



Abstract

Applicant: Keiki o ka 'Āina Preschool, Inc., doing business as Keiki o ka 'Āina Family Learning Centers (KOKA)

Hawaii Career and Apprenticeship Program (HICAP) Funding

Amount Requested: \$750,000

Period of Performance: 24 months

The Hawaii Career and Apprenticeship Program (HICAP) aims to increase the participation and employment of 200 women and female youth in the State of Hawaii in apprenticeable and nontraditional occupations (A/NTO). Through this initiative, KOKA will expand and enhance its registered apprenticeship program, provide comprehensive supportive services, and deliver technical assistance to employers and labor unions to foster inclusive workplaces.

Key activities include:

- **Program Expansion:** Strengthening and scaling KOKA's registered apprenticeship program to prepare women and female youth for high-demand A/NTO careers.
- **Supportive Services:** Offering childcare, transportation, stipends, and case management to remove barriers to participation and retention.
- **Employer Engagement:** Providing technical assistance and gender equity training to employers and unions to create supportive environments for women in A/NTO.

The target population includes women and female youth, particularly high school girls, across Hawaii. Expected outcomes include increased enrollment and completion of apprenticeship pathways, higher employment and wage gains for women, and expanded employer adoption of inclusive practices. HICAP will ultimately strengthen Hawaii's workforce by preparing women for sustainable careers in nontraditional fields while addressing systemic barriers to entry and advancement.