

# HAWAII LABOR MARKET DYNAMICS



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Research and Statistics Office  
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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 is the 40th most populated state.
- About sixty-one percent 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 improved in 2012 for the second consecutive year. All four counties— Maui County, Hawaii County, Honolulu MSA, and Kauai County reported gains.
- Compared with the nation, the state's unemployment rate remained relatively low, averaging 5.8 percent in 2012, placing Hawaii's ratio twelfth lowest in the nation.
- The unemployment rates in all of the counties dropped in 2012. Honolulu MSA posted the lowest rate, followed by Maui County, Kauai County, and Hawaii County.
- Eight out of the ten major industries posted job gains in 2012. Leisure and hospitality and trade, transportation, and utilities accounted for the majority of the increase. The information industry suffered the only decline in jobs.
- According to Quarterly Workforce Indicator (QWI) data, from the third quarter of 2007 to the third quarter of 2012, the number of new hires decreased by over 25 percent, weakened by a soft economy.
- The pace of non-farm job growth is expected to be better over the short-term from 2012 to 2014 compared to the 2010 to 2020 period.
- While there will be many job openings for workers with limited skills, about one in six openings will require a bachelor's degree or higher.
- From 2010 to 2020, jobs in Kauai County will grow the fastest followed by those in Maui County and Hawaii County. Although Honolulu MSA will post the slowest growth, it will create the most job openings.

# Introduction

The Hawaii Labor Market Dynamics report focuses on significant labor market statistics and trends that affected Hawaii's economy in 2012. This report highlights job trends over the past year and reports anticipated short- and long-term job forecasts for the state, as well as long-term projections for the counties. Whenever possible, comparisons are made between national and state figures.

Additionally, county statistics are reported when available, and major developments are cited that impacted the local economy during this period.

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

According to **population estimates** for 2012, Hawaii's population count rose to 1,392,000, which maintains Hawaii's rank of 40<sup>th</sup> in size compared to the other 49 states<sup>1</sup>.

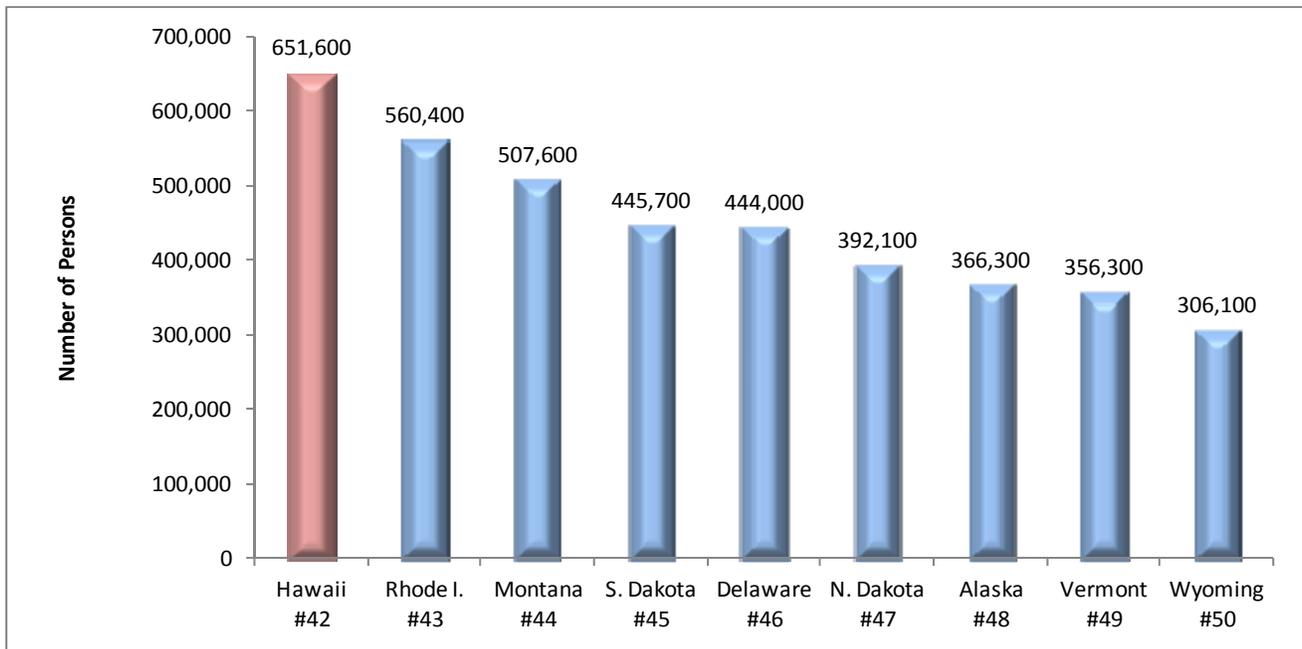
In terms of **labor force** size, Hawaii continued to rank 42<sup>nd</sup> with approximately 651,600 persons in 2012 (Figure

1) of which 613,700 were employed and 37,900 were un-employed<sup>2</sup>.

Hawaii's **labor force participation ratio** continued to fall for the fourth straight year, dropping to 61.1 percent in 2012, slightly behind the U.S. rate of 63.7 percent.

The state's **non-farm job count** tallied 605,300 jobs in

Figure 1. Hawaii ranked 42nd in the U.S. in Labor Force size in 2012

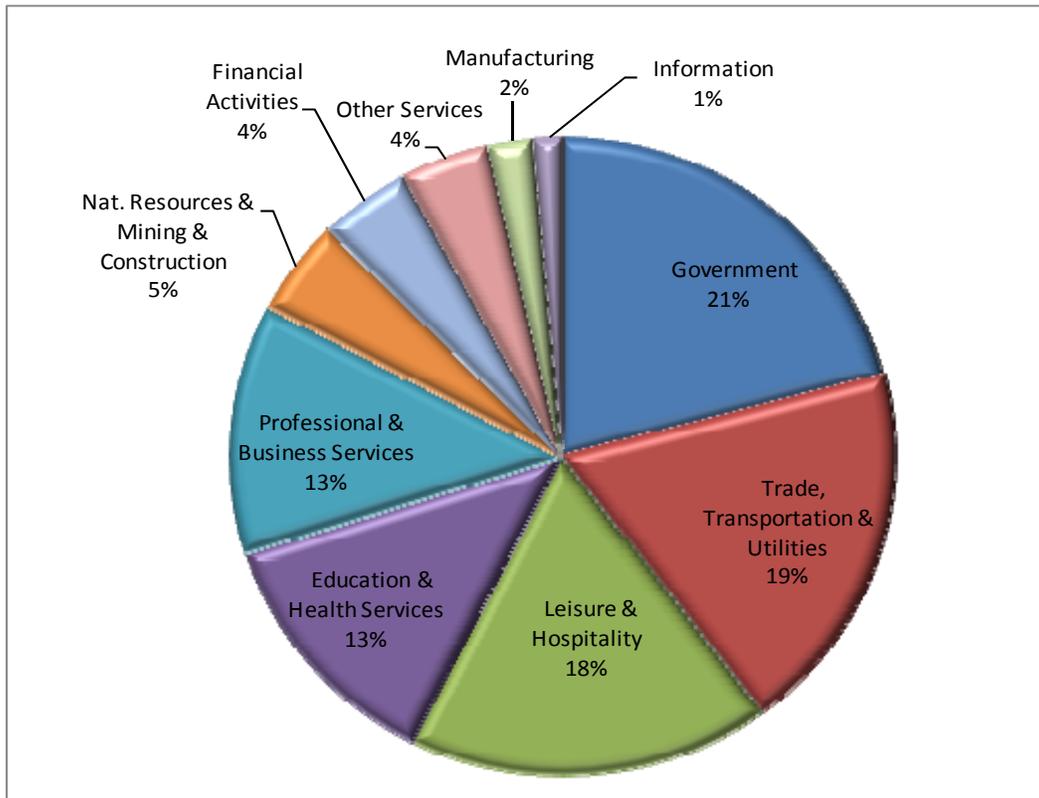


2012. This figure is based on the monthly payroll survey of business establishments, which defines employment differently than the household survey.

Only seven 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 the sectors, government; trade, transportation, and utilities; and leisure and hospitality, continued to account for more than half of Hawaii’s jobs.

**Figure 2. Three largest industries comprise more than half of Hawaii’s jobs in 2012**



## Hawaii Compared to the Nation

### Civilian Labor Force

In 2012, Hawaii’s civilian labor force fell by almost one percent, capping off two years of steady growth (Figure 3). Overall, this drop was the sixth largest percentage decline among the 21 states in the nation that experienced a loss in their civilian labor force. A decrease in both the number of unemployed and employed persons led to the lower count of 651,600.

Over the past 10 years, Hawaii’s labor force posted a net increase of 42,700 for a gain of seven percent. From 2002 to 2008, Hawaii’s economy expanded, increasing in every year during that six year span. Then, the recession hit the

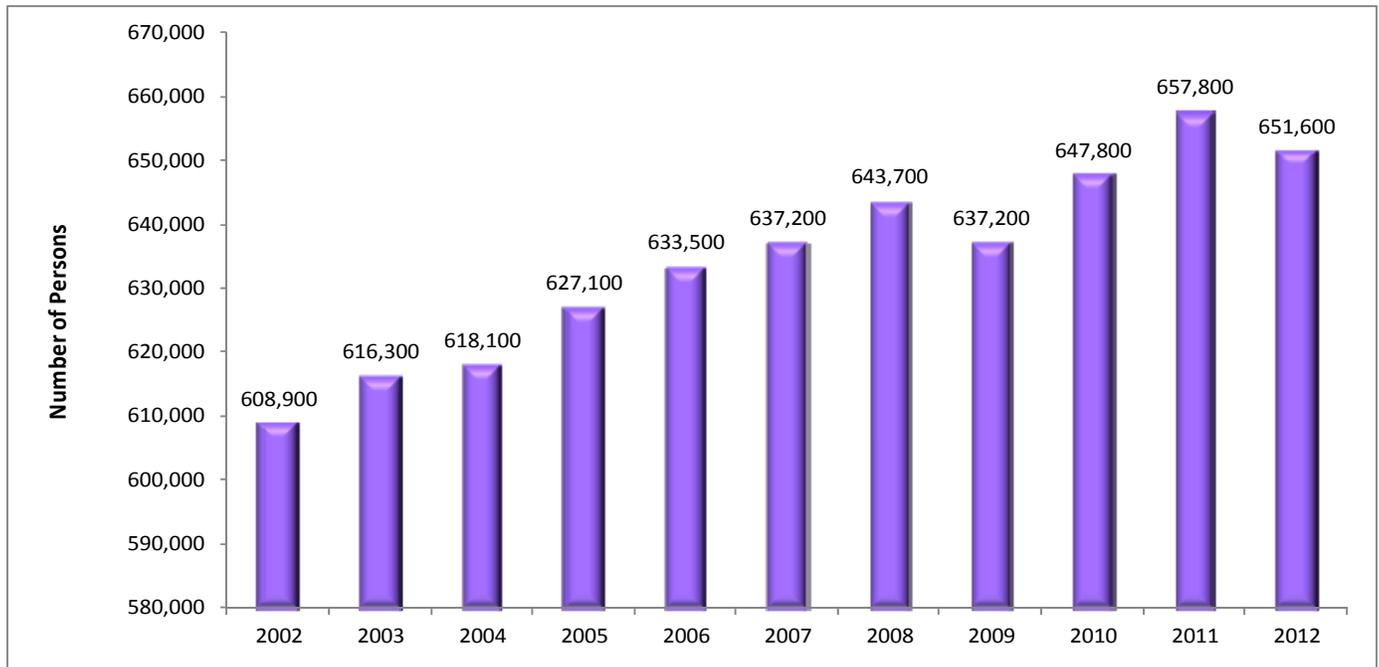
nation in 2009 and Hawaii’s labor force plunged by one percent to 637,200. This drop was fairly steep relative to the other states, accounting for the ninth largest percentage loss in the nation, and placing Hawaii tied for 42<sup>nd</sup> out of 50 in terms of over-the-year change. In 2010, the state’s civilian labor force turned around and grew by the second fastest rate, with a gain of 1.7 percent to 647,800. This momentum continued into 2011 as Hawaii’s labor force climbed by 1.5 percent to 657,800, sixth fastest in the nation. Unfortunately growth stalled last year, dipping in 2012.

