

STATE OF HAWAII
Department of Labor and Industrial Relations
Workforce Development Division

Senior Community Service Employment Program (SCSEP)

Stand Alone State Plan

Program Year 2020 to 2023

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Introduction

Governor David Ige delegated the State of Hawaii, Department of Labor and Industrial Relations, Workforce Development Division (DLIR, WDD), as the State agency responsible for the administration and oversight of the State SCSEP funds in Hawaii. DLIR has the responsibility of developing and submitting the SCSEP State Plan and elected to do a stand-alone SCSEP State Plan.

This State Plan is designed to ensure that the State, Local Workforce Development Boards, employers, and a variety of social service, economic development, education and training entities, among others, collaborate to improve SCSEP services.

Hawaii SCSEP is committed to providing unemployed low-income individuals 55 years of age and older an opportunity to engage in useful community service activities which may foster their individual economic self-sufficiency and increase their ability to secure unsubsidized employment.

I. Economic Projections and Impact.

A. Discuss long-term projections for jobs in industries and occupations in the state that may provide employment opportunities for older workers. (20 CFR 641.302 (d)). Alternately, states may discuss this in the economic analysis section of strategic plan, if submitting a Unified or Combined State Plan.

The Geographic Distribution and Characteristics of Older Workers in Hawaii: 2004, state one in five people will be 65 or older by 2030, compared to one in eight in 2004, and will likely compose a larger number of each state's work force.

Data from the Local Employment Dynamics Program shows the geographic distribution and economic dynamics among private sectors workers 55 and older and some statistics on those aged 45 to 54. The report also includes comparisons among the counties and between metropolitan and nonmetropolitan areas of Hawaii.

Highlights from the report include:

- Statewide, 15.9% of workers were 55 and older. Hawaii County had the highest percentage with 16.4%; Honolulu 16%; Kauai 3.6%; and Maui 3.1%.
- All four counties in Hawaii experienced an increase in the percentage of the county work force aged 55 and older.
- 16% of total work force in metropolitan areas was 55 and older compared to 15.5% in nonmetropolitan areas.
- On average, workers 55 and older earned \$3,307 a month.
- The highest paying industry sector with at least 100 workers 55 and older was utilities. That sector paid on average \$7,433 a month. The lowest paying sector was arts, entertainment and recreation, which paid an average of \$2,014 a month.

On June 20, 2019, the U. S. Census Bureau released the 2018 State and County population characteristics for Hawaii which states,

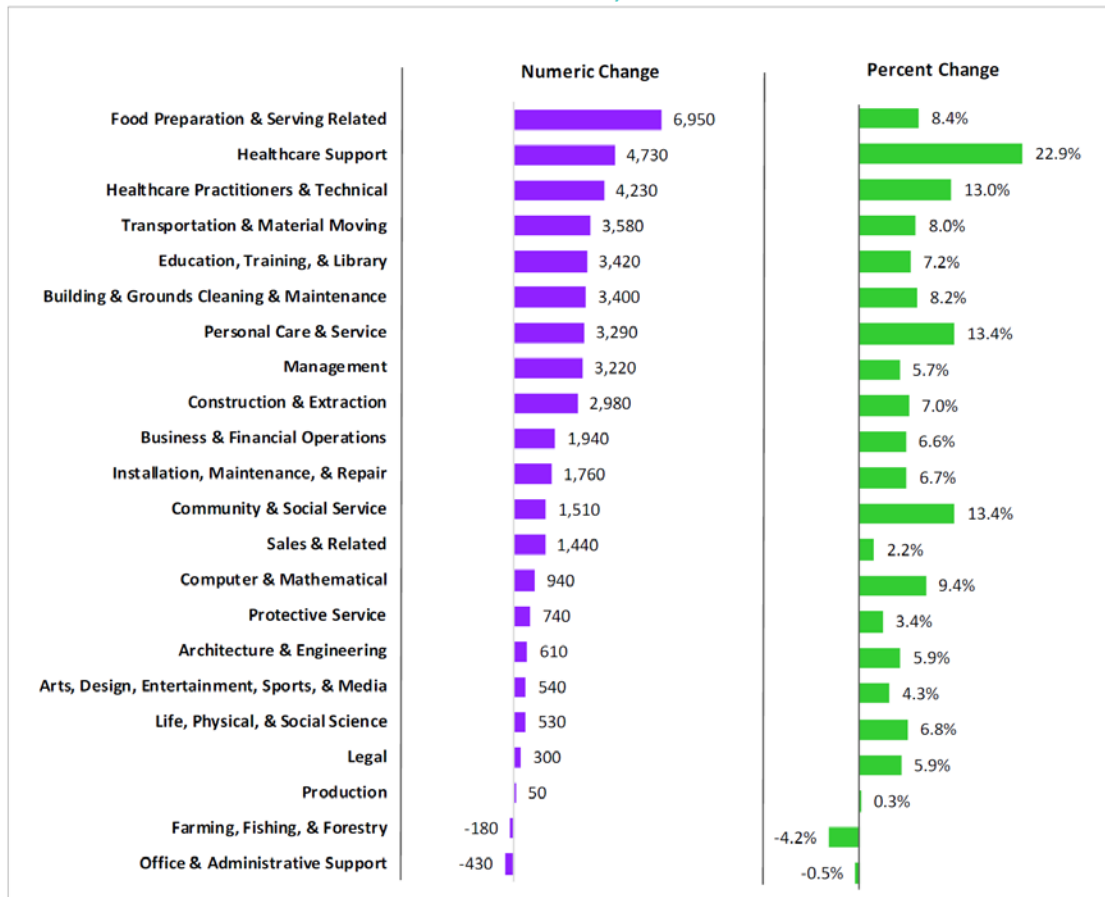
“Hawaii’s population is aging at a greater rate than the U. S. as a whole. The U. S.’s elderly population grew by 30.2% with an average annual growth rate of 3.3%. The elderly Population in Hawaii accounted for 18.4% of the statewide population in 2018. Hawaii ranked 7th among the 50 states and the District of Columbia in terms of the percentage of the population aged 65 and over.”

(http://files.hawaii.gov/dbedt/census/popestimate/2018_county_char_hi_file/Pop_char_hi_2018_final.pdf)

Within the Department of Labor and Industrial Relations, the Research and Statistics Office (R&S) is tasked with the preparation of Labor Market information and the publication of data which will assist staff, public and private sector partners, employers, job seekers, and the general public to make informed decisions for training and employment. The July 2018 publication of

Employment Projections for Industries and Occupations 2016 – 2026 provides us with long term projections for jobs and occupations in the state. Within this publication R & S identifies the employment growth by major occupational group, fastest growing occupations, occupations with the most job openings, and job openings, work experience, and job training requirements by education level.

EMPLOYMENT GROWTH BY MAJOR OCCUPATIONAL GROUP, 2016–2026



The major occupational group of service occupations has by far, the largest employment and will provide the most gains. From 2016 – 2026, job growth in this group will significantly outpace all other groups, representing one-third of the total job advances. Service occupations encompass a wide range of jobs with varying skills and education and training requirements and employ approximately a quarter of the workforce.

