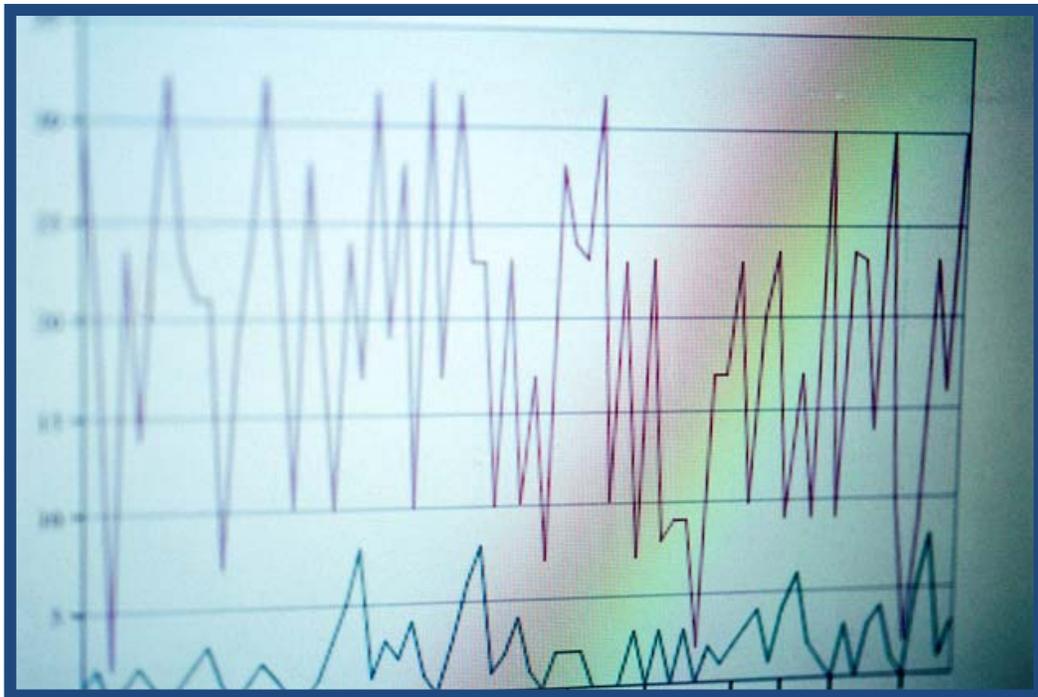


HAWAII

Labor Market Dynamics



July 2010

Research & Statistics Office
Department of Labor & Industrial Relations
State of Hawaii



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Executive Summary

This report provides a current overview of the local labor market and economy to inform those developing workforce development policies and making workforce investment decisions. The following are some significant findings:

- Among the 50 states, Hawaii ranks 42nd in the nation in terms of labor force size and population.
- About two-thirds of Hawaii's population 16 years old and older participates in the labor force, nearly the same as the U.S. rate.
- Hawaii's job count edged downward in 2008 and 2009. This followed nine years of job expansion which peaked at 624,850 jobs in 2007. Compared with the nation, the state's unemployment rate remained relatively low, averaging 6.8 percent in 2009, placing Hawaii among the bottom fifth of all states.
- The unemployment rates in all four counties rose sharply in 2009. Honolulu's rate remained lowest, posting the smallest percentage increase.
- Over the last five years, education and health services has led industry job growth followed by other services, natural resources and mining, and construction.
- Trade, transportation, and utilities reported the biggest job loss of 7,200 between 2008 and 2009. Only education and health services and government managed positive growth over the past year.
- Workers aged 45-54 years, earned the biggest monthly pay of \$3,896.
- Green jobs in Hawaii were largely in the conservation and pollution mitigation sector, followed by the energy efficiency sector, and environmentally friendly production sector.
- The pace of non-farm job growth is expected to improve over the 2008-2018 period compared to the 2009-2011 period.
- While there will be many job openings for workers with limited skills, about one in five openings will require a bachelor's degree or higher.

Introduction

The **Hawaii Labor Market Dynamics** report presents significant labor market statistics and trends in Hawaii's economy for 2009, one of them being the focus on getting a grasp of the number of green jobs in the local labor market. Comparisons are made between national and state figures wherever possible. County statistics are also shown when available. Major developments that impacted the local economy during this period are also cited.

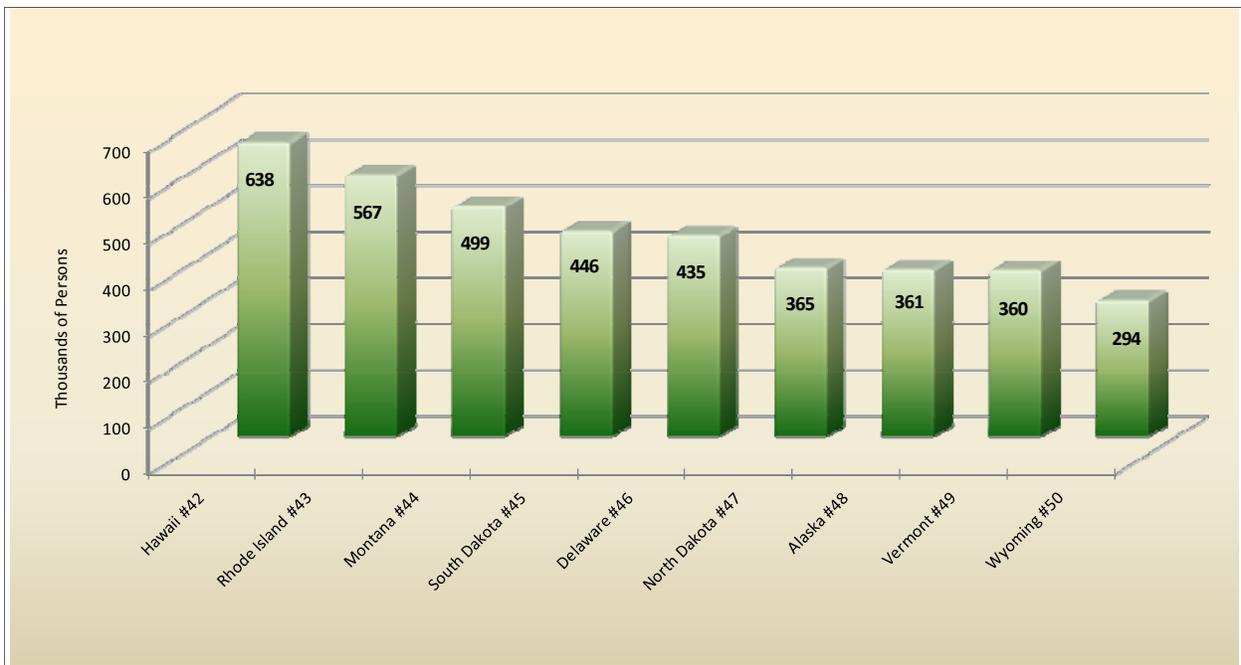
Workforce and economic analyses provided in this report supports Hawaii's workforce information system as directed by the U.S. Department of Labor's Employment and Training Administration.

Labor Market Highlights

Similar to its population rank, Hawaii retained its 42nd place among the 50 states in terms of the size of its labor force.¹ According to a monthly survey of households, there were roughly 638,000 persons in the Hawaii civilian labor force in 2009 (See Figure 1).

In 2009, an average of 595,000 persons were employed statewide and an average of 43,000 were unemployed.

Figure 1. Hawaii ranked 42nd in the U.S. in labor force size in 2009

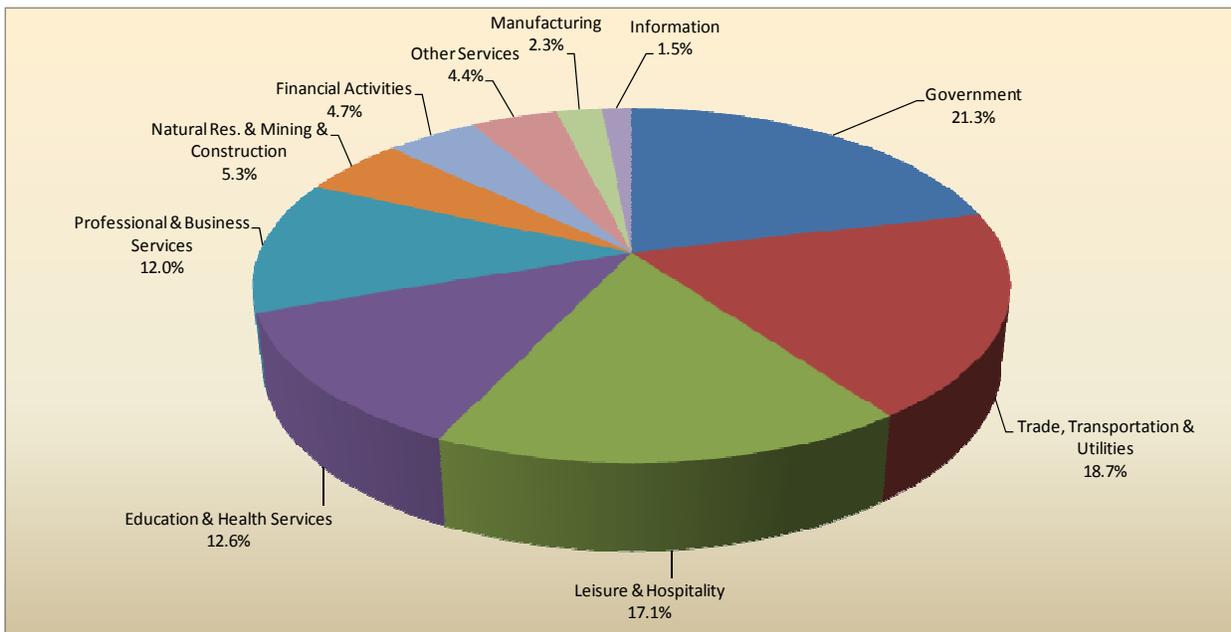


About 64.3 percent of Hawaii’s population 16 years and older participated in the civilian labor force in 2009. The ratio increased to 78.6 percent of Hawaii’s population when you count those persons between the ages of 16 to 64 years in the overall labor force, including Armed Forces, as opposed to the national average of 75.7 percent . The remainder of the working-age population is not in the labor force, which includes homemakers, stay-at-home caregivers, students, disabled persons, and retirees.

