

State Opportunity Index

A small, white silhouette of the Hawaiian Islands is positioned above the word "HAWAII".

HAWAII

STATE SUMMARY 2025

Hawaii at a glance

THE STATE OPPORTUNITY INDEX combines research-backed strategies for improving education-to-career outcomes with benchmarking measures to track progress for all 50 states, giving policymakers and institutions a framework for strengthening the link between education and opportunity.

For each state, the Index reports the percentage of students who experience a positive return on investment and summarizes progress in five key areas for improving success beyond completion: Clear Outcomes, Quality Coaching, Affordability, Work-Based Learning, and Employer Alignment. States are grouped into four categories: Leading (at the forefront, demonstrating strong progress); Advanced (substantial progress); Developing (early stages of improvement); and Foundational (just beginning their journey).

Positive ROI

63%



**State
Opportunity
Index**

strada

Learn more at strada.org/state-opportunity-index

References for "unavailable" refer to states in which there was insufficient data to assign a rating at this time.

In cases where the margin of error crosses a category threshold, states are given a combined category.

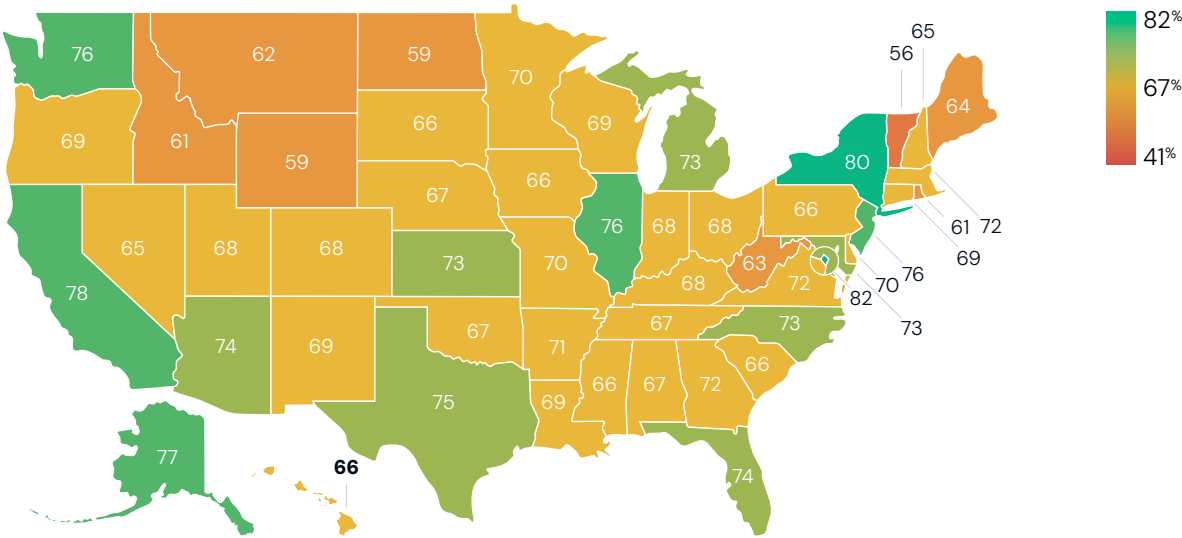
Positive ROI

Hawaii

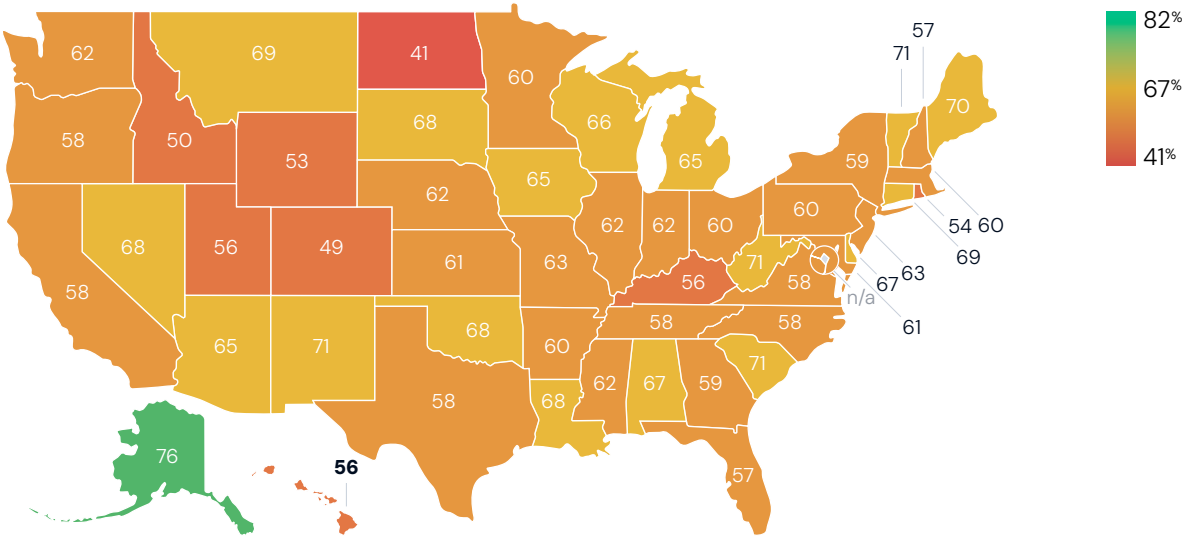
The positive ROI value for each state represents the estimated percentage of public college graduates whose earnings premium over high school graduates is enough to repay their total cost of a degree within 10 years.

	Hawaii	U.S.
Overall	63%	70%
Bachelor's	66%	73%
Associate	56%	60%

Percentage of graduates with positive 10-year ROI by state – bachelor's degrees



Percentage of graduates with positive 10-year ROI by state – associate degrees





Everyone should have access to accurate information on employment outcomes that can help them make informed decisions about education after high school. The Clear Outcomes measure is based on 10 critical elements that contribute to the capacity of state education-to-employment data systems to strengthen the connection between education and opportunity.

COLLECT

State data system elements	State description	Rating