OCCUPATIONS WITH THE MOST JOB OPENINGS, 2016–2026



The top five occupations with the most projected openings are primarily entry level positions requiring only basic skills and needed less than a month of training. The skills for these types of jobs require active listening, speaking, service orientation, and social perceptiveness. Speaking English and a high school diploma are marketable skills for those seeking employment in most of these positions. The top five occupations are tourist-related jobs that reflected the dominance of the visitor industry in our state's economy. Most of these positions are likely entry-level, requiring minimal to moderate training that is usually acquired on the job.

In addition, R & S also released a July 2019 publication, *State of Hawaii's Best Job Opportunities - 2026* (see Appendix 1). This publication reports best jobs selected for positive job creation, above average employment growth rate, above average median annual wage and are sorted by total annual openings. These jobs are classified by educational levels; Less than High School education, High School or equivalent, Postsecondary or some college, Associate's degree, Bachelor's degree, Master's degree, and Doctoral or Professional degree. Most of the projected job openings in the State of Hawaii require a high school or equivalent.

Less than High School Education jobs include waiters and waitresses, construction laborers, cement masons and concrete finishers, roofers, industrial truck and tractor operators, butcher and meat cutters, floor layers, carpet installers, and pipelayers.

High School or Equivalent jobs include general maintenance and repair workers, electricians, hotel, motels, and resort desk clerks, property, real estate, community association managers, bus drivers, transit and intercity, plumbers, pipefitters, and steamfitters, reservation and transportation ticket agents and travel clerks to name a couple.

Postsecondary or some college jobs include heavy and tractor-trailer truck drivers, massage therapists, captains, mates, pilots of water vessels, licensed practical and licensed vocational nurses, computer user support specialists, heating, air conditioning, refrigeration mechanics, etc.

Associate's degree jobs include paralegals, legal assistants, dental hygienists, medical and clinical laboratory technicians, physical therapy technicians, etc.

Bachelor, Master and Doctoral or Professional Degree Jobs range from health care categories, management, social services, and more.

B. Describe how the long-term projections discussed in the economic analysis section of strategic plan relate to the types of unsubsidized jobs for which SCSEP participants are trained and the types of skills training to be provided. (20 CFR 641.302 (d))

There is a projected increase of job openings that will require education or training that are short term on-the-job training or moderate term on-the-job training, SCSEP is well suited to meet these projected job needs. The training and support that SCSEP participants receive, builds and broadens their skills and work experience that are necessary to compete for positions in the areas identified above. This is especially true in the demand occupations needing only basic skills, in which many of participants are currently working in as their community service assignments. Through the combined counseling and support of the SCSEP participant's host agency supervisors together with the employment case managers, they gain self-confidence and learn to overcome barriers to employment.

SCSEP participants may become a valuable pool to address some of our projected labor market needs in the short and long-term future. By utilizing the transferrable skills gained through a SCSEP participants community service assignments as aides in adult day care facilities and senior centers, the participants may qualify to pursue work in a related occupation as personal and home care aide, nursing aid, or nursing attendant. Participants assigned to parks or gardens may use their experiences and training to pursue work as landscapers, groundskeepers, custodians, or janitors. Participants who have been placed into assignments related to food service may pursue occupations in cafeterias, food concessions, coffee shops, or restaurants. Participants placed in an office setting may gain the skills to pursue jobs as general office clerks, receptionists, or customer service positions. The participants may also transition from their community service assignments into unsubsidized placements as maids, housekeepers, or maintenance personnel thus addressing some of our areas of projected labor shortages.

Many of our participants enter the program with few marketable skills and multiple barriers to employment. For some, participation in the program represents their initial step to working outside of their household and/or their first attempt at employment in an unfamiliar environment

or community. These individuals are unaware of the types of jobs available or the skills necessary to adequately compete in the labor market. Many do not know how or where to look for employment, how to fill a job application or how to conduct themselves on a job interview. Most participants do not possess basic computer knowledge or skills necessary to seek and apply for employment.

To address these needs, SCSEP participants have been provided acculturation assistance, orientation to the world of work, financial management training, job search skills training, introduction to computers, and short-term vocational trainings such as certified nurse aide training, landscape/maintenance training, clerical skills training, along with supportive counseling and referrals to supportive services.

C. Discuss current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)).

Skill Requirements of Jobs with the Most Job Openings, 2016 - 2026					
Occupation	Skills	Abilities	Knowledge	Edu./Trng./WE	2026 Avg. Ann. Openings.
Retail salesperson	Active listening, persuasion, speaking, service orientation	Oral comprehension and expression, speech clarity and recognition, near vision, problem sensitivity	Customer and personal service, sales and marketing, English language, math	< HS, short term OJT, no experience.	3,430
Waiters & Waitresses	Active listening, service orientation, social perceptiveness	Oral comprehension and expression, speech clarity and recognition, arm-hand steadiness, stamina	Customer and personal service, food production, English language	< HS, short term OJT, no experience.	3,290
Cashiers	Active listening, service orientation, speaking, mathematics	Oral expression and comprehension, near vision, speech recognition and clarity, info ordering	Customer and personal service, math, English language	< HS, short term OJT, no experience	2,960
Food Prep. & Serving Workers	Active listening, monitoring, speaking, coordination, service orientation	Oral comprehension and expression, speech clarity and recognition, info ordering	Food production, English language, customer and personal service, math	< HS, short term OJT, no experience	2,780

Maids & Housekeeping Cleaners	Service orientation, coordination, active listening, monitoring, speaking	Extent flexibility, truck strength, stamina, info ordering, near vision, oral comprehension, problem sensitivity	Customer and personal service, English language, public safety and security	< HS, short term OJT, no experience	2,010
Janitors & Cleaners	Critical thinking, active listening, coordination social perceptiveness, speaking	Trunk strength, extent flexibility, manual dexterity, oral comprehension, static strength, near vision	Public safety and security, customer and personal service, chemistry	< HS, short term OJT, no experience	1,960
General Office Clerks	Active listening, reading, comprehension, speaking, writing, social perceptiveness	Oral comprehension and expression, written comprehension, speech clarity and recognition	Clerical, customer and personal service, English language, computers and electronics, math	HS or equivalent, short term OJT, no experience	1,460

Of the following seven occupations with the most annual openings, most are entry level positions that require only basic skills and needed less than a month of training. Two of the occupations with the most openings are retail sales and waiting services. Cashiers, food preparation, housekeeping, and janitorial jobs are also plentiful. The skills for these types of jobs require predominantly active listening, speaking, service orientation, and social perceptiveness. As for knowledge, customer and personal service was critical and speaking English played a strong role for those seeking employment in most of these positions. Of these seven occupations, a high school diploma was necessary for general office clerks.

The top five occupations were tourist-related jobs that reflects the dominance of the visitor industry in our state's economy. Most of these positions are likely entry-level, requiring minimal to moderate training that is usually acquired on the job. Two other high in demand occupations, registered nurses and general and operations managers, require a more advanced education (associate's degree or higher) and adds instructing, critical thinking, and speaking in addition to their basic skills while general managers required good judgement, decision making, and management of personnel and time as their skills set. Knowledge specific to the job are desirable attributes for these occupations that require more advanced education.