Hawaii’s non-farm job market averaged 591,500 jobs in 2009. This figure is based on the monthly payroll survey of business establishments, which defines employment differently than the household survey.

Only 7.6 percent of Hawaii’s non-farm job market consisted of goods-producing industries. The balance was made up of service-providing industries (Figure 2). Three of these sectors, government; trade, transportation, and utilities; and leisure and hospitality, continue to account for more than half of Hawaii’s jobs.

Figure 2. Three largest industries comprise more than half of Hawaii’s jobs in 2009

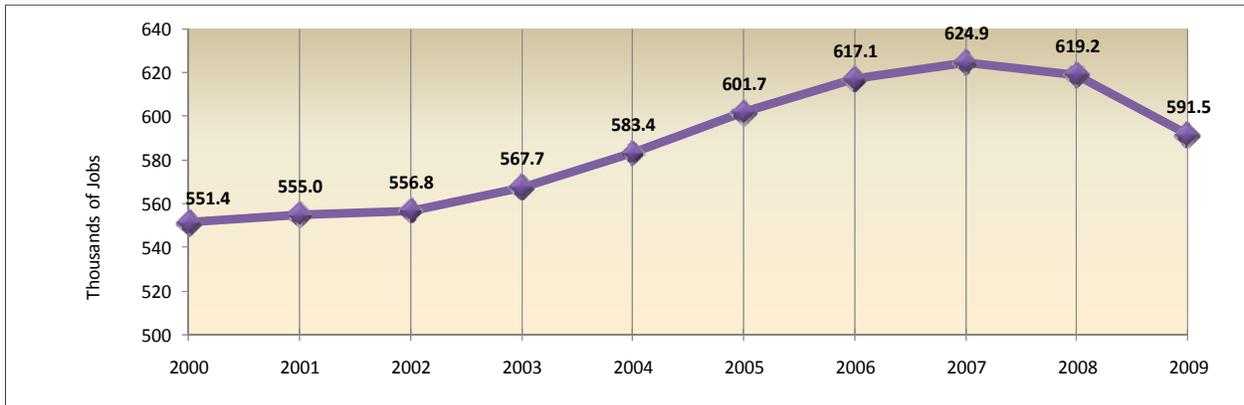


Hawaii’s Job Growth

After registering a new high of 624,850 total nonfarm jobs in 2007, Hawaii’s payrolls dipped during the next two years (Figure 3). Over the nine-year period, the job count has expanded by 40,100 jobs.

Mild growth in the first two years of the millennium, largely due to the repercussions of the September 11, 2001 attacks, was followed by fairly strong advances from 2003 to 2007. In 2008 and 2009, Hawaii’s slumping economy negatively impacted job creation.

Figure 3. Hawaii's 9-Year Job Trend (not seasonally adjusted)

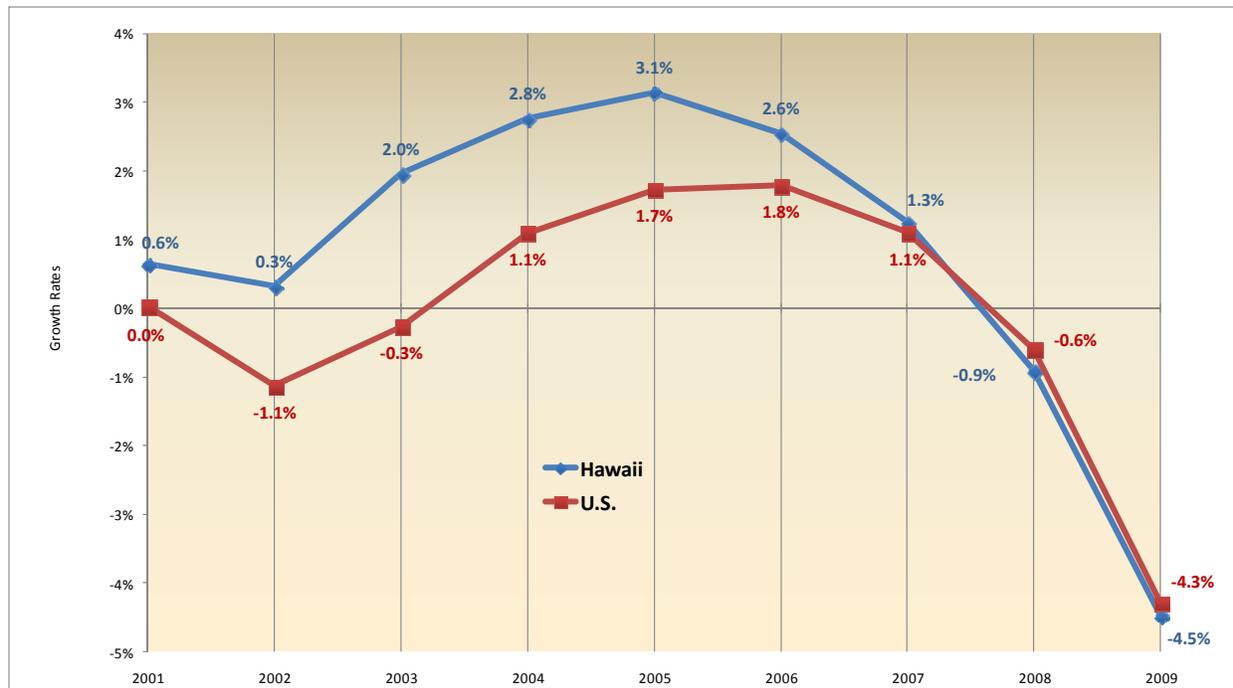


During this same period, the U.S. job expansion rate trailed Hawaii for the first seven years (Figure 4). Following two years of negative growth in 2002 and 2003, momentum picked up during the next four years. Similar to Hawaii, the last two years have posted declines, particularly in 2009.

Overall, Hawaii's pattern of job growth has been stronger than the nation's. The state's non-farm payrolls expanded by 0.7 percent over the nine-year period compared to a slight decrease for the nation.

Comparing the trend over the last three years (from 2007 to 2009), Hawaii's job growth has mirrored the U.S. A slowdown in 2007 was followed by losses in 2008 and 2009 as the economy felt the effects of a global recession. Hawaii lost 33,350 jobs for a combined 5.4 percent rate drop during these two years, outpacing the combined national job loss rate of 4.9 percent.

Figure 4. Hawaii vs. U.S. job trend in the last nine years (not seasonally adjusted)



