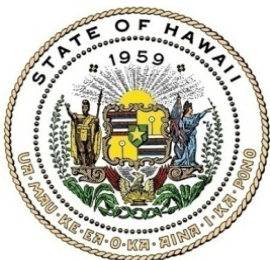




Hawaii's Workforce

A look at Characteristics by Industry



**Department of Business, Economic Development and
Tourism**

December 2010

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Table of Contents

EXECUTIVE SUMMARY	4
HAWAII WORKFORCE PROFILE BY INDUSTRY	7
Introduction	7
Aging of the Workforce	8
Women and Hawaii's Workforce	10
Education and the Workforce	12
Part-Time Workers	14
The Seasonal Workforce	16
Race and the Workforce	18
Income by Industry	19
CROSS TRENDS: GENDER, AGING, INCOME, EDUCATION & ETHNICITY	22
Gender & Income	22
Gender & Education	23
Gender & Aging of the Workforce	24
Incomes, Education, Aging and Ethnicity	24
CONCLUSIONS	29
APPENDIX: DETAILED DATA	30

Executive Summary

Research over recent years has helped call attention to a number of trends that are beginning to impact the economy and public policy such as the aging of the workforce, changing education levels and the progress of women and minorities in the labor force, among others. However, much of this research has been at the broad level of the economy as a whole and has left questions about how these trends are reflected in the individual industry sectors of the economy.

To investigate these trends at the industry level, DBEDT has mined a data base from the U.S. Census Bureau called the American Community Survey (ACS). This has resulted in information about how major trends in aging, education, gender and other factors are impacting important sectors of Hawaii's economy.

In 2008, there were about 646,000 people in Hawaii's civilian labor force. This represented a participation rate of 63% of all adult residents 18 years and above. More than 620,000 of those in the labor force, (96%) were employed, while 26,000, (4%) were unemployed. Most of the employed persons (96%) were wage and salary workers, with the balance either self employed or proprietors. Since 2008, the recent recession has resulted in a shrinkage of the Labor Force and rise in the unemployment rate. However, the industry profiles and characteristics revealed by the ACS data and summarized below have probably not changed significantly.

Aging of the Workforce

- About 44% of all workers were over 45 years of age or older in 2008, having either reached or approaching retirement age.
- The younger workers (age 18-44) accounted for 56% of the state's workforce. Over the years, workforce participation rates for younger workers peaked at about 70% between the late 1960s and early 1980s as the baby-boomer generation entered the labor market.
- The proportion of younger workers began to decline in the early 1990s as baby boomers began to enter their mid 40s.
- The last of the boomers reached their mid 40s in 2009 and with older boomers beginning to retire, the proportion of younger workers may begin rising in the coming years.

Women in the Labor Force

- Women accounted for 48% of the state's over-18 workforce in 2008. Women were more likely to work in education, healthcare, wholesale-retail sectors while men dominated in construction, transportation, and manufacturing sectors.
- Women's workforce participation rates were in the low 30% in the 1960s, but increased steadily to the mid-40% by the 1980s, and have since stabilized in the high-40%. On average, women tend to have higher education level, but earn less than men.
- Although they usually enter workforce at the same age, a portion of women tend to leave labor market during childbearing years and return later on.
- There also has been a trend for women to retire and leave the workforce earlier than men.

Education and the Workforce

- Nearly 60% of the workforce had some amount of post secondary education in 2008 and half of those workers were at or above the bachelor's degree level.

- The remaining 40% of the workforce were high school graduates or below in terms of education.
- The percentage of college educated was in the 20% in the 1960s. The percentage climbed into the 40% by the 1980s and in the 1990s surpassed the percentage of those with high school credentials or below. The percent of post secondary educated workers has been stable at about 60% over the past decade.