For the first seven months of 2013, Hawaii's civilian labor force appears to be trending downward for the second year in a row. Every month thus far, the numbers have been lower than the previous year's figures.

Roughly 613,700 persons were employed in 2012, while 37,900 persons were unemployed. This represents ap-

proximately 61.1 percent of Hawaii's civilian non-institutional population 16 years and older that participated in the labor force versus 63.7 percent for the nation. The remainder of the working-age population is not in the labor force, which includes homemakers, stay-at-home care-givers, students, disabled persons, retirees, and those who are neither working nor seeking employment.

Figure 3. Hawaii's Civilian Labor Force, 2002 - 2012



## Unemployment Rates

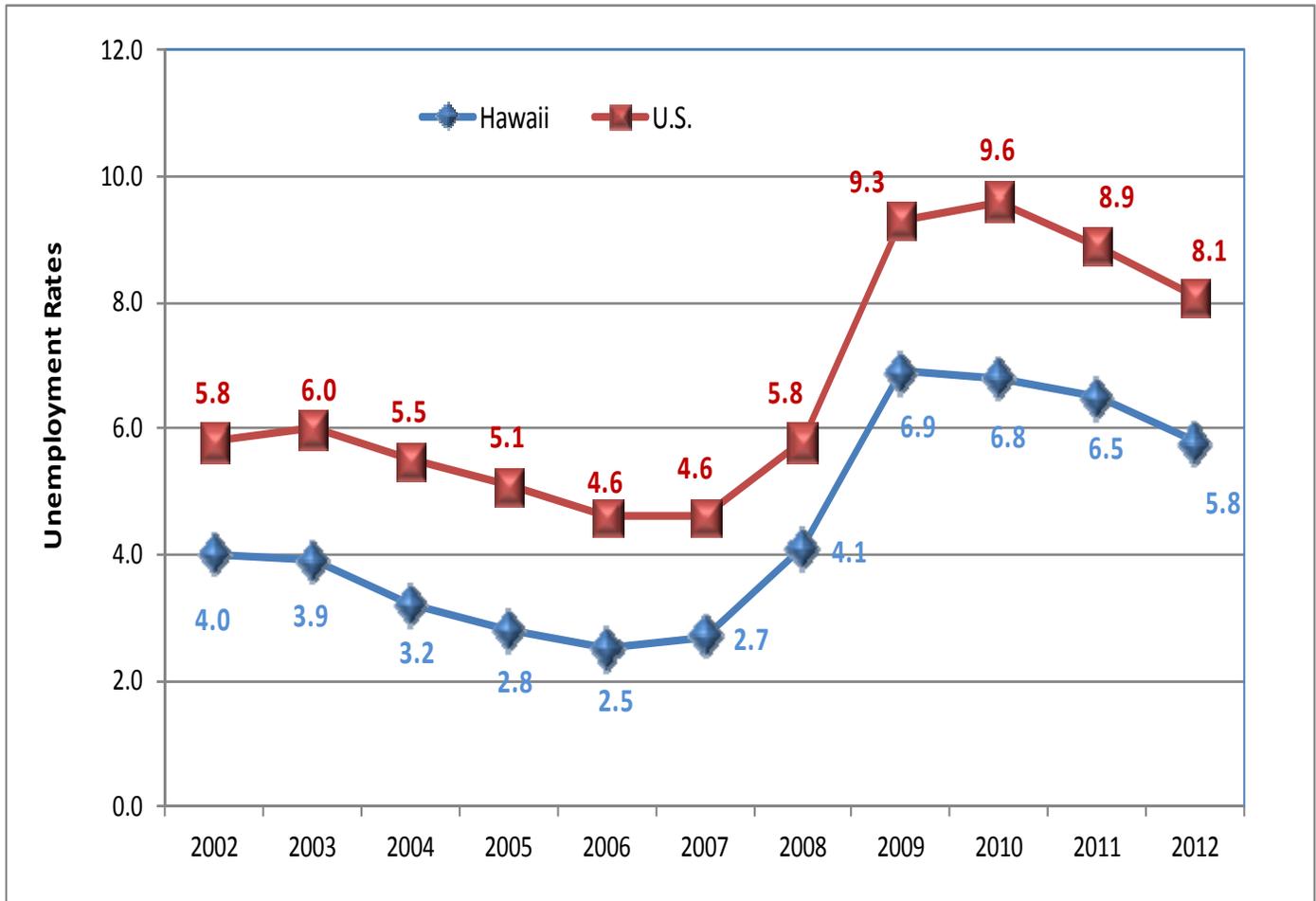
In 2012, Hawaii's unemployment rate averaged 5.8 percent, improving by 0.7 percentage point from the 2011 average of 6.5 percent. This was also 2.3 percentage points below the nation's unemployment rate of 8.1 percent. Although the state's ratio dropped, Hawaii's ranking rose slightly from 10<sup>th</sup> lowest in 2011 to the 12<sup>th</sup> lowest ratio among the 50 states in 2012. Generally speaking, the top 20 states with the lowest unemployment rates also tended to be among the smaller populated states.

Over the past ten years, Hawaii's unemployment rate has remained consistently lower than the national rate (Figure 4). The rate has ranged from at least 1.7 percentage points to 2.8 percentage points below the national rate. As a result, between the years 2002 to 2008, Hawaii was among

the 10 states with the lowest unemployment ratio. In fact, from 2004 to 2006 Hawaii posted the lowest rate among the 50 states. Over the last four years from 2009 to 2012, Hawaii's ranking has nudged upward, though still remains within the top 12 states with the lowest unemployment ratio.

An over-the-year comparison for the first seven months of 2013 shows a favorable unemployment rate for every month thus far. The current rate as of July 2013 was 4.5 percent for Hawaii, compared to 7.4 percent for the nation. Although Hawaii's rate in 2013 has shown encouraging signs of further improvement, the current rate is still 2.0 percentage points above the pre-recession low of 2.5 percent in 2006.

Figure 4. Hawaii's unemployment rate remains lower than U.S. (not seasonally adjusted)



### Non-Farm Employment

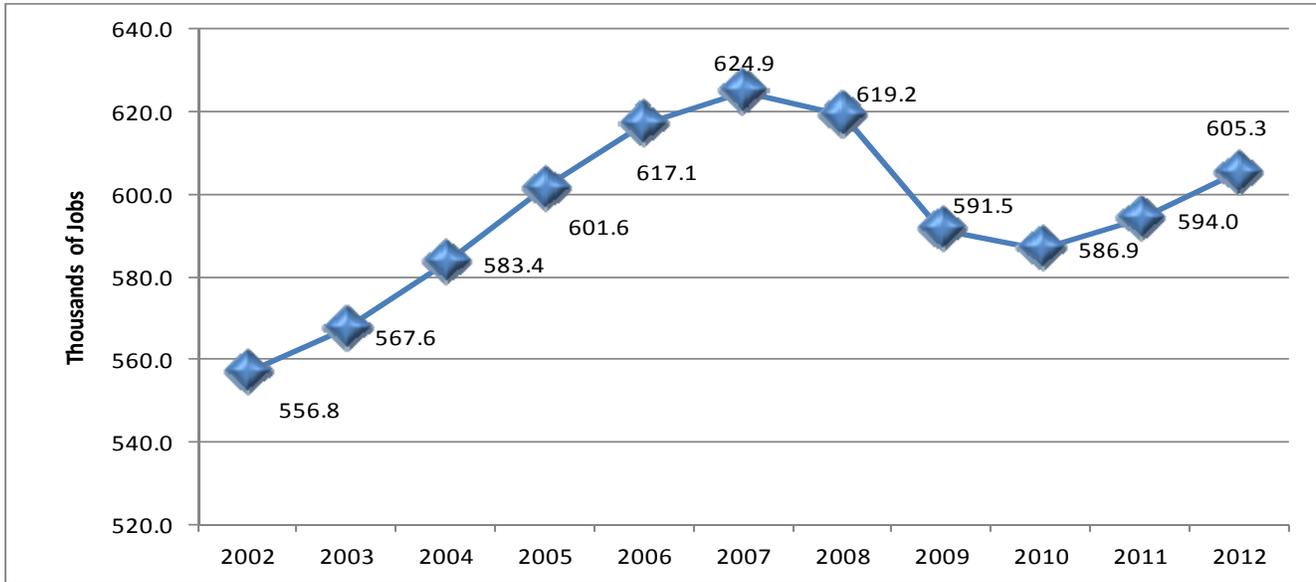
Hawaii's non-farm job count continued to make strides in 2012, increasing by 11,300 jobs over the 2011 total. This marked the second consecutive year of job gains since the economic slowdown ended in 2010. Compared to the rest of the nation, Hawaii's over-the-year increase of 1.9 percent has been faster than the majority of the 50 states, boosting its rank to 10<sup>th</sup> fastest along with two other states.

Over the past 10 years, the state's non-farm employment count, which is based on the monthly payroll survey of business establishments, grew by 48,500 jobs for an increase of 8.7 percent. During this time period, the job count peaked at 624,900 in 2007, following a succession of widespread gains (Figure 5). Hawaii's economy, along with the rest of the nation, suffered a major setback over the

next three years as the recession deeply impacted the job market. A slight decline in 2008 was followed by a larger loss of 4.5 percent in 2009. Non-farm employment continued to shrink in 2010, but the rate of the decline slowed considerably. In 2011, the state's economy began to recover and continued to add jobs in 2012. However, more growth is needed to reach the 2007 pre-recession employment in non-farm jobs. Based on 2012 figures, only ten states in the nation had surpassed their 2007 employment levels.

Prior to 2008, growth in Hawaii's non-farm employment had outpaced the nation (Figure 6). Over the last five years, the percentage change in non-farm employment has paralleled the national trend.

