



CfAO Professional Development Conference
Maui Partnerships
February 5, 2006



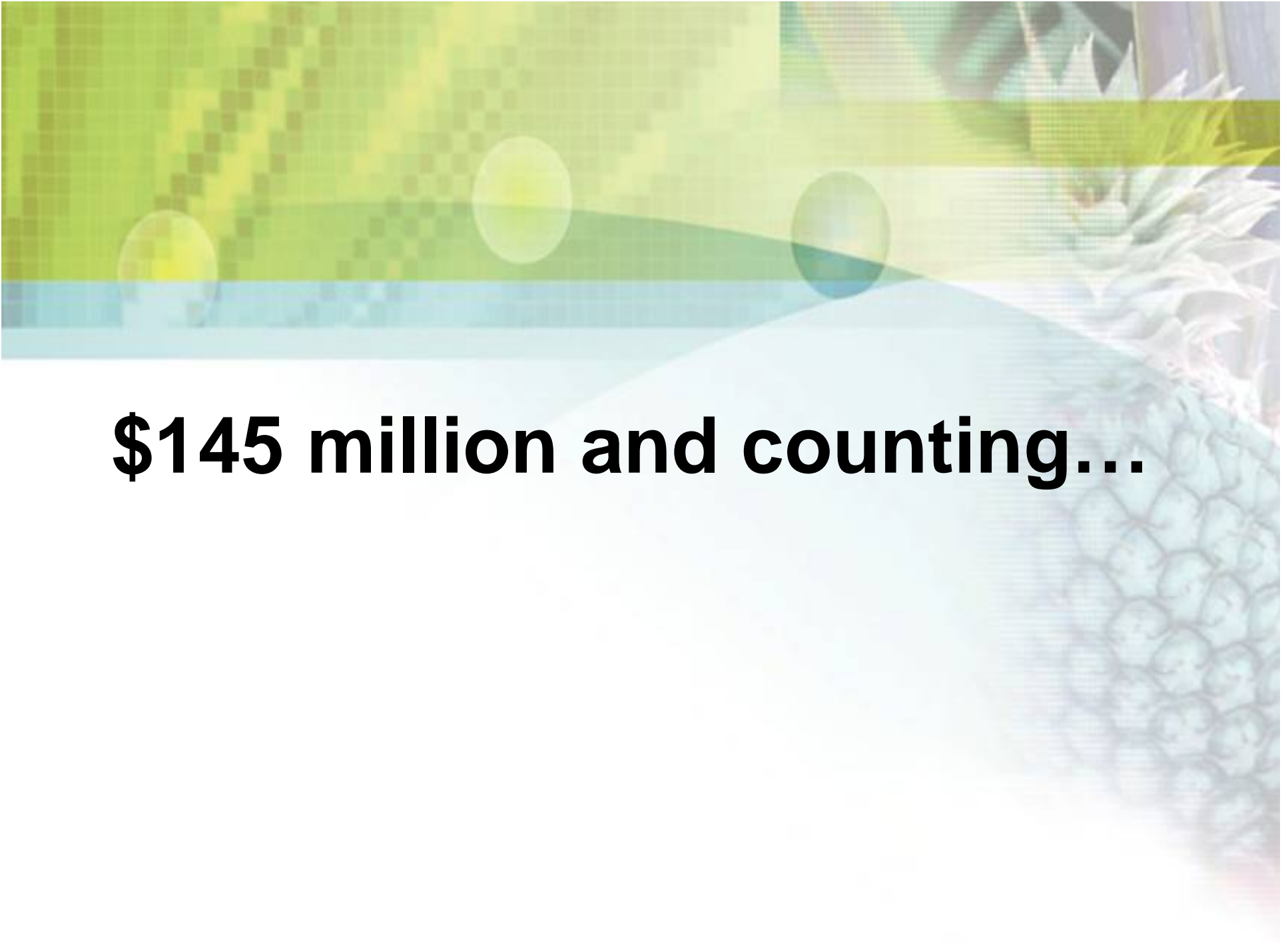
maui economic development board, inc.

