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|  | COMPETENCIES | CULTURE | COOPETITION | COMMUNICATION |
| **INDIVIDUAL** | * Develop STEM skills as well as soft skills (professional skills). * Combine traditional and nontraditional skills to make yourself most valuable. * Seek cross-training for multidisciplinary competencies. | * Develop critical thinking. * Seek continuous learning. * Practice cultural values (aloha, pono, kuleana, laulima) that support teamwork. * Understand the mission of the organization. | * Compete for the whole individual: Ensure your spouse and/or family are taken care of. * What’s good for my organization? industry? Hawaii? | * Go face to face. Make connections (conferences, training, networking) to learn what the community is doing. |
| **ORGANIZATION** | * Rename "soft skills" as "professional skills" to emphasize their importance. * Provide cross-training to develop multidisciplinary competencies, including professional skills. | * Ask leadership (executive, mid-level, HR) to set the tone for remaining agile amid disruption and innovation. * Practice cultural values (aloha, pono, kuleana, laulima) to provide a unique and enduring foundation for teamwork. * Create incentives to keep rising generations engaged: internships, training, profit-sharing, instant impact. | * Compete for the whole individual: Ensure spouses and family as well as the employee are taken care of. * Get off your “island” to find collaborators throughout your organization. * Education centers need to help lead big thinking and collaboration. | * Go face to face. Make connections (conferences, training, networking) to learn what the community is doing. * Provide leadership. Focus on the "why" of tech, not only on "what" or the WIFM. Inspire action. * Collaborate. Align across organizations. Create a collective mindset. Keep the message consistent. |
| **INDUSTRY** | * Rename "soft skills" as "professional skills" to emphasize their importance. * Develop clearinghouse of STEM programs. Share data and costs. * Collect and communicate data on employers' true hiring criteria, so schools don't have to guess. | * Find purpose; know what “human” thing the industry can offer. * Ask leaders in your industry to set the tone to remain agile amid disruption and innovation. * Practice cultural values (aloha, pono, kuleana, laulima) to establish a unique and enduring foundation for teamwork. * Create incentives to keep rising generations engaged: internships, training, profit-sharing, instant impact. * Support a student-to-employee pipeline that develops critical thinkers able to innovate and pivot. | * Join forces with competitors by finding a higher goal or common problem to solve. * Get off your “island” — physically and figuratively — to find collaborators. * Education centers need to help lead big thinking and collaboration. | * Tell stories that: make tech relatable; give people a reason to invest; communicate successes. * Provide leadership. Focus on the "why" of tech, not only on "what" or the WIFM. Inspire action. * Collaborate. Align across industries. Create a collective mindset. Keep the message consistent. |
| **STATE** | * Preserve avenues to grow soft skills. I.e., the extended core curriculum (PE, fine arts, drama) * Rename "soft skills" as "professional skills" to emphasize their importance. * Develop clearinghouse of STEM programs. Share data and costs. * Collect and communicate data on employers' true hiring criteria, so schools don't have to guess. | * Ask leaders of industry to set the tone to remain agile amid disruption and innovation. * Practice cultural values (aloha, pono, kuleana, laulima) to establish a unique and enduring foundation for teamwork. * Establish a student-to-employee pipeline that produces critical thinkers able to innovate and pivot. * Create incentives to keep rising generations engaged: internships, training, profit-sharing, instant impact. * Rethink traditional role and influence of government; mass exodus of Baby Boomers alters the landscape. | * Use or develop metrics that can measure progress at a state level. * Government and education centers need to lead big thinking and collaboration. | * Enable face-to-face connections (conferences, training, networking) to share what the community is doing. * Tell stories that: make tech relatable; give people a reason to invest; communicate successes; protect both our human and financial capital. * Provide leadership. Focus on the "why" of tech, not only on "what" or the WIFM. Inspire action. * Collaborate. Align across markets. Create a collective mindset. Keep the message consistent. |