

# Hawaii Technology Development Corporation Client Report

## Executive Director

Prepared by:  
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## Michael Morrison

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For over 14 years, Michael worked in technical, analytical, specialist, executive, and managerial positions for the California Department of Corrections and Rehabilitation (CDCR). Prior to moving out of California in 2021, Michael spent his last 7 years at CDCR within Human Resources where he served as a Staff Services Manager I, II, and III responsible for oversight of a variety of Human Resources functions including but not limited to; Civil Service Hiring Process, Specialized/Strategic Recruitment for hard-to-fill classifications (co-created a specialized recruitment unit), New Employee Onboarding (developed, standardized, and implemented for CDCR), Employee Retention, Employee Discipline, Civil Service Examination Process, ECOS Support, Seniority Score Calculation, Classification Specification Revision, Layoffs, and DEI Hiring Practices. He also has expertise in California State government functions such as program re-organization, training, budget, business services, and contracts. Since leaving state service and prior to joining CPS HR Consulting, Michael was able to gain invaluable private sector recruitment experience in both Hospitality and with a Fortune 500 Tech Company which has contributed to his overall knowledge of specialized recruitment strategies.

# Agenda

- ◆ Process Overview
- ◆ Advertisement and Outreach
- ◆ Ideal Candidate Profile
- ◆ Screening Methodology
- ◆ Proposed Candidates

## Advertisements

- **Public Technology Institute**
- **Blacks in Technology**
- **Latinos in Information Sciences and Technology Association**
- **Women in Technology**
- **Careers in Govt**
- **LinkedIn**
- **NeoGov**

## Outreach

- **LinkedIn Recruiter and Profile Matching – 80**
- **6000 plus via CPS Proprietary Lists**

# The Ideal Candidate



Executive Leadership



Strategic Leadership



Innovation and Vision



Governmental Experience



Technology Industry Experience



To: Hawai'i Technology Development Corporation Board of Directors  
From : Wayne Inouye, HTDC Acting Executive Director  
Date: September 9, 2024  
Subject: Acting Executive Director's Report

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#### SPECIFIC ACTION REQUESTED:

Information only. No action requested.

#### PROGRAM UPDATES

##### 1. Legislative Updates

- a. Legislative proposals for the 2025 sessions were due. Hawaii Technology Development Corporation (HTDC) has requested to submit for research tax credit, increasing the cap on the special funds, Manufacturing Assistance Program (MAP) Grant and Small Business Innovation Research (SBIR) Grant funding, establishing an Aerospace office, and establishing a Geothermal office within HTDC.

##### 2. Facility Updates

- a. Entrepreneurs Sandbox
  - i. As of August, the Sandbox will be hosting in-person cohorts and networking events for both Blue Startups Cohort 16, and now ManaUp's Cohort 9. ManaUp lost their Dole headquarter (HQ) space in early August and approached HTDC immediately for Sandbox to be their new HQ transition space as they have an active cohort with in-person sessions. The Sandbox main event and training room space was already committed to BlueStartups for their cohort use. With HUB and Creative Industries Division's (CID) support we designed workable accommodations for ManaUp's program that includes a private office on the 2<sup>nd</sup> floor, media room space under CID, and breakout work room space for the cohort in the Greenbox.
- b. Technology Base Economic Development (TBEDT)
  - i. On August 1<sup>st</sup>, 2024 Wayne and Sandi represented HTDC at the Kauai Economic Development Board (KEDB) blessing of their newly renovated Creative Technology Center in Waimea which also happens to be land

owned by HTDC. HTDC and KEDB are currently working on a partnership to develop programs that involve support for Science Technology Engineering and Mathematics (STEM) and small business efforts. This partnership will also entail the additional co/sub branding: Kauai Entrepreneurs Sandbox.

### 3. Sponsorships

- a. Hawaii AI & Cloud Innovation Summit - \$5K
  - i. August 21, 2024
  - ii. DBEDT/TRUE event. Hawai'i's most comprehensive AI and Cloud conference.
  - iii. <https://www.truehawaii.org/ai-summit/>
- b. Made in Hawaii - \$41K
  - i. August 23-25, 2024
  - ii. Showcase of over 500+ local vendors and products
  - iii. <https://madeinhawaiifestival.com/>
- c. Blockchain Summit - \$2K
  - i. September 16, 2024
  - ii. Latest on Web3 and blockchain technology as it relates to community and social impact.
  - iii. <https://www.inoa.ai/hawaii/blockchainsummit>
- d. Honolulu Tech Week - \$8K
  - i. September 16-22, 2024
  - ii. First for Hawai'i. week long crowd sourced community of events educating and celebrating tech, innovation and advanced manufacturing.
  - iii. <https://www.honolulutechweek.com/>
- e. AMOS Conference - \$7,500
  - i. September 17-20, 2024
  - ii. Advanced Maui optical and space surveillance technologies conference.
  - iii. <https://amostech.com/>

### 4. Hawaii Small Business Capital (HI-Cap) Program

- a. Submitted Q2 quarterly report to Treasury.
- b. As of Q2 have deployed over \$15M of the available \$19.8M allocated funds.
- c. Eligible and preparing to apply for Tranche 2 funds. Expected release in 2025.