1 Includes learner-level and program characteristic data for nondegree and noncredit postsecondary education and training programs	Hawaii collects enrollment and credential outcome data for (i) college-issued, for-credit nondegree credentials; (ii) college-issued, noncredit nondegree credentials through occupational training; and (iii) WIOA-eligible training providers. Hawaii links college-issued, for-credit nondegree credentials to employment outcomes, and the University of Hawaii is developing a report on the workforce outcomes of nondegree credentials.	LEADING
2 Examines earnings by occupation, pay rate, and work location	Hawaii does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.	FOUNDATIONAL

INTEGRATE

State data system elements	State description	Rating
3 Integrates and delivers information on learner's earnings and employment after postsecondary education and training completion, and over time	Hawaii has integrated and published several key types of postsecondary education and training and employment data but has not integrated and published other key types and does not disaggregate the data. The state's integrated and published PSET-to-employment datasets include: (i) public four-year institutions to employment, and (ii) community colleges to employment. Integrated data for public four-year institutions and community colleges to employment are available with public downloadable data and a public interactive reporting tool through the Hawaii Data eXchange Partnership (DXP). The employment outcomes are not disaggregated by race/ethnicity, gender, or family income or economically disadvantaged status. WIOA-eligible training providers-to-employment data are integrated through the DXP between the University of Hawaii Community Colleges and the state's unemployment insurance system, but are not publicly available. Hawaii does not integrate and publish data on private four-year institutions to employment.	ADVANCED
4 Integrates and delivers information on learner's earnings and employment after high school completion and over time	Hawaii does not report employment outcomes of public high school graduates who directly enter Hawaii's workforce. Through the Hawaii Data eXchange Partnership, the state does report postsecondary and workforce outcomes for public high school graduates who enter the University of Hawaii system.	ADVANCED
5 Partners with national and multi-state initiatives to assess education-to-opportunity outcomes for graduates and non-graduates of postsecondary education and training programs who relocate or work outside the state	Hawaii partners with PSEO (50-75% graduate coverage) and State Wage Interchange System.	ADVANCED

CATEGORY KEY

Extent to which elements are present in state data infrastructure.