Income Distribution

- Roughly 37% of the state's workforce had incomes under the Hawaii self-sufficiency income level (\$26,828 for an individual in 2008) and 15% were under the poverty level (\$11,960 in 2008).
- About 24% of the workforce made over the 2006 benchmark, \$50,000 income, often considered the threshold for *high income* work (which actually required income of \$54,759 in 2008 dollars).
- Among Hawaii's industrial sectors, energy and utilities, professional services, postal service, and information sectors had the highest percentages of workers earning at or above the high income level.
- Accommodations, financial, government and transportation sectors had high percentages of worker earnings above state's self-sufficiency income standard but less than the high-income benchmark.
- Personal services, food services, food processing, rental and wholesale-retail sectors had high percentages of workers with incomes above the federal poverty threshold but less than the state self-sufficiency income standard.
- Domestic work, agriculture, art and recreation sectors had high percentage of worker earnings below the federal poverty threshold.

The Part-Time and Seasonal Workforce

- About 81% of the workforce 18 years and up were employed full-time at work (at least 35 hrs. per week), meaning that 19% were under-employed in terms of hours worked.
- A higher, 93% of the workforce were employed for the entire year, while 7% experienced some periods seasonal unemployment.
- Over the years these percentages have fluctuated but have been stable over the last decade.

Race and the Workforce

- Overall, Asians accounted for 47% of the state's workforce over age 18 in 2008, whites 29 %, Native Hawaiians 8% and the other races accounted 17%.
- Whites and Asians in the workforce were the highest educated. Those two groups tended to enter the workforce later than Native Hawaiians and other races but stay longer.

Conclusions

- The aging of the workforce suggests that industries should be planning for higher replacement needs and a more competitive environment for new labor force entrants over the next two decades. Government, education, accommodations and real estate sectors should be the most

concerned about the turnover in their respective workforces over the next 20 years due to the higher proportion of older workers.

- The change in the mix of industries towards services, in which women make up a substantial proportion of total workers, has helped to accelerate the overall increase of women in the workforce.
- Native Hawaiians had the lowest overall income, with Asians second and Whites with the highest incomes overall in 2008. This finding mirrors education levels among ethnic groups, suggesting that improving educational attainment among Native Hawaiians, Asians and other non-White ethnic/racial groups could be a major factor in addressing the income disparities.

Hawaii's Workforce Profile

Introduction

For some years now, researchers have been tracking a number of important demographic and economic trends, such as the aging of the workforce, changing education levels and the progress of women and minorities in the labor force, to cite a few. This research has helped call attention to a number of trends that are beginning to impact the economy and public policy. For instance, the aging of the workforce is beginning to require more and more replacement workers in addition to workers needed to fill new jobs in the economy. Also, workers with only a high school education or less face more limited career opportunities than those with some amount of post-secondary training. And, of course, the role of women in the workforce has grown substantially over the years.

But much of this research has been at the level of the economy as a whole. What is not as well understood is how these trends are reflected in the individual industry sectors of the economy. For instance, is labor turnover due to retirements more severe in particular industries? What areas of the economy now require predominantly college training? And, is the infusion of women and minorities into the economy uniform or concentrated in particular sectors?

Until recently, the data needed to address these more focused questions was available to only the major Federal statistics agencies and not very frequently at that. However, the situation has changed over the last several years with the development of a new survey program through the U.S. Census Bureau. The *American Community Survey (ACS)*, as it is called, is an annual survey conducted by the Census Bureau in every State and county, and even for Native Hawaiian Homes Land in Hawaii. It provides critical economic, social, demographic, and housing information every year.

Moreover, the database for that survey has been made available to the public in a form called the *Public Use Microdata Sample File (PUMS)*. This data set is available for the major industry sectors of the economy and allows researchers to drill down deeper into the economy and explore the impact of aging, education, ethnicity, earning and other socioeconomic and demographic factors at broad industry levels. It is a large data base and requires specialized database software to manipulate, but can be run on just about any modern desktop computer. In late 2009, the Census Bureau released an updated PUMS file with data through 2008.

The ACS PUMS data allows the workforce to be profiled in nearly 30 major industry sectors of Hawaii's economy. DBEDT has used this updated PUMS file to develop a better and more up-to-date understanding of the Hawaii workforce, particularly in important sectors of the economy. This report combines information mined from 2008 PUMS data, with some complementary information from the Bureau of Labor Statistics (BLS), *Current Population Survey (CPS)* 1977-2009 to glean an understanding of changes that have taken place in the trends over time.