II. Service Delivery and Coordination

A. Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs, including:

1. Actions to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))

Workforce Innovation and Opportunity Act, Title I Programs: Section 511 of the OAA, as amended, requires SCSEP grantees to become a partner in the One Stop Delivery System established under the Workforce Innovation and Opportunity Act of 2014. DLIR is a required partner of WIOA and has staff located at the American Job Centers throughout the counties in the State of Hawaii. The state seeks to operate SCSEP internally to strengthen and build on the cooperative relationships and linkages with the employment and training community, State and Area Agencies on Aging, and other public and private nonprofit organizations concerned with programs and activities for older, low-income individuals.

DLIR's Workforce Development Division Branches currently work with the SCSEP Operators on a referral basis for SCSEP participants to receive employment counseling and pre-employment workshops which are conducted at the One-Stop centers. The participants are also encouraged to register on HireNet Hawaii, a no cost database operated by WDD, of job openings, local labor market information with links to a variety of training services, such as occupational skills training, on-the-job training, customized training, and adult education and literacy with other training services and assessments.

DLIR will offer direct services to SCSEP participants as the SCSEP operator and continue to collaborate with public and private nonprofit organizations interested in working with individuals in this target age group who are also low-income.

Community Colleges and Adult Education: Many participants have limited English proficiency, and/or low literacy skills which adversely impact their ability to transition into unsubsidized employment. To address these barriers to employment, DLIR has active collaborative partnerships which would enhance training opportunities for potential and current SCSEP participants. Due to our limited training dollars, collaboration with the community college and adult education programs, and other programs or entities that can provide low or no cost training is encouraged. The Department of Education, Community Schools for Adults have previously pledged their support to address some of these needs. The Community College system has been instrumental in providing low cost training for participants in certain areas.

Division of Vocational Rehabilitation: Currently, SCSEP operators have experienced an increase in the number of SCSEP participants disclosing disabilities. Based on PY16 final report, 13% of SCSEP participants provided documentation of disability. The percentage is higher, as many more have self-identified but not able to provide documentation. Additionally, SCEP operators receive referrals from DVR. DLIR, WDD is encouraging SCSEP operators to establish a collaborative partnership with DVR to ensure appropriate community service placements and

necessary supports are in place. SCSEP operators, in the past, have benefited from trainings around employment and disability through DLIR, WDD's partnership with DVR and the USDOL, ODEP Employment First State Leadership Mentoring Program (EFSLMP) grant. DLIR currently has a connection to DVR through the DEI Round VIII grant for youth and young adults and will pursue building a collaborative partnership to support the SCSEP target population of individuals with disabilities.

2. Actions to coordinate activities of SCSEP grantees with the activities the State will carry out under the other titles of the OAA. (20 CFR 641.302(h))

SCSEP plans have regularly been shared with the Executive Office on Aging (Hawaii's State Unit on Aging) and the four Area Agencies on Aging (AAAs). Currently, we have SCSEP participants serving at nutrition sites, senior centers, meals on wheels sites, and adult day care centers. Besides their local AAAs, SCSEP operators have worked with other agencies in their community who receive funding through other Titles of the OAA and will continue to do so whenever possible. The SCSEP Program Specialist also regularly shares information received from EOA or the AAAs with SCSEP operators.

The coordination of activities will be delegated to the DLIR, WDD Branches who are in operation at the AJC's. DLIR will continue to explore and execute various means of leveraging resources to increase services to SCSEP participants as well as other low-income seniors within the State. These efforts are especially important as budget restrictions and short falls result in decreases in services in several programs while the proportion of older individuals within our population continues to increase. A key initiative in providing services to our seniors is the creation of Aging and Disability Resource Centers (ADRCs) within each county of the State. Governor Abercrombie signed into law Act 237 which made these centers a reality. All County's in Hawaii are an ADRC. The ADRC is truly a one-stop source for information, assistance, and access to community resources and services for older adults, people with disabilities and family caregivers. The ADRCs may also serve as another source of recruitment for SCSEP participants and may become a key referral source for supportive services.

3. Actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i))

DLIR, WDD is responsible for many initiatives besides SCSEP, including but limited to: Workforce Innovation and Opportunity Act programs, Apprenticeship Program, Veterans Employment and Training Programs, Dislocated Worker Programs, Training Adjustment Act Programs, Disability Employment Initiative Round VIII, Employment and Training Funds programs as well as the job matching, job referral services under the Wagner-Peyser Program.

Other progressive collaborations DLIR maintains with local county, public, private, and non-profit entities include the Local Workforce Development Boards and Career and Technical Education through the University of Hawaii to name a few, whose mission is to address

employment barriers through active discussions and planning. The State as the SCSEP operator will be able to access the supportive services needed to address many of the barriers that SCSEP participants face in finding and/or securing employment.

4. Actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))

Hawaii's Workforce Development System uses HireNet Hawaii, a standardized record data collection by means of a Virtual One-Stop (VOS) participant management information system (PMIS). HireNet Hawaii provides core employment services to individuals via the internet. DLIR, WDD branch staff assist participants to create a HireNet account, where they are able to create and post their resumes online, find available jobs in Hawaii, assess their skills, get career information, review the latest labor market data, and locate suitable trainings. HireNet matches job seekers and employers and provides immediate notification when a match is found. The system also provides labor market information to all users. It directly accesses data stored in the Workforce Information Database (SID) structure. The system displays occupational wages and projections, unemployment statistics, economic indicators, and jobs by industry data.

SCSEP participants also have access to Career Kokua (<https://careerkokua.hawaii.gov/>), the Hawaii Career Information Delivery System, is a comprehensive system that provides current occupation, education, and related information this is easily accessible. It provides localized career information from Hawaii employers and training providers. Career Kokua covers over 90% of the employment and all licensed and accredited training programs and postsecondary schools in Hawaii. It also provides information on job searching, job success, and links directly to HireNet Hawaii.

DLIR's Research and Statistics (R&S) Office prepares Labor Market information which is utilized in developing our SCSEP State Plan and grant application. As a primary entity within the State for the provision of federally funded employment and training services, DLIR, WDD keeps abreast of all new training initiatives and provides SCSEP operators with updates/referrals as needed. Most of the Labor Market information is accessible on R & S's website at www.hiwi.org.

5. Actions the State will take to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. (20 CFR 641.335)

The State as the SCSEP Operator will enter a memorandum of understanding (MOU) with the One Stop Delivery Centers in the local areas which describes: 1) the services to be provided by each party; 2) how the costs of such services and the operating costs of the One Stop Delivery System will be funded; 3) the methods of referral of individuals between programs, and 4) the duration of the memorandum and procedures for amending the memorandum during the term of the agreement. Coordination will be especially important as SCSEP strives to increase its emphasis on providing training in areas such as basic skills, literacy, computer literacy, and

short-term vocational skills training to better enable our participants to meet the needs of employers in the coming years.

SCSEP subproject staff's participation in their respective One Stop includes but is not limited to providing staffing services in the One Stop Resource Rooms, assisting at Job Fairs coordinated by the One Stop, and/or participating in training activities. Additionally, SCSEP various One-Stop centers are worksites for SCSEP participants.