● **Leading**
Fully present

● **Advanced**
Partially present

● **Developing**
In development

● **Foundational**
Not in development



PROVIDE

State data system elements	State description	Rating
6 Provides comprehensive and timely open data files containing anonymized education-to-opportunity statistics that anyone can access, download, and otherwise use	Hawaii has data tables rather than open data files containing education-to-employment outcomes for (i) public four-year institutions; and (ii) community colleges.	ADVANCED
7 Publishes robust, timely, and easily understandable interactive resources informing education-to-opportunity decision-making by learners, families, and institutions	Hawaii has interactive dashboards containing education-to-employment outcomes for (i) public four-year institutions; and (ii) community colleges. Additionally, the state has a postsecondary dashboard that includes enrollment and completion, with disaggregation by race/ethnicity, gender, and economically disadvantaged status.	ADVANCED
8 Gives researchers access to individual-level matched education-to-opportunity datasets	The state provides external researcher access through a clearly documented request and review process . The state has published a research and policy agenda , so that external requests can align with state priorities.	LEADING

(...) IMPACT

State data system elements	State description	Rating
9 Enables learners and earners to access and utilize their own verified data, unlocking opportunities for college and career advancement	The Hawaii Department of Labor and Industrial Relations manages the Hawai'i Career Acceleration Navigator (HI CAN), a tool supporting Hawaiian jobseekers to find new opportunities. HI CAN delivers personalized career and training recommendations, based on the jobseeker's experience, skills, and goals.	DEVELOPING
10 Designates a unit with responsibility and dedicated, full-time capacity for generating education-to-employment insights to inform state policymaking and resource allocation decision-making	The Hawai'i Data eXchange Partnership (DXP) is a partnership of five state agencies committed to cross-agency data sharing in order to improve education and workforce outcomes in the state. Participating agencies include the Department of Education, Department of Labor and Industrial Relations, and the University of Hawaii. DXP is managed by the Hawaii P-20 Partnerships for Education (Hawaii P-20), with sustainable governance, funding, and staffing. Hawaii P-20 maintains ready access to integrated education-to-employment data for analysis and provides linked education-to-employment information to E2E stakeholders. Hawaii P-20 updates the University of Hawaii to workforce information annually, as well as produces datasets for WIOA reporting for the University of Hawaii community colleges.	ADVANCED

CATEGORY KEY

Extent to which elements are present in state data infrastructure.

- **Leading**
Fully present
- **Advanced**
Partially present
- **Developing**
In development
- **Foundational**
Not in development



Quality Coaching

Hawaii

FOUR-YEAR

DEVELOPING

TWO-YEAR

ADVANCED

Everyone should have access to coaching that helps them reflect on their talents and interests, choose a career goal, chart a path, and navigate challenges. Graduates who receive such guidance are more likely to land a job that requires a degree and feel satisfied with their career trajectory. The Quality Coaching measure is based on the percentage of two-year students and four-year senior students who reported receiving personalized guidance, timely labor market information, and support to create a plan and overcome barriers.

Personalized guidance		Four-year	Two-year		
Percentage of students at public institutions who report receiving personalized coaching or guidance to help select the education that will help prepare them for a successful career.		38% DEVELOPING	47% DEV./ADV.		
Timely labor market information		Four-year	Two-year		
The average share of students at public institutions who receive timely labor market information, across the various types below, before enrolling or during their first year.		18% FOUNDATIONAL	37% DEVELOPING		
	Education-to-career paths that might be a good fit for student's strengths and interests	23%	46%		
	Job opportunities that a particular education program could lead to	22%	45%		
	Potential earnings in different careers related to student's education program	17%	30%		
	Career outcomes of students from their own institution	11%	28%		
Support		Four-year	Two-year		
The average share of students at public institutions who receive at least some support in setting goals and in overcoming obstacles.		72% ADV./LEAD.	76% ADV./LEAD.		
	Setting education and career goals and developing a plan to achieve these goals	72%	74%		
	Identifying and overcoming barriers	73%	78%		
CATEGORY KEY					
When the margin of error crosses a category threshold, states are given a combined category.		Leading ≥75%	Advanced 50% to <75%	Developing 25% to <50%	Foundational <25%
National results		Four-year	Two-year		
Personalized guidance		34%	45%		
Timely labor market information		21%	33%		
Support		71%	74%		



Affordability

Hawaii

FOUR-YEAR

DEVELOPING

TWO-YEAR

LEADING

Quality post-high school programs should be within everyone's financial reach, allowing for equitable opportunities for success. The Affordability measure is based on how many hours a week the average student would need to work to cover the in-state net price (total cost of attendance minus any grants and scholarships), how many hours a student from a low-income family would need to work to cover their typical in-state net price, and the percentage of students that complete their degree on time – a critical factor in the cost of a degree.

