

A Good Job in Hawai'i

An alternative framework for prosperity and wellbeing

OFFICE OF ECONOMIC REVITALIZATION

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A Good Job in Hawai'i

- 2023 project of the Hawaii Workforce Funders Collaborative
- Looking at groups often targeted by workforce development efforts
- Meeting people where they are at
- Questions and conversations about success, jobs and careers
- Download entire report at:
www.islanderinstitute.com/s/A-Good-Job-in-Hawaii-Framework-FINAL.pdf

The “Contest” Paradigm

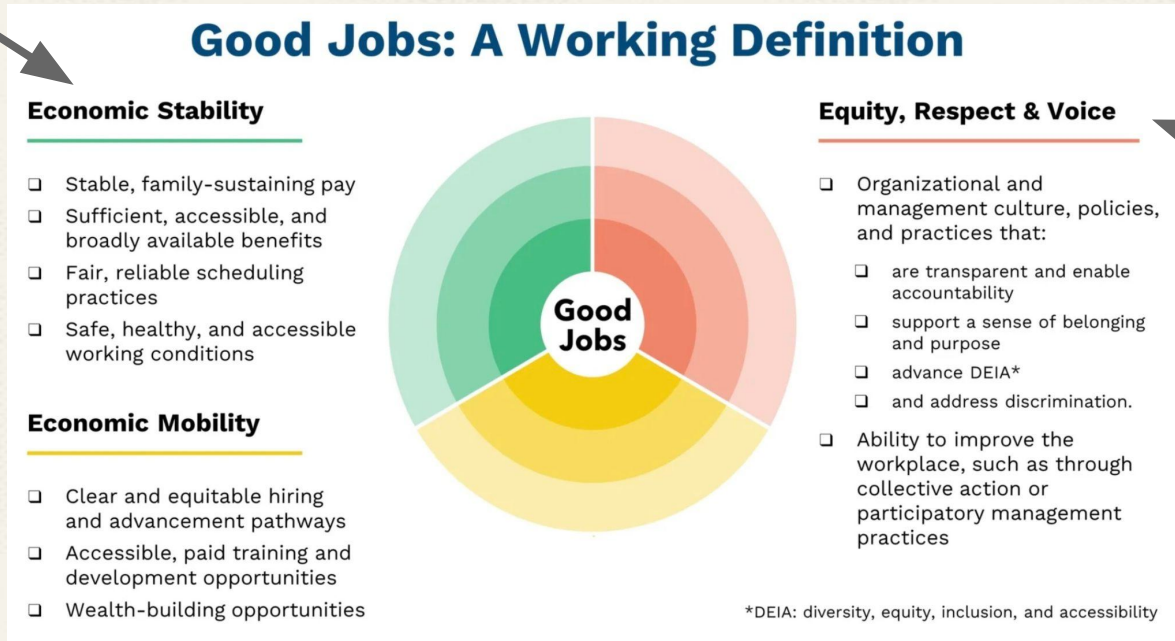
Jobs are essentially a **contest...**

Based on **individual merit...**

For **money, material wealth, status, self-fulfilment, well-being, etc.**

The Aspen Framework

The rewards of the contest



The fairness of the contest

The vitality of the contest

Problems with the “Contest”

1. Doesn't work as advertised: Rewards often not matched to social value of work and not distributed by merit
2. Negative social consequences: The fallacy and detriment of “winners” and “losers”
3. Leads to bad public policy: Reinforces values that send people out of Hawai‘i
4. Lots of people aren't playing, especially those who call Hawai‘i home

*Rather than participating in a contest, the people we spoke to are on a **quest**.*

*It is a quest first to **survive**, and then to find **meaning** – a place to call home, a purposeful life, and a holistic sense of good health.*

Hawai'i Good Jobs Framework



#1

To be home in Hawai'i

1. *Roots in the ground*
2. *Making ends meet*



People are moving away... success is living here in Hawai'i and being okay. Staying here is about connection to land, culture.



I see my dad working two jobs. When he comes home, he never eat and never shower yet and looks exhausted... he just looks rough. He 's not doing it for his happiness, he 's doing it to support himself and his kids.

#2

To make a contribution

1. *Contribution to family*
2. *Contribution to community*



When I had kids (at home), working so far away in the hotel was tough because of the commute time... Then I worked nominal retail jobs, not necessarily making enough money, but provided enough opportunity to be with the kids.



My job is part of my identity and I want to be proud of what I do and give back to the community.

#3

To have good health

1. *A healthy sense of self*
2. *Connections to others*



Good job and good pay no mean nothing if I cannot be who I am... The best man, father, brother, son I can be. It's not about perfection, it's about progress



At my best job, I felt seen and heard, I flourished and was doing things I enjoyed. My boss recognized my effort and the leadership provided me the chance to grow.

Implications

1. **Helping people make ends meet:** living wages, safety net, affordability, asset building, acknowledging social capital
2. **Creating new, good jobs:** community-based economic development, local small businesses, local entrepreneurship
3. **Addressing the good work penalty:** rewards for essential workers, nonprofit work
4. **Good job environments:** Purposeful work, healthy workers, respect and belonging, shared power
5. **Addressing unequal opportunity:** Acknowledging shortcomings, equitable investment
6. **Education and workforce development:** Seats at the table, feasible pipelines, inverting investments, the role of schools