Labor Force Employment and Unemployment

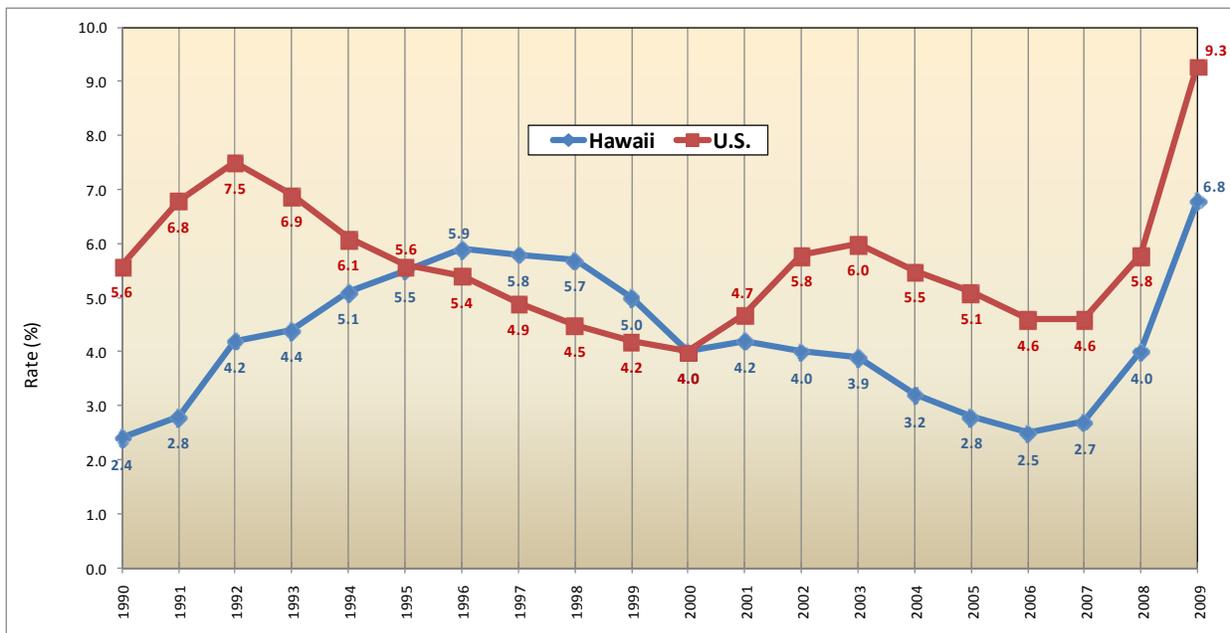
Last year, 2009, was only the second time since 1970 that Hawaii’s civilian labor force retracted by -8,200 to 637,800. At the same time the number of unemployed expanded by 17,250, the biggest spike ever and double the amount from a year earlier, bringing the number of people without jobs to 43,250. As a result, the number of employed persons plummeted by 25,500 to 594,500, only slightly higher than the state’s 2003 level.

Although Hawaii's unemployment rate in 2009 increased by 2.8 percentage points over 2008, the national rate climbed even higher, rising by 3.5 percentage points to 9.3 percent.

Except for during the late 1990's, Hawaii's jobless rate has remained below the U.S. jobless rate for most of this 20-year period. Only twice, in 1995 and 2000, did Hawaii and the U.S. reflect the same or nearly the same jobless rates.

Although our state’s annual average unemployment rate has been climbing the past three years, it continues to be lower than the national average for the last eight years by at least 1.8 percentage points. (Figure 5)

Figure 5. Hawaii’s unemployment rate still lower than U.S. (not seasonally adjusted)



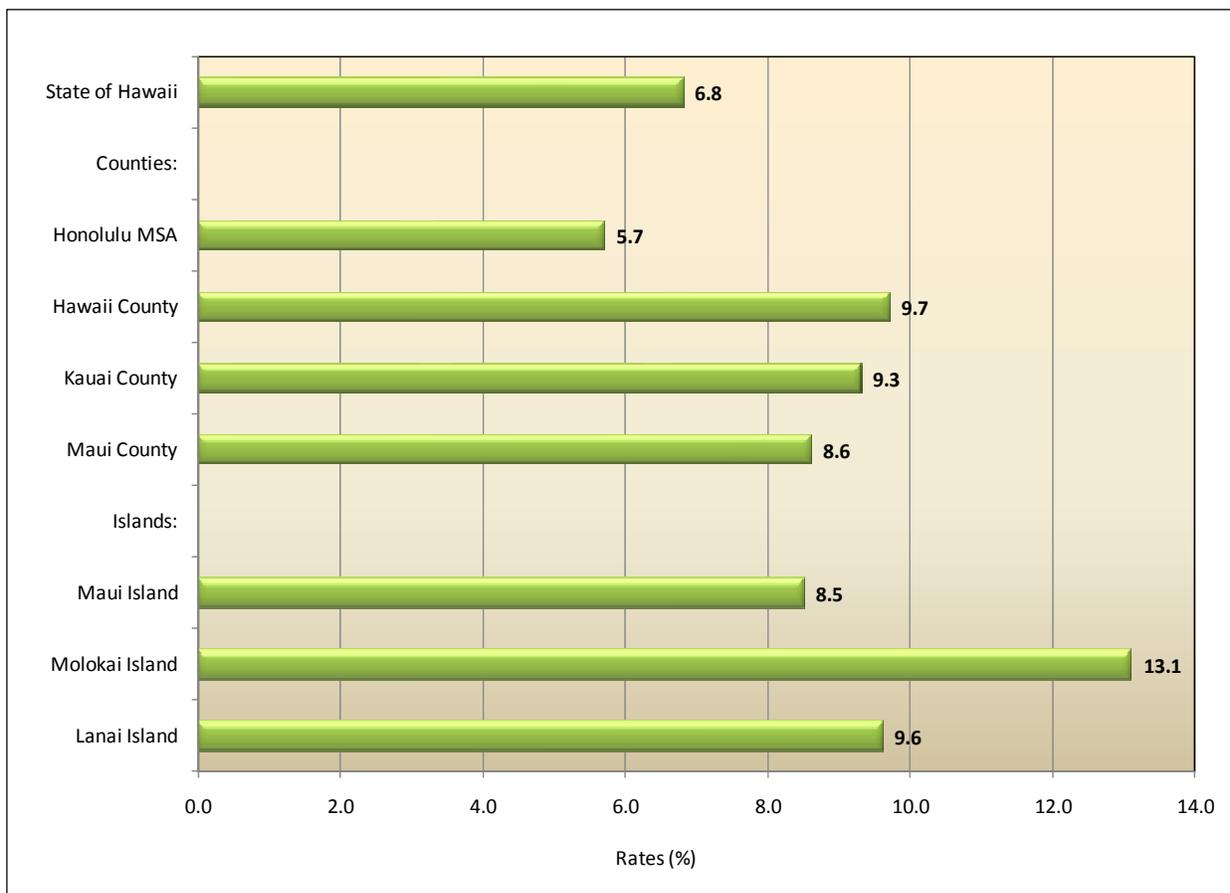
At the County Level

Hawaii's economy has four county labor markets, consisting of Honolulu Metropolitan Statistical Area (MSA), Hawaii County, Maui County, and Kauai County. Honolulu MSA, the largest, comprises nearly three out of every four jobs in the state.

Unemployment rates vary among the counties. The unemployment rates of the urban areas tend to be lower than those of more rural regions.

Honolulu MSA had the lowest jobless rate in 2009 at 5.7 percent, while Hawaii County's rate was the highest at 9.7 percent (Figure 6).

Figure 6. Unemployment rates for Counties in Hawaii (not seasonally adjusted) , 2009



Following a steady decline from 2001 to 2006, the unemployment rate in all counties surged over the next three years. From 2006 to 2009, the jobless ratio for Kauai County and Hawaii County grew the most, rising by 6.9 and 6.8 percentage points respectively (Figure 7, Table 1).

Over the last year, the smallest county of Kauai experienced the biggest jobless rate increase, climbing by 4.8 percentage points to 9.3 percent.

Maui County’s rate of 8.6 percent in 2009 represents a rise of 4.9 percentage points from 2000. Within the county, although Molokai’s rate was the highest at 13.1 percent, it registered the smallest increase of 3.6 percentage points over the year. Meanwhile, Lanai jumped by 4.7 percentage points to its highest rate of 9.6 percent in 20 years.

Honolulu MSA’s unemployment ratio grew by the smallest number over the 9-year period and has helped to temper the state’s jobless ratio.

Figure 7. Unemployment rates for Counties in Hawaii (not seasonally adjusted) , 2000-2009