For the longer trend, this study used the Current Population Survey (CPS) data. CPS is a monthly survey of about 50,000 households nationwide conducted by the Bureau of Labor Statistics (BLS). The survey has been conducted for more than 50 years, and it is the primary source of information on the labor force characteristics of the civilian non-institutional population age 16 and over.

Data extracted from the ACS PUMS and CPS were for the employed civilian labor force aged 18 and above with positive earnings (wage, salary or self-employment business income).

For reference, there were about 646,000 people in Hawaii's Labor Force in 2008. This represented a participation rate of 63% of all adult residents 18 years and above. More than 620,000 of those in the Labor force, (96%) were employed, while 26,000, (4%) were unemployed. Most of the employed persons (96%) were wage and salary workers, with the balance either self employed or proprietors.

The year 2008 was a high watermark for the labor force and employment. Since then, the recession has resulted in lower employment, some shrinkage of the total Labor Force and more unemployed workers. However, the industry profiles and characteristics revealed by the ACS data and summarized below have probably not changed significantly.

Aging of the Workforce

The first of the post World War II baby boom generation (born between 1946 and 1964) became eligible for early retirement under social security in 2008. Baby boomer retirements will accelerate over the next two decades and will not subside until the last of the boomers reach full social security retirement age of 67 in the year 2031. Over that time period the workforce will undergo significant turnover, which will be more or less rapid depending on the industry.

In 2008, 44% of all workers were 45 years of age or older, about 268,000 in number. This means that young workers (age 18-44) accounted for only about 56% of the state's workforce in 2008 or 335,000 workers. Over the next 20 years we can expect most of the older workers to retire, on average more than 13,000 per year. Their places in the workforce will be filled from the current workers in the 18-44 year old group. Those workers will, in turn, need to be replaced by new workforce entrants of roughly an equal number, plus additional numbers needed to accommodate overall growth in the workforce as the economy expands. Even at a modest growth rate, economic expansion will likely add demand for an additional 10,000+ new workers per year. Added to replacement needs this is an expectation of roughly 23,000 new workers needed in the economy each year on average. Compared with this need, the number of Hawaii residents turning workforce age will likely be only around 15,000 to 16,000 per year over the next decade.¹