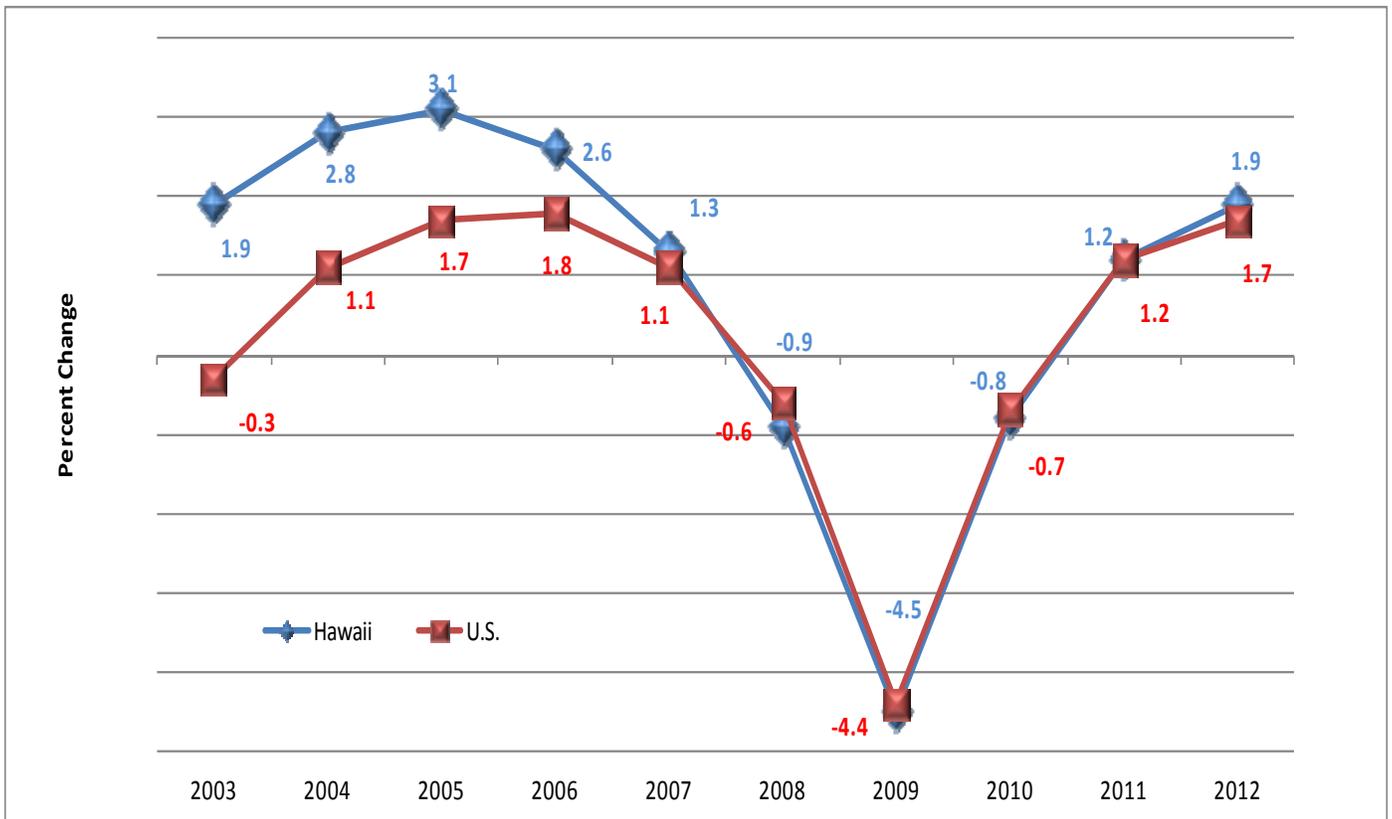
Figure 5. Hawaii's 10-Year Job Trend (not seasonally adjusted)



So far 2013 monthly non-farm employment data for both the state and the nation appear better than the previous year totals. Although both have been trending upwards,

Hawaii's growth has generally trailed the national figures in terms of the over-the-year percentage growth.

Figure 6. Hawaii's vs. U.S. job trend in the last ten years (not seasonally adjusted)



# At the County Level

Hawaii consists of four county labor market areas – Honolulu Metropolitan Statistical Area (MSA), the largest job market, followed by Maui County, Hawaii County, and

Kauai County. Since almost three-quarters of all jobs originate in Honolulu MSA, the economic activity of this area largely impacts the overall state data.

## Unemployment Rates

Unemployment rates have been uneven among the counties. Since more opportunities normally exist in urban areas, the unemployment rates in these areas generally tend to be lower than those of more rural regions (Figure 7).

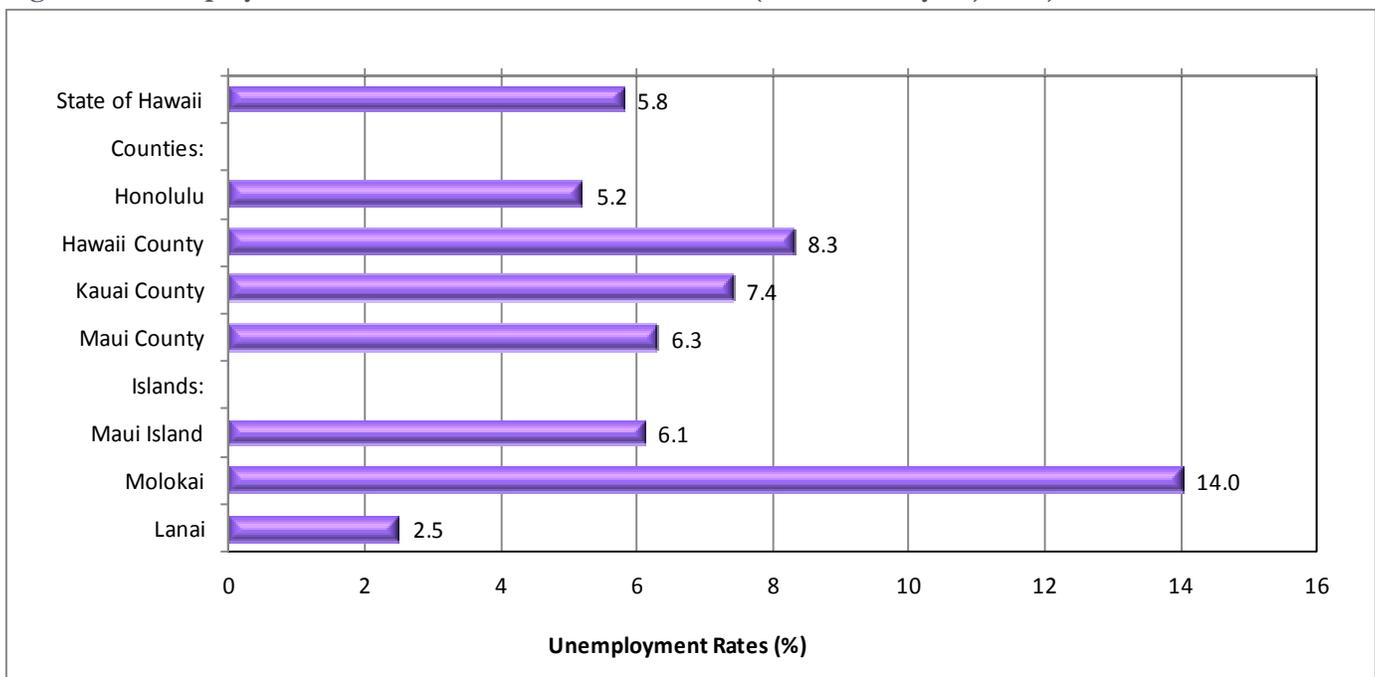
In 2012, the unemployment rates for all counties continued on a downward trend for the second consecutive year (Figure 8 and Table 1). Honolulu MSA had the lowest jobless rate of 5.2 percent, followed by Maui County at 6.3 percent, Kauai County at 7.4 percent, and Hawaii County reported the highest rate of 8.3 percent. Within Maui County, Molokai suffered the highest unemployment rate of all islands at 14.0 percent, while Lanai enjoyed the lowest rate of 2.5 percent.

From 2002-2012, Honolulu MSA's unemployment rate has been either tied for or been the lowest of the counties except in 2005 when Maui County took its place. Even

throughout the economic slowdown from 2008 to 2010, the rate increase of 2.1 percentage points was the smallest among the counties. The annual unemployment rate of 5.2 percent in 2012, while below the other counties, was still twice the size of the 2007 pre-recession unemployment ratio.

Prior to 2007, Maui County's unemployment ratio was at the same level as Honolulu MSA or even lower. However, during the recession, the unemployment rate nearly doubled, jumping to 4.6 percent in 2008 and went as high as 8.8 percent in 2009. The unemployment ratio finally eased a bit in 2010 and has continued to improve in both 2011 and 2012. Over the year, all islands within the county recorded a decrease in the jobless ratio in 2012. However, Molokai still struggles. Lanai, in particular, experienced a significant drop in the unemployment ratio to 2.5 percent,

Figure 7. Unemployment rates for Counties in Hawaii, 2012 (not seasonally adjusted)



possibly due to new plans for the revitalization of the island. Overall, Maui County’s unemployment rate posted the largest over-the-year decline of 1.5 percentage point to 6.3 percent in 2012.

During the 2008 to 2010 period, Kauai County’s unemployment rate surged by 4.2 percentage points, climbing from 4.6 percent to 8.8 percent in 2010. After peaking at 9.4 percent in 2009, the ratio has improved steadily over the last three years.

Hawaii County posted the highest unemployment rate of all the counties during the recession period. In fact, over the past 10 years, Hawaii County’s ratio has exceeded the

other counties in every year. After four years of increases, beginning in 2007, the ratio finally edged downward slightly by 0.2 percentage points to 9.7 percent in 2011. This momentum continued in 2012 with a larger drop of 1.4 percentage point, bringing the county rate down to 8.3 percent.

Further improvement appears to be the trend in 2013. So far the unemployment rates for each month from January to July of 2013 are lower than the 2012 rates for all of the counties. In Kauai County, the ratios for some months are more than two percentage points lower than the previous year’s monthly rates.

Figure 8. Unemployment rates for Counties in Hawaii, 2002 - 20112 (not seasonally adjusted)