### 5. INNOVATE Hawai'i

- a. Department of Energy – Smart Manufacturing Training Program

- i. Submitted project management plan in June and first quarterly reporting in July. Meeting with outreach and marketing partners scheduled for August 28, 2024.
  1. Purpose of program:
    - a. Promote and educate small and medium sized manufacturers on the benefits of adopting smart manufacturing technologies in their facilities.
    - b. Provide workforce training to incumbent and new employees on how to operate and maintain newly adopted smart manufacturing processes and technology.
  2. Program goals:
    - a. Outreach to 100 SMMs, 10-20 SEDI-owned SMMs
    - b. Train 75 incumbent and new employees, 50 SEDI employees.
    - c. Implement smart manufacturing processes and technologies in 12 SMMs facilities.
- b. National Institute of Standards and Technology (NIST) Manufacturing Extension Partnership (MEP) Expansion Awards Pilot Program (MEAPP) Supply Chain Optimizations Intelligence Network (SCOIN)
  - i. Submitted quarterly reporting in June. Wayne Layugan attended annual MEAPP SCOIN meeting in Greenville, South Carolina as required by award.
    1. Purpose of program:
      - a. Support nationwide coordination of comprehensive supplier scouting.
      - b. Optimize supply network service offerings.
      - c. Capture marketplace supplier data for public use.
    2. Program goals:
      - a. Collecting and analyzing supplier capability and capacity data to map local supply network ecosystem.
      - b. Identifying key Original Equipment Manufacturers (OEMs) and supply chain gaps and helping to fill those gaps by connecting Small and Medium-sized Manufactures (SMMs) to these opportunities.
      - c. Tracking SMMs and the results of supplier matches, introductions, and services by the MEP Center
- c. Hawai'i on the Hill



- i. Wayne Inouye attended Hawaii on the Hill in Washington D.C. and toured NIST MEP Campus at Gaithersburg, MD.
  - d. E-Commerce and Digital Marketing Program
    - i. Completed a 12-week e-commerce and digital marketing cohort training program ending in June. Cohort was comprised of 16 companies. Topics included e-commerce fundamentals, branding, platform comparison, UX/UI (user experience and user interface), SEO (Search Engine Optimization) fundamentals, content marketing, email marketing, social media marketing, Canva and Google Analytics.
      - 1. Purpose of program:
        - a. Provide fundamentals and best practices for e-commerce and digital marketing.
      - 2. Program goals:
        - a. Generating new sales impact metrics from online sales and new consumer markets
  - e. Online Food Safety Modernization Act (FSMA) Training
    - i. In July, conducted 20-hour training for facilities that manufacture, process, pack, or hold human food for 15 participants. Curriculum met Food Safety Preventive Controls Alliance (FSPCA) requirements and was designed to meet Food and Drug Administration (FDA) FSMA requirements.
  - f. Hazard Analysis and Critical Control Points (HACCP) Training
    - i. In July, conducted 16-hour training for food industry professionals on identifying hazards, implementing, and managing an effective HACCP plan. Participants earned certificates accredited by the International HACCP Alliance.
  - g. Site Assessments, internal audits, and food safety concerns
    - i. In July, performed assessments of various food manufacturers (Okuhara Foods, Hawaiian Chip Company, HiSpice, and Mānoa Chocolates) to identify needs and recommend improvements to processes and food safety programs. Assisted with internal audits, record-keeping practices, and preparations for annual third-party audits. Consulted with companies on addressing corrective actions and preventive actions based on most recent audit report.
  - h. Workforce Training with Textile and Apparel Manufacturers
    - i. Conducted training for Aloha Cut & Cloth and connected fashion businesses to manufacturers and resources for equipment. Wendy Oshiro

travelled to Moloka'i in August for a pre-training visit which led to development of curriculum and planning for a training series starting in December with new client, Kealopiko.

i. Hawaii Small Business Innovation Research (HSBIR)

i. Planning for the Pacific Tech 2024 Conference

October 27 – 29, 2024 at Hawaii Convention Center

1. Hawai'i's geographic location in the middle of the Pacific makes it an ideal location for emerging technologies to take hold and grow as well as a critical piece in the U.S. military strategic operations. Pacific Tech 2024 will feature America's Seed Fund Program Managers, Contracting Officers, Technology Scouts from multiple Combatant Commands, WERX Program Managers, Other Transaction Authority (OTA) Government Representatives, and Prime contractors seeking small business partners. This conference will focus on connecting small businesses with government and private opportunities to bring their technology to market to solve critical national challenges, including innovative solutions for our warfighters.