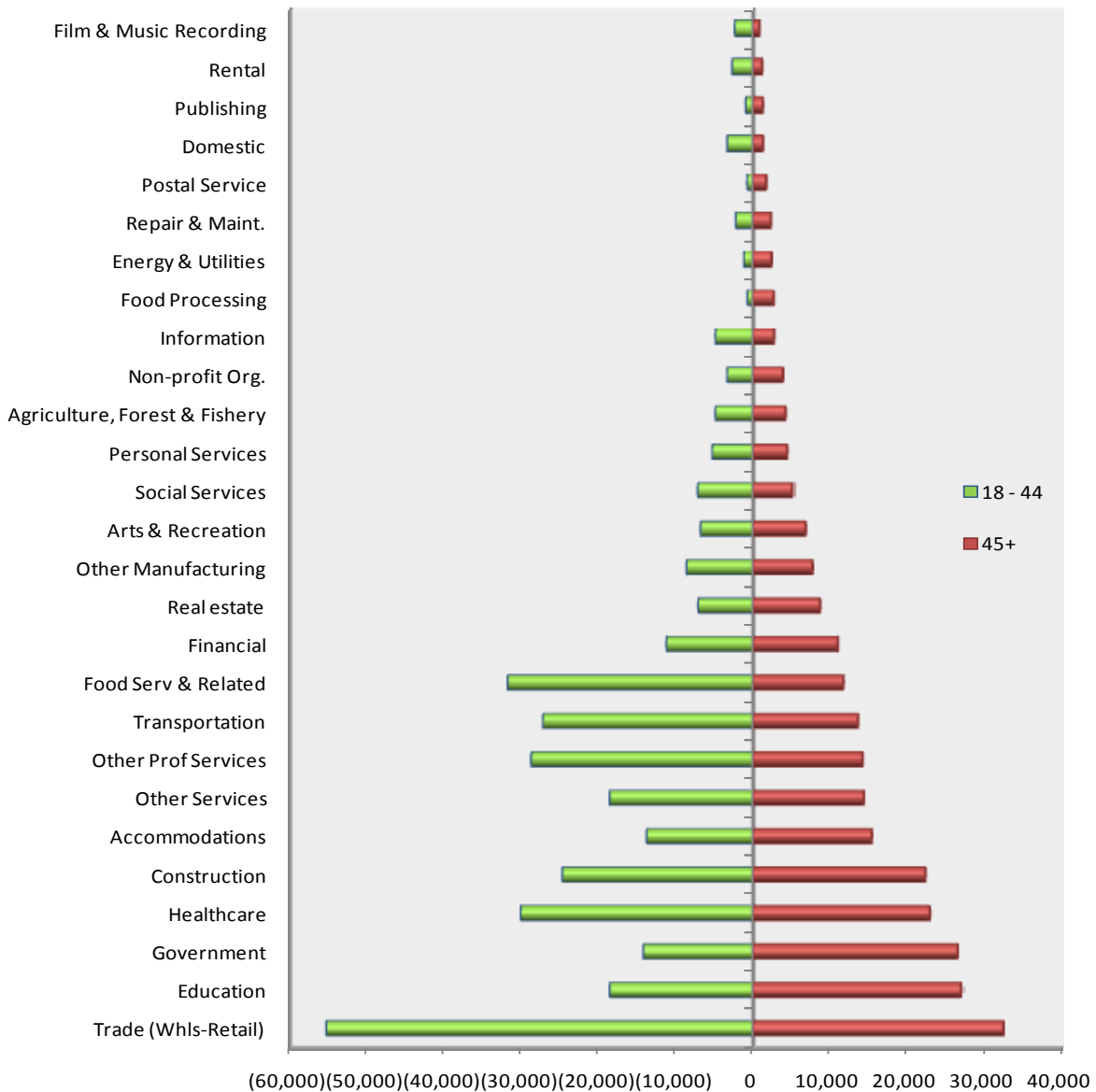
How will the impact of this labor shortage be felt by industry? Generally the smaller the proportion of older workers, the less impact an industry will feel in terms of turnover due to retirements. Looking at the distribution of workers by age and industry shows the sectors that may be impacted more or less than others by baby boom retirements. As shown in Figure 1, young workers were more likely to work in wholesale-retail, healthcare, construction, transportation, food service, information and other professional services sectors while the older workers were more concentrated in education, government, accommodations, and real estate sectors. Young workers outweighed older workers two-to-one in wholesale-retail, transportation, food service, and other professional services; while the old workers outweighed the young workers two-to-one in education and government sectors.

It would appear then, that government, education, accommodations and real estate should be most concerned about the turnover in their respective workforces over the next 20 years. Other industries such as trade, transportation and food service will be less impacted by the loss of older workers, but must still be aware that recruitment of younger workers for growth and replacement will see stiffer competition from other industries.

¹ DBEDT, State of Hawaii Data Book 2009, Table 1.31. Based on the average number of residents aged 10 to 19 in 2009.

In general, all industries will need to plan for higher replacement needs and a more competitive environment for new labor force entrants over the next two decades. Higher replacement needs means that workers will be moving up faster in the organization and holding positions with less experience. A more competitive recruitment for new workers suggests that employers need to evaluate what new workers value and what they have to offer new workers that will attract and motivate them for both the short and long-run.