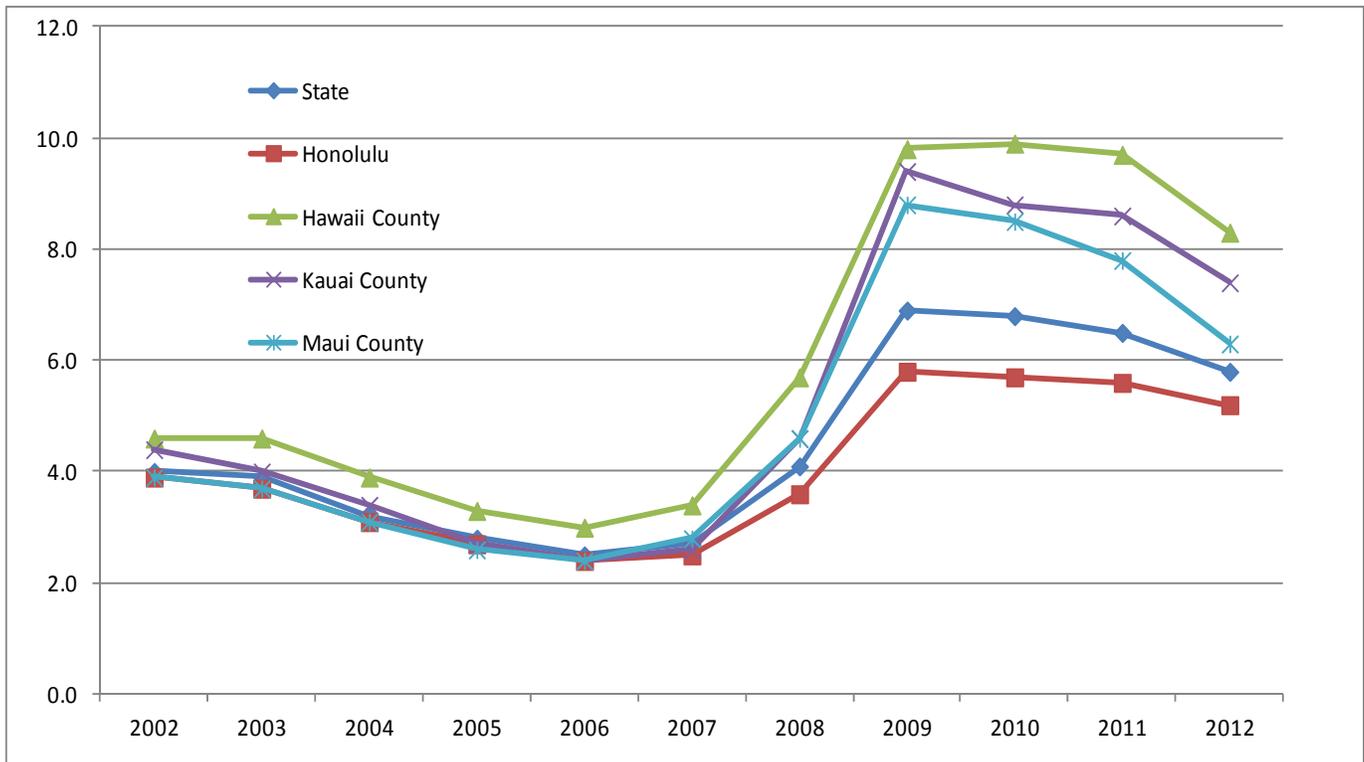


Table 1. Unemployment rates for Counties in Hawaii, 2002 - 2012 (not seasonally adjusted)

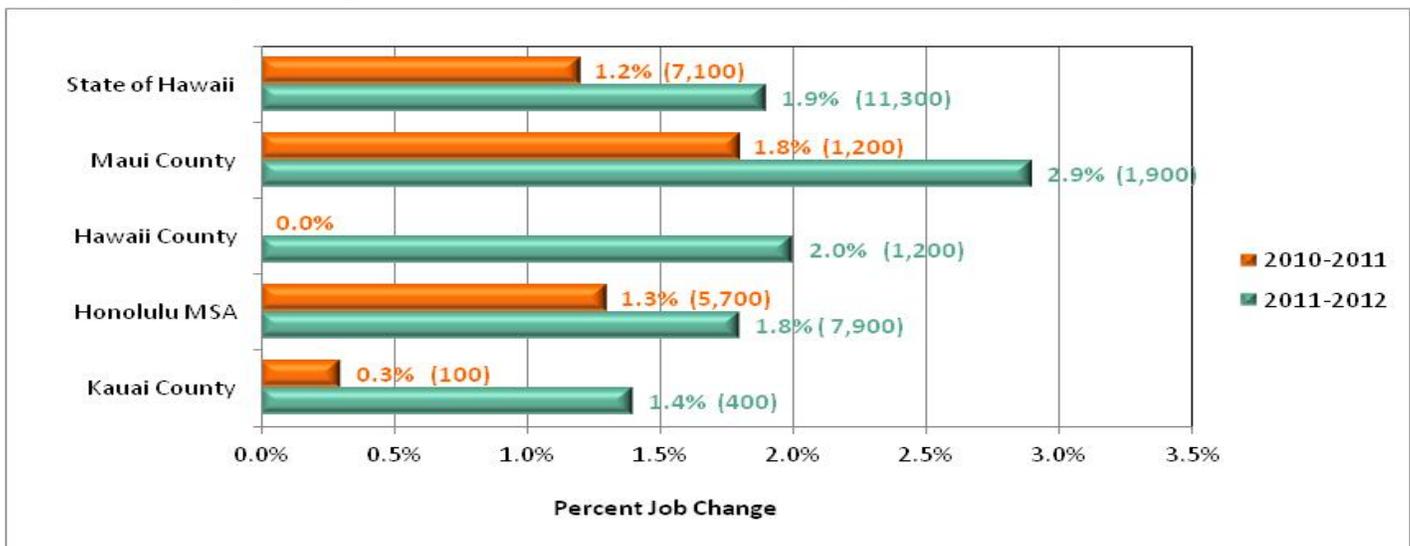
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
State	4.0	3.9	3.2	2.8	2.5	2.7	4.1	6.9	6.8	6.5	5.8
Honolulu	3.9	3.7	3.1	2.7	2.4	2.5	3.6	5.8	5.7	5.6	5.2
Hawaii County	4.6	4.6	3.9	3.3	3.0	3.4	5.7	9.8	9.9	9.7	8.3
Kauai County	4.4	4.0	3.4	2.7	2.4	2.6	4.6	9.4	8.8	8.6	7.4
Maui County	3.9	3.7	3.1	2.6	2.4	2.8	4.6	8.8	8.5	7.8	6.3

## Non-Farm Jobs

All four counties generated gains in non-farm payroll jobs from 2011 to 2012, with growth rates above the previous year (Figure 9). For the second year in a row, Maui County advanced the fastest with growth at 2.9 percent. Hawaii County followed with a gain of 2.0 percent. After declining from 2008 to 2010 and remaining unchanged in 2011, the county's job count finally turned around and moved upward in 2012. While Honolulu MSA was up by 1.8 percent in 2012, ranking third among the counties in percentage growth, the 7,900 jobs added was the most of all counties. Kauai County expanded by the smallest rate of 1.4 percent and provided the least number of jobs.

So far the outlook for 2013 looks promising. For the first seven months of the year, a month-by-month comparison for Honolulu MSA data pointed to further improvement in the labor market. The job count advanced in every month thus far. For Maui, Hawaii and Kauai Counties, the five months of available data from January to May 2013, also appears to be trending higher. A month-to-month comparison looked favorable except for two months for Kauai County. Within that county, February 2013 was down slightly by 200 jobs and March registered a minimal loss of 100 jobs.

Figure 9. Percent Job change for Counties in Hawaii (not seasonally adjusted), 2010-2012



## Industry Highlights

### Five-Year Trend (2007-2012)

Within the last five years, Hawaii along with the rest of the nation was hit hard by the national recession that began in December 2007 and officially ended in June 2009. During this most recent slowdown that impacted us from 2008 to 2010, the state relinquished a total of 38,000 jobs. Not surprisingly, the goods-producing industry sector experienced the larger percentage decline of 23 percent, while service-providing industries fell by four percent. Over the last two years, the economy appears to have turned the corner and has expanded in both years. However, as of 2012, only

18,400 jobs have been replaced since 2010, which means almost 20,000 jobs need to be added to return to the 2007 pre-recession employment level.

Only two industries reported increases in employment during this period – education and health services at five percent, along with government at three percent (Figure 10). Education and health services added jobs throughout the slowdown and continued to expand further. Even though government employment retracted slightly in 2010

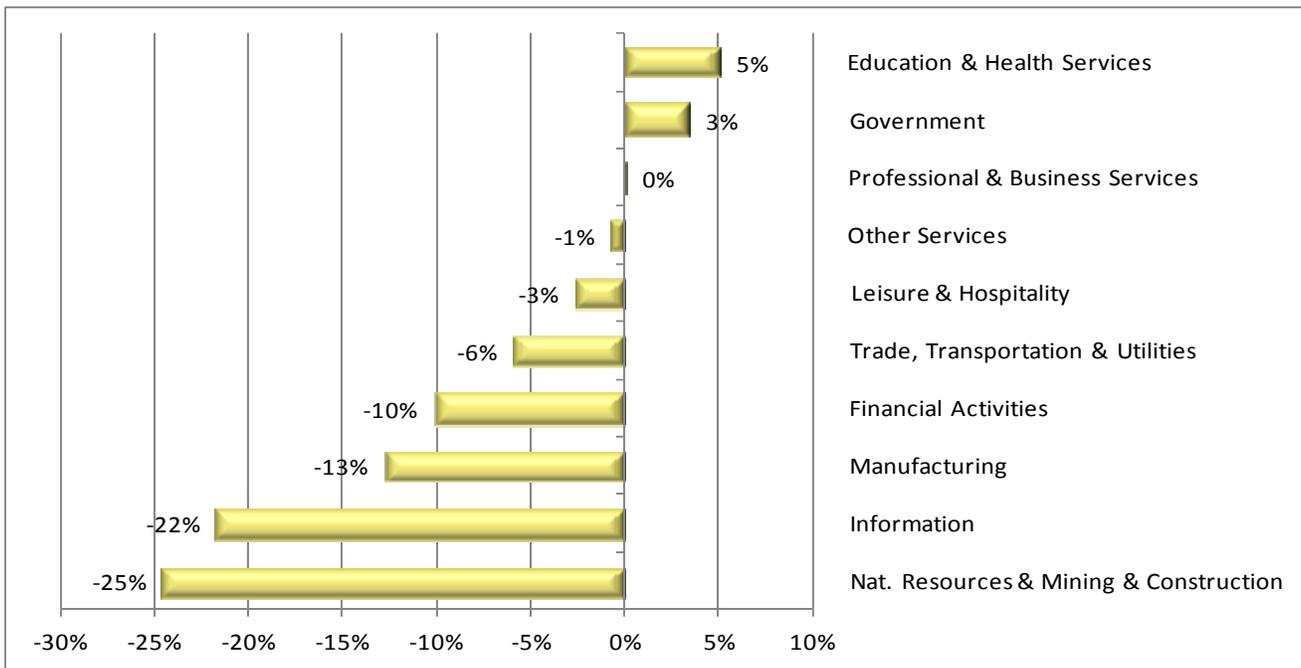
and 2011, employment gains in 2012 outweighed the losses, resulting in an overall job advancement.

Professional and business services managed to make up for job declines experienced in 2008 and 2009 and ended up even. Within the industry, employment services climbed by 17 percent over the five year period, helping the industry recover from the jobs lost during the downturn.

From 2007 to 2012, the natural resources and mining and construction industry sector and the information industry suffered the largest percentage losses in jobs. The former sector, the bulk of which consists of construction employment, was still down 9,600 positions or almost a quarter of its workforce, while information, the smallest

industry was off by 22 percent. Both durable and non-durable goods equally impacted the manufacturing industry negatively, resulting in an overall reduction of 1,950 positions or 13 percent from the pre-recession employment level. The finance and insurance subsector together with the real estate and rental and leasing subsector contributed to the 10 percent decline posted by the financial activities industry. Two of the larger industries – trade, transportation, and utilities; and leisure and hospitality were down six percent and three percent, respectively. In terms of jobs lost, the trade, transportation, and utilities sector showed a reduction of 7,250 from 2007 to 2012, while leisure and hospitality was short 2,950 jobs. Other services posted the smallest numerical loss of 200 jobs or one percent.

**Figure 10. Hawaii’s percent change in jobs (not seasonally adjusted), 2007-2012**



### Over-the-Year-Change

In 2012, eight of Hawaii’s ten industry sectors gained jobs, one recorded a loss, and one sector remained the same (Figure 11).

