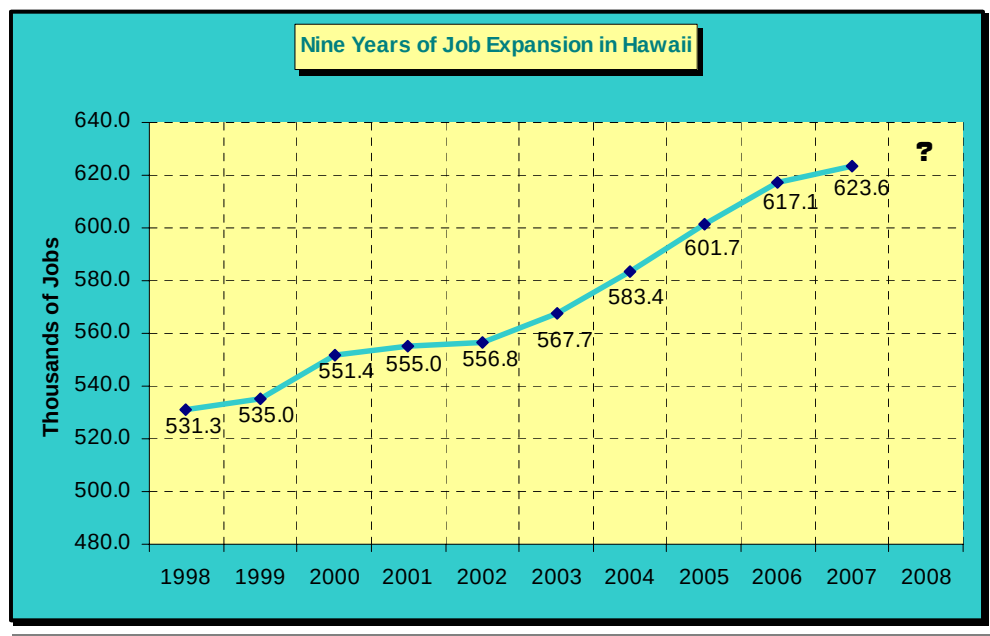


Hawaii Labor Market Trends

Including Mass Layoffs Information



August 2008

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



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Introduction

Since other state agencies such as the Workforce Development Council and the Department of Business, Economic, Development, and Tourism produce reports on varying aspects of the state's economy, the **Hawaii Labor Market Trends** concentrates on presenting recent, significant local labor market statistics. This report notes the impact of large establishment closures; forecasts job openings in the future until 2016; and highlights job trends occurring in Hawaii's economy within the past 20 months, looking back at 2007. Comparisons are made between national and state figures wherever possible. County statistics are also shown when available.

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.

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 determinations. The following are some significant findings:

- Hawaii was hit hard with several large closures and cutbacks, affecting over 5,000 workers during the first eight months of 2008. The major ones included: two out of three cruise ships were withdrawn from the state's inter-island fleet; the largest employer on Molokai closed; Aloha Airlines and ATA airlines, providing a significant share of local air passenger service abruptly shutdown; and Maui Land and Pineapple, one of Maui's largest private employers eliminated more than a quarter of their workforce.
- Despite the layoffs, the pace of non-farm job growth is expected to improve over the 2006-2016 period compared to the 2007-2009 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.
- Hawaii remains 42nd in the nation in the size of its labor force, the same as its rank in population among the 50 states.
- About two-thirds of Hawaii's population 16 years and older participate in the labor force, nearly the same as the U.S. rate.
- Hawaii is in its ninth year of job expansion, reaching a record high of 623,550 jobs in 2007. The state's unemployment rate stayed low at 2.6 percent, retaining its place as the lowest in the nation for the fourth year in a row.
- For the last five years, Hawaii has had widespread industry job growth in eight of 10 major industry sectors, led by the trade, transportation, and utilities group. In year-to-year comparisons, the natural resources, mining, and construction sector, comprised largely of the building industry was the one to beat.
- Accommodations and food services accounted for the largest share of total private sector employment in Hawaii at 19 percent.
- Workers with presumably more longevity, those aged 45-54 years, earned the biggest monthly paycheck of \$3,844.

- All four counties unemployment rates climbed during 2007, with Honolulu and Kauai exhibiting the smallest jobless rates and increases.

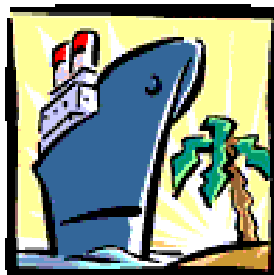
Recent Significant Developments Spotlighting Mass Layoffs

- During 2007, the state's economy continued to expand, but the rate of growth had slowed on many fronts. Visitor arrivals were less than anticipated especially from Japan, and the local real estate market had cooled.
- Due to legal wrangling about the need for an environmental assessment, the Hawaii Superferry struggled to begin inter-island travel operations, resulting in about 250 jobs¹ being kept in suspension during the six months on and off again delay between the fall of 2007 through early 2008. Rough waters and repair issues also impeded the start up. When they resumed service in April 2008, they hoped to regain customer confidence and establish themselves as a viable inter-island transportation alternative for passengers and cargo² as other modes of transportation were quickly diminishing.
- One blow that the water transportation sector and the visitor industry couldn't escape from was NCL Corp.'s decision to reduce its presence in the islands by removing one cruise ship, The Pride of Hawaii, in February 2008 and then another, The Pride of Aloha, in May 2008, leaving only The Pride of America to continue sailing³. Total crew numbers went from nearly 3,000 employees down to more than 900. The cruise market has weakened due to declining visitor arrivals and rising airfares.
- Further wreaking havoc on the local economy occurred when within a span of one month beginning in March 2008, four large companies: Molokai Ranch, Aloha Airlines, ATA airline, and Weyerhaeuser Co. in Hawaii, closed their doors, leaving 2,362 island employees jobless⁴. To help the laid-off workers, private companies formed a fund called Neighbors in Need that raised about \$170,000 by July 2008 and several federal grants pulled in \$5.4 million to help retrain, counsel, career plan, and assist with job-search expenses. The Department of Labor and Industrial Relations in conjunction with the city and other agencies conducted more than 20 rapid response sessions and numerous job fairs for the dislocated workers as well as stayed open extended hours to offer assistance.
- The 120 employees laid off by Molokai Ranch on May 23, 2008 faced an especially difficult time, because the ranch was the largest employer on the island that included the 22 room Molokai Lodge, 40 unit Kaupoa Beach Village, the Kaluakoi Golf Course, and other activities such as cattle ranching and related maintenance work, a tri-plex movie theater, and gasoline station⁵. The company alone owned 35 percent of Molokai property and when it announced plans to shut off its water supply and wastewater service, the state was forced to step in and require the company to continue supplying water service until Maui County is able to handle the additional load⁶. Benefiting from a National Emergency Grant (NEG) of \$389,425 secured through the Department of Labor and Industrial Relations, 56 former employees were provided skills assessment, counseling, career planning, occupational skills and on-the-job training, and adult education⁷. Some laid-off persons found work off island, while others got jobs at a Monsanto farm, some took teacher assistant positions, and the local pharmacy created two positions⁸.
- By far the largest hardship was felt in the air transportation industry with the abrupt closures of Aloha Airlines on March 31, 2008 and then ATA airlines three days later. Aloha Airlines passenger service workers, numbering about 1,900, including 308 pilots and 380 flight attendants⁹, and ATA's 53 local employees were displaced. Citing losses from a protracted fare war incited by inter-island competitor go! and high fuel prices, Aloha Airlines shutdown its passenger flights and filed for bankruptcy, while ATA mentioned the loss of a key contract for military charter business caused it

to likewise file for bankruptcy. Twelve weeks after the airline closures, 827 former employees stopped filing for unemployment checks, most likely an indication that they had found other jobs or possibly some may have given up on the job search¹⁰. For the more highly skilled jobless or those who held positions specific to the airline industry, it was recognized that they may have more difficulty finding comparable jobs, but other airlines such as Hawaiian Air picked up 110 Aloha airline employees¹¹ and go! airlines almost immediately hired some, although at considerably less pay. Other major airlines offered jobs as they expanded their services to make up for the loss of Aloha flights. Several companies such as ING Direct, a virtual bank firm, was hoping to hire 25 people to work as sales associates or in its call center¹²; and government and temporary employment agencies scooped up others. The \$5.2 million NEG monies from the U.S. Department of Labor assisted approximately 710 dislocated airlines workers who sought help.

Recent Unemployment Insurance claims data revealed that more males than females filed claims; roughly two out five were 39 years of age and below, another 45 percent were between 40 and 54 years old, and 17 percent were 55 years and older; almost one-half had some college with more than one quarter having bachelor's degrees or higher; and the majority were from Oahu.