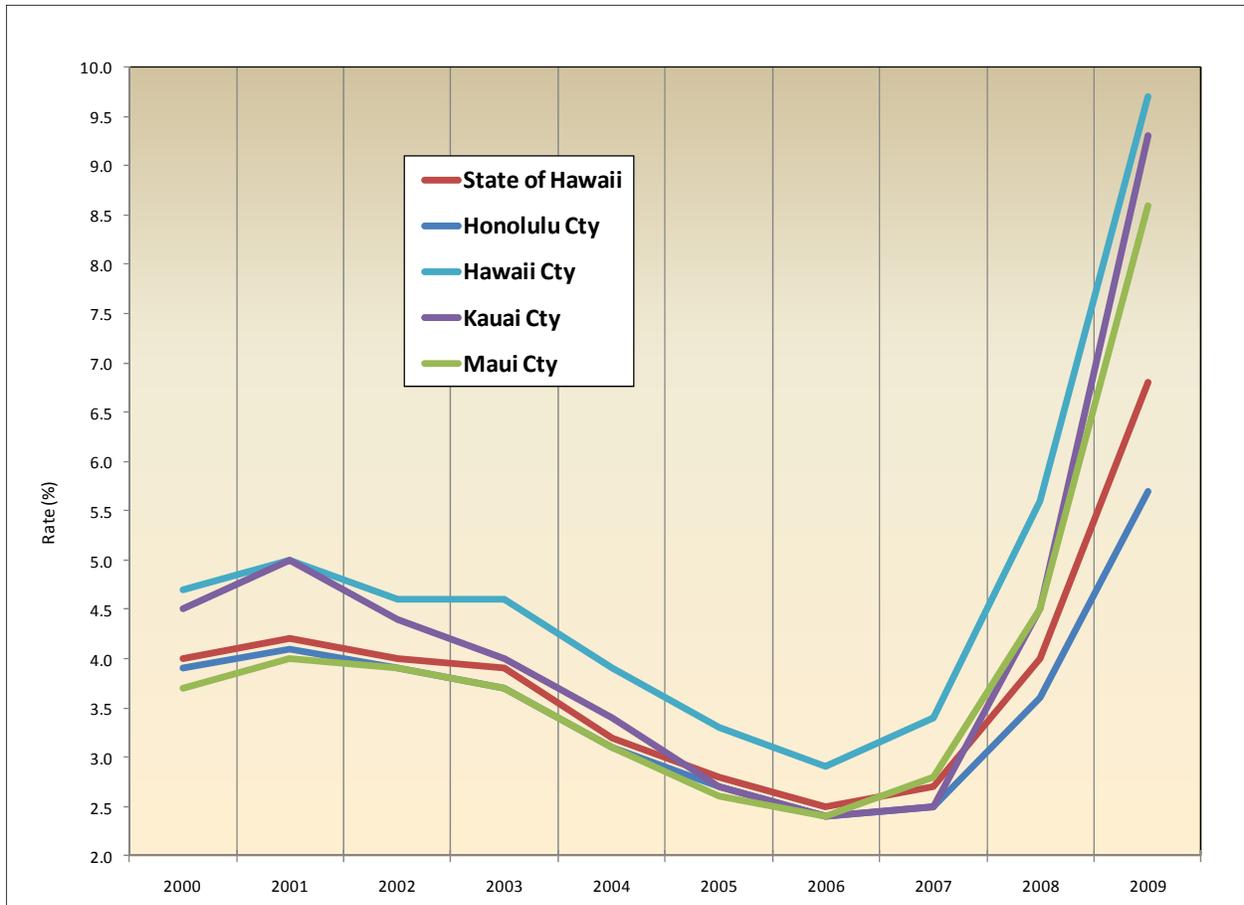
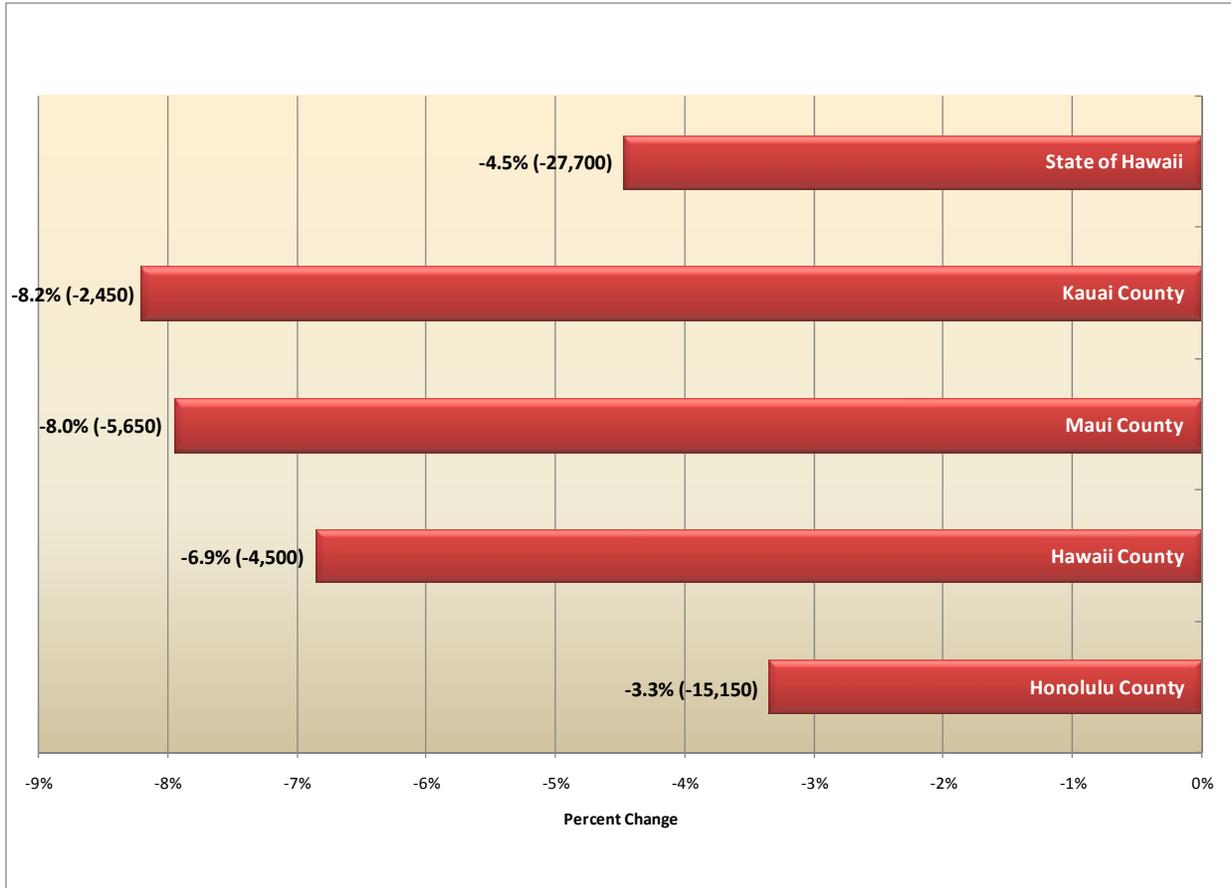


Table 1. Unemployment rates for Counties in Hawaii (not seasonally adjusted), 2000-2009

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
State of Hawaii	4.0	4.2	4.0	3.9	3.2	2.8	2.5	2.7	4.0	6.8
Honolulu Cty	3.9	4.1	3.9	3.7	3.1	2.7	2.4	2.5	3.6	5.7
Hawaii Cty	4.7	5.0	4.6	4.6	3.9	3.3	2.9	3.4	5.6	9.7
Kauai Cty	4.5	5.0	4.4	4.0	3.4	2.7	2.4	2.5	4.5	9.3
Maui Cty	3.7	4.0	3.9	3.7	3.1	2.6	2.4	2.8	4.5	8.6

At the county level, non-farm payrolls fell in each of Hawaii’s four counties over the year (Figure 8). Although Kauai lost the fewest jobs (-2,450), they experienced the largest rate decrease of 8.2 percent. Next was Maui County shrinking by 8.0 percent, then Hawaii County, falling by 6.9 percent. Honolulu MSA had the highest job loss with 15,150 fewer jobs, but experienced the lowest rate decrease of 3.3 percent.

Figure 8. Percent Job Change for Counties in Hawaii (not seasonally adjusted), 2008-2009



Industry Highlights

Five-Year Trends

Despite the lackluster economy in recent years, Hawaii still managed to gain a few jobs since 2004. Although the industry sectors were split in half in terms of percentage change in jobs, total nonfarm jobs increased slightly by 1.4 percent (Figure 9).

Education and health services grew the fastest by adding 7,000 jobs or 10.3 percent, accounting for roughly 42.8 percent of the total job gains made since 2004.

The next two industry sectors added 3,700 jobs over the last five years – other services (1,700 jobs or 7.0 percent) and natural resources and mining and construction (2,000 jobs or 6.8 percent).

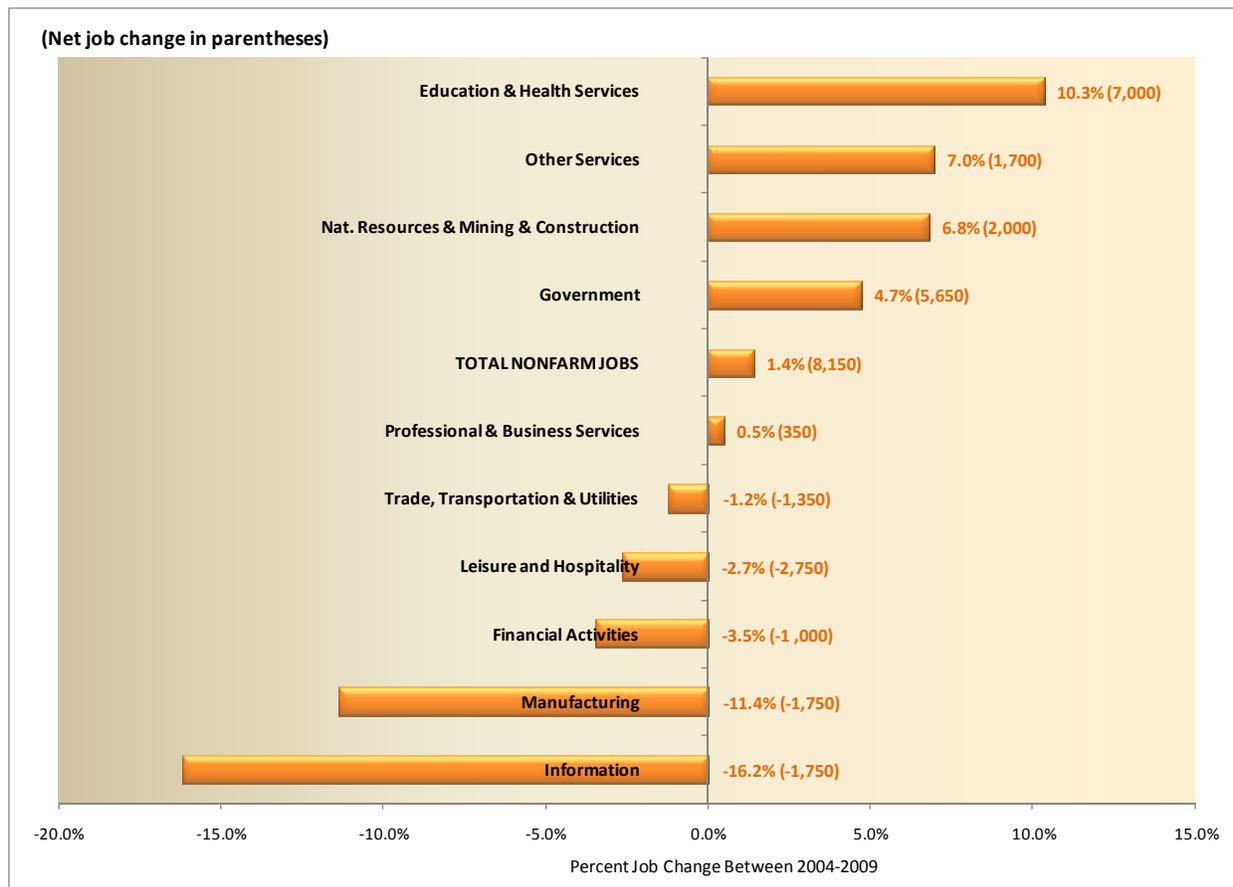
Government had a smaller five-year job gain rate of 4.7 percent, but still expanded by 5,650 positions, while the professional and business services sector rose a mere 350 or 0.5 percent.