On the positive side, two industries with strong ties to tourism – leisure and hospitality, and the trade, transportation, and utilities sector posted the largest over-the-year advances, both adding more than 3,000 jobs. Leisure and hospitality, with the addition of 3,900 positions led all job

advances, and also accounted for the fastest expansion rate among all the industries. Accommodation and food services provided 85 percent of this increase. Within the trade, transportation, and utilities group, advances in retail trade along with transportation, warehousing, and utilities, helped boost the job count upward by 3,100 jobs. Approximately three-quarters of the positions added in professional and business services were due to the administrative and support and waste management and remediation

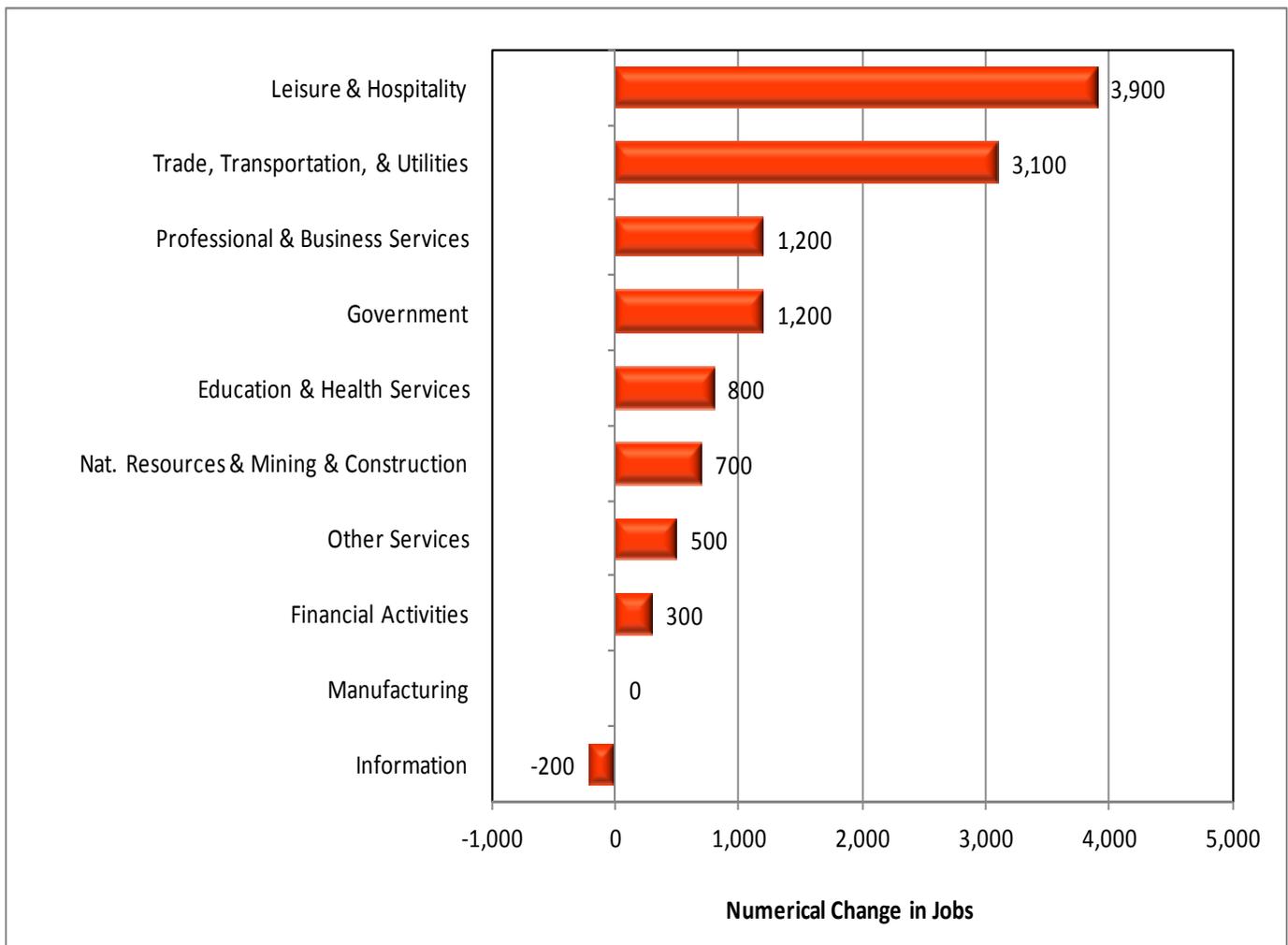
services subsector, which includes temporary help agencies. Government, the largest of the industries, grew slightly larger by one percent. While federal and local government remained stable, state government payrolls expanded by 1,200 jobs. The education and health services industry, largely unaffected by the recent slowdown, continued on an upward trend with contributions from both sectors. Following four years of declining employment, natural resources and mining and construction increased by 700 jobs in 2012. Hopefully this indicates a rebound in construction employment. Other services reported an over-the-year gain of 500 jobs, the first increase since 2008. Job losses in financial activities finally turned around after a four year

slide. Slight increases in the finance and insurance subsector and the real estate and rental and leasing subsector nudged the industry count upward by 300.

The information industry experienced the only decline, with a reduction of two percent or 200 jobs. Since the year 2000, this industry has shrunk by about one-third in size. Manufacturing employment remained fixed at 13,300 in 2012.

There is reason for optimism that Hawaii's non-farm employment will improve further in 2013. With the exception of January, six of the last seven months of statewide non-farm data in 2013 were higher compared to year-ago totals in 2012.

**Figure 11. Hawaii's over-the-year job change (not seasonally adjusted), 2011-2012**



# Local Employment Dynamics

The U.S. Census Bureau’s Local Employment Dynamic (LED) program produces Quarterly Workforce Indicators (QWI) that gives an overview of the State’s workforce. The latest data available is for the third quarter of 2012 and comparisons against the same quarter five years prior illustrate some of the dynamics happening within the workforce. For the scope of this report, public administration was not included because the QWI data currently does not have a comprehensive set of government data.

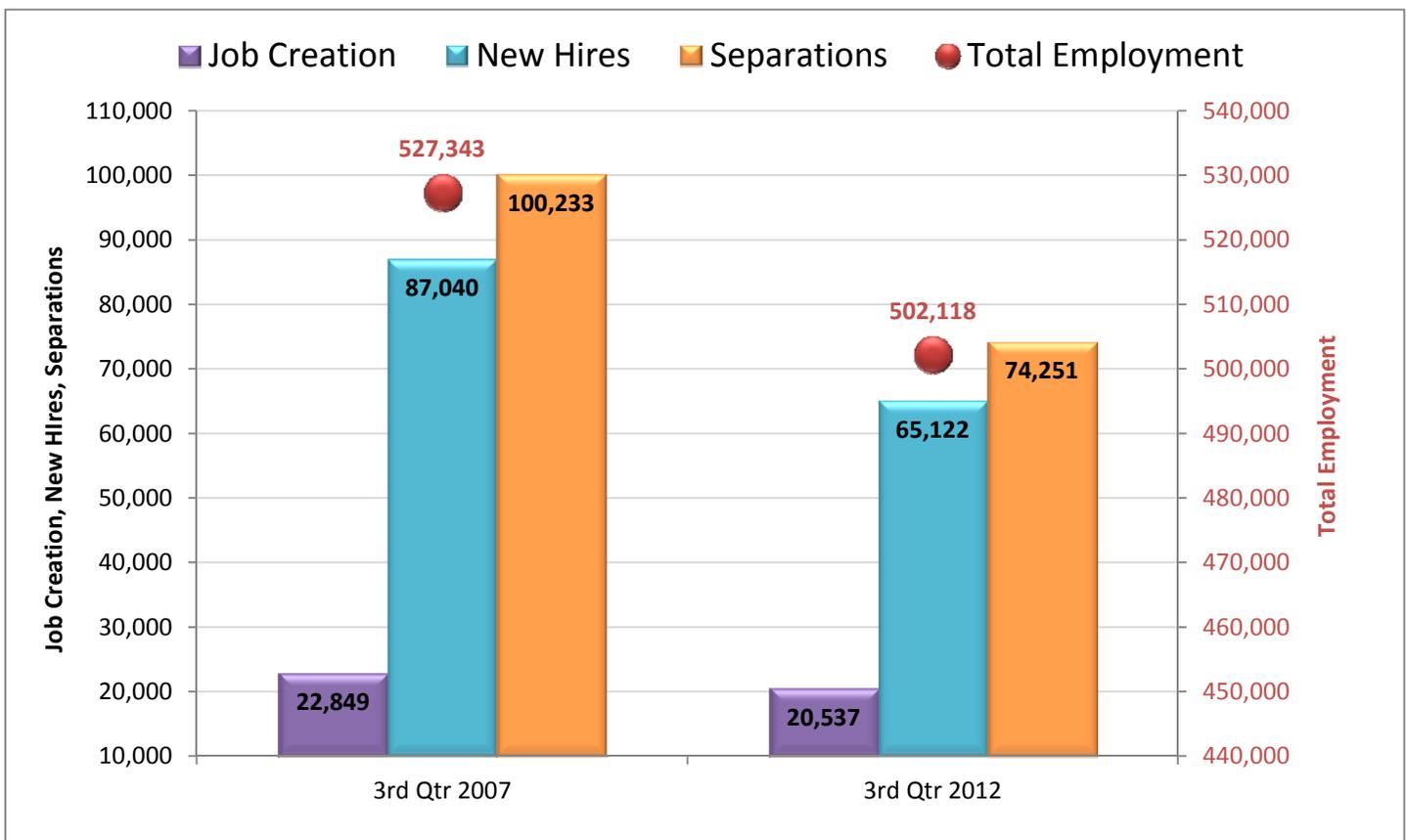
In the third quarter of 2012, total employment in Hawaii was nearly five percent lower than it was in the third quarter of 2007 (Figure 12). This deficit reflects the toll that the ‘Great Recession’ had on Hawaii’s economy.

Job creation dropped by slightly more than ten percent from the third quarter of 2007 to the third quarter of 2012. This indicator is defined as the number of jobs created by new companies or expansion of existing companies. Since companies suffered great hardships during the recession years, job creation will improve as employers become more confident in the economic recovery and are willing to hire again.

Along the same lines, the number of new hires was down by more than 25 percent during this five-year period.