- Another company hurting from the weak economy and rising fuel costs was Maui Land and Pineapple Co., one of Maui's largest private employers. As part of a reorganization plan, it promptly dismissed 46 jobs from its Kapalua Resort and 24 positions from the resort's corporate and community development units in late July 2008. Bearing the brunt of the layoffs was Maui Pineapple Co., who will be eliminating 204 employees¹³ as they reduce acreage and concentrate on primarily serving the local markets and a "handful" of Mainland accounts. Last June, the company closed its canning operations, leaving 120 workers jobless. High land and labor costs have made Hawaii's growers less competitive with foreign fruit growers¹⁴. The Department of Labor & Industrial Relations again activated a rapid response team and in conjunction with the Maui County's Office of Economic Development and the Maui Farm Bureau, they held a job fair to assist the affected employees¹⁵.
- Other large layoffs were reported on the Big Island of Hawaii where 2 hospitals, North Hawaii Community and Kona Community hospitals, let go 113 workers; on Oahu, the Hawaii Medical Center laid off 169 employees in two waves; Sea Life Park, released 44 workers; and the state's largest daily newspaper, The Advertiser, laid off 54 employees.
- At the beginning of July, Hawaii's governor authorized the extension of unemployment benefits an additional 13 weeks for Hawaii residents that have lost their jobs through no fault of their own, on top of the original 26 weeks allotted. This will be in place through March 2009.

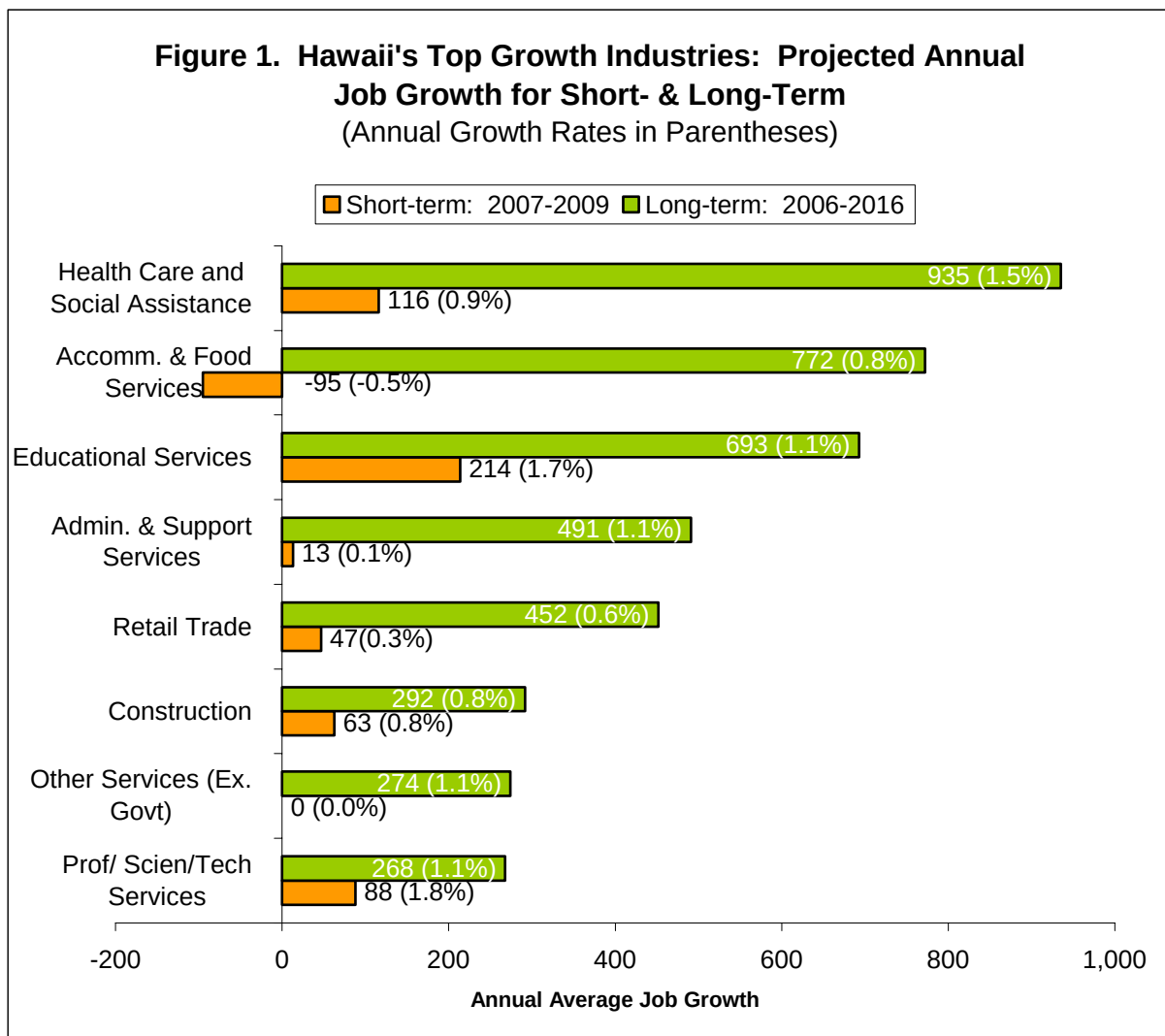


Looking Ahead...

In spite of the dire circumstances we find our labor market in now, we still foresee growth, albeit a small one, by the year 2016. Job outlook is based on past trends and current knowledge of the industries and the economy.

Short- and Long-Term Job Outlook

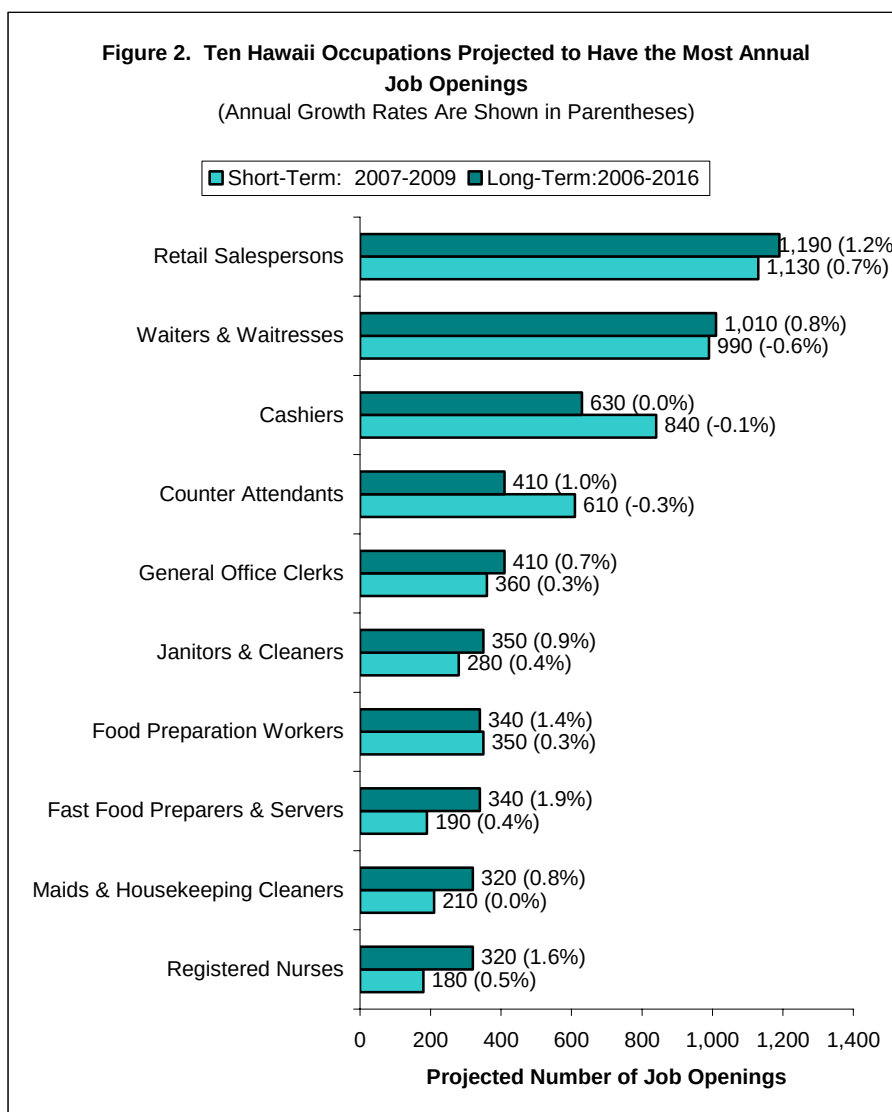
- Reflecting the current state of the local economy, Hawaii's non-farm employment is expected to inch upwards at a rate of 0.07 percent in 2009, adding only 930 new jobs since 2007. This will be slower than the long-term outlook, which projects non-farm payrolls to grow at an annual average rate of 0.7 percent, or 4,860 new jobs per year through 2016. (*Sources For More Labor Market Information* section (page 19) provides links to detailed reports on the short-and long-term job outlooks.)
- Job growth among the industries will vary depending on the length of time forecasted. In the short-term, education and health services; professional and business services; government; and construction will exhibit modest gains. Long-term forecasts appear bright for education and health services; leisure and hospitality; professional and business services; and trade, transportation, and utilities. Within these major sectors are industries such as health care and social assistance, accommodations and food services, educational services, administrative and support services, and retail trade, all of which are expected to add over 400 jobs annually over the long-term (Figure 1).