The State has and will continue to take a proactive role in ensuring that the local areas present plans and Memorandums of Agreement that specifically detail alignment of policies, operations, administrative systems, and other procedures to ensure coordination and reduce/remove duplication of workforce programs operated by the mandated AJC Partners. The Local Boards present written and oral reports at each of the quarterly State Board meetings.

Through active review and active oversight, the State will continue to evaluate all programs for opportunities to streamline intake and service delivery from customers across a variety of workforce programs. The review will help focus the workforce system toward a coordinated customer-centric focus with full-partner access to both local and statewide programs. Integrated service delivery continues to be a focus for the State as it works to improve both performance and accountability of the entire workforce system, which includes continual elimination of duplicative efforts between partners.

B. Describe the long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (Alternately, the State may discuss this in the State strategies section of strategic plan if submitting a Combined Plan.)

A key focus for DLIR, WDD for all our programs within the coming years will be to expand our outreach efforts to employers by engaging the business community through its "Meet & Greet" meetings with employers, labor organizations and partners. These efforts align with WIOA emphasis on employer engagement. DLIR, WDD efforts have included but is not limited to its coordination and participation at Agricultural Skills Panels in each county to re-establish agriculture as an essential component in our island community, the coordination of a "Hawaii Agriculture Workforce Bus Tour" to familiarize participants of the "Agriculture jobs", the development and expansion of Business Leadership Networks (BLN) to engage employers to hire individuals with disabilities, and its provision of federally funded On-the-Job training opportunities to help employers to alleviate the high costs of training new employees, and its active participation in job fairs.

The Employer Engagement Committee of the State's Workforce Development Council is developing a business services framework plan that will coordinate business services of the AJC partner network and will improve the quality of services provided by the system to employers and meet the effectiveness of serving employers goals.

The employment community is an essential element in the State's long-term economic recovery, the development of strong employer relations is a key factor in the continued success for SCSEP. DLIR recognizes and acknowledges that employers play a key role to the success of not just SCSEP, but to all other employment programs, and has built relationships with employer communities to service the general public. In understanding the employer's needs, DLIR, WDD staff can ensure that SCSEP provides its participants with the tools they need to seek unsubsidized employment in their communities. Possessing a strong knowledge of an employer's company and work environment can assist the program staff to conduct better assessments and to provide counseling services that can increase a participant's chances of being hired.

C. Describe the long-term strategy for serving minorities under SCSEP. (20 CFR641.302 (c))

Hawaii is a melting pot of many ethnic groups. Historically, a large proportion of Hawaii's SCSEP population has regularly been of minority race. Based on our PY 2018 data, 79% of our SCSEP participants are of a minority race. The State Department of Business, Economic Development and Tourism's, State of Hawaii Data Book 2018, reflects the amount of legal permanent residents, by country of birth from 2013 to 2017 (see Table 1.61 below), reflects the amount of immigrants who have declared permanent residence in Hawaii for the past five years.

**Table 1.61-- LEGAL PERMANENT RESIDENTS, BY COUNTRY OF BIRTH:
2013 TO 2017**

[Fiscal year ending September 30. Data refer to persons admitted to the United States as an immigrant, reporting Hawaii as their state of intended permanent residence or who changed their status after entry. These immigrants have been granted lawful permanent residence and were called "immigrants" in previous years' *Data Book* tables]

Country of birth	2013	2014	2015	2016	2017
All countries	6,226	5,741	6,513	6,285	5,396
Australia	23	34	26	42	25
Brazil	32	31	56	59	46
Canada	94	80	102	76	74
China, People's Republic	560	544	487	618	492
France	13	23	25	17	28
Germany	41	42	48	42	34
Hong Kong	29	30	24	41	28
India	16	35	25	21	21
Japan	429	500	516	444	328
Korea 1/	219	224	247	208	170
Mexico	66	62	100	107	71
Nepal	14	17	47	60	49
New Zealand	19	23	16	16	20
Philippines	3,761	3,156	3,805	3,533	3,256
Russia	29	28	10	26	18
Samoa	35	33	40	29	16
Taiwan	42	35	37	36	25
Thailand	102	145	132	92	79
Tonga	33	34	45	26	27
United Kingdom	30	29	26	39	30
Vietnam	151	151	194	274	211
Other countries 2/	488	485	505	479	348

In addition, the data published on the Official Website of the Department of Homeland Security from the *2018 Yearbook of Immigration Statistics* reflects the current statistics of persons obtaining lawful permanent resident status by State or Territory of Residence: Fiscal year 2016 – 2018, reports that there were **5,430** individuals who have obtained lawful residence in Hawaii in 2018 is slighter more than the amount of individuals counted in 2017. (<https://www.dhs.gov/immigration-statistics/yearbook/2018/table4>)

In 2017 however, the State of Hawaii Databook 2018 reports that of the 5,396 individuals who have obtained lawful permanent residence in the State of Hawaii in 2017; a high number of immigrants to Hawaii come from the Philippines, other parts of Asia, and from the Federated States of Micronesia and Republic of the Marshall Islands (listed as other countries/2) who have migrated under the Compact of Free Association. Many of these individuals do not qualify for other governmental assistance which has attracted many older immigrants to SCSEP in Hawaii. These individuals have language and cultural barriers that hinder their ability to provide for themselves or their families further placing them at risk of homelessness and increasing their chances of becoming ill. Some are illiterate in their own language making training and employment challenging at times, however as more immigrants move to Hawaii, SCSEP services to minorities becomes an important service to meet this need.

D. Provide a list of community services needed and the places that need these services most. Specifically, the plan must address the needs and location(s) of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

Hawaii continues to distribute our SCSEP positions to the respective counties based on the Equitable Distribution formula and encourage coordination with other programs and initiatives within each local area that may enhance the training and supportive needs of our participants.

With the expansion of Construction and Extraction occupations, the listing of Hawaii's Best Job Opportunities – 2026 (see Appendix 1) evidently reflects the labor market jobs in demand to those that require a high school diploma or equivalent, or higher. There are ample job openings which do not require a high diploma or higher such as personal care aides, nursing assistants, retail salespersons, food preparation and serving workers as they are the jobs with the most openings currently (see page 6).

The SCSEP community service training assignments include non-profit and government agencies whose services target the general community and elderly community. Priority is given to the agencies providing services to the elderly such as senior centers, senior nutrition programs, social services, health services, and senior day-care centers.

DLIR will ensure that SCSEP will provided the training, experiences, and employment counseling necessary for the participants to compete for unsubsidized employment and to meet employer needs of the community.

E. Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))

DLIR, WDD's long term strategy plans are to implement and execute SCSEP through the workforce development division branches throughout the State. DLIR has an established presence in the communities at the American Job Center's (AJC's) in all four state counties which service the general public. This will allow the delivery of SCSEP services to be directly inclusive of the wrap around services offered by DLIR staff at the AJC. DLIR is a required partner of the One Stop Center system which was developed under the Workforce Innovation and Opportunity Act and will satisfy the requirement of the SCSEP's presence at the AJC. This strategy is also to alleviate the duplication of services that has been offered by both DLIR and the current SCSEP operators. With SCSEP operations being delivered by DLIR, SCSEP will have direct participation in the larger network of workforce development programs currently being offered within the State which will enhance its presence to the public.