Vision

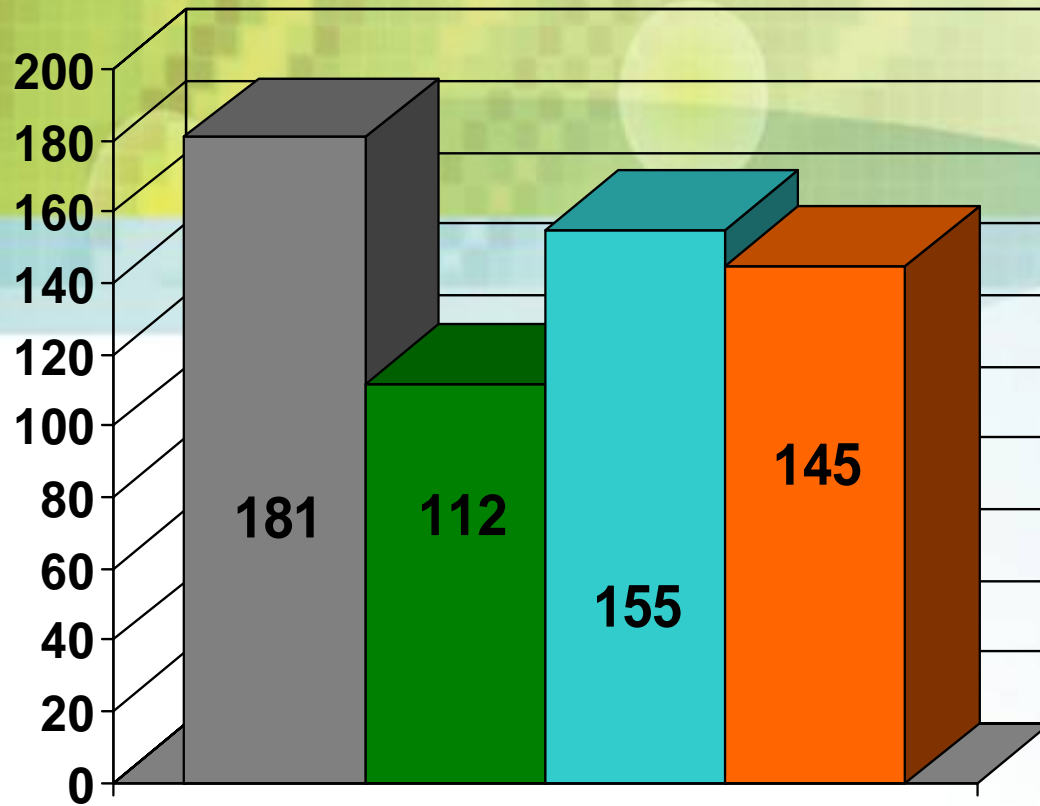
A future in which abundant opportunities for rewarding employment are met by a qualified, resident workforce in Maui County, a community which honors its cultural heritage and natural environment

Mission

To provide leadership and vision in our community for the responsible design and development of a strong and diversified economy



\$145 million and counting...