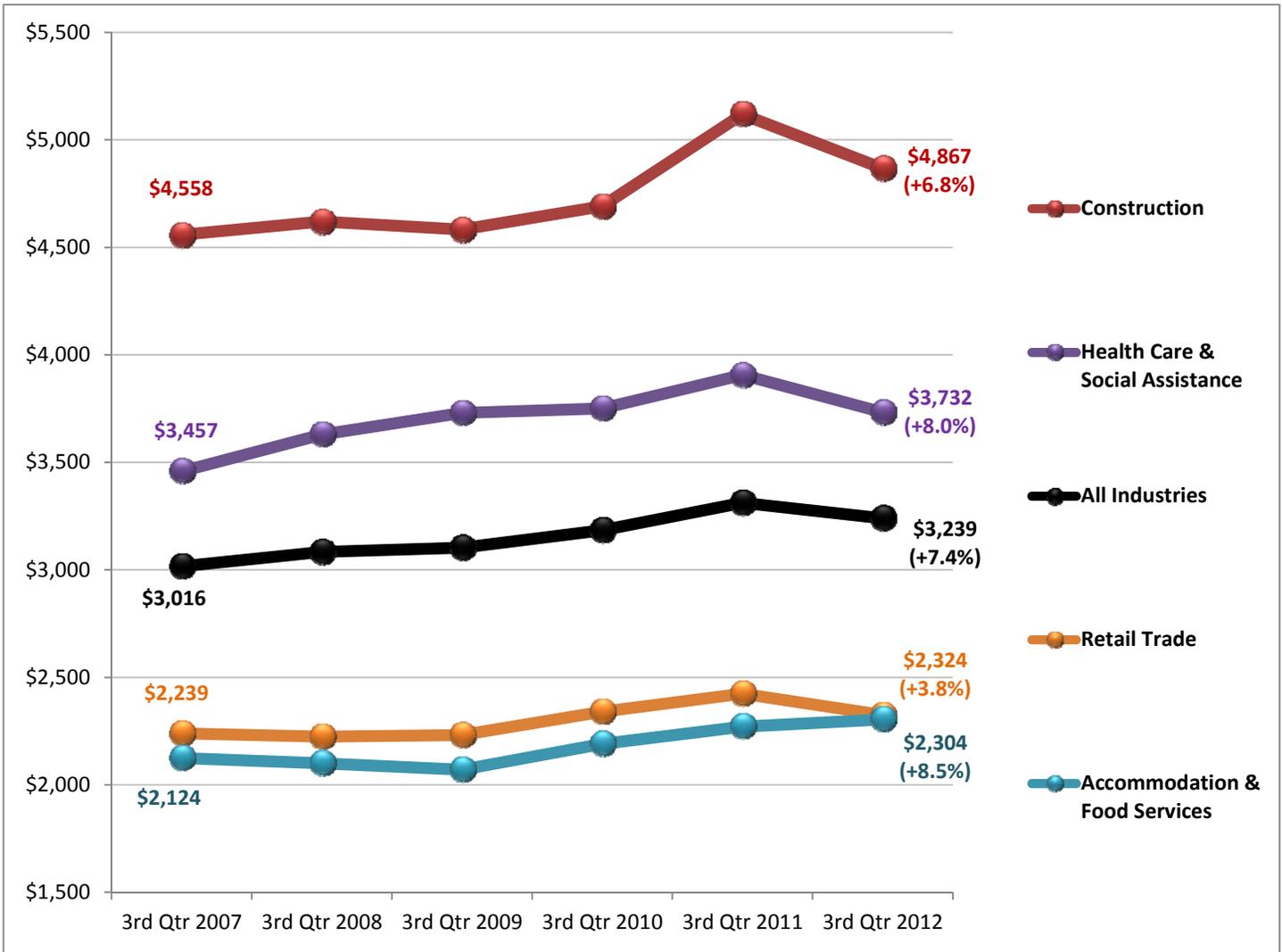
Indicating the number of workers who left their jobs for various reasons, separations were also down nearly 26 percent in the third quarter of 2012.

Figure 12. Quarterly Workforce Indicators, State of Hawaii, 2007 and 2012 (Third Quarter)



Source: U.S. Census Bureau, LED, QWI Online tool, data as of 9/18/13.

Figure 13. Average Monthly Earnings, State of Hawaii, 2007 - 2012 (Third Quarter)



Source: U.S. Census Bureau, LED, LED Extraction tool, data as of 9/12/13.

Although Hawaii's workforce endured a significant amount of job losses during the recession, the good news is that average monthly earnings rose by 7.4 percent during the same five-year period. Many of Hawaii's key industries fared well in this respect.

Workers in the accommodations and food services industry enjoyed earnings growth of 8.5 percent from the third quarter of 2007 to the third quarter of 2012.

Health care and social assistance workers benefited from a wage increase of 8.0 percent, better than the average worker.

Although construction workers average earnings rose only 6.8 percent, less than the overall average, they have a higher average wage than many other types of workers.

Retail trade employees, realized an increase of 3.8 percent in average earnings from 2007 to 2012.

# Short- and Long-term Job Outlook

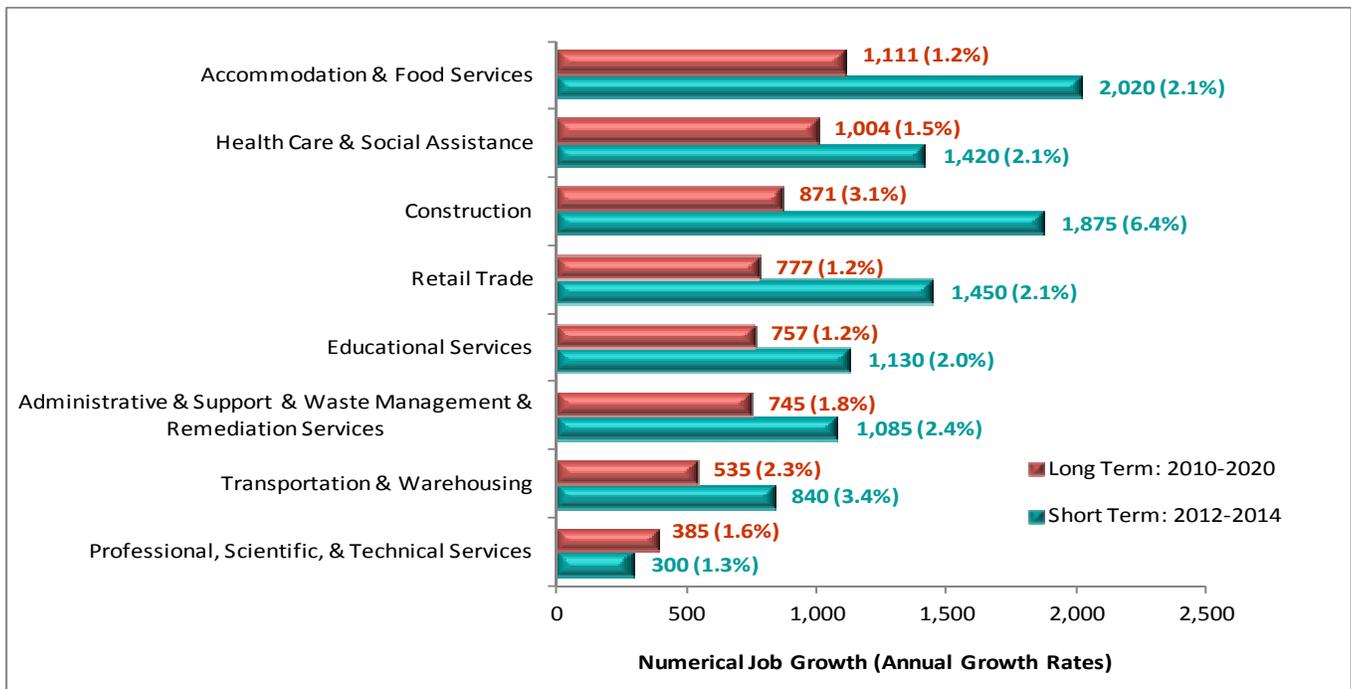
Future job growth in Hawaii for both the short-term and the long-term remains positive. The short-term outlook, from 2012 to 2014, points to a strengthening economy with the addition of 26,690 jobs per year or 2.0 percent annually. Growth over the long term, which tends to fluctuate from year-to-year, will average a slower rate of increase at 1.2 percent annually from 2010 to 2020 (Sources for *More Labor Market Information* section on page 20 provide links to detailed reports on the short- and long-term job outlook).

The majority of the job gains will be attributed to the three largest industries for both projections time periods, though in varying degrees. For the short-term, more than half of the job gain is projected to occur within the three leading industries as follows: trade, transportation, and utilities (5,320); education and health services (5,100); and leisure and hospitality (4,610). Within the major industries, accommodation and food services will add the most jobs, followed by the construction, retail trade, and health care and social assistance industries. The top three industries will account for 61 percent of the increase in the long-term job forecast and will consist of the following: education and health services (17,610); trade, transportation, and

utilities (15,420); and leisure and hospitality (13,580). Within the major sectors, the following subsectors will add at least 700 jobs per year: accommodation and food services; health care and social assistance; construction; retail trade; educational services; and administrative and support and waste management and remediation services. (Figure 14) During this same period, the information industry will incur a slight decline in jobs.

As Hawaii's economy appears poised for a third year of expansion, the overall job outlook for the short-term appears more positive compared to the long-term. Tourism continues to report strong gains through the first half of 2013. With the latest addition of new Asian routes to Taipei and Sendai, and to Beijing in 2014, this will hopefully help to sustain the revenue from tourism by opening up new markets to Hawaii. Construction offers another bright spot as work on Honolulu's rail project recently resumed after being in limbo for about a year. Besides the rail, major construction projects should also boost employment in the upcoming years. Other encouraging signs include a robust housing market and the general feeling of confidence in the local and national economy.

Figure 14. Hawaii's top growth industries: Projected annual job growth for short- and long-term