This long-term plan and strategy towards improvement seeks to enhance the capacity of state staff operating SCSEP. The state staff are well informed of the different programmatic regulations and regularly utilize the USDOL Workforce GPS website to update them on trainings and to upload materials as needed. As the users of the HireNet systems, the delegated staff to SCSEP will be able to learn and facilitate the use of the USDOL's Workforce30ne Community of Practice site and the SCSEP forum on the Charter Oak Group website. This is in direct timing with the upcoming implementation of new data systems for SCSEP called the Grantee Performance Management System (GPMS) which will be fairly new once the state has resumed the services for SCSEP, allowing for DLIR staff to receive the trainings necessary to operate GPMS. The Program Specialist for SCSEP, operating out of the DLIR office also the WDD administrative office, will be able to work directly and engage more frequently with DLIR, WDD branch managers to provide timely technical assistance and clarification when necessary. The state as the SCSEP operator is knowledgeable of the labor market conditions in their areas and are kept abreast of available services which will assist the SCSEP participants to achieve their vocational goals.

Results from the Hawaii SCSEP Customer Satisfaction Surveys are used to assess the quality of the program's services and how these services relate to desired outcomes. The outcomes of these survey's provide the State with an understanding of where SCSEP is outperforming or underperforming which will guide the State to make necessary actions to implement for improving services and meeting the specific needs of our customers.

The responsibilities of the Program Specialist will oversee the management of the program in its entirety, ensure the quality services are delivered, deliver technical assistance when needed and orchestrate training of staff for quality assurance, and ensure that each branch is meeting its performance measures and program expectations. Because the SCSEP services and performances are based on an aggregated score of six core performance measures; hours of community service, entry into unsubsidized employment, retention in unsubsidized employment for six months, average wages, number of participants served, and the number of most-in-need served, they closely mirror and will complement the performance measures of the State's other programmatic performance measures further supporting the leverage of funding to assist the participants find unsubsidized employment preventing gaps in services before the participant exits the program. The State has

orchestrated various conferences combining various topics that cover employment, education, inclusion, and data which provide for opportunities to discuss programmatic changes, technical assistance, and resources for SCSEP staff and participants.

F. Describe a strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(f))

The State as the SCSEP operator will utilize the State's comprehensive analysis of the economic conditions, workforce Characteristics and workforce system, to prepare SCSEP participants to meet the needs of the program.

The State as the SCSEP operator will continue to develop and promote a streamlined, coordinated relationship with business in order to develop a skilled workforce of SCSEP participants, which will meet the employer's needs.

The State as the SCSEP operator will increase employer outreach using On the Job Experience as an option. This will allow SCSEP participants to gain additional work experience that better prepares them for unsubsidized employment. There is strong evidence that work-based, on-the-job training is a successful model for individuals to obtain unsubsidized employment, and these proposals will encourage and expand the use of this successful employment strategy. Participants who receive skills training and are provided work experience aligned with that training tend to earn higher salaries in subsequent employment.

The State continues to provide job search assistance, job readiness and life skills training, through one-on-one assistance, self-service or group settings to the general public. The addition of SCSEP will merge the population of individuals ages 55 or older into receiving additional services through other state employment programs, enhancing the participants marketability thus increasing their probabilities of getting hired to be able to earn livable wages.

SCSEP participants will have access to employment opportunities in the state and opportunities for entrepreneurs to establish businesses that provide sustainable wages and self-sufficiency.

The State as the SCSEP operator will continue to deliver services with the American Job Centers and provide a streamlined, efficient, high-quality and user-friendly workforce delivery system;

The State continues to maintain and build established partnerships which SCSEP participants will have direct access for financial and benefits planning training, employment counseling and referral to benefits counselling and planning, and to understand the impact of work on their benefits.

III. Location and Population Served, including Equitable Distribution (ED)

A. Describe the localities and populations most in need of the type of projects authorized by title V. (20 CFR 641.325 (d))

Jurisdiction	Ratio of Eligible Senior Population	Positions Based on Equitable Distribution	PY 19 Modified Positions Allocated	Variance
County of Hawaii	.1920	24	28	-4
City and County of Honolulu	.5760	72	74	-2
County of Kalawao	0	0	0	0
County of Kauai	.0320	4	9	-5
County of Maui	.1360	17	14	+3

B. List the cities and counties where the SCSEP project will take place. Include the number of SCSEP authorized positions and indicate if and where the positions changed from the prior year.

USDOL does a special census run to determine the percent of eligible seniors residing in each jurisdiction within the State. Based on this data, USDOL issued SCSEP grantees an Equitable Distribution Report which is to be used to allocate the number of funded positions to each service area. Grantees are to allocate their funded positions as close to the Equitable Distribution report as possible and/or to meet this proportion by the end of the current program year. For Program Year 2019 (July 1, 2019 to June 30, 2020), Hawaii has been allocated 125 positions and the State has distributed the available positions to match the formula provided by USDOL. The above chart indicates how the SCSEP positions are distributed within the State.

C. Describe any current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

None.

D. Explain the state's long-term strategy for achieving an equitable distribution of SCSEP positions within the state that moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365 and;

When new equitable distribution data or changes in funding levels result in an increase or decrease in slot levels, adjustments will be made in the slot levels of the operator that will be affected as soon as possible.

Should there be a need to positions from over-served locations within the State, Hawaii SCSEP operators will work with participants in subsidized community service positions to obtain unsubsidized employment to make positions available for the State to serve more eligible individuals in the areas where there has been an increase in the eligible population, and placing time limits on a SCSEP community service assignment in accordance with a participants durational limit which will permit positions to be transferred over time.

1. Equitably serves both rural and urban areas (20 CFR 641.302(a)(2) and

Based on the U. S. Census Bureau, urban is defined as “all territory, population and housing units in urban areas, which include urbanized areas and urban clusters”.

The U. S. Census Bureau identifies two types of urban area:

- Urbanized Areas (UAs) of 50,000 or more people;
- Urban Clusters (UCs) of at least 2,500 and less than 50,000 people.

Rural encompasses all population, housing, and territory not included within an urban area.

In the State of Hawaii, almost the entire island of Oahu (City and County of Honolulu) is considered urban and all neighboring island areas are considered rural. According to PY 2018 total participant data reflects that approximately 38% of our SCSEP population resides in rural areas of the State. The allocation of positions between urban and rural using the equitable distribution formula will see changes in the upcoming program year.

2. Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365)

Applicants to Hawaii SCSEP are recruited from a variety of sources. In addition to the wrap around services offered at the AJC by DLIR staff, efforts for targeted recruitment in impoverished areas of the State will be emphasized to find and recruit those who are in need. If there is an increase in applicants than vacancies, the State will utilize the eligibility criteria to determine the selection of the potential participants through assessing their needs and barriers for priority to enrollment.