Since 2004, trade, transportation and utilities dipped downward by 1.2 percent, losing 1,350 jobs along the way. Leisure and hospitality also receded by 2.7 percent or 2,750 fewer jobs, mainly in the accommodations sector.

Another industry reporting negative job losses of 1,000 was financial activities with 950 of them occurring in the real estate, rental and leasing sector.

Although the information industry lost the same number of jobs as manufacturing (-1,750 jobs) in the last five years, it experienced a greater percentage decline of 16.2 percent as compared to manufacturing’s 11.4 percent. Information was negatively affected by contraction in the motion picture and sound recording industries, and to a lesser degree, publishing industries.

Figure 9. Hawaii’s job growth by industry over five-year period (not seasonally adjusted), 2004-2009

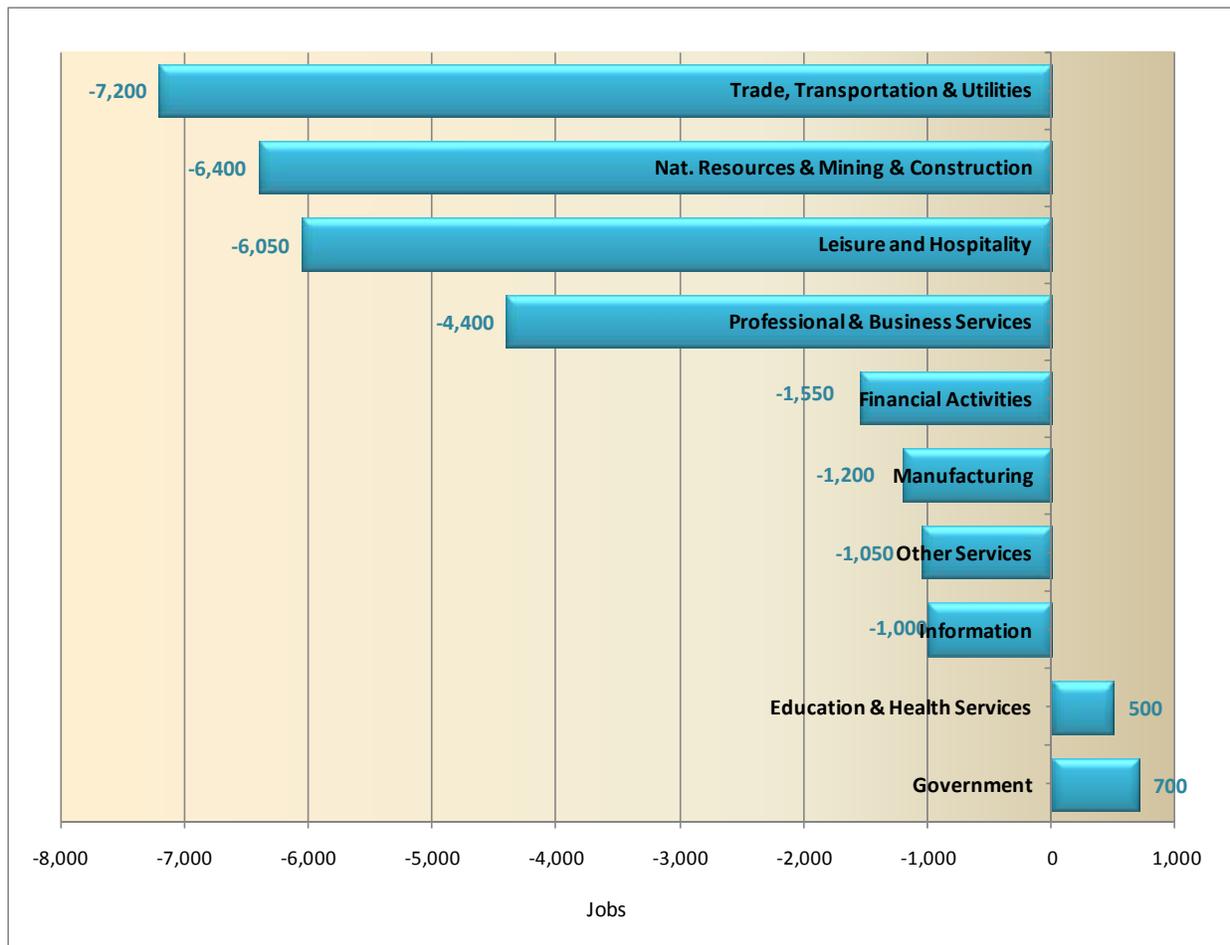


Over-the-Year Change

In 2009, eight Hawaii industry sectors exhibited job losses over the previous year, while two registered gains (Figure 10). Government managed the most job creation of 700 as hiring in the federal Defense sector more than compensated for cuts in state government. Meanwhile, education and health services grew by 500 jobs because of strength in health care and social assistance. Social assistance came through strong with some help from hospitals and nursing and residential care facilities.

The largest over-the-year job loss of 7,200 was in the trade, transportation, and utilities industry. Within this group, the retail trade sector was the hardest hit (-3,550) due to the diminished purchasing power from the weakened economy. Natural resources, mining and construction continued its downward volatility, with the special trade contractors losing roughly 3,450 jobs of the 6,400 positions lost. Leisure and hospitality also experienced significant decreases of 6,050 due to the crippling global economy. The majority of the professional & business services contraction of 4,400 was in the management and remediation services sector. Financial activities showed a smaller deficit of 1,550 positions, mainly in the real estate and rental and leasing sector. Manufacturing continued to struggle, losing 1,200 workers, while the other services and information industries followed close behind, posting job losses of 1,050 and 1,000, respectively.

Figure 10. Hawaii's over-the-year job loss (not seasonally adjusted), 2008-2009



Local Employment Dynamics

The U.S. Census Bureau's Local Employment Dynamics (LED) program produces eight Quarterly Workforce Indicators (QWI) that provide a snapshot of the State's private industry workforce by industry, gender, and age group². The latest data available is for the third quarter of 2009 (Table 2) and comparisons made here are with the third quarter of 2008.

In the third quarter of 2009, total private industry employment in Hawaii was 466,186, a drop of 6.6 percent (32,973 jobs) from the same quarter a year ago. Virtually all of the industries experienced a decline - the only exception being utilities. The hardest hit was construction as it lost 6,571 jobs, or 17.6 percent of its workforce. Total employment was almost equally divided between males and females, but more men lost their jobs than women. Every age group had job losses over the year, except for the oldest group (65+ years). While, the youngest group (14-18 years) had the steepest decline in jobs of 24.6 percent, the middle-aged group (35-44 years) experienced the greatest net job loss of 8,282.

Net job flows was -2,854 in the third quarter of 2009, an improvement over the -6,678 registered in the third quarter of 2008. Although still negative, at least the net employment change from quarter-to-quarter was not as severe. Administrative and support services and waste management and remediation services saw the most favorable turnaround and boosted the best positive job flow of 1,521. The most deterioration occurred in accommodation and food services with -1,314 net job flow, though it was lowered by more than half from the year before. Women fared better than men in terms of net job flows, though both were in the negative. With regards to age groups, the 55-64 year olds churned the most, resulting with -944 net job flows, and the 22-24 year olds ended up at the other end of the spectrum with +453 net job flows.