FIGURE 1. YOUNGER VS. OLDER WORKERS BY MAJOR INDUSRY, 2008

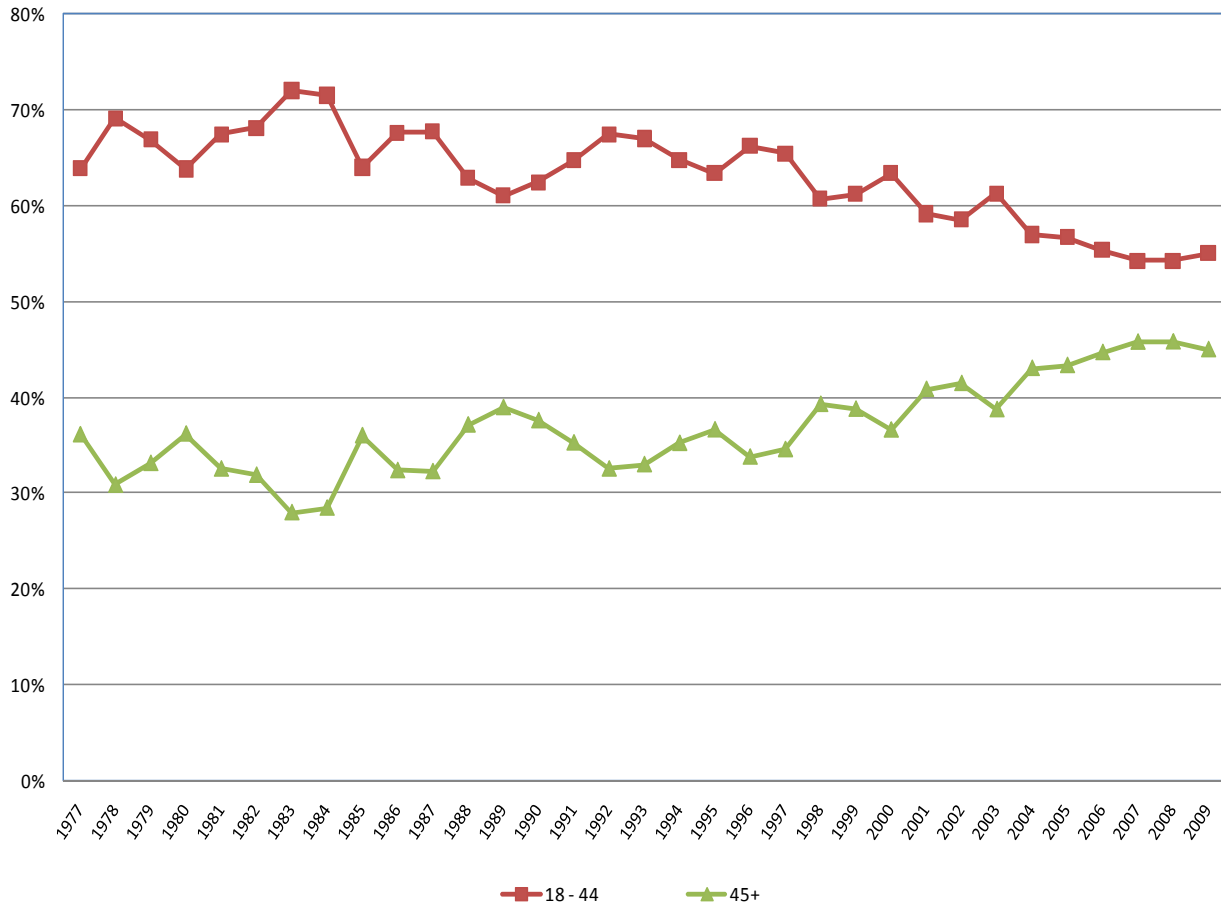


SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Over the years, the young workforce participation rates were peak at about 70% from the 1970s to early 1980s when the baby-boomer generation entered the labor market. It started to decline in the early 1990s from high-60% to current mid-50% while the old workers' share has been moving upward (Figure 2). The narrowing of these proportions reflects the passage of the

baby boom generation into the upper 40s, which is about complete. Accelerating retirements of the boomer generation should begin to slowly shrink the proportion of older workers over time.