E. Provide the ratio of eligible individuals in each service area to the total eligible population in the state. (20 CFR 641.325(a))

Jurisdiction	Ratio of Eligible Senior Population
County of Hawaii	.1920
City and County of Honolulu	.5760
County of Kauai	.0320
County of Maui	.1360

F. Provide the relative distribution of eligible individuals who:

- 1. Reside in urban and rural areas within the state*
- 2. Have the greatest economic need*
- 3. Are minorities*
- 4. Are limited English proficient*
- 5. Have the greatest social need. (20 CFR 641.325(b))*

Although a specific percentage of participants who may be deemed as having the “greatest social need” is difficult to determine, the large percentage of individuals with limited English proficiency, literacy skills, residing in rural areas, receiving public assistance, and who are old enough but not receiving SS Title II benefits is an indication of the proportion of our participants who have the greatest social need. Many of the participants who are old enough but not receiving social security benefits are recent immigrants who do not have enough work quarter to qualify. Many of the immigrants are functionally illiterate, lack English proficiency skills, and have multiple cultural and social barriers which are very necessary to be able to compete for job opportunities in the workforce today. It is estimated that approximately 50% of our current participants are immigrants.

Hawaii is a melting pot of many ethnic groups, approximately 5,430 individuals were admitted into Hawaii as a permanent resident in 2018. (<https://www.dhs.gov/immigration-statistics/yearbook/2018/table4>) Of these immigrants, a large segment is from the Philippines. Due to their inability to qualify for other governmental assistance, many older immigrants have applied for SCSEP services. As more immigrants move to Hawaii, the need for SCSEP services to minorities will continue.

In addition to the immigrants, Hawaii continues to experience a large influx of individuals from the Federated States of Micronesia and the Republic of Marshall Islands who have migrated under the Compact of Free Association. Many of these individuals who enrolled into SCSEP have major barriers to employment with language and cultural barriers being the top two. Based on the Final Report for Program year 2018, the following indicates the percentage of participants in each of these specific populations’ groups:

Is aged 65 or older	53%
Has a disability	28%
Has limited English proficiency	26%
Reside in rural areas	38%
Reside in urban areas	62%
Is homeless or at risk for homelessness	17%
Has income at or below poverty level (Greatest economic Need)	92%
Is a participant receiving public assistance	68%
Is old enough but not receiving SS Title II	14%
Is of a minority race	80%

G. Describe the steps taken to avoid disruptions to service for participants to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data becomes available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

To avoid disruption in services to participants, should a reduction occur, the subprojects will follow the following procedures.

1. Any vacant positions over the new slot level in the affected copy will be eliminated.
2. If necessary, enrollment of new participants will be temporarily curtailed.
3. All participants will be encouraged and assisted to seek unsubsidized employment.
4. If all allocated positions are filled, position will be eliminated through attrition whenever possible.
5. If possible, DLIR staff will assist subproject operators to transition from one subproject to another.

The State will develop a Contingency Plan which describes:

- How and when the participants will be notified should there be a reduction or total loss of positions.
- How records will be transferred to a new provider, if applicable;
- What efforts will be made to place participants into unsubsidized employment or other employment and training opportunities;
- What services will be provided to ease the transition; and
- How final payroll payment will be made.

In the past, when operations under an operator ceased, the Program Specialist met with the affected participants and assisted with the transition activities to a new service provider. Arrangements were made to transfer case files, update assessments, prepare new host agency agreements, and to transfer equipment, as applicable. Participants were informed when and how their last paycheck from the former operator will be available and when they may expect their first paycheck from their new operator. Such arrangements helped to ensure that the transition for participants was as transparent and non-disruptive as possible.

Appendix A

Appendix A

STATE OF HAWAII'S

Best Job Opportunities - 2026

Dept. of Labor & Industrial Relations
Research & Statistics Office

dlir.rs.hiwi@hawaii.gov



www.hiwi.org

808-587-5668

July 2019

ANNUAL EMPLOYMENT
GROWTH RATE

0.7 %

MEDIAN ANNUAL
WAGE

\$ 42,480

JOB OPENINGS + FAST GROWTH + HIGH WAGE

Best jobs were selected for positive job creation, above average employment growth rate, above average median annual wage, and minimum of 100 base year employment. Jobs are sorted by total annual openings.

Total annual openings (includes openings created by transfers and exits), new jobs created annually, annual growth rate, and base year employment are based on long-term employment projections from 2016 to 2026.

The median annual wage is from the 2018 Occupational Employment Statistics survey (if noted with asterisk, wage was not available for 2018 and the most current prior year wage is provided).

Education levels are assigned by the U.S. Department of Labor's Bureau of Labor Statistics.

Automation index is determined by EMSI, www.economicmodeling.com. It captures an occupation's risk of being affected by automation. Lower indexes indicate less risk from automation, while higher indexes indicate greater risk.

► Less than High School education	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Waiters and Waitresses	3,300	1,180	0.7%	16,370	\$48,860	129.8
Construction Laborers	840	620	0.8%	7,420	\$59,220	131.9
Cement Masons and Concrete Finishers	120	80	0.9%	970	\$78,400	126.6
Roofers	120	80	0.7%	1,120	\$55,570	130.8
Industrial Truck and Tractor Operators	100	70	0.8%	790	\$45,460	119.5
Butchers and Meat Cutters	80	60	0.9%	600	\$42,500	114.4
Floor Layers, ex. Carpet, Wood, Hard Tile	40	30	0.7%	390	\$49,600	139.1
Carpet Installers	30	30	0.7%	350	\$66,510	129.2
Pipelayers	10	10	1.0%	110	\$59,710	124.9

► High School or equivalent	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
General Maintenance and Repair Workers	810	650	0.9%	7,390	\$45,650	109.6
Electricians	520	290	0.7%	4,370	\$74,140	110.3
Hotel, Motel, and Resort Desk Clerks	410	210	0.9%	2,410	\$44,790	104.0
Property, Real Estate, Community Assn. Managers	370	360	0.8%	4,330	\$54,690	83.8
Bus Drivers, Transit and Intercity	320	280	1.2%	2,330	\$46,010	98.0