In the third quarter 2009 there were 21,311 jobs created, about 8.8 percent more than the same time a year ago. While, accommodation and food services suffered greatly in 2009 due to fewer visitors and less consumer spending, as the largest industry, it still managed to provide the most jobs. In the third quarter of 2009, it led all industries in job creation with 3,462, an improvement over the same quarter a year ago. The other industries with significant job creation were: administrative and support/waste management and remediation services; health care and social assistance; retail trade; and construction. Basically this shows that Hawaii's biggest industries are the best in creating new jobs. Meanwhile, males benefited from more job creation than females and job creation was the greatest in the 25-34 year old group.

New hires totaled 57,088 in third quarter 2009, down 22.1 percent from the same quarter a year ago. Meanwhile, there were 71,780 separations in 2009, about 21 percent fewer than the previous year. Accommodation and food services led all industries in both categories. More new hires and separations were men and the 25-34 year old age group had the largest share of these categories, too.

The turnover ratio in third quarter 2009 was 8.1 percent, down 1.3 percentage point from the previous year. Administrative and support services and waste management and remediation services had the highest turnover, while utilities had the lowest. Turnover was higher for men and, not surprisingly, for the youngest set (14-18 years old).

Average monthly earnings were down 1.3 percent to \$3,252 in third quarter 2009 and dipped even further, -4.5 percent, to \$2,102 for new hires. Utilities workers earned the highest wages, averaging \$7,171 per month, while the arts, entertainment, and recreation workers took home the lowest monthly pay of \$2,175. Men earned 38 percent more pay than women but saw a steeper decline over the year, and workers aged 45-54, whether new hires or not, took home the biggest monthly pay of \$3,896.

Table 2. Quarterly Workforce Indicators by industry, gender, age group for 3rd Quarter 2009

	Total Employment	Net Job Flows	Job Creation	New Hires	Separations	Turnover	Avg. Monthly Earnings	Avg. Mo. New Hire Earnings
TOTAL	466,186	-2,854	21,311	57,088	71,780	8.1%	\$3,252	\$2,102
BY INDUSTRY:								
Agriculture	6,437	-93	424	799	1,193	9.1%	\$2,730	\$1,838
Mining	418	-1	5	21	30	1.9%	\$6,538	\$5,292
Utilities	3,425	-15	22	67	98	1.8%	\$7,171	\$5,701
Construction	30,676	-946	1,912	3,839	5,978	10.2%	\$4,972	\$3,789
Manufacturing	14,094	1	553	1,212	1,487	5.8%	\$3,286	\$2,302
Wholesale Trade	17,898	25	653	1,386	1,640	5.3%	\$3,975	\$2,331
Retail Trade	65,396	42	2,427	8,178	9,173	8.0%	\$2,394	\$1,485
Transportation & Warehousing	23,212	-466	742	1,851	2,904	7.6%	\$3,245	\$2,231
Information	9,477	-50	305	874	1,244	5.7%	\$4,047	\$2,399
Fin. & Ins.	16,475	-203	383	803	1,180	4.8%	\$4,521	\$4,136
Real Est./Rental & Leasing	11,555	-40	1,226	1,975	2,232	11.3%	\$3,339	\$2,311
Prof, Sci. & Tech.	24,126	-215	1,028	2,278	2,990	7.1%	\$4,997	\$3,840
Mgmt. of Co. & Enterprises	7,689	-80	187	503	695	5.1%	\$4,473	\$2,829
Admin. & Supt & Waste Mgmt. & Remediation	39,641	1,521	3,384	8,655	8,999	11.5%	\$2,605	\$1,936
Educational Svc	13,449	-204	584	2,114	3,226	7.8%	\$3,114	\$1,468
Health Care & Social Asst.	58,397	-599	2,532	5,742	8,085	7.2%	\$3,972	\$2,376
Arts, Entertain. & Recreation	10,948	-324	423	1,691	2,289	10.1%	\$2,175	\$1,274
Accommodation & Food Services	89,836	-1,314	3,462	12,329	15,212	9.2%	\$2,236	\$1,422
Other Services	23,033	129	1,075	2,768	3,126	7.4%	\$2,467	\$1,680
BY GENDER:								
Male	234,231	-1,681	12,324	29,620	37,442	8.4%	\$3,775	\$2,448
Female	231,954	-1,174	11,143	27,467	34,338	7.9%	\$2,728	\$1,733
BY AGE GROUP:								
14-18	10,473	359	2,423	5,656	5,909	25.7%	\$788	\$764
19-21	25,217	-686	2,946	7,678	9,517	17.5%	\$1,254	\$1,123
22-24	29,824	453	3,577	7,196	7,703	14.5%	\$1,822	\$1,581
25-34	102,333	-307	7,039	15,127	17,975	10.3%	\$2,801	\$2,163
35-44	99,499	-306	5,422	9,427	12,008	6.9%	\$3,618	\$2,572
45-54	105,757	-753	4,713	7,319	10,237	5.6%	\$3,896	\$2,845
55-64	71,160	-944	2,902	3,744	6,221	4.9%	\$3,847	\$2,801
65-99	21,921	-668	850	942	2,209	5.4%	\$2,903	\$2,223

The Greening of Hawaii's Workforce

Over the past decade and like the rest of the nation, Hawaii recognizes that it should begin to lessen its dependence on imported oil to meet its energy needs, preserve its natural resources, and move in the direction of becoming a clean energy economy. National acts such as the Green Jobs Act of 2007 and the American Recovery and Reinvestment Act of 2009 (ARRA) as well as the state's Hawaii Clean Energy Initiative (HCEI) have focused on these goals



and spurred action. The ARRA has specifically provided funds for retraining of the workforce for green jobs, and the HCEI aims to have renewable resources such as wind, sun, geothermal, ocean, and bioenergy supply at least 70 percent of the state's energy needs by 2030. The promise of "green jobs" has fueled interest during the current recession, possibly playing a pivotal role in halting workforce losses and providing growth for years to come.

In October 2009, the Research and Statistics Office (R&S) of the Department of Labor and Industrial Relations prepared the ***Green Workforce Report, State of Hawaii, Initial Labor Market Analysis Report*** for the Hawaii Workforce Development Council, attempting to collect any information that was available on the status of Hawaii's green workforce. One of the biggest challenges was defining what were considered to be green jobs. As a starting point, the R&S team of analysts adopted the following definition that was consistent with the definition used by The Pew Charitable Trust's report on "The Clean Energy Economy"³:

Hawaii's Green Workforce are employed in occupations or industries that provide products and/or services for expanding clean/renewable energy production, increasing energy efficiency, reducing greenhouse gas emissions, waste and pollution, and conserving water and other natural resources.

Another source, the O*Net system of classification⁴, categorized green jobs into three divisions based on their skills and training needs such as:

1. Green Increased Demand Occupations requires basic academic and workplace readiness skills
2. Green Enhanced Skills Occupations requires traditional job-specific skills, knowledge, and credentials
3. Green New and Emerging Occupations needs green job-specific skills, knowledge, and credentials

Since much of the available data for Hawaii has been sparse and in many instances there was no distinction made between green and conventional jobs, only estimates can be discerned. From various sources it was found that:

- The number of green jobs increased from about 1,900 to more than 2,700 or nearly 44 percent between 1998 and 2007.⁵
- Jobs in the alternate/renewable energy sector were estimated at 3,600 jobs in 2007, almost a 50 percent increase in five years.⁶
- Of the five green-core sectors, the *conservation and pollution mitigation sector* averaged the largest number of employees at 37,810 in 2008, followed by the *energy efficiency sector* with 34,670, and *environmentally friendly productions sector* with 31,520.
- Occupationally, material moving workers registered the largest number of green type workers in any of the state's green job sectors with 16,100 employees. Other green occupations were held by construction managers; electricians; plumbers, pipefitters, and steamfitters; electrician helpers; and laborers and freight, stock, and hand material movers.

Due to the scarcity of data on green jobs, it was determined that there is a need to conduct a survey of business establishments based on the North American Industry Classification System (NAICS) to obtain information about their workforce that are considered "green." Information should include occupational employment and wages by the Standard Occupational Code (SOC) system and the minimum required training/education and certifications. In addition, it would be helpful to determine the impact of "green practices" on industries and occupations that do not directly produce green products or services but apply green practices to daily operations to improve the environment and/or to support sustainability.

Currently, the R&S Office, through a \$1.2 million Labor Market Information Improvement Grant approved under ARRA funds for the period December 2009 through May 2011, has surveyed more than 9,000 establishments initially to access their number of green occupations and the skills and training that are required for them. A report with the results of the survey should be completed by September 2010, giving us a grasp of the extent of green jobs locally .