FIGURE 2. YOUNGER VS. OLDER WORKER PERCENTAGES IN HAWAII'S LABOR FORCE

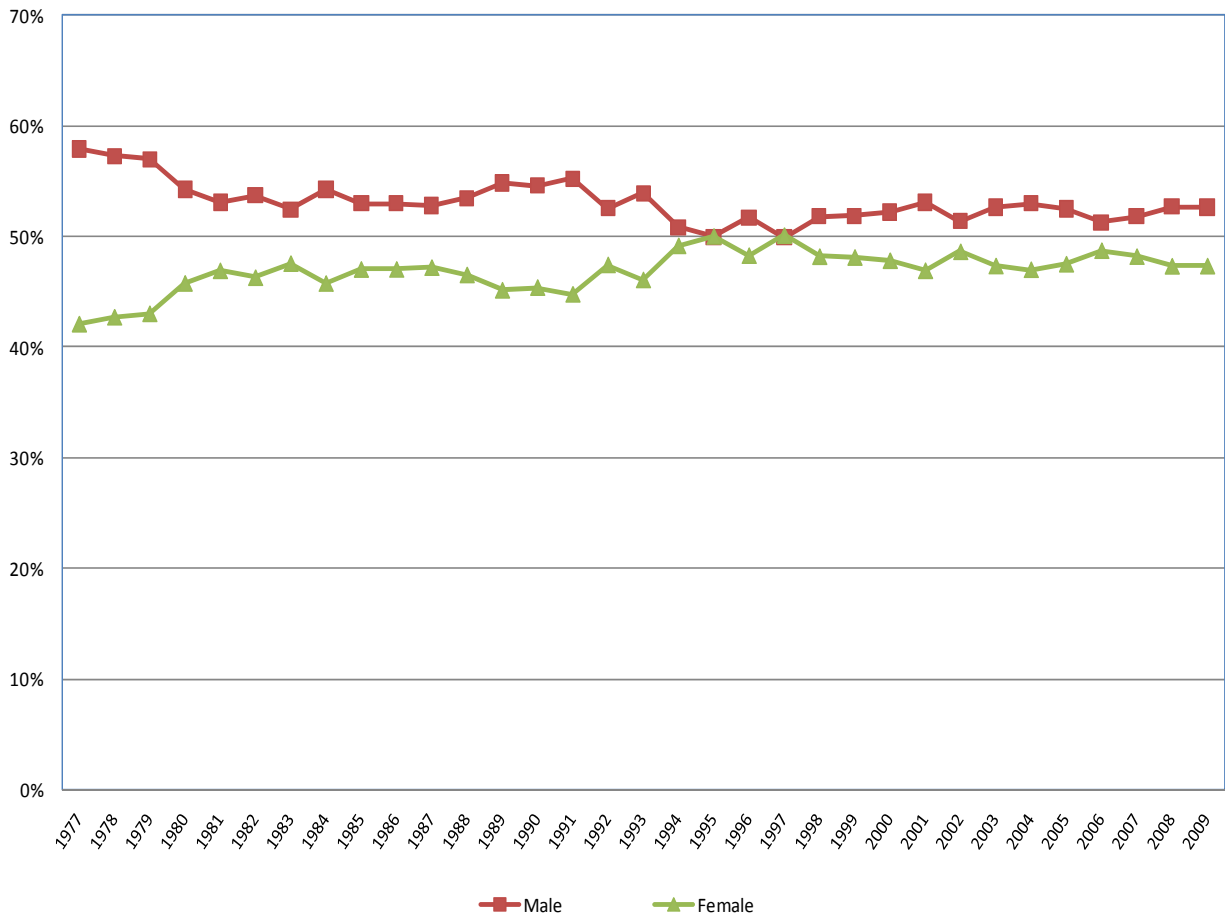


SOURCE: CURRENT POPULATION SURVEY (CPS), 1977-2009.

Women and Hawaii's Workforce

Among the more notable changes in the labor force in the post-World War II era has been the increase in female participation. As recently as 1977, nearly 58% of all workers in Hawaii's economy were male (Figure 3). By the early 1980s males made up only about 54% percent of the labor force and in 1995 the participation rate of males and females y reached 50% each. Since then, male participation has been slightly more and females slightly less than 50%.