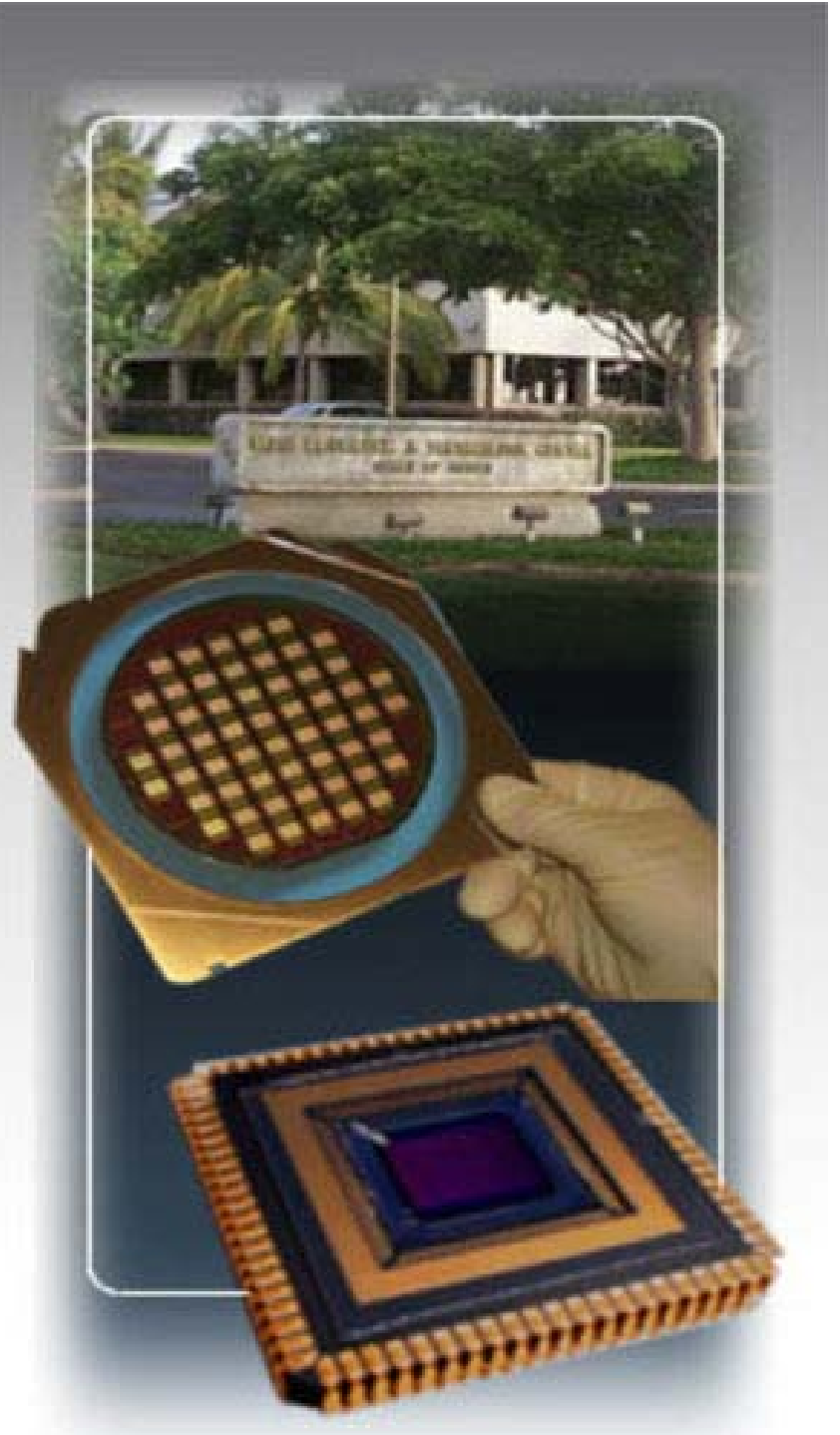


**Yearly Revenue Comparison
(Millions of Dollars)**

- **Wailea/Makena Resorts**
- **HC&S**
- **Maui Land & Pine**
- **Maui High Tech Industry**