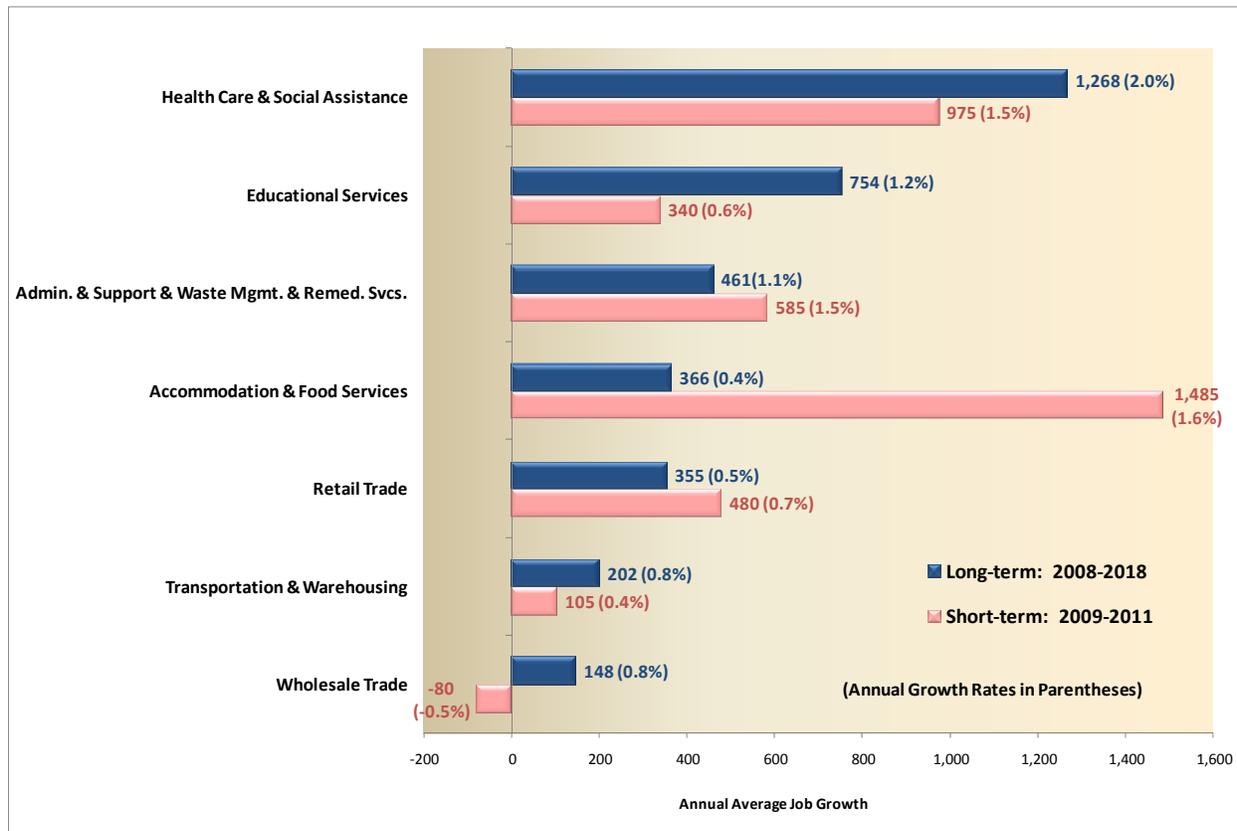
Short- and Long-term Job Outlook

Hawaii's economy seems to be turning around with a projected gain of 5,290 jobs from 2009 to 2011, an increase of 0.8 percent or 0.4 percent annually. The long-term outlook looks even better with a projected annual growth of 0.7 percent or 4,884 newly created jobs per year through 2018. (*Sources For More Labor Market Information* section on page 18 provides links to detailed reports on the short- and long-term job outlook.)

Job growth among the industries will vary depending on the length of time forecasted. Long-term forecasts appear bright for education and health services; other services; construction; professional and business services; and trade, transportation, and utilities. Within these major sectors, the following

subsectors will add at least 350 jobs per year: health care and social assistance; educational services; administrative and support services; accommodation and food services; and retail trade (Figure 11). Over the short-term, the leisure and hospitality sector, specifically accommodation and food services, will experience the biggest gains; followed by education and health services; professional and business services; and the trade, transportation, and utilities industries. During this same period, construction, information, natural resources, and manufacturing are still expected to contract in size.

Figure 11. Hawaii’s top growth industries—Projected annual job growth for short- and long-term



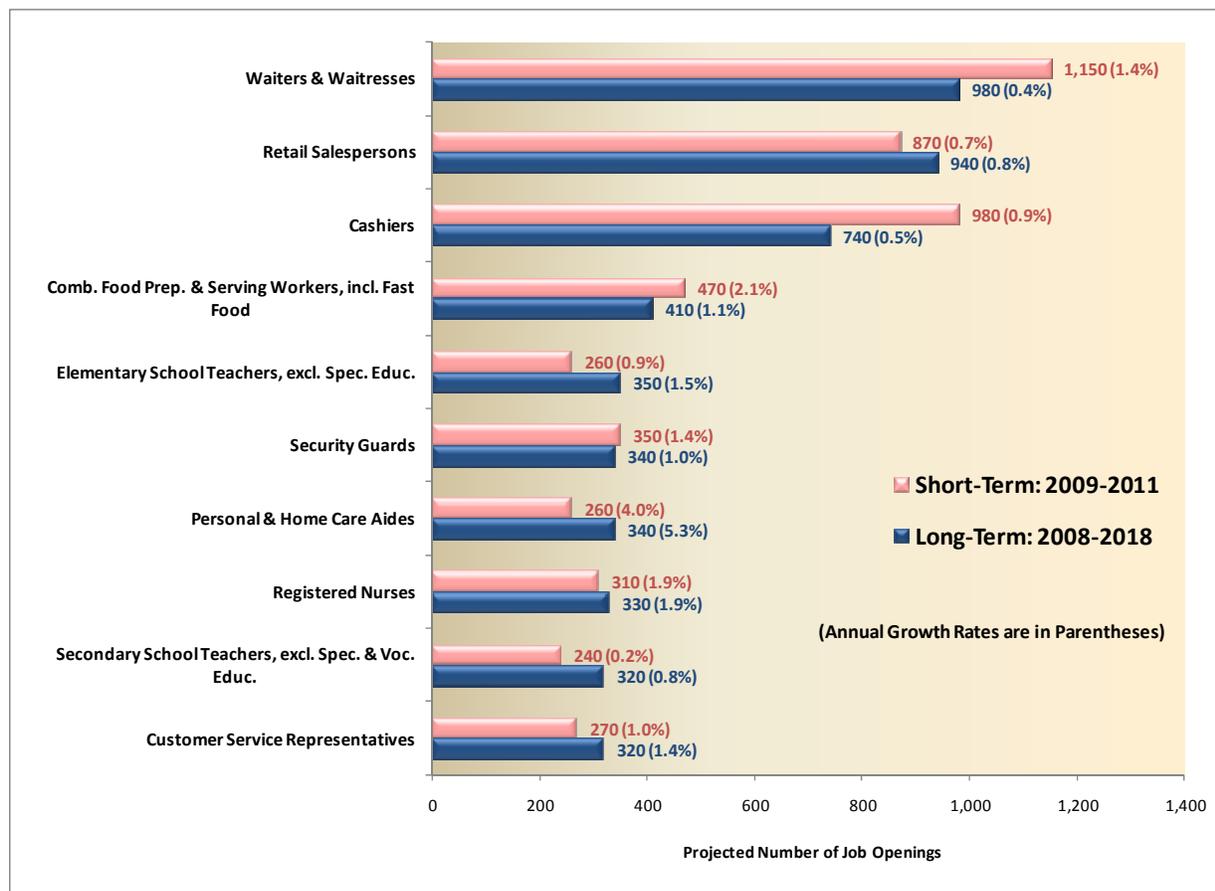
Hawaii’s overall job outlook for the long-term is looking rosier than the short-term as the local and national economies begin to show signs of recovery. The industries struggling currently like construction should improve in the long run if tax revenues and visitor arrival numbers continue to climb.

Job openings are created when an industry grows or a worker creates a vacant position by leaving the labor force or changing occupations. Many of the job openings (growth plus replacements) for the short- and long-term will occur in entry level, transitional jobs in which there is a constant need for new workers (Figure 12). Seven of the ten occupations with the most projected job openings require short- or moderate term on-the-job training and pay a median annual wage between \$17,800 and

\$31,000 or less than \$15.00 an hour. Waiters and waitresses, retail salespersons, and cashiers are expected to be in the highest demand.

Three of the ten occupations with the most projected job openings require higher education and training. They include registered nurses and elementary and secondary school teachers.

Figure 12. Ten Hawaii occupations projected to have the most annual job openings



Jobs that pay median annual wages of more than \$48,000 will provide a substantial number of job openings in 2011. Three of the occupations: carpenters, police and sheriff’s patrol officers, and fire fighters do not require postsecondary training (Figure 13).

The long-term outlook for the number of job openings by education and training reflects employer’s need for a wide range of trained workers. While there will be many openings for workers who can obtain their training on the job, there will also be a substantial number of job openings that will require at least a bachelor’s degree. About 20 percent of all job openings forecasted through 2018 will require a bachelor’s degree or higher (Figure 14).