STATE OF HAWAII'S BEST JOB OPPORTUNITIES - 2026

► High School or equivalent	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Plumbers, Pipefitters, and Steamfitters	320	280	1.0%	2,700	\$64,700	116.3
Reservation & Transp. Ticket Agents & Travel Clerks	320	250	0.9%	2,770	\$42,480	94.4
Food Service Managers	320	230	0.8%	2,660	\$60,250	104.4
Supervisors of Construction Trades & Extraction Wkrs	300	240	0.8%	2,820	\$82,400	106.2
Operating Engineers & Other Const. Equip. Oprs.	280	210	0.9%	2,300	\$82,000	120.3
Chefs and Head Cooks	250	170	0.9%	1,780	\$63,810	93.2
Supervisors of Housekeeping and Janitorial Workers	240	170	0.9%	1,940	\$46,100	101.1
Supervisors of Mechanics, Installers, Repairers	230	180	0.7%	2,460	\$75,290	94.0
Fitness Trainers and Aerobics Instructors	210	130	1.2%	1,090	\$46,230	84.4
Police and Sheriff's Patrol Officers	200	190	0.7%	2,820	\$73,370	94.5
Supervisors of Personal Service Workers	170	180	1.2%	1,530	\$46,490	91.4
Supervisors of Transportation & Vehicle Operators	150	140	1.1%	1,230	*\$50,720	N/A
Supervisors of Landscaping & Groundskeeping Wkrs	140	120	0.9%	1,280	\$55,970	101.3
Insurance Sales Agents	130	100	0.8%	1,240	\$53,160	96.0
Sheet Metal Workers	120	70	0.7%	1,020	\$81,250	117.7
Bus & Truck Mechanics & Diesel Engine Specialists	110	140	1.3%	1,050	\$58,440	114.6
Construction and Building Inspectors	100	60	0.8%	840	\$64,100	92.7
Industrial Machinery Mechanics	80	70	0.9%	770	\$67,030	109.8
Community Health Workers	70	90	1.8%	490	\$42,610	80.6
Automotive Body and Related Repairers	70	60	1.1%	600	\$51,210	119.3
Supervisors of Helpers, Laborers, & Material Movers	70	60	0.9%	630	*\$45,680	N/A
Lodging Managers	70	50	0.7%	650	\$80,650	97.3
Production, Planning, and Expediting Clerks	70	40	0.7%	620	\$51,390	94.0
Security and Fire Alarm Systems Installers	60	50	1.1%	480	\$46,300	113.2
Reinforcing Iron and Rebar Workers	60	50	0.9%	510	\$78,450	137.2
Solar Photovoltaic Installers	50	180	9.2%	190	\$54,040	119.7
Mobile Heavy Equipment Mechanics, ex. Engines	50	40	0.8%	490	\$68,900	109.6
Transportation, Storage, and Distribution Managers	50	40	0.7%	600	\$88,710	88.2
Glaziers	50	30	0.8%	360	\$75,700	127.1
Opticians, Dispensing	40	60	1.2%	460	\$45,040	92.9
Hazardous Materials Removal Workers	40	50	1.7%	280	\$56,220	124.2
Supervisors of Police & Detectives	40	50	0.7%	660	\$113,490	84.5
Tree Trimmers and Pruners	40	30	0.8%	340	\$44,930	122.8
Painters, Transportation Equipment	30	30	1.2%	210	\$52,160	119.0
Tax Preparers	30	20	0.7%	300	\$53,210	102.0
Aircraft Cargo Handling Supervisors	20	30	1.7%	160	\$55,130	81.6
Septic Tank Servicers & Sewer Pipe Cleaners	20	20	2.0%	120	\$45,840	118.6
Structural Iron and Steel Workers	20	20	0.9%	180	\$75,960	132.2
Crane and Tower Operators	20	20	0.8%	200	\$86,230	121.5
Stonemasons	20	20	0.8%	250	\$46,920	134.4
Outdoor Power Equip. & Other Small Engine Mechanics	20	10	0.9%	160	\$51,000	115.8
Police, Fire, and Ambulance Dispatchers	20	10	0.7%	200	\$46,240	90.6
Transportation Inspectors	20	10	0.7%	160	\$75,080	102.5
Pesticide Handlers, Sprayers, Applicators, Vegetation	20	10	0.7%	130	\$42,810	126.2
Private Detectives and Investigators	10	10	0.9%	120	*\$51,200	97.3
Surveying and Mapping Technicians	10	10	0.7%	100	\$46,960	94.3

Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, July 2019, www.hiwi.org

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STATE OF HAWAII'S BEST JOB OPPORTUNITIES - 2026

► Postsecondary or some college

	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Heavy and Tractor-Trailer Truck Drivers	460	270	0.7%	3,950	\$46,780	110.1
Massage Therapists	300	450	2.0%	2,290	\$57,740	86.5
Captains, Mates, Pilots of Water Vessels	150	90	0.7%	1,340	\$51,010	97.0
Licensed Practical & Licensed Vocational Nurses	120	160	1.2%	1,330	\$49,360	84.8
Computer User Support Specialists	110	130	1.0%	1,210	\$45,960	82.9
Heating, Air Conditioning, Refrigeration Mechanics	110	100	1.1%	950	\$60,070	113.0
Emergency Medical Technicians and Paramedics	70	120	1.3%	860	\$54,470	83.7
Audio and Video Equipment Technicians	60	80	1.3%	570	\$53,300	97.8
Medical Records and Health Information Technicians	50	70	1.1%	650	\$47,020	91.7
Skincare Specialists	50	40	1.1%	380	\$45,810	93.7
Surgical Technologists	30	40	1.2%	340	\$48,780	89.0
Supervisors of Fire Fighting & Prevention Workers	30	30	0.7%	470	\$92,430	79.6

► Associate's degree

	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Paralegals and Legal Assistants	140	120	1.0%	1,190	\$50,170	89.4
Dental Hygienists	70	150	1.6%	920	\$76,670	96.8
Medical and Clinical Laboratory Technicians	60	90	1.2%	730	*\$46,790	97.9
Physical Therapist Assistants	50	100	3.3%	290	\$58,140	88.1
Computer Network Support Specialists	50	50	0.8%	540	\$60,510	86.9
Radiologic Technologists	40	60	0.9%	680	\$76,930	94.1
Web Developers	30	40	1.2%	340	\$61,760	88.4
Environmental Science & Protection Techs, incl. Health	30	20	0.7%	260	\$45,400	88.5
Respiratory Therapists	20	50	1.7%	320	\$71,640	93.2
Radio, Cellular, Tower Equipment Installers & Repairs	20	20	1.7%	140	\$51,840	109.4
Electrical and Electronics Drafters	20	20	1.0%	190	\$59,100	91.0
Diagnostic Medical Sonographers	10	30	1.8%	170	\$95,020	93.3
Magnetic Resonance Imaging Technologists	10	10	1.1%	100	\$91,890	92.8
Avionics Technicians	10	10	0.7%	130	\$70,030	100.0
Civil Engineering Technicians	10	10	0.7%	150	\$54,690	92.4

► Bachelor's degree

	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
General and Operations Managers	1,030	950	0.8%	11,210	\$99,510	82.2
Registered Nurses	770	1,530	1.3%	11,460	\$105,300	85.3
Substitute Teachers	740	500	0.8%	6,160	\$47,150	83.3
Accountants and Auditors	530	450	0.9%	5,280	\$61,290	93.1
Management Analysts	280	280	0.9%	2,930	\$78,980	91.1
Construction Managers	240	240	0.8%	3,010	\$100,010	88.6
Sales Managers	240	180	0.7%	2,560	\$83,200	85.7
Child, Family, and School Social Workers	230	190	0.9%	2,000	\$55,820	83.7
Financial Managers	220	400	1.8%	2,230	\$107,980	85.8
Civil Engineers	190	160	0.7%	2,330	\$83,610	81.7