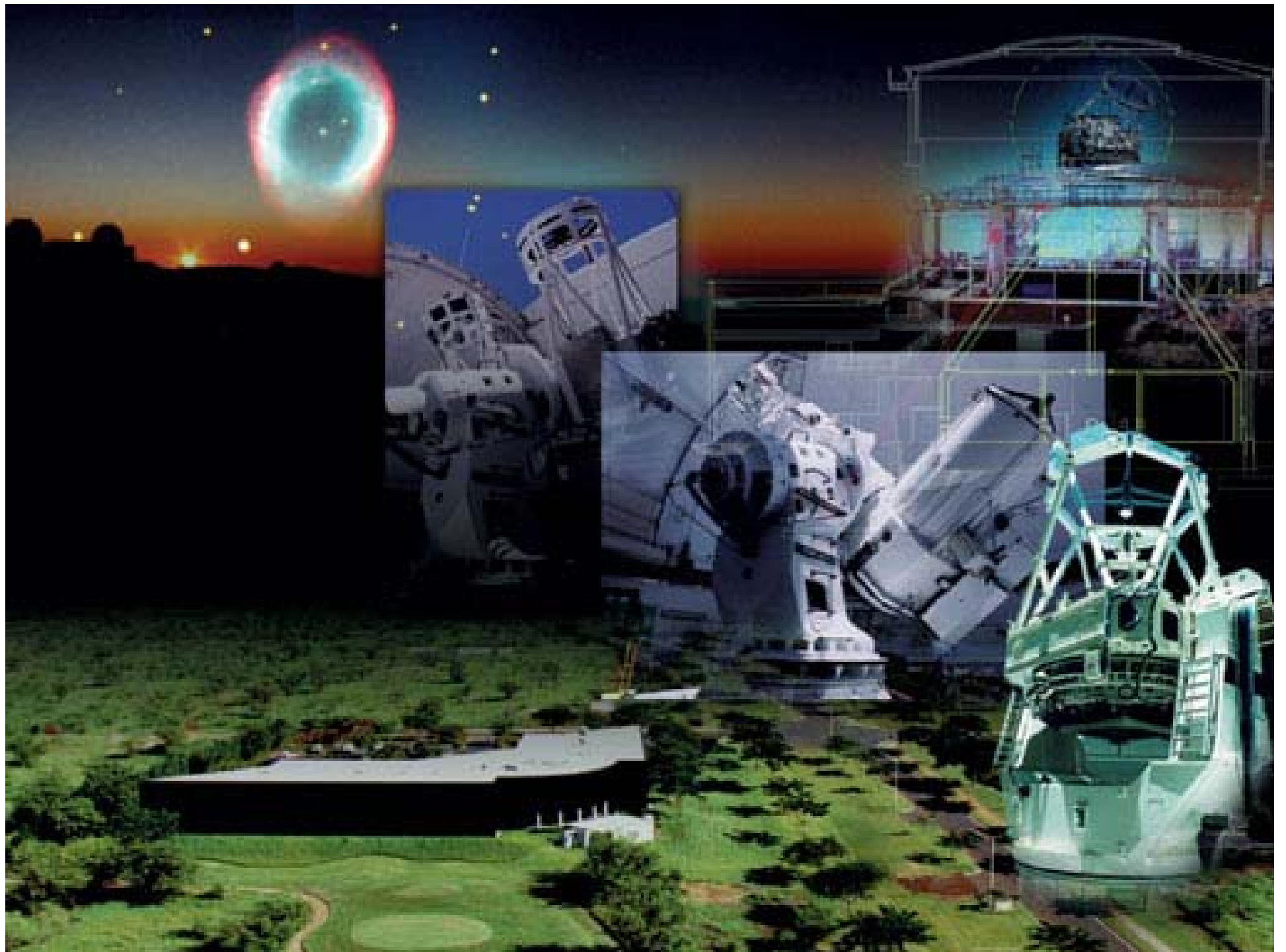
We are diverse...







We are world class...