FIGURE 3. MALE VS. FEMALE PERCENTAGES IN HAWAII'S WORK FORCE

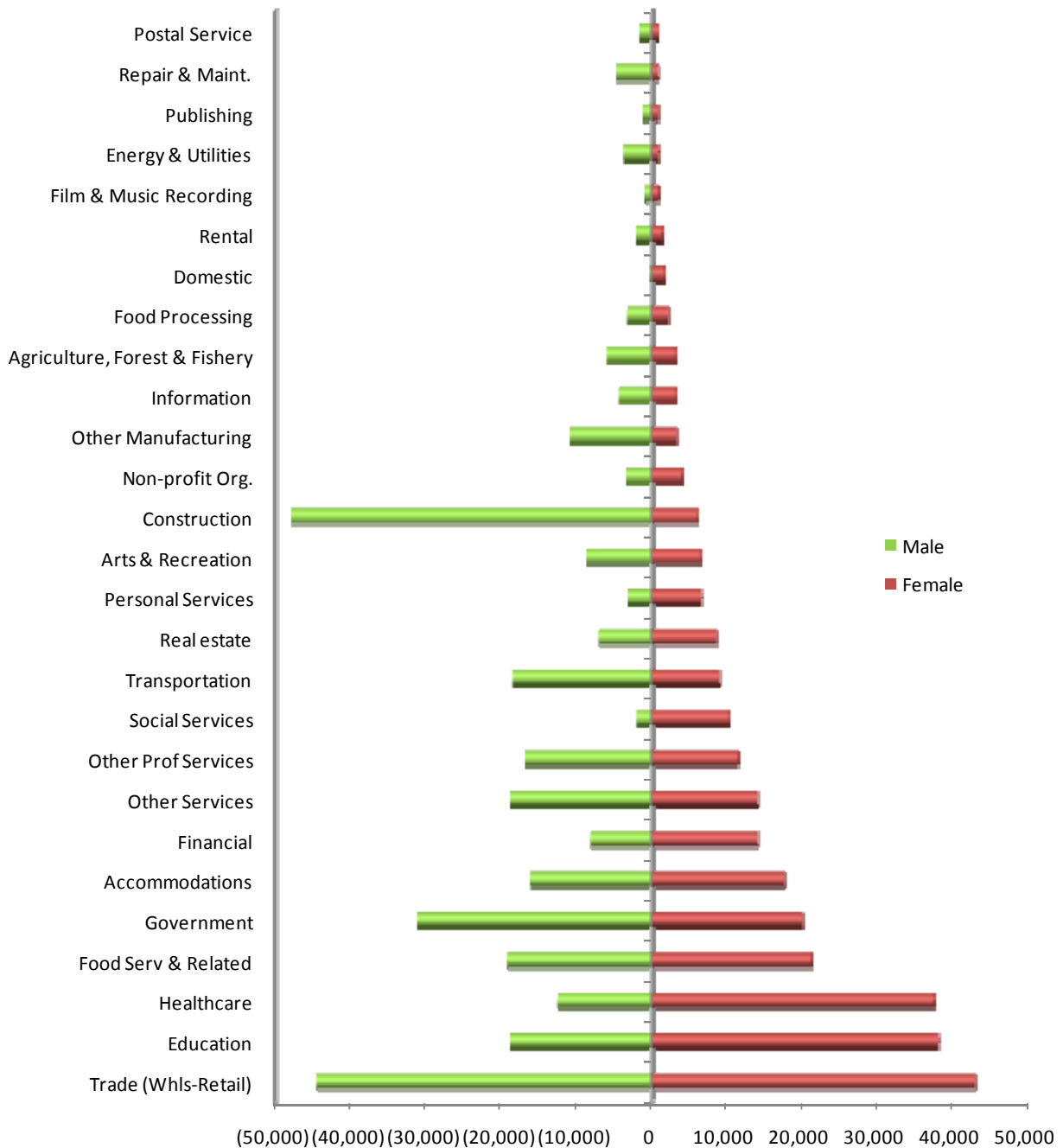


SOURCE: CURRENT POPULATION SURVEY (CPS), 1977-2009.

Male-female ratios in the workforce can vary greatly among the major industries, as shown in Figure 4. Males dominate in the traditional, heavy industries such as construction (89%), repair & maintenance (84%), energy & utilities (79%) and other manufacturing (77%). Women dominate service industries such as social services (84%), domestic (83%) health care (75%) and personal services (68%).

The change in the mix of industries in the economy over the years has probably helped accelerate the overall increase of women as a proportion of all workers. The service sector has become a larger proportion of the economy over the years and this is where women workers tend to be found in higher proportions. Manufacturing, on the other hand, has been in decline as a proportion of total jobs and that is where the highest proportion of male workers is found.

FIGURE 4. MALE VS. FEMALE WORKERS BY MAJOR INDUSTRY, 2008



SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