Student hours of work needed	Four-year	Two-year		
Average student hours of work needed	DEVELOPING 22 hours per week Average annual net price, four-year institutions: \$11,796	LEADING 9 hours per week Average annual net price, two-year institutions: \$7,430		
Low-income student hours of work needed	ADVANCED 10 hours per week Average annual net price for low-income students, four-year institutions: \$7,922	LEADING 6 hours per week Average annual net price for low-income students, two-year institutions: \$6,592		
CATEGORY KEY	Leading <10 hrs	Advanced 10 to <20 hrs	Developing 20 to <30 hrs	Foundational ≥30 hrs

On-time completion rate		Four-year		
On-time completion rate		FOUNDATIONAL		
		34%		
CATEGORY KEY	Leading ≥65%	Advanced 50% to <65%	Developing 35% to <50%	Foundational <35%



Work-Based Learning

Hawaii

FOUR-YEAR

DEVELOPING

TWO-YEAR

FOUNDATIONAL

All students should have access to quality work-based learning experiences, such as paid internships and apprenticeships, that are linked to higher earnings, greater job satisfaction, and lower underemployment. The Work-Based Learning measure is based on the percentage of two-year students and four-year senior students who reported participating in at least one of the following types of paid experiences: paid internship, paid apprenticeship, paid co-op, paid practicum, or paid undergraduate research experience.

Quality Work-Based Learning	Four-year	Two-year
Percentage of students at public institutions who participated in at least one of five types of quality paid work-based learning experiences	34% DEVELOPING Paid internship participation: 29% Percentage of students who participated in at least one of the five types of experiences (paid or unpaid): 61%	15% FOUNDATIONAL Paid internship participation: 11% Percentage of students who participated in at least one of the five types of experiences (paid or unpaid): 30%

CATEGORY KEY

When the margin of error crosses a category threshold, states are given a combined category.

● **Leading**
≥75%

● **Advanced**
50% to <75%

● **Developing**
25% to <50%

● **Foundational**
<25%

National results	Four-year	Two-year
Any quality paid work-based learning experience	43%	17%
Paid internship	37%	14%
Any work-based learning experience (paid or unpaid)	72%	33%



In addition to student self-reporting of apprenticeship participation, states have other sources of information on participation in registered apprenticeships via the U.S. Department of Labor. In Hawaii, **0.90 percent** of the state labor force is made up of active apprentices, for a total of **6,031 apprentices**. Across the country, this number ranges from 0.9 percent (Hawaii) to 0.12 percent (Oklahoma). In countries with leading apprenticeship systems, such as Germany, Switzerland, Australia, Canada, and England, apprentices constitute about 2.5–3.0 percent of the labor force, so all states in the U.S. have substantial room for improvement.



Employer Alignment

FOUNDATIONAL

Hawaii

Students should have access to programs that lead to quality jobs and mobility, and employers should assess and advance individuals based on skills and experiences, not just degrees. The Employer Alignment measure is based on the percentage of terminal bachelor's degree holders aged 25–34 employed in a college-level job as well as the supply/demand ratio for a variety of high-demand, high-wage jobs in each state.

College-level employment

The percentage of bachelor's degree graduates who are employed in college-level positions

FOUNDATIONAL

Supply/demand ratio

The overall ratio: the average of the entry-level supply/demand ratios for these nine opportunity occupational groups

FOUNDATIONAL

Information technology and business

Data analytics

LEADING

Finance and accounting professionals

FOUNDATIONAL

Finance and accounting support

FOUNDATIONAL

Information and cybersecurity

ADVANCED

Software development and engineering

LEADING

Health care

Health care technicians and technologists

FOUNDATIONAL

Nursing

FOUNDATIONAL

Manufacturing and engineering

Engineering

ADVANCED

Manufacturing/Trades technicians and technologists

FOUNDATIONAL

CATEGORY KEY

● **Leading**
≥75%

● **Advanced**
60% to <75%

● **Developing**
50% to <60%

● **Foundational**
<50%