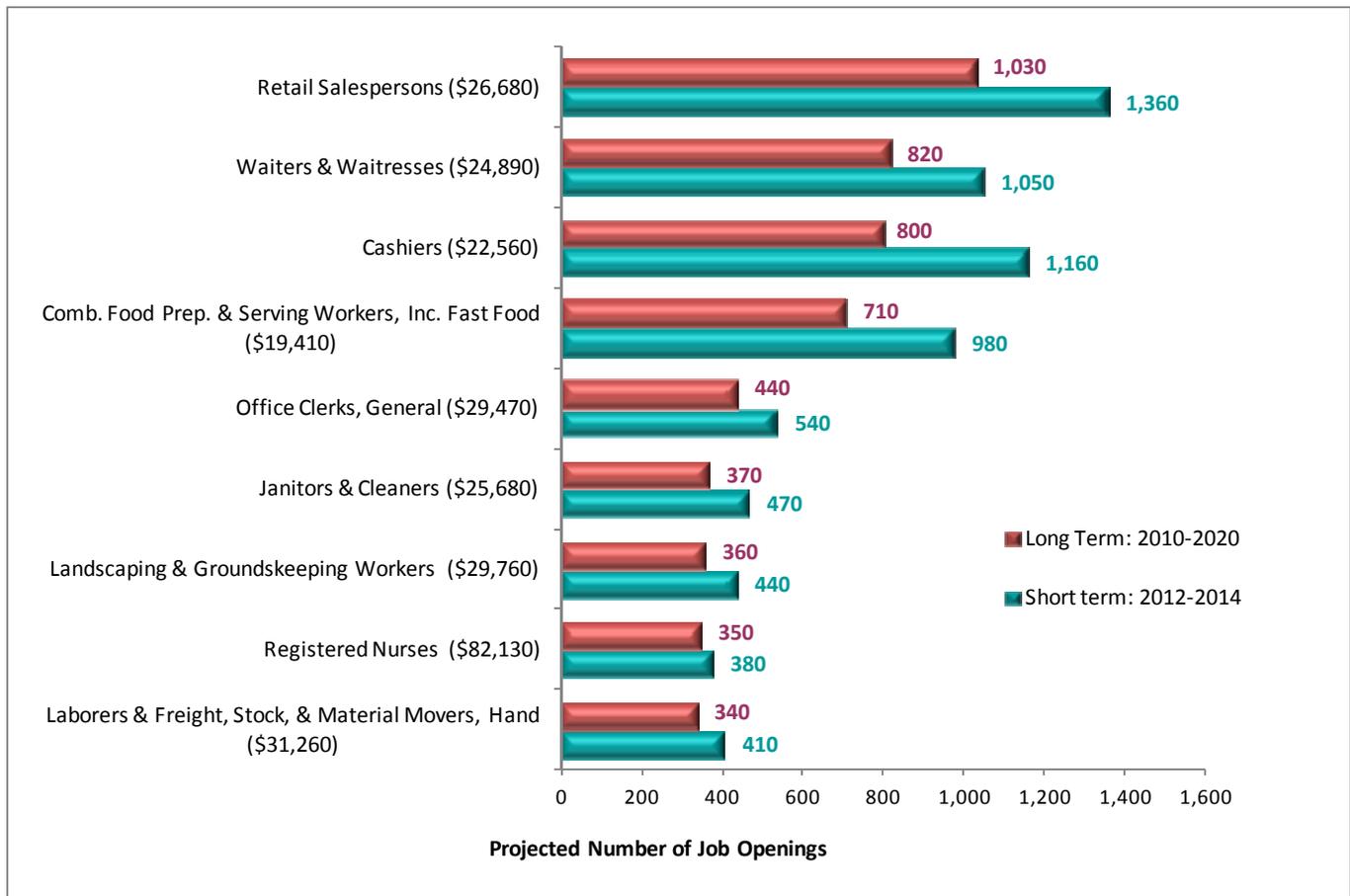


Job openings are created when an industry grows or a worker creates a vacant position by leaving the labor force or changing occupations. Many of the job openings (growth plus replacements) for the short-and long-term will occur in entry level, transitional jobs in which there is a constant turnover of workers (Figure 15). Eight of the nine occupations with the most projected job openings require only short-term on-the-job training, while registered nurses require more education. The average annual wages for the occupations listed below, excluding registered nurses, ranges from \$19,410 to \$31,260, which is equiva-

lent to an hourly rate of \$9.33 to \$15.03 per hour. This is less than the statewide total for all occupations at \$43,740. Registered nurses earn a much higher annual salary of \$82,130 or \$39.48 per hour.

Two of the nine occupations below require at least a high school degree. Registered nurses must obtain an associate's degree, while general office clerks need a high school diploma or equivalent. The remaining occupations do not require a high school education for employment. Work experience is not required for any of the jobs.

**Figure 15. Nine Hawaii occupations projected to have the most annual job openings**

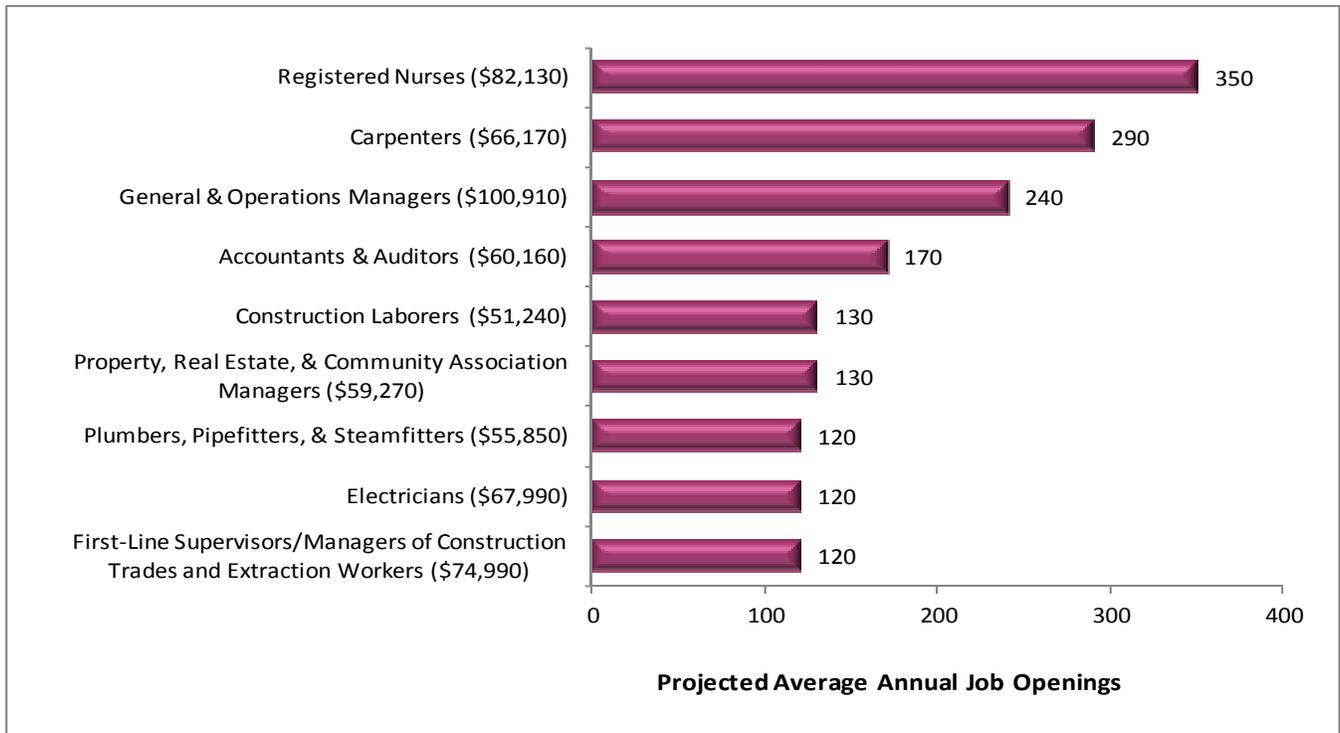


Jobs that pay mean annual wages of more than \$50,000 will provide numerous job openings through 2020. Six of the occupations: carpenters; construction laborers; property, real estate, and community association managers; plumbers, pipefitters and steamfitters; electricians; and first-line supervisors/managers of construction trades and extraction workers do not necessitate postsecondary educa-

tion. However, these six occupations require either work experience or work-related training (Figure 16).

Three components comprise the education and training requirements for each occupation – entry-level education, related work experience, and typical on-the-job training. The long term outlooks for these components reflect the need

Figure 16. High-wage occupations projected to have the most average annual openings in 2020

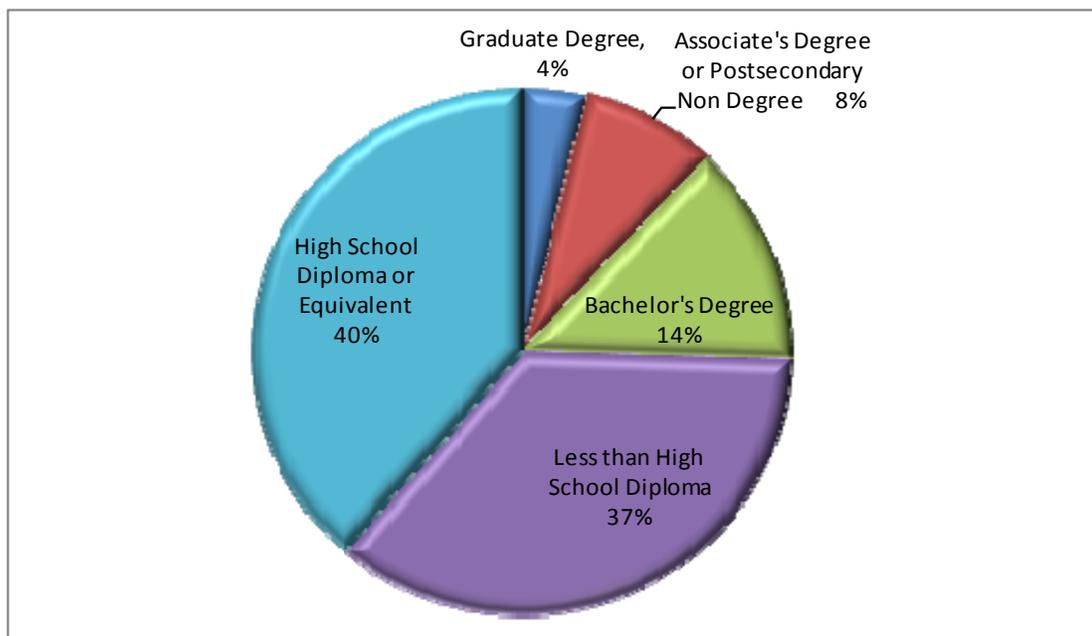


for education and/or training throughout the workforce.

In terms of education, about three-quarters of all projected job openings can be obtained with a high school degree or less. Jobs requiring a bachelor's degree will account for 14

percent of the total, followed by positions demanding an associate's degree or postsecondary non degree award with eight percent. A graduate degree will be required for four percent of all jobs (Figure 17).

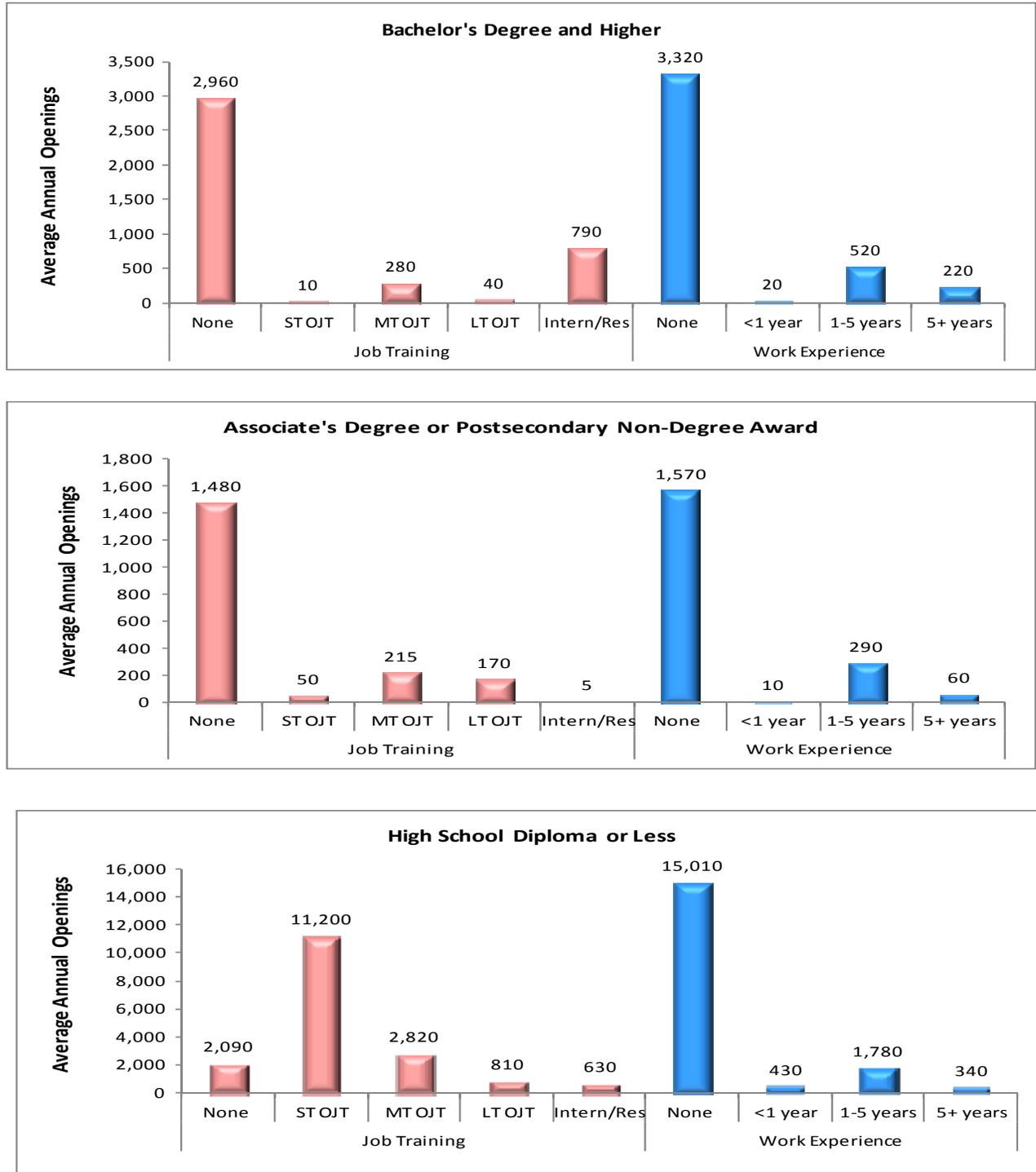
Figure 17. Projected annual openings by education requirements, 2010 - 2020



Even though postsecondary education is not necessary for most of the jobs, workers who lack postsecondary education will need to undergo more training than any other group. In fact, almost 90 percent in this group can expect

to receive some type of on-the-job training. Conversely, those with postsecondary education are not as involved with job training. Prior work experience is not required for 81 percent of these occupations (Figure 18).