- Overall non-farm job growth is expected to improve over the long-term than the short-term. While the accommodation and food services sector is currently exhibiting losses due to a slower stream of visitors, over the long haul this segment should experience some benefit from the prospects of

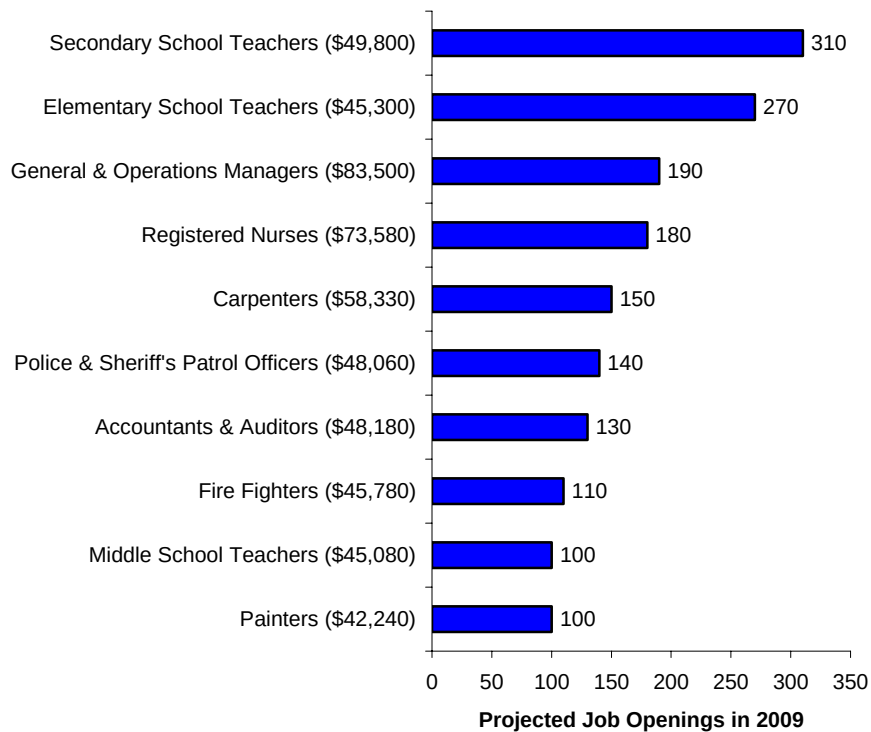
more travelers from China now that their visa restrictions have eased. Construction is still strong due to low interest rates and many contracted military projects in the pipeline.

- 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 2). Nine of the ten occupations with the most projected job openings require short-term on-the-job training and pay a median annual wage between \$17,200 and \$27,800 or less than \$13.50 an hour. Retail salespersons, waiters and waitresses, and cashiers are expected to be in the highest demand.
- Registered nurses are the only ones among the top ten occupations with the most projected job openings that require higher education and training.



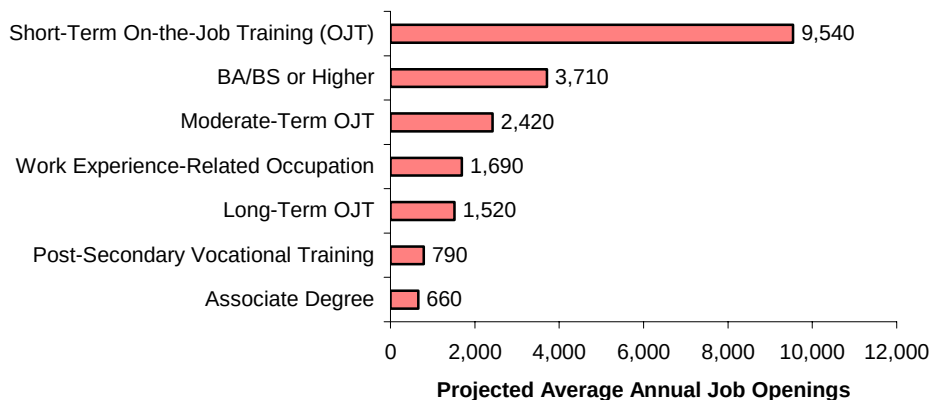
- Over the next couple of years, jobs that pay median annual wages of more than \$40,000 like elementary, middle, and secondary school teachers; general and operations managers; registered nurses; carpenters and painters; police, sheriffs, and fire fighters; and accountants and auditors will provide a substantial number of job openings in 2009 (Figure 3).

**Figure 3. Ten High Wage Occupations Projected to Have the Most Openings in 2009
(Median 2007 Annual Wage in Parentheses)**



- 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. More than 18 percent of all job openings forecasted through 2016 will require a bachelor's degree or higher (Figure 4).

Figure 4. Projected Average Annual Job Openings by Education and Training Required 2006-2016

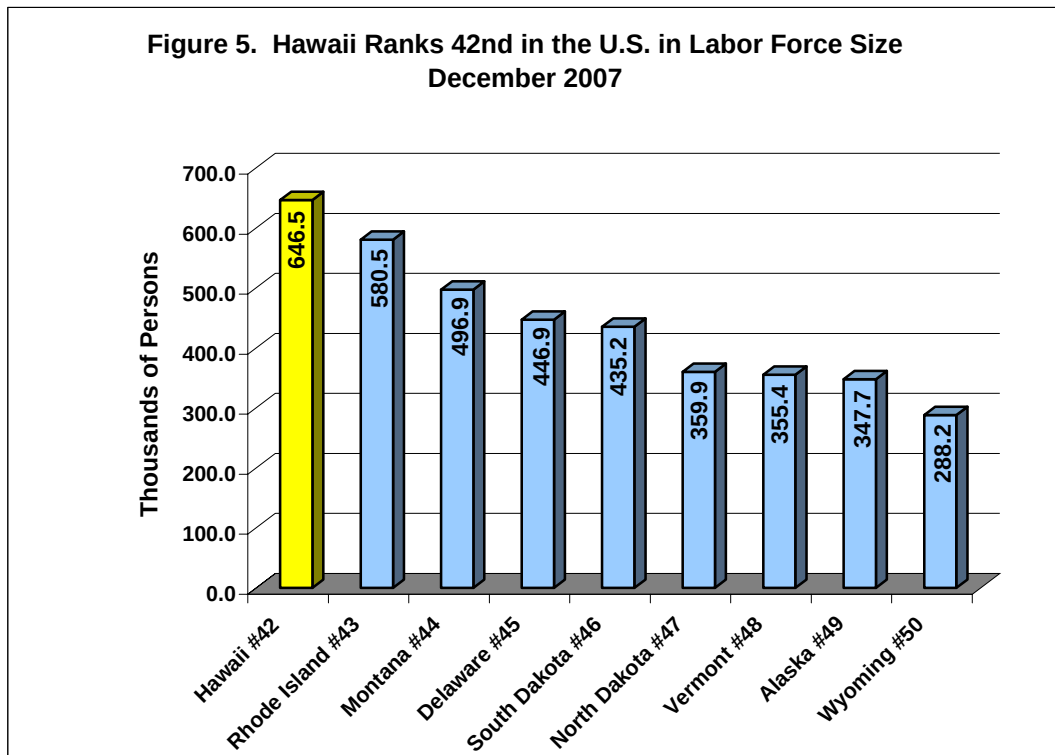


Looking Back...

How did we arrive at our job forecasts? On the following pages, a review of historical data depicted trends that paved the way for our assessment.