Assets

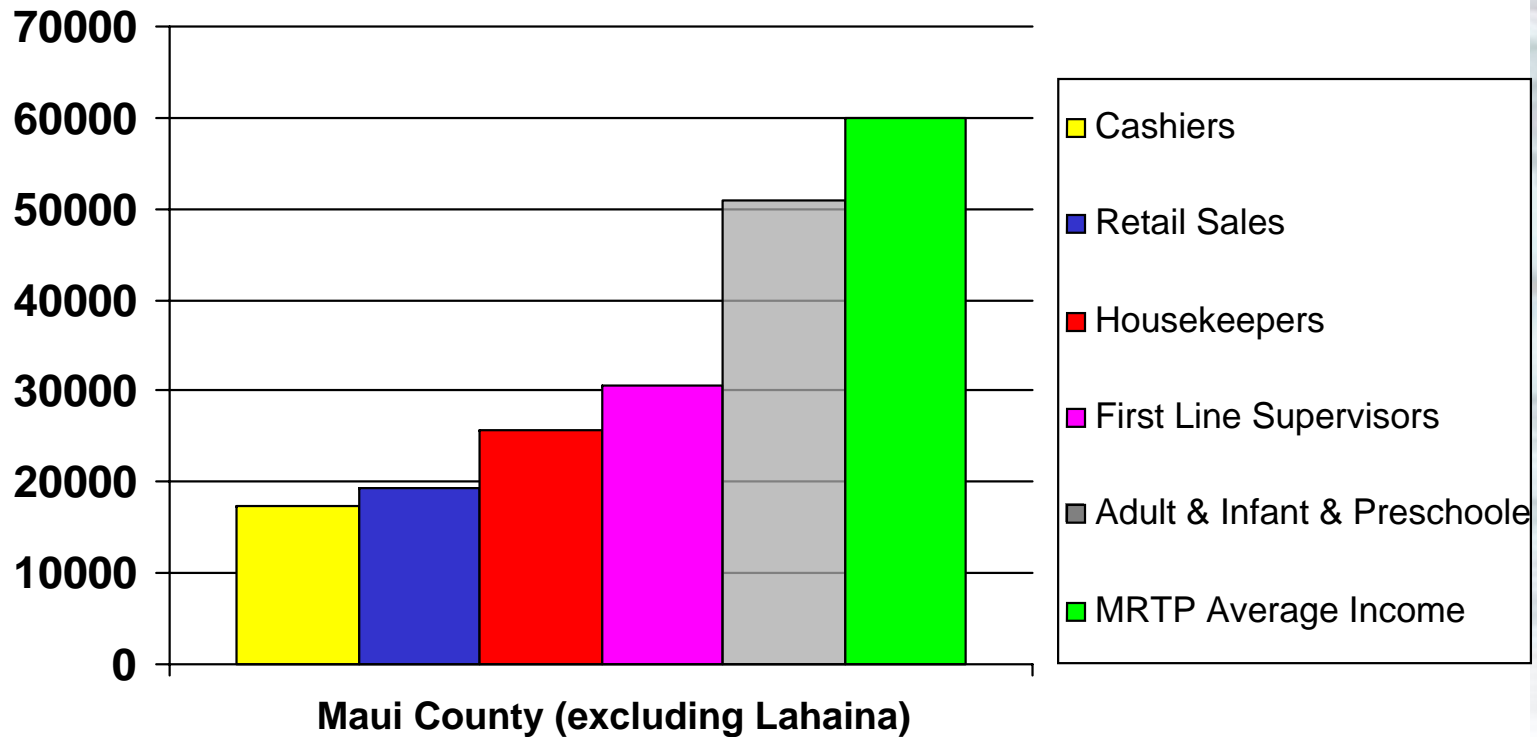
- 1 of top 5 viewing locations in the world
- Suite of 11 Air Force and University of Hawaii telescopes
 - AEOS: largest optical telescope in DoD system
 - Faulkes Telescope
- Deep and near space applications, orbital debris tracking, Near Earth Asteroid Tracking, world-renowned solar research
- World-class industry in design, research, custom production of optics and sensors
- Imaging, simulation/modeling
- Maui High Performance Computing Center
- Pacific Disaster Center