STATE OF HAWAII'S BEST JOB OPPORTUNITIES - 2026

► Bachelor's degree	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Medical and Health Services Managers	150	270	1.8%	1,490	\$114,490	75.2
Administrative Services Managers	140	150	1.0%	1,500	\$94,940	81.0
Market Research Analysts and Marketing Specialists	130	220	2.1%	1,060	\$55,910	88.6
Cost Estimators	130	110	0.9%	1,210	\$79,890	96.5
Public Relations Specialists	130	100	0.8%	1,220	\$59,240	90.0
Airline Pilots, Copilots, and Flight Engineers	110	110	1.1%	1,040	*\$118,070	91.5
Loan Officers	110	110	0.9%	1,200	\$58,430	91.7
Training and Development Specialists	110	100	1.0%	980	\$59,100	88.0
Computer Systems Analysts	90	90	0.7%	1,250	\$76,580	81.7
Software Developers, Applications	80	240	2.8%	840	\$80,000	81.1
Social and Community Service Managers	80	120	1.7%	730	\$65,700	85.7
Meeting, Convention, and Event Planners	80	70	1.2%	580	\$53,740	90.5
Software Developers, Systems Software	70	100	1.2%	880	\$91,240	78.2
Electrical Engineers	70	80	0.9%	930	\$91,070	84.8
Environmental Scientists and Specialists, incl. Health	70	50	0.8%	710	\$67,520	74.6
Substance Abuse & Behavioral Disorder Counselors	60	100	2.5%	410	*\$41,560	84.9
Personal Financial Advisors	60	80	1.2%	620	\$68,010	89.4
Producers and Directors	60	70	1.1%	620	\$70,120	89.1
Mechanical Engineers	60	70	0.9%	740	\$78,490	83.4
Computer & Information Systems Managers	60	60	0.9%	650	\$118,170	79.9
Medical and Clinical Laboratory Technologists	50	70	1.1%	650	*\$68,410	97.9
Health Educators	50	60	1.7%	340	\$68,050	75.6
Human Resources Managers	50	50	0.9%	560	\$98,100	84.0
Marketing Managers	50	50	0.8%	560	\$100,840	76.7
Dietitians and Nutritionists	40	70	1.7%	440	\$69,960	84.7
Financial Analysts	40	40	1.0%	410	\$75,870	88.7
Operations Research Analysts	30	80	2.3%	340	\$107,370	91.2
Appraisers and Assessors of Real Estate	30	50	1.3%	390	\$62,750	89.4
Compensation, Benefits, and Job Analysis Specialists	30	40	1.4%	260	\$59,660	86.4
Public Relations and Fundraising Managers	30	40	1.0%	360	\$96,280	85.1
Occupational Health and Safety Specialists	30	40	0.7%	550	\$69,470	92.5
Fundraisers	30	30	1.4%	240	\$49,970	85.8
Purchasing Managers	30	30	0.9%	320	\$106,470	88.7
Athletic Trainers	20	50	2.4%	200	\$59,670	91.7
Information Security Analysts	20	40	1.9%	220	\$86,720	86.4
Training and Development Managers	20	20	0.9%	210	\$93,360	84.3
Computer Network Architects	20	20	0.8%	270	\$93,440	87.1
Natural Sciences Managers	20	20	0.7%	270	\$112,140	76.8
Database Administrators	20	20	0.7%	270	\$91,490	88.1
Soil and Plant Scientists	20	10	0.9%	130	\$66,060	78.2
Social Science Research Assistants	20	10	0.7%	130	\$49,500	83.7
Camera Operators, Television, Video, Motion Picture	20	10	0.7%	150	\$54,480	99.2
Computer Hardware Engineers	10	20	1.1%	180	\$94,820	83.1
Health & Safety Engineers, ex. Mining Safety	10	20	0.9%	160	\$79,600	84.5
Microbiologists	10	10	0.8%	130	\$68,440	92.3

STATE OF HAWAII'S BEST JOB OPPORTUNITIES - 2026

► Master's degree

	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Education, Guidance, School, Vocational Counselors	200	160	1.0%	1,680	\$58,970	80.0
Healthcare Social Workers	140	220	2.1%	1,030	\$64,710	83.5
Instructional Coordinators	140	120	0.8%	1,410	\$64,230	88.5
Mental Health and Substance Abuse Social Workers	80	120	2.0%	590	\$54,110	81.7
Mental Health Counselors	40	80	2.4%	320	*\$40,590	84.9
Speech-Language Pathologists	40	70	1.1%	620	\$74,130	87.5
Urban and Regional Planners	40	50	1.1%	440	\$74,310	104.9
Nurse Practitioners	30	120	3.6%	330	\$123,570	83.2
Physician Assistants	30	90	3.5%	270	\$116,230	87.8
Art, Drama, and Music Teachers, Postsecondary	30	40	1.1%	370	\$61,960	86.6
Education Administrators, Postsecondary	30	30	0.8%	330	\$114,790	79.6
Occupational Therapists	20	50	1.6%	310	\$85,940	87.3
Computer & Information Research Scientists	10	20	1.7%	130	\$106,860	78.5
Economists	10	20	1.0%	170	\$91,260	83.8

► Doctoral or Professional degree

	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Clinical, Counseling, School Psychologists	90	150	1.3%	1,090	\$78,440	85.4
Physical Therapists	60	190	2.0%	950	\$89,500	85.5
Biological Science Teachers, Postsecondary	60	80	1.3%	630	*\$82,640	86.6
Education Teachers, Postsecondary	50	50	0.8%	640	\$78,030	86.6
Dentists, General	30	110	1.6%	680	\$166,530	87.9
Nursing Instructors and Teachers, Postsecondary	30	70	2.2%	300	\$77,580	86.6
Health Specialties Teachers, Postsecondary	30	60	2.3%	240	\$142,660	86.6
Foreign Language & Literature Teachers, Postsecondary	30	30	1.0%	330	*\$63,460	86.6
Medical Scientists, Except Epidemiologists	30	30	1.0%	340	\$77,700	78.6
English Language & Literature Teachers, Postsecondary	30	30	0.8%	400	\$62,510	86.6
Family and General Practitioners	20	60	1.3%	490	*\$176,930	85.2
Veterinarians	20	50	1.5%	310	*\$164,600	83.1
Business Teachers, Postsecondary	20	40	1.6%	220	\$86,750	86.6
Psychology Teachers, Postsecondary	20	20	1.3%	180	\$59,030	86.6
Mathematical Science Teachers, Postsecondary	20	20	0.7%	210	\$69,700	86.6
Internists, General	10	30	1.4%	240	\$195,710	83.3
Optometrists	10	30	1.3%	220	\$119,030	83.2
Pediatricians, General	10	20	1.4%	140	\$158,660	82.7
Philosophy and Religion Teachers, Postsecondary	10	20	1.1%	160	\$72,390	86.6
History Teachers, Postsecondary	10	10	0.9%	130	\$70,470	86.6
Area, Ethnic, Cultural Studies Teachers, Postsecondary	10	10	0.9%	160	\$71,580	86.6
Psychiatrists	10	10	0.9%	150	*\$65,360	85.8
Communications Teachers, Postsecondary	10	10	0.9%	130	\$52,610	86.6
Sociology Teachers, Postsecondary	10	10	0.8%	160	*\$89,430	86.6
Computer Science Teachers, Postsecondary	10	10	0.7%	120	\$90,360	86.6

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