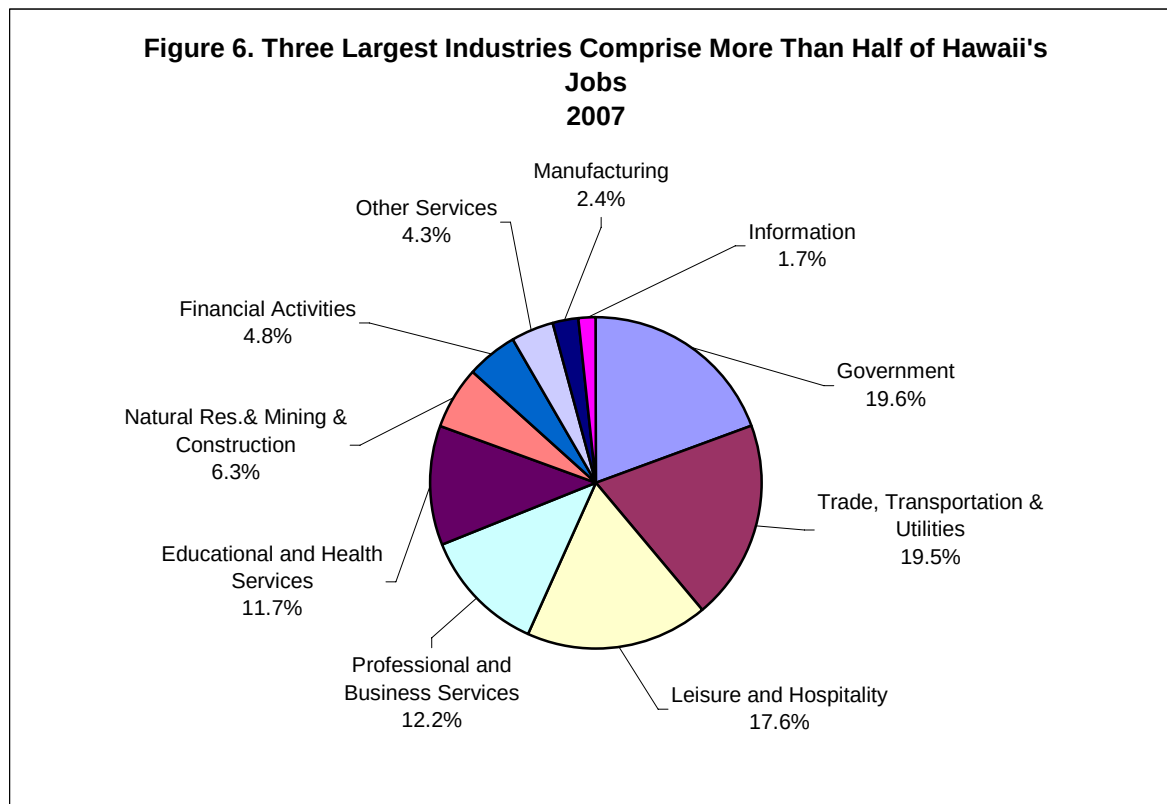
Labor Market Highlights

- Similar to its population rank, Hawaii retains its 42nd place among the 50 states in terms of the size of its labor force.¹⁶ According to a monthly survey of households, there were 646,500 persons in the Hawaii civilian labor force in December 2007(Figure 5).



- In 2007, an average of 631,900 persons were employed statewide and an average of 17,150 were unemployed. About one out of every thirteen people was self-employed.¹⁷
- Almost two-thirds of Hawaii's population 16 years and older participate in the labor force¹⁸, which is about the same as the U.S. 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 consisted of 623,550 jobs. This figure is based on the monthly payroll survey of business establishments, which defines employment differently than the household survey.
- More than nine out of every ten jobs in Hawaii is in the service-providing industries, and less than one out of every ten jobs is in the goods-producing industries.
- Government; trade, transportation, and utilities; and leisure and hospitality are the industry sectors with the largest number of jobs (Figure 6). These three sectors account for more than half of Hawaii's jobs. Professional and business services and educational and health services combined

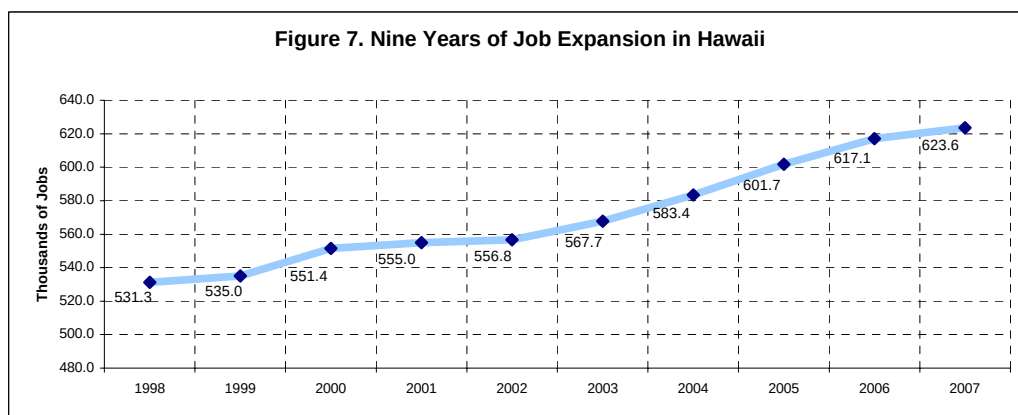
accounted for almost one of every four jobs. Together, construction, financial activities, and other services accounted for about one out of every seven jobs. Information and manufacturing comprised the remainder of the jobs.



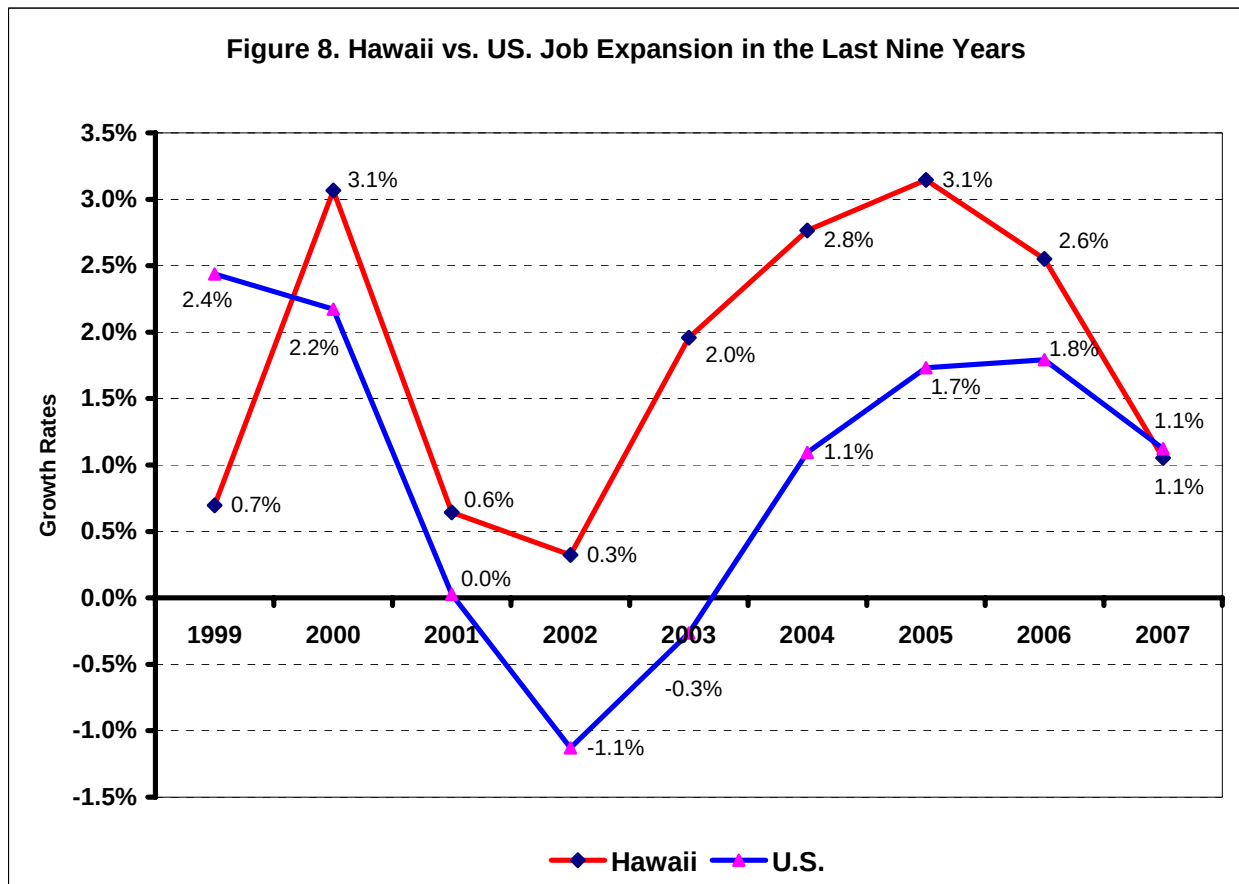
Hawaii's Job Expansion Continues for Ninth Year

Jobs

- Hawaii is in its ninth year of job expansion. Its non-farm payrolls reached a record high of 623,550 jobs in 2007 (Figure 7). Over the nine-year period, 92,250 jobs have been added.
- In spite of a curtailment in job growth in the first two years of the new millennium due to the aftermath of the 9/11 tragedy, Hawaii's non-farm payrolls grew consistently over the last nine years. Growth was especially strong between 2003 and 2006, with a milder growth in 2007.