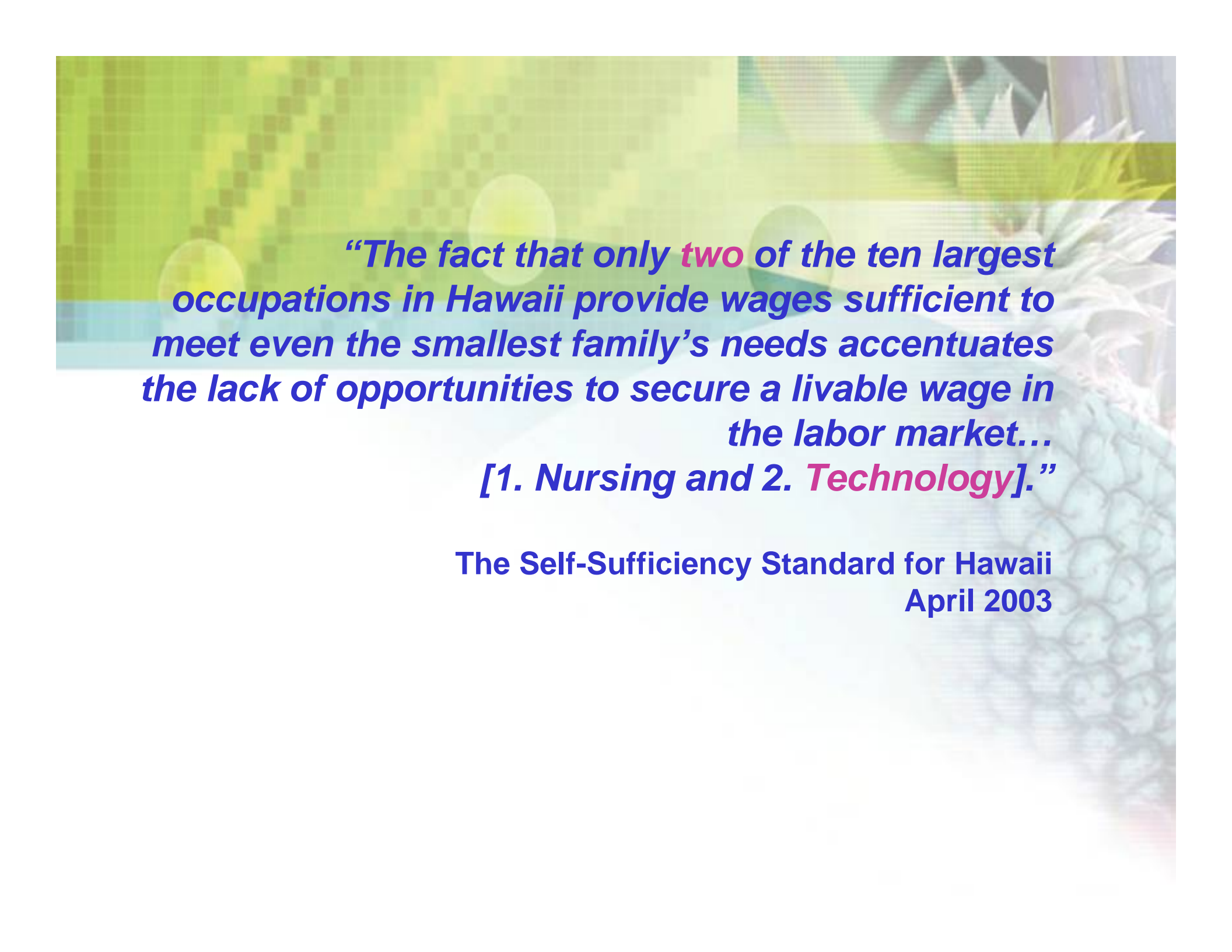


It pays a living wage...

Average Annual Income in MRTP is \$60,000

What Is A Living Wage in Maui County?





*“The fact that only **two** of the ten largest occupations in Hawaii provide wages sufficient to meet even the smallest family’s needs accentuates the lack of opportunities to secure a livable wage in the labor market...
[1. Nursing and 2. **Technology**].”*

**The Self-Sufficiency Standard for Hawaii
April 2003**



Workforce
Key to growth and competing...

