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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.
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| **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.
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| **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.
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| **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.
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