issues."

– Laura Perales, Parent of the 2025 National Civics Bee Hawaii Winner



OUR STORY

FROM THIS SCHOOL YEAR



5 Creating Lasting Impact: SUSTAINABLE WORK-BASED LEARNING



As interest from schools and employers continued to grow, the team focused on building systems and processes to support long-term sustainability. A regularly updated list of work-based learning opportunities, shared in weekly newsletters and on the Chamber's website, made it easier for businesses to learn about upcoming needs and get involved. The team also gained new insights into effectively engaging in this complex space, including clarifying intermediary and school roles, which ultimately strengthened coordination and supported more sustainable work-based learning.



"Teaming up with the Chamber to create educator externship opportunities has made it so much easier to link what happens in the classroom directly to our local workforce. When we give our elementary, intermediate, and high school teachers a chance to step into these industries, they bring invaluable real-world insights back to their students."

– Kathleen Burch, Pearl City-Waipahu Complex Area Teacher



MAHALO TO



OUR WORK-BASED LEARNING INDUSTRY PARTNERS

Aloha Data
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AHL
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American Diabetes Association
American Savings Bank
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Astrategy Marketing
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CIO Council of Hawaii
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FCH Enterprises Inc / Zippy's Restaurants
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GPRM Prestress
Haus of Puas
Hawaii Air National Guard
Hawaii Business Magazine
Hawaii Community Foundation
Hawaii Dental Service
Hawaii Department of Education
Hawaii Family Dental
Hawaii Mortgage Group
Hawaii Operating Engineers Industry Stabilization Fund
Hawaii P-20
Hawaii Pacific Health
Hawaii Public Radio
Hawaii Residency Programs
Hawaii State Federal Credit Union
Hawaii State House of Representatives
Hawaii State Senate
Hawaii USA Federal Credit Union
Hawaiian Electric Company
Hawaiian Telcom
Hawai'i Army National Guard
HawaiiVerse
HDR Inc.
HEMIC
Hensel Phelps
Hexcelerate
Hitachi Rail Honolulu
HMSA
Ho'onui LLC
Honolulu Emergency Services Department
Honolulu Magazine
Honolulu Theatre for Youth

Hyatt Regency Waikiki Beach
JABSOM, University of Hawaii
Kaimana Beach Hotel
Kaiser Permanente
Kapiolani Community College Healthcare Programs
Kennedy Jenks
Koa Capital Partners
Kumabe HR
Leeward Community College
Lifeworks HI
Lights On
MAD-learn
Market Advantage
MKE Associates LLC
Morgan Stanley
MVNP
NAI CBI
Nalo Farms
NASA
No'eau Designers
NOH Foods of Hawaii
Oceanit
Of the North | Digital Marketing - Social Media Agency
'Ohana Health Plan
Old Town Pizzeria
Olivine Inc.
Pacific Business News
Pacific Guardian Center
Pacxa
PBS Hawai'i
Pearl Harbor Aviation Museum
Physicals Solution LLC
Pioneer Design Group - Hawaii, LLC
Premier Restoration Hawaii
Purple Mai'a Foundation
Queen's Medical Center
Queen's West Oahu
Roto Rooter Services Co.
Seagull Schools
Searider Productions Foundation
Senate Minority Research Office
Solomon Enos
Southwest Airlines
Spencer Turley
State of Hawai'i Office of the Lieutenant Governor
State Procurement Office
Systemcenter
Terranox
The Ku Collective
The Gay Agenda Collective
The Walt Disney Company
TLCG
U.S. Air Force
University of Hawai'i Foundation
University of Hawai'i at Mānoa - College of Engineering
University of Hawai'i at Mānoa - College of Education
University of Hawai'i at Mānoa - Information and Computer Sciences
University of Hawai'i at Mānoa - Nancy Atmospera-Walch School of Nursing
University of Hawai'i at Mānoa - Thompson School of Social Work & Public Health
University of Hawai'i at Mānoa - University Health Services
University of Hawai'i at Mānoa - Shidler College of Business
University of Hawai'i-West O'ahu - Creative Media
University of Maryland Global Campus
Wai'anae Coast Comprehensive Center
Wai'anae Coast YMCA
Wai'anae Economic Development Council
WCCHC
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OUR COMPLEX AREA PARTNERS



COLLEGE & CAREER ACADEMIES OF
PEARL CITY HIGH SCHOOL



OUR WORK-BASED LEARNING FUNDERS



HAROLD K.L. CASTLE
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HAWAII P-20
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