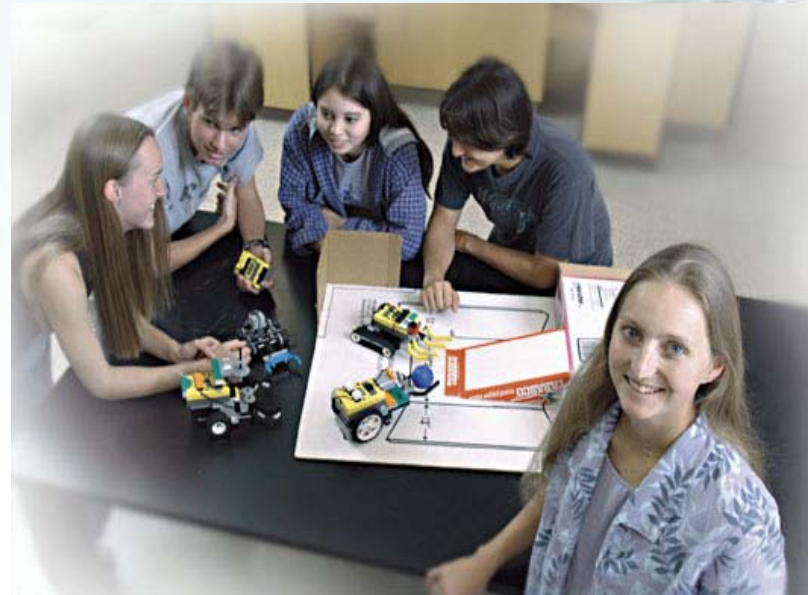
Workforce Development

- Women in Technology
 - National model pilot/demonstration projects
 - Tapping women and minorities
 - Includes boys
- Technical assistance
 - Creating “pipeline”
 - Recruitment
 - Retention
- Education is foundation for workforce
- Attention to *Kama'aina* come home
- Science/culture interface

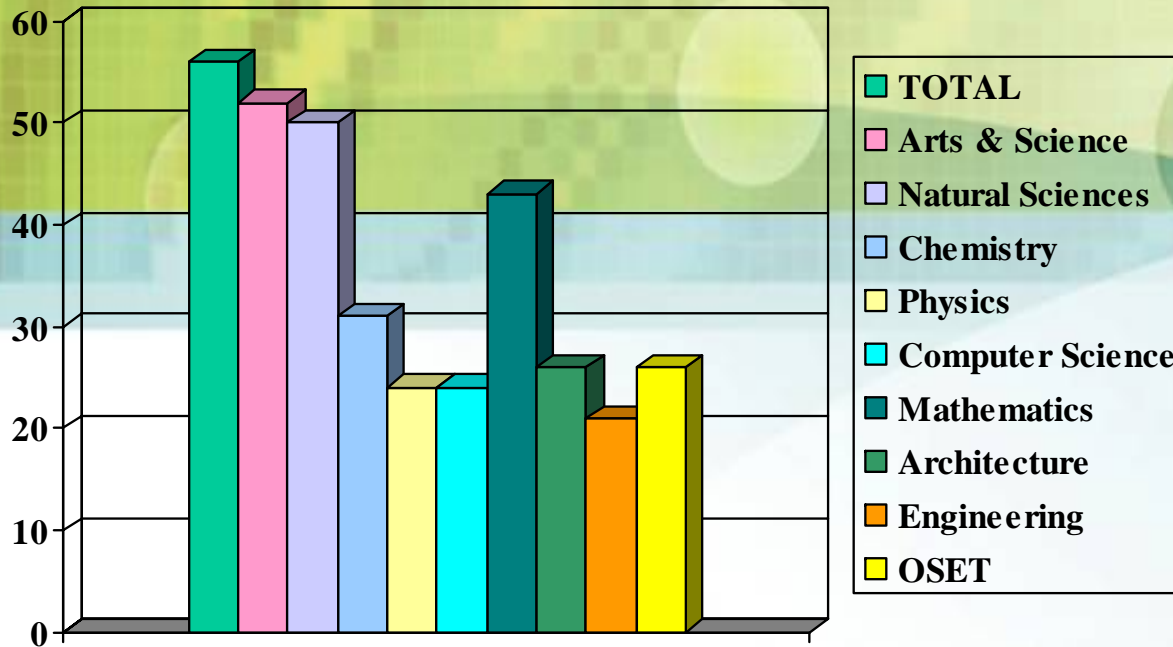
Building the Pipeline

From education to workforce...