- During this same period, the U.S. job expansion was not as fortunate, stagnating in 2001 and dipping for two years in 2002 and 2003 before picking up momentum in the last four years (Figure 8). Like Hawaii, the growth rate was tempered between 2006 and 2007. National job gains totaled 7.6 million jobs over the last four years.

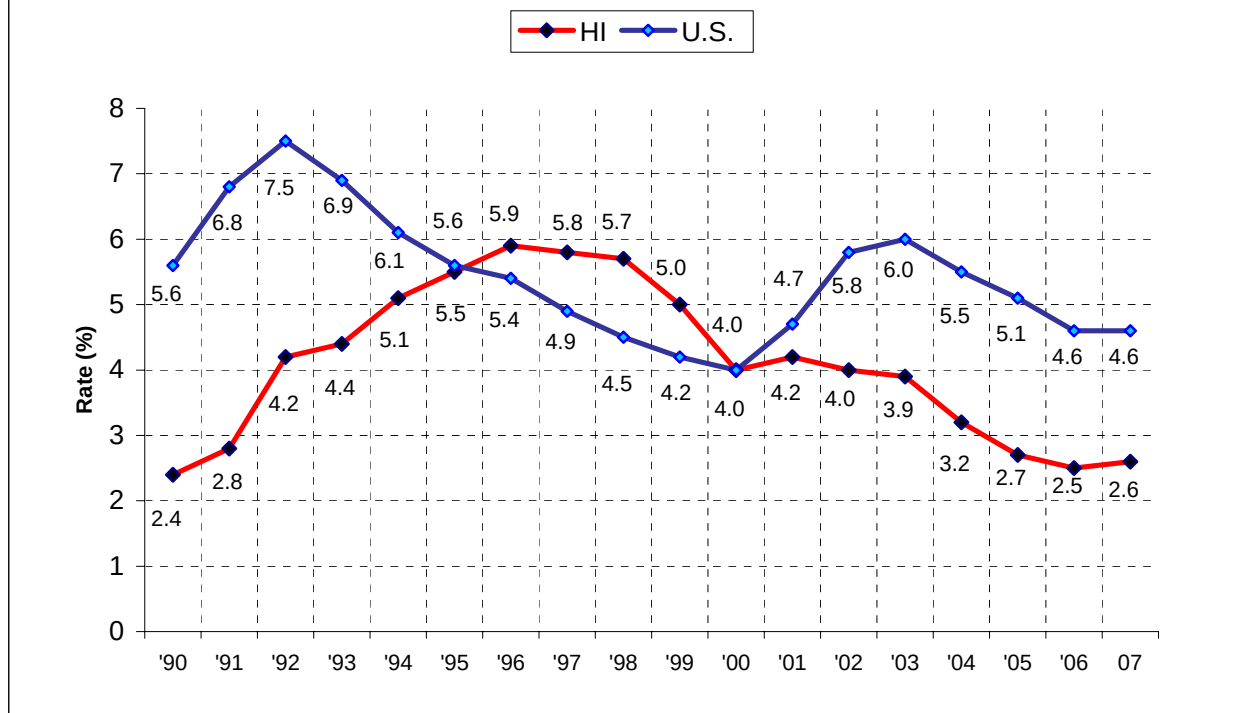


- Proportionally, Hawaii's pattern of job growth has been stronger than the nation's in seven of the past nine years. During this period, Hawaii's non-farm payrolls expanded by 1.7 percent, almost twice as much as the nation's 0.9 percent rate.
- Similar to the U.S., Hawaii's job pace has slowed in 2007 as the economy copes with higher energy prices, tighter credit, and lower visitor counts. Hawaii added 6,500 jobs between 2006 and 2007, growing at a pace of 1.1 percent. For the same period, the nation grew by the same rate¹⁹.

Labor Force Employment

- For the fourth consecutive year, Hawaii's annual average unemployment rate of 2.6 percent in 2007 was the lowest in the nation, despite edging up 0.1 percentage point over the previous year's rate. (Figure 9)
- Except during the late 1990's, Hawaii's jobless rate has been below the U.S. jobless rate for most of this 18 year period. Only twice, in 1995 and 2000, did Hawaii and the U.S. reflect the same or nearly the same jobless rates.

Figure 9. Hawaii's Unemployment Rate Remains Lowest in the Nation

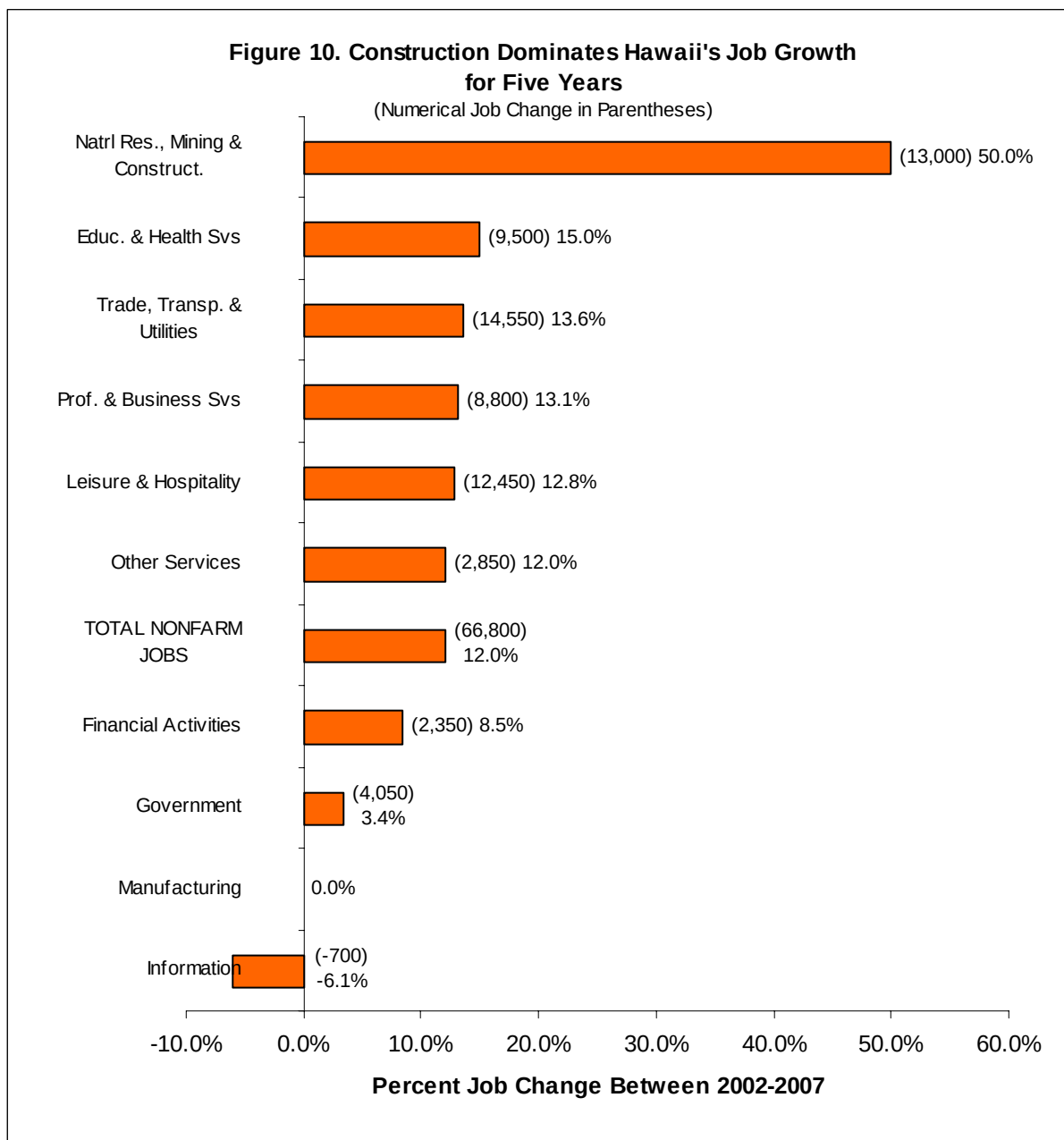


- Hawaii's unemployment rate fell by 1.4 percentage points over the last five years, in contrast to the U.S. rate that decreased by 1.2 percentage points.
- The number of employed persons in Hawaii increased by a mere 300 in 2007 over 2006. This compares to annual gains of 13,600 in 2006, 15,550 in 2005, 10,000 in 2004, and 8,100 in 2003.
- Hawaii's five-year civilian employment gains totaled 47,550 persons as of 2007.
- There were 1,150 more unemployed persons in Hawaii in 2007 than the previous year, a reversal of trends from the previous four years that exhibited decreases of 1,400 in 2006, 2,700 in 2005, 3,750 in 2004, and 750 in 2003.
- Over the year decreases totaled 7,450 fewer unemployed persons in Hawaii in 2007 than in 2003, a decline of 30 percent.