Figure 18. Projected annual openings by education level for training and work experience requirements, 2010 - 2020



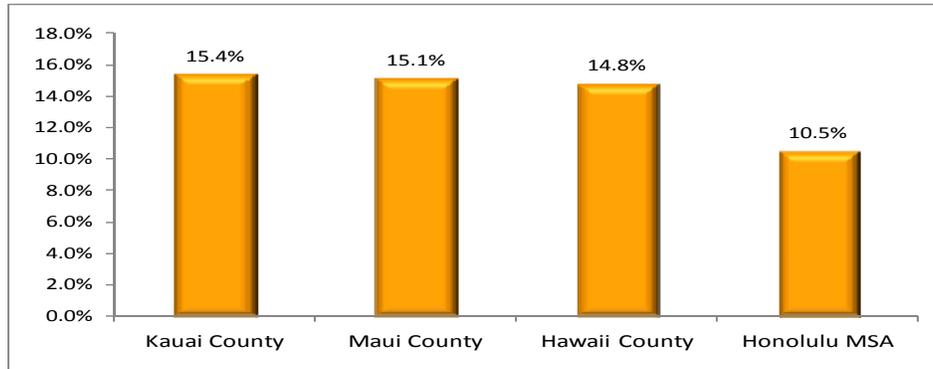
ST OJT—Short-term on-the-job training; MT OJT—Moderate-term on-the-job training; LT OJT—Long-term on-the-job training; Intern/Res—Internship/Residency

# Long-term County Job Outlook

An improving state economy is reflected in the forecasted growth for the counties. Kauai County, the smallest of the counties, will grow the fastest by 15.4 percent but the projected numerical gain of 4,780 jobs will be the smallest. With the addition of 11,110 positions or 15.1 percent growth, Maui County will rank second both in terms of

percentage and numerical advancement. Hawaii County will follow with an expansion rate of 14.8 percent or 10,250 jobs. Honolulu MSA will advance by the smallest percent. However, since the county encompasses the bulk of the statewide employment, almost two-thirds of the job gains will originate in Honolulu MSA (Figure 19).

Figure 19. Projected growth rates by county, 2010 - 2020



## INDUSTRY PROJECTIONS

Within Kauai County, gains in services-providing industries will amount to 4,100 jobs or 86 percent of the total jobs added, versus 480 positions or 10 percent for the goods-producing industries. The two largest industries, leisure and hospitality with an increase of 1,370 and the trade, transportation, and utilities industry with the addition of 1,000 positions, will generate the most jobs during the projected period. The growth rates of seven of the eleven non-agricultural industries are projected to exceed the county average of 15.4 percent.

Gains in Maui County's services-providing industries will outweigh the advancement in goods-producing industries in terms of both numerical and percentage growth. Over 87 percent of the total hike in county jobs will originate from services-providing industries. The largest gains will be posted by the following four industries: leisure and hospitality (3,230); trade, transportation, and utilities (2,550); education and health services (1,600); and professional and business services (1,420). With a growth rate of 30.2 percent construction will expand the fastest; followed by professional and business services at 22.8 percent; trade, transportation, and utilities up by 19.4 percent; leisure and hospitality with an increase of 16.4 percent; and growth in other services equal to the county average of 15.1 percent.

Although services-providing industries will comprise 81 percent of the total positions added in Hawaii County, goods-producing industries, forecasted to expand by 21.7 percent will post higher growth. Four industries will contribute almost three-quarters of the total jobs added. These include: education and health services (2,390); trade, transportation, and utilities (2,170); leisure and hospitality (1,600); and professional and business services (1,320). The construction industry, with an expansion rate of 29.7 percent, along with professional and business services with a projected rate of 28.0 percent will provide the highest rates of growth. Other industries with growth rates above the county average of 14.8 percent will be generated by the following industries: trade, transportation, and utilities (17.1 percent); education and health services (16.5 percent); other services (15.8 percent); and natural resources and mining (15.5 percent).

Industry growth in Honolulu MSA will be dominated by gains in services-providing industries; however, goods-producing industries will accelerate at a much faster pace. Industries adding the most jobs will include: education and health services (12,980); trade, transportation, and utilities (9,710); and professional and business services (9,240). Construction will post the largest growth rate of 31.4

percent, well above the overall rate for Honolulu MSA at 10.5 percent. Other industries with above average growth include: professional and business services (16.0 percent);

education and health services (13.1 percent); trade, transportation, and utilities (12.4 percent); and leisure and hospitality (12.3 percent).

## OCCUPATIONAL PROJECTIONS

Within the counties, all of the major occupational groups, will expand during the 2010 to 2020 projection period. The only exception is farming, fishing, and forestry occupations on Maui County which will decline slightly. However, this occupational group will still provide job openings due to replacement needs. The following table provides a

snapshot of the variety of jobs projected to provide better job opportunities with earnings averaging \$50,000 or more annually (Sources for *More Labor Market Information* section on page 20 provide links to detailed reports on the long-term job outlook for the counties).

**Table 2. Top 5 occupations with the best growth opportunities and the most openings in each county**

With the Highest Growth Rates				With the Most Annual Openings		
Operating Engineers & Other Construction Equipment Operators	\$76,040	38.9%	Honolulu MSA	Registered Nurses	\$87,630	260
Software Developers, Systems Software	\$85,400	38.7%		Carpenters	\$69,550	200
Market Research Analysts & Marketing Specialists	\$55,580	36.8%		First-Line Supervisors/Managers of Office & Administrative Support Workers	\$52,180	200
Cost Estimators	\$71,100	36.3%		Elementary School Teachers, Except Special Education	\$54,810	170
Cement Masons & Concrete Finishers	\$62,150	28.8%		General & Operations Managers	\$101,450	170
First-Line Supervisors/Managers of Construction Trades & Extraction Workers	\$77,651	30.1%	Maui County	Carpenters	\$60,314	50
First-Line Supervisors/Managers of Transportation & Material-Moving Machine & Vehicle Operators	\$53,797	29.3%		General & Operations Managers	\$88,903	30
Physical Therapists	\$82,693	27.5%		Registered Nurses	\$77,920	30
Construction Laborers	\$51,939	24.8%		Accountants & Auditors	\$55,431	20
Cement Masons & Concrete Finishers	\$83,589	23.2%		Property, Real Estate, & Community Association Managers	\$55,114	20
Plumbers, Pipefitters, & Steamfitters	\$52,865	25.8%	Hawaii County	Carpenters	\$61,657	40
First-Line Supervisors/Managers of Construction Trades & Extraction Workers	\$72,197	24.1%		Registered Nurses	\$72,833	40
Carpenters	\$61,657	23.8%		Elementary School Teachers, Except Special Education	\$50,793	30
Pharmacists	\$124,142	22.9%		General and Operations Managers	\$95,285	30
First-Line Supervisor/Manager of Transportation & Material-Moving Machine & Vehicle Operators	\$52,543	22.7%		Secondary School Teachers, Except Special & Vocational Education	\$56,044	20
Commercial Pilots	\$99,434	73.2%	Kauai County	Registered Nurses	\$70,163	20
First-Line Supervisors/Managers of Construction Trades & Extraction Workers	\$71,417	20.5%		General & Operations Managers	\$88,971	10
Registered Nurses	\$70,163	20.4%		Carpenters	\$53,316	10
Accountants & Auditors	\$55,600	20.4%		Commercial Pilots	\$99,434	10
Construction Laborers	\$50,333	20.2%		Operating Engineers & Other Construction Equipment Operators	\$55,456	10

Note: Occupations with 300 or more employment are included for Honolulu MSA and 100 or more employment for Maui County, Hawaii County, and Kauai County. Only occupations with wages averaging \$50,000 or more are listed. Wages as of May 2012.

# More Labor Market Information

For more information, visit the Research and Statistics Office's website at [www.hiwi.org](http://www.hiwi.org) or [www.hawaii.gov/labor](http://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 2010 Annual Local Area Unemployment Statistics (LAUS) data and based on 2006-2010 Census.
- [Employment Forecasts for the Short-Term Future](#) provides short-term industry and occupational projections for Hawaii, using 3rd quarter employment data in 2012 to forecast employment for the equivalent quarter in 2014.
- [Hawaii's Green Workforce - A Baseline Assessment](#) provides a comprehensive framework for assessing green jobs in the private sector of the State of Hawaii in 2010.
- [Hawaii's Green Workforce - Beyond the Baseline](#) presents industry and occupational projections to 2018 regarding Hawaii's green workforce based on survey data from the 2010 Hawaii Green Jobs Survey.
- [Hawaii's Green Workforce - Green Occupational Profiles](#) supplements *Hawaii's Green Workforce: A Baseline Assessment*. Green Careers profiled reflect new and emerging green occupations as defined in the Occupational Information Network (O\*NET) program.
- [Hawaii's Green Workforce - Industry Profiles and Business Directory](#) supplements *Hawaii's Green Workforce: A Baseline Assessment* that profiles the three largest industries, as measured by the number of green workers in each county and provides a directory of green businesses based on the Hawaii Green Jobs Survey completed in July 2010.
- [Reality Check: How Green is Hawaii's Workforce?](#) estimates green jobs created in the State of Hawaii at the industry level from the first quarter of 2010 to the third quarter of 2011.
- [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, State of Hawaii 2010-2020](#) 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.
- [Long-Term Industry and Occupational Projections, Counties 2010-2020](#) tables contain county 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.
- [Occupational Employment and Wages in Hawaii 2012](#) 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 approximately 3,500 establishments.

# Notes

<sup>1</sup> U.S. Census Bureau, [<http://www.census.gov/popest/states/data/state/totals/2012/tables/NST-EST2012-01.xls>], April 1, 2010 to July 1, 2012 (NST-EST2012-01).

<sup>2</sup> U.S. Department of Labor, Bureau of Labor Statistics, [<http://www.bls.gov/lau/data.htm>]