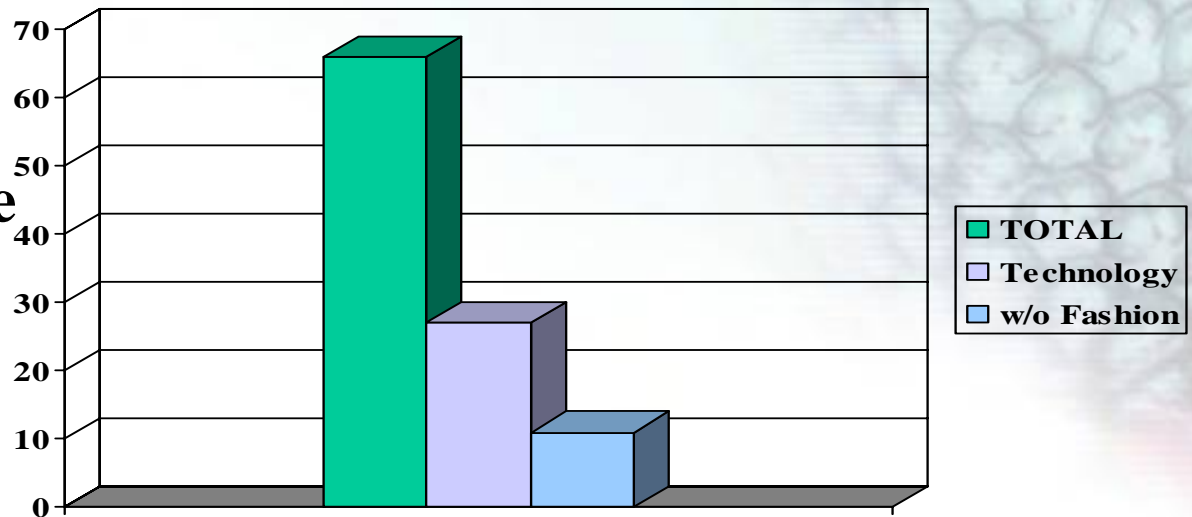
- Project EAST
- Future Scientists and Engineers of America (FSEA)
- Excite Camp
- MentorNet
- CfAO Akamai Internships
- Tech Careers: I Am The Future
- Introduce A Girl To Engineering Day
- Adopt-A-School Program, Kauai
- isisHawaii Mentoring Project
- Workshops & customized technical assistance
- Robotics
- Ellison Onizuka
- High Tech Maui Holiday Job Fair



Underrepresentation of Women in STEM



Maui Community College





**County of Maui
U. S. Senator Inouye
U.S. Department of Labor
U. S. Department of Education
U.S. Department of Agriculture
Center for Adaptive Optics
Air Force Research Lab
Technology Business Community
U of Hawaii/Maui Community College
Department of Education, Maui District
Kamehameha Schools
Labor Unions
Kama'aina Careers**

**Workforce
Alliances**

Lessons for Success

- Administered through an organization with existing key relationships with STEM employers and educators.
- Obtain ongoing buy-in from high-ranking **employer** and **educator** partners.
- Involve partners in wide-ranging recruitment and retention programs based on equity best practices.



Moving Toward Critical Mass



- 4 years later: Female technical workforce at MRTP increased to 23% from less than 13% in 2000.
- A female hired as CEO
- 6 new female Ph.D.'s lead research in 4 MRTP companies.
- Center for Adaptive Optics (CfAO) internships – 33% female, 75% from under-represented groups.



The partnership payoff...

Growing the next generation...





We have momentum...

Maui Research & Technology Park



BioReal, Inc.

MHPCC

New Building Site

Maui R&T Center

Premier Place

RME Site