Figure 13. Ten high-wage occupations projected to have the most openings in 2011

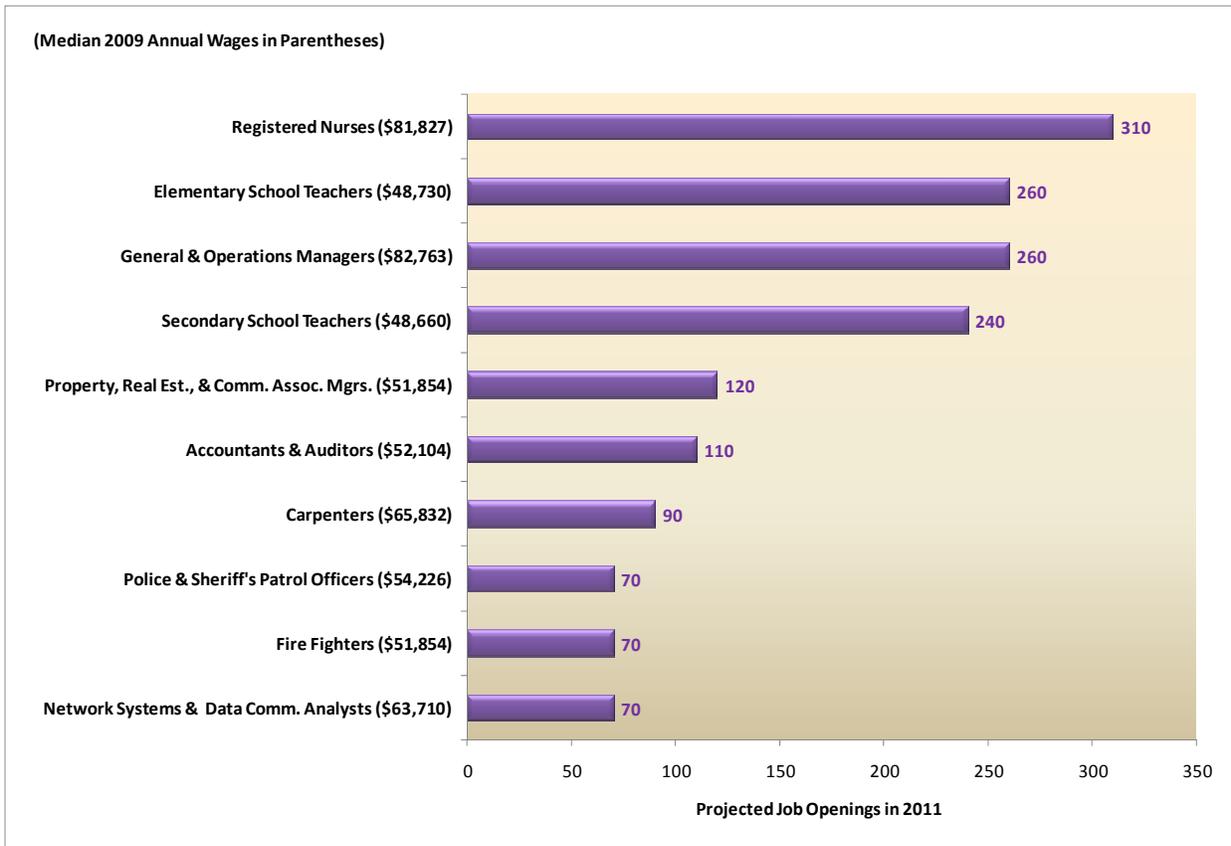
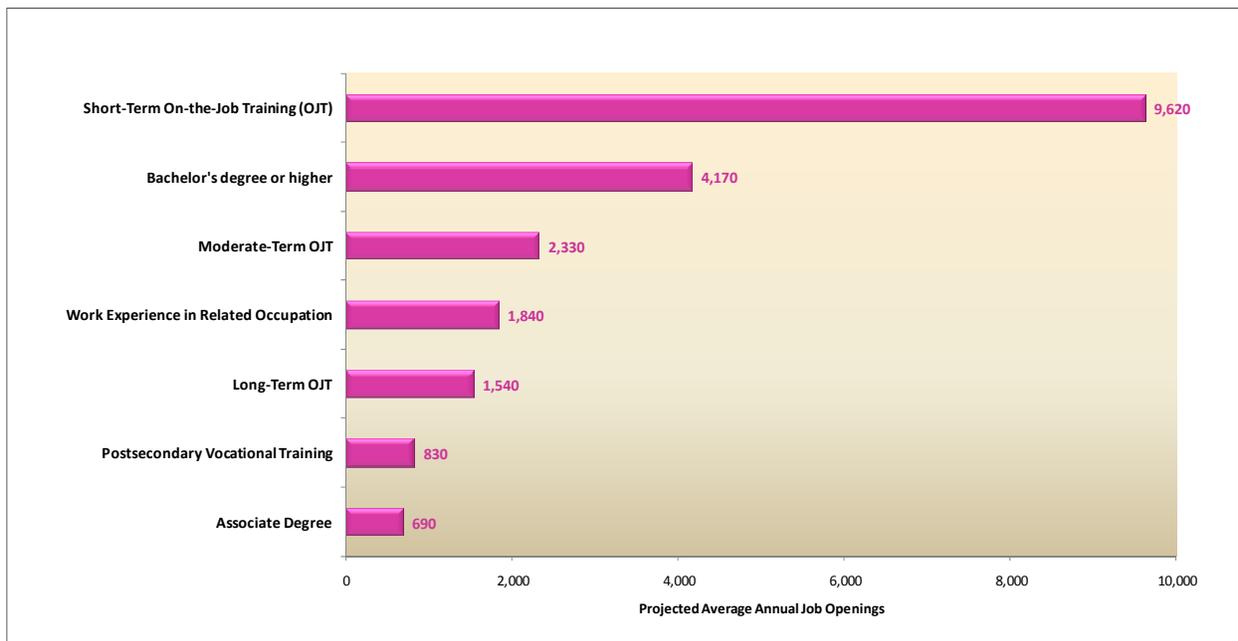


Figure 14. Projected average annual job openings by education and training required, 2008-2018



Sources for More Labor Market Information

For more information, visit the Research and Statistics Office's website at www.hiwi.org or www.hawaii.gov/labor. There you will find the many publications that the Labor Market Research Section produces about the state of the local labor market as well as employment projections by industry and occupations and analyses. In addition to the *Hawaii Labor Market Dynamics* report, other recently published material include:

- [Affirmative Action Programs – Labor Information](#) tables for state and counties updated *Table 1- Labor Force Information by Sex and Race* with 2007 Annual Local Area Unemployment Statistics (LAUS) data and based on 2000 Census.
- [Best Job Opportunities in 2014](#) brochures are actually two separate ones each involving the top 10 occupations statewide between 2004 and 2014 requiring four levels of education or training – one is sorted by the most annual openings and the other is sorted by the fastest annual growth rates.
- [Employment Forecasts for the Short-Term Future](#) provides short-term industry and occupational projections for Hawaii, using 3rd quarter employment data in 2008 to forecast employment for the equivalent quarter in 2010. Shortly, a new edition will be available using 2009 3rd quarter data to forecast to 2011.
- [The Graying of Hawaii's Workforce 2006](#) focuses on the 55 years and older group, showing employment, industry distribution, turnover rates, and earnings from the U.S. Census Bureau's Local Employment Dynamics program.
- [Green Workforce Report](#) provides a starting point for determining the skills required to perform new and emerging green jobs. It examines what is "green" for Hawaii and explores what comprises the state's green workforce, core green sectors of the economy, industries, and occupations.
- [Hawaii's Hot 50](#) poster displays the top 50 occupations in the state by three skill levels – high, moderate, and basic and within each level, ranks them by 2004 annual openings, providing job descriptions, skills, knowledge, abilities, education or training required, and May 2006 wages.
- [Local Employment Dynamics](#) reports can be generated for Hawaii private industries based on eight quarterly workforce indicators such as employment, job creation and flow via new hires and separations, worker turnover, and wages by industry, age, and gender.
- [Long-Term Industry and Occupational Projections 2006-2016 \(Revised\)](#) tables contain state employment for industries and occupations and expected growth amounts for the designated time period as well as occupational openings based on growth and replacement needs. Soon a new set of data will forecast the 2008-2018 period.
- [Occupational Employment & Wages in Hawaii 2008](#) is an annual report compiling the results of the Occupational Employment Statistics survey, collecting employment and wage data by occupation over a three-year period from 5,600 establishments. By fall of 2010, a report incorporating 2009 data will be available.

Notes

¹ U.S. Department of Labor, Bureau of Labor Statistics, [http://www.bls.gov/news.release/archives/laus_03102010.htm].

² U.S. Census Bureau, Local Employment Dynamics, QWI Online, [<http://lehd.did.census.gov/led/datatools/qwiapp.html>].

³ The Clean Energy Economy-Repowering Jobs, Businesses and Investments Across America, The Pew Charitable Trusts, June 2009.

⁴ Greening of the World of Work: Implications for O*Net-SOC and New and Emerging Occupations, The National Center for O*Net Development, February 12, 2009.

⁵ The Pew Charitable Trusts, op.cit.

⁶ Department of Business, Economic Development and Tourism, March 2009.