Industry Highlights

Five-Year Trends

- Hawaii has had widespread industry job growth in recent years. Eight of Hawaii's 10 major industry sectors gained jobs over the last five years, while one remained stable and one lost jobs (Figure 10).

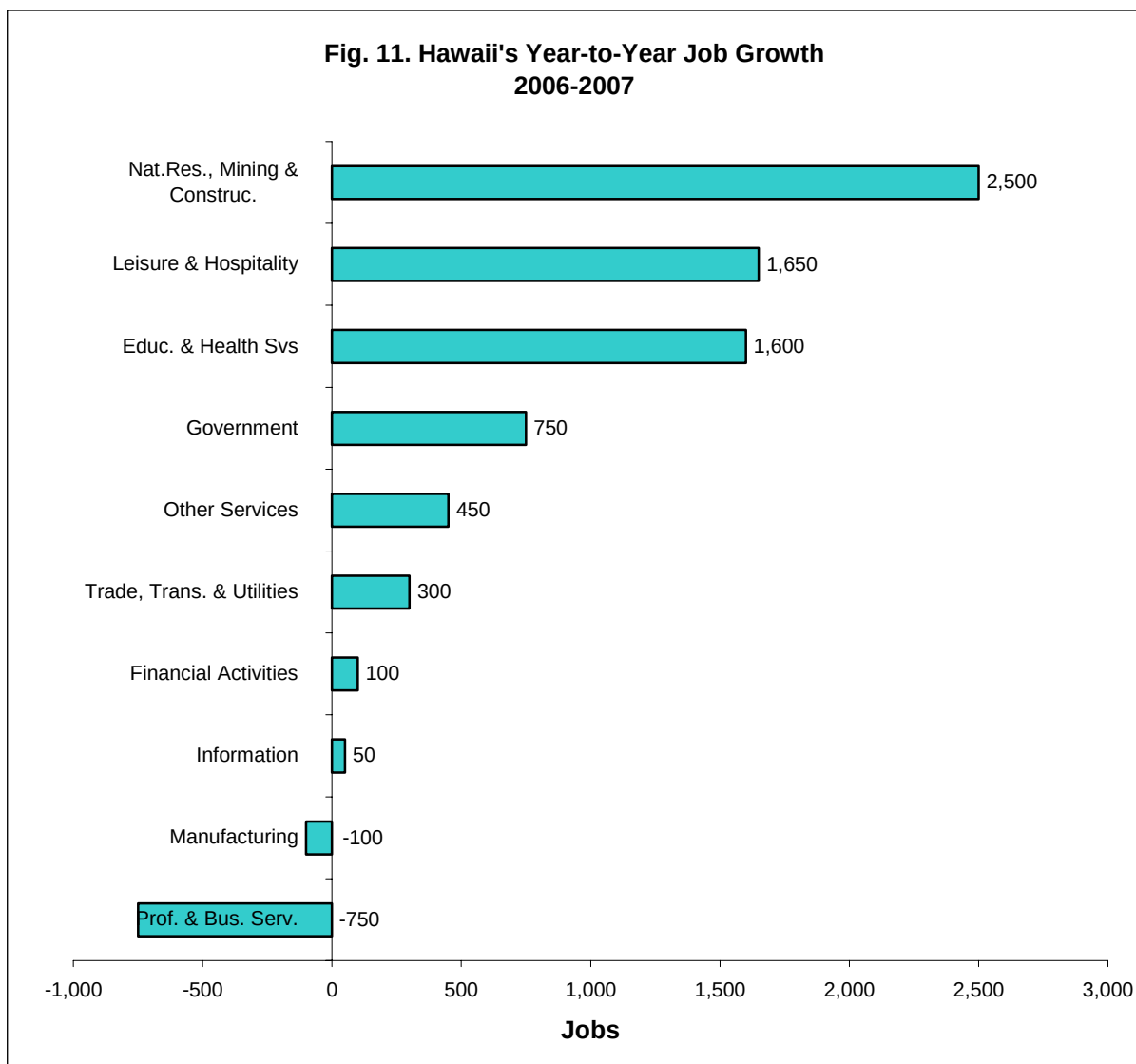


- Trade, transportation, and utilities (14,550 jobs); natural resources, mining, and construction (13,000 jobs); and leisure and hospitality (12,450 jobs) grew by more than 10,000 jobs over the last five years. Together, these three industry sectors accounted for about three out of five new jobs in Hawaii since 2002.
- Educational and health services (9,500 jobs), professional and business services (8,800 jobs), and government (4,050 jobs) were industries with five-year job gains of more than 4,000 jobs each. To a lesser extent, other services (2,850 jobs) and financial activities (2,350 jobs) exhibited smaller growth of more than 2,000 jobs during the same time frame.
- Only two sectors failed to show job gains during the five-year period: manufacturing (0 jobs added) and information (lost 700 jobs).

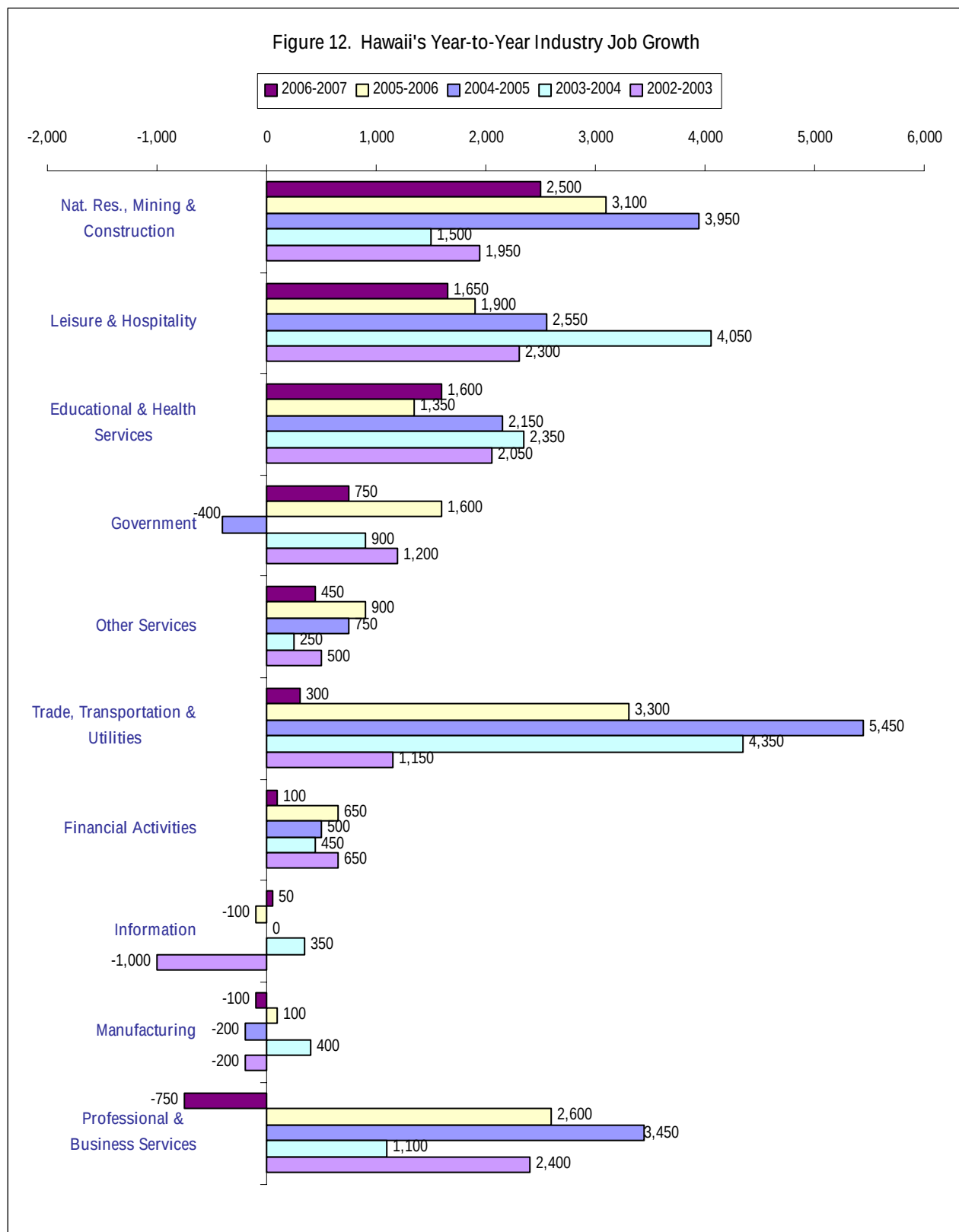
- Construction, the largest portion of the natural resources, mining, and construction industry sector, far exceeded all industries in growth rate, ballooning by 50 percent.
- With rates starting at three and four times slower than the natural resources and construction sector but above Hawaii's five year growth rate of 12.0 percent were the educational and health services field (15.0 percent); trade, transportation, and utilities (13.6 percent); professional and business services (13.1 percent); and leisure and hospitality (12.8 percent). Other services (12.0 percent) kept pace with the overall industry growth rate.