The Pacific Tech 2024 Conference, powered by the HTDC and in part by the Small Business Administration (SBA), brings to Hawai'i a wide array of expert speakers to focus on the challenges of the Indo-Pacific region, as well as the opportunities, including emerging industries like aerospace and more.

j. Scheduling to open applications for the Hawaii Small Business Innovation Research (HSBIR) matching grants next month.

k. Requesting one (1) Board member to be on a program's review committee.

**6. Hawaii Center for Advance Transportation Technologies (HCATT)**

- a. Conducted a successful demonstration of the Pacific Energy Assurance Renewables Laboratory (PEARL) microgrid. This achievement ushered in a new phase for PEARL which will accommodate additional power generation, energy storage, cyber security and enhanced energy management and resiliency for the 154<sup>th</sup> Wing. The expansion will also facilitate the demonstration and development of novel renewable energy technologies such as gaseous and liquid

hydrogen systems.

- b. HCATT is supporting Joint Base Pearl Harbor Hickam Sustainable Solar-Hydrogen Microgrid: Operational Energy Resilience and Advanced Prototype Testbed for the Joint Force referred to as PEARL H2MG. The H2MG project will leverage and expand the current capabilities of PEARL through new hydrogen technologies to produce, store and utilize compressed gas and liquified hydrogen from electricity generated by PEARL. Key deliverables include hydrogen safety protocols and operating procedures, a techno-economic analysis (TEA), and business models for cost-effective and sustainable operation.

## 7. Aerospace

- a. Stratospheric Platform
  - i. Computer Access Technologies (CAT) working with Aerovironment and Softbank with program sponsorship led by Space Force Maui was awarded direct to Phase II program to fly Space Situational Awareness (SSA) and other missions.
  - ii. HTDC is currently working with CAT to move operations from Spaceport American in New Mexico to Hawaii in 2025 and beyond.
  - iii. CAT is currently working with Space Force and other stakeholders for Phase III (Program level) funding for the program to establish permanent operations for Department of Defense (DoD), Science and Commercial operations within the State.
- b. Towed Rocket Launch
  - i. Continuing to work with Fenix Space to bring future testing and operations to the State.
  - ii. Fenix has secured Defense Innovation Unit (DIU) money to conduct hypersonic testing with its platform.
  - iii. Fenix has requested Hawaii Congressional support to fund rocket launch programs.
  - iv. Both hypersonic testing and rocket launch from Hawaii provide operational advantages.
- c. Rocket Launch
  - v. Working with Hawaii Space Flight Laboratory and CAT to re-initiate discussions with Rocket Lab (NZ)
  - vi. NZ has in the past worked on establishing launch facilities in the state.
- d. Aerospace Facilities

- vii. Have begun discussions with Department of Business, Economic Development and Tourism (DBEDT), Senator Wakai, and Representative Hold to identify property where and Aerospace port could be established in the state to support the above three (3) capabilities.
  - Initial operations/testing can be done from Pacific Missile Range Facility (PMRF) in Kauai.
  - Working with DBEDT office to identify and begin lobbying for a permanent facility on Hawaii Island.

## 8. Geothermal

- a. Received \$3m in funding from Legislature for Geothermal exploration.
- b. Working with stakeholders at DBEDT, University of Hawaii (UH), State Energy Office (SEO), and geothermal consultants in building a HUI/Consortium for geothermal development within the state with the goal of closing in on 100% renewable energy in the state by 2045.
- c. Goals for initial \$3M
  - i. Set a statewide long-term plan for geothermal development with Stakeholders
  - ii. Community outreach and engagement to build support for geothermal statewide.
  - iii. Work with UH Geosciences group which received \$5M for exploration from SEO.

## 9. Budget

- a. Governor signed HB1800 providing an additional \$6M on top of our base FY25 appropriation – (pending the Governor’s 10% holdback)
  - i. \$1M each Manufacturing Assistance Program (MAP) Grant, Small Business Innovation Research (SBIR) Grant, and Accelerator Grant
  - ii. \$3M for Geothermal