Year-to-Year Industry Trends

- In 2007, eight Hawaii industry sectors showed year-to-year job gains, while two registered year-to-year losses (Figure 11).



- The largest year-to-year job gain was in natural resources, mining, and construction (2,500 jobs), fueled mainly by construction.



- Leisure and hospitality (1,650 jobs) and educational and health services (1,600 jobs) contributed a significant share as well. However, this was not particularly outstanding compared to previous years when the visitor counts were higher. (Figure 12)

- After making a comeback in 2006, government jobs didn't gain as much in 2007, adding 750.
- The other services sector reflected an annual growth of 450 jobs in 2007, which, while positive, was only half the size of the previous year.
- The most significant change was the much smaller increase of 300 jobs in the trade, transportation, and utilities sector in the last year. This occurred after earlier gains numbering in the thousands between 2002 and 2006.
- Growth in the financial activities sector was minimal at 100 after several steady years of 450-650 slot gains.
- The information sector managed to eke out 50 more positions in 2007.
- Manufacturing continued to struggle, losing 100 jobs in 2007, after gaining that amount in 2006.
- The professional and business services sector recorded a sharp drop-off of 750 fewer jobs, but this was most likely because of a change in reporting by one of the large administrative support service employers rather than an actual contraction in jobs.
- Overall job gains in 2007 (6,550) were far fewer than those in 2006 (15,400) and 2005 (18,200), probably due to higher energy costs, fewer visitors, and difficulties in securing credit.



Local Employment Dynamics

The 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 group.

- Total private sector employment in the state was 502,288 in the second quarter of 2007 with accommodation and food services registering 96,675, accounting for the largest share at 19 percent (Table 1).
- There was a net job flow of 208. Construction and administrative support's influx of jobs countered exits of transportation and warehousing and hotel positions, resulting in a positive trend.
- Private industry employers in the state created 24,915 jobs with the bulk of them, 18 percent, in the accommodation and food services industry.
- There were 83,104 new hires and 95,237 separations in the State during the second quarter of 2007. Accommodation and food services reported the largest shares in those two indicators as well.
- The turnover rate in the private sector was 11.3 percent.
- The average monthly earnings was \$3,158 statewide for all private industry employees. New hires earned \$2,330 or about 74 percent of the average wage earned by all workers.
- Mining and utility companies paid the highest wages, averaging \$7,070 and \$6,768 a month, respectively; while the arts, entertainment, and recreation establishments averaged the least at \$2,146 a month.

Table 1. Quarterly Workforce Indicators – Industry

2nd Quarter 2007	Industry																				
Quarterly Workforce Indicator	Total, All Industries	Agriculture, Forestry, Fishing & Hunting	Mining	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Warehousing	Information	Finance & Insurance	Real Estate & Rental & Leasing	Professional, Scientific & Technical Services	Mgmt. of Companies & Enterprises	Admin., Support, Waste Mgmt., Remediation Svcs.	Educational Services	Health Care & Social Assistance	Arts, Entertainment & Recreation	Accommodation & Food Services	Other Services	
	Total Employment	502,288	6,421	365	3,161	37,361	15,773	18,446	69,011	29,838	11,497	16,893	13,145	24,183	8,599	43,302	13,478	57,475	12,256	96,675	24,407
	Net Job Flows	208	67	7	91	1,160	-24	100	-219	-1,017	-319	-30	172	-160	-22	643	171	81	120	-658	67
	Job Creation	24,915	335	11	98	3,666	825	1,005	2,642	765	630	519	716	1,544	246	2,529	1,049	1,719	706	4,513	1,407
	New Hires	83,104	728	19	140	7,492	2,084	2,271	12,221	3,895	2,921	1,448	1,893	2,934	875	11,833	1,959	5,746	2,215	18,654	3,774
	Separations	95,237	820	14	62	7,592	2,447	2,585	13,820	5,443	3,687	1,617	2,009	3,730	970	12,582	3,098	6,620	2,488	21,134	4,517
	Turnover	11.3%	7.8%	5.7%	2.7%	12.1%	8.9%	9.8%	11.0%	10.9%	9.7%	7.3%	9.7%	10.0%	7.9%	15.9%	11.1%	10.3%	11.9%	13.1%	10.7%
	Avg. Monthly Earnings	\$3,158	\$2,599	\$7,070	\$6,768	\$4,897	\$3,167	\$3,945	\$2,416	\$3,167	\$4,037	\$4,641	\$3,465	\$4,852	\$4,182	\$2,519	\$2,920	\$3,418	\$2,146	\$2,262	\$2,390
	Avg. New Hire Earnings	\$2,330	\$1,855	\$4,502	\$4,973	\$3,880	\$2,322	\$3,043	\$1,692	\$2,224	\$2,830	\$3,964	\$2,757	\$3,742	\$2,996	\$2,089	\$1,948	\$2,666	\$1,451	\$1,622	\$1,758

- Males outnumbered females in total employment, net job flows, job creation, new hires, and separations and had higher turnover as well (11.5 percent compared to 11.1 percent) (Table 2).

Table 2. Quarterly Workforce Indicators - Gender

2nd Quarter 2007		Gender	
Quarterly Workforce Indicator	Both	Male	Female
Total Employment	502,288	255,169	247,119
Net Job Flows	208	424	-216
Job Creation	24,915	15,078	12,596
New Hires	83,104	44,022	39,082
Separations	95,237	50,244	44,993
Turnover	11.3%	11.5%	11.1%
Avg. Monthly Earnings	\$3,158	\$3,712	\$2,593
Avg. New Hire Earnings	\$2,330	\$2,659	\$1,983

- Women's earnings comprised only 70 percent of men's earnings (\$2,593 for women compared to \$3,712 for men). Among the new hires, women fared better, earning \$1,983 or 75 percent of male earnings \$2,659.
- The largest age groups, in terms of total private industry employment, were the 35-44 years olds and the 45-54 year olds, representing 22.3 percent each of the total (Table 3).
- The younger demographic (ages 14-18) had the highest net job flows.
- However, it was the 25-34 year old group that led the way in job creation (30.9 percent of the total), new hires (25.5 percent), and separations (25.8 percent).
- Turnover was greatest in the 14-18 year old group with 27.0 percent.

Table 3. Quarterly Workforce Indicators – Age Group

2nd Qtr. 2007		Age Group							
Quarterly Workforce Indicator	14-99	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65-99
Total Employment	502,288	14,629	29,262	34,680	110,372	112,038	112,026	68,978	20,303
Net Job Flows	208	3,392	1,978	310	-847	-939	-1,278	-1,551	-853
Job Creation	24,915	5,057	5,256	4,172	7,706	6,108	4,897	2,708	815
New Hires	83,104	9,694	11,730	10,176	21,172	13,992	10,077	4,876	1,387
Separations	95,237	7,172	11,193	10,861	24,578	17,228	13,492	7,903	2,811
Turnover	11.3%	27.0%	21.9%	18.7%	13.6%	9.6%	7.9%	7.4%	7.8%
Avg. Monthly Earnings	\$3,158	\$818	\$1,375	\$1,890	\$2,758	\$3,527	\$3,844	\$3,746	\$2,632
Avg. New Hire Earnings	\$2,330	\$842	\$1,345	\$1,738	\$2,335	\$2,796	\$3,081	\$2,872	\$2,069

- And predictably, workers with presumably more longevity, specifically, those aged 45-54, took home the biggest paycheck whether they were new hires or not at \$3,081 and \$3,844 per month, respectively.

Hawaii's Workforce is Aging

- According to LED data, like the nation, Hawaii's 55 years and older workforce is increasing. In 2006, this segment's share was about 17 percent, up from 12.5 percent a decade earlier, representing a growth of 60 percent versus 17 percent for all employment (Table 4).
- Hawaii County had the oldest workforce, followed by Kauai, Honolulu, and Maui counties.

Table 4.

Annual Average Employment of Workers Age 55+ State and Counties, Private Sector, 1996 and 2006						
Area	----- 1996 -----		----- 2006 -----		1996-2006 Change	
	Emp.	% Dist.	Emp.	% Dist.	Number	Percent
State of Hawaii	52,819	12.5%	84,676	17.1%	31,857	60.3%
Hawaii County	4,517	12.0%	9,350	17.7%	4,833	107.0%
Honolulu County	40,914	12.8%	61,290	17.1%	20,376	49.8%
Kauai County	2,268	12.2%	4,311	17.5%	2,043	90.1%
Maui County	5,117	11.1%	9,723	16.1%	4,606	90.0%

- Industries employing the most older workers were also the largest state industries: accommodation and food services (15 percent), retail trade (12 percent), health care and social assistance (11 percent), and administrative, support, waste management, and remediation services (10 percent).
- Compared to other age groups, those 55 years and older had lower turnover rates than most in 2006. The 55 and 64 years of age group had the lowest rate at 6.4 percent, while the 65+ years group registered 7.2 percent.
- Honolulu County's turnover was very similar to the state, while Hawaii County's was higher in the 55-64 year age group. Kauai and Maui counties turnover was higher in both age groups. (Table 5)

Table 5.

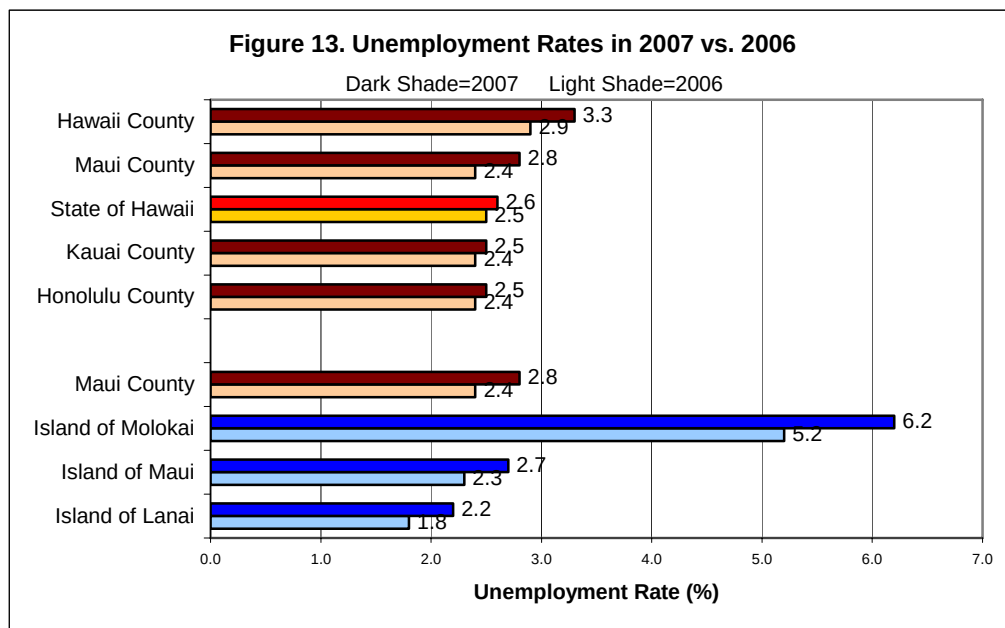
Turnover Rates of Workers Aged 55+ State and Counties, Private Sector, 1996 and 2006										
Age Group	State of Hawaii		Hawaii County		Honolulu County		Kauai County		Maui County	
	1996	2006	1996	2006	1996	2006	1996	2006	1996	2006
55-64	4.5%	6.4%	5.2%	7.3%	4.3%	6.2%	5.3%	6.8%	5.2%	6.6%
65-99	5.2%	7.2%	5.7%	7.2%	5.0%	7.0%	5.6%	8.0%	6.4%	7.7%

- Turnover rates did not increase as much over the 1996 to 2006 period for older workers as compared to the younger workers, which may suggest that older workers are sticking around longer.



Unemployment Rates Remain Low and Jobs Continue to Expand In All Counties of the State

- 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.
- All of the counties unemployment rates rose in 2007 (Figure 13).
- Among the counties, Honolulu and Kauai counties had the lowest jobless rates in 2007 at 2.5 percent, each up 0.1 percentage point from a year ago.
- Although Hawaii County's rate was the highest at 3.3 percent, Maui County experienced the same up tick in its jobless rate, enlarging by 0.4 percentage point to 2.8 percent.



- Overall, the island of Molokai not only exhibited the biggest jobless rate increase of one full percentage point between 2006 and 2007, but also held the top spot of 6.2 percent.
- The rates for the other two islands of Maui County, Maui and Lanai, both increased by 0.4 percentage points.
- Non-farm payrolls grew in each of Hawaii's four counties during 2007. Kauai's job growth was strongest, expanding by 2.4 percent, followed by Maui County, which grew by 2.3 percent.
- Hawaii County's year-to-year job growth rate of 2.1 percent exceeded the state's rate of 1.1 percent.
- Honolulu MSA's job expansion trailed the rest of the counties, growing by 0.6 percent during the one-year period. However, the 2,700 jobs that it grew by, accounted for 42 percent of the state's added jobs.

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 Trends*** report, other recent published material include:

- **Employment Forecasts for the Short-Term Future** provides short-term industry and occupational projections for Hawaii, using 2nd quarter employment data in 2007 to forecast employment for the equivalent quarter in 2009.
- **Long-Term Industry and Occupational Projections 2006-2016** 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.
- **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.
- **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.
- **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.
- **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.
- **Occupational Employment and Wages in Hawaii 2007** 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.

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Notes

- ¹ Greg Wiles, "Hawaii Superferry lays off 249 workers," The Honolulu Advertiser, 12 October 2007.
- ² Christine Wilson, "Superferry back in service," The Honolulu Advertiser, 8 April 2008.
- ³ Robbie Dingeman, "Hawaii-based cruise ship drydocked," The Honolulu Advertiser, 1 May 2008.
- ⁴ Suzanne Roig, "There are just no jobs on Molokai," The Honolulu Advertiser, 6 July 2008.
- ⁵ Andrew Gomes, "Molokai Ranch to close, lay off 120," The Honolulu Advertiser, 25 March 2008.
- ⁶ Andrew Gomes, "Molokai Ranch told to keep water going," The Honolulu Advertiser, 22 July 2008.
- ⁷ "Grant targets Molokai workers," The Honolulu Advertiser, 20 June 2008.
- ⁸ Roig, op. cit.
- ⁹ Curtis Lum, "Job outlook gloomy for pilots, flight attendants," The Honolulu Advertiser, 31 March 2008.
- ¹⁰ Leanne Ta, "Laid-off workers finding new jobs," The Honolulu Advertiser, 21 July 2008.
- ¹¹ Dan Nakaso, "Former Aloha Air staffers adjust," The Honolulu Advertiser, 12 May 2008.
- ¹² Ta, op. cit.
- ¹³ Curtis Lum, Rick Daysog, and Christie Wilson, "Maui Land and Pineapple laying off 274," The Honolulu Advertiser, July 25, 2008.
- ¹⁴ Andrew Gomes, "Pineapple could vanish from Hawaii," The Honolulu Advertiser, July 26, 2008.
- ¹⁵ "Aid events set for Maui Pine laid-off," The Honolulu Advertiser, August 8, 2008.
- ¹⁶ U.S. Department of Labor, Bureau of Labor Statistics, [http://www.bls.gov/news.release/archives/laus_01182008.htm].
- ¹⁷ U.S. Census Bureau, 2006 American Community Survey, "Selected Economic Characteristics: 2006," [http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US15&-qr_name=ACS_2006_EST_G00_DP3&-ds_name=ACS_2006_EST_G00_&-_lang=en&-_sse=on].
- ¹⁸ Ibid.
- ¹⁹ U.S. Department of Labor, Bureau of Labor Statistics, [http://data.bls.gov/PDQ/servlet/SurveyOutputServlet?request_action=wh&graph_name=CE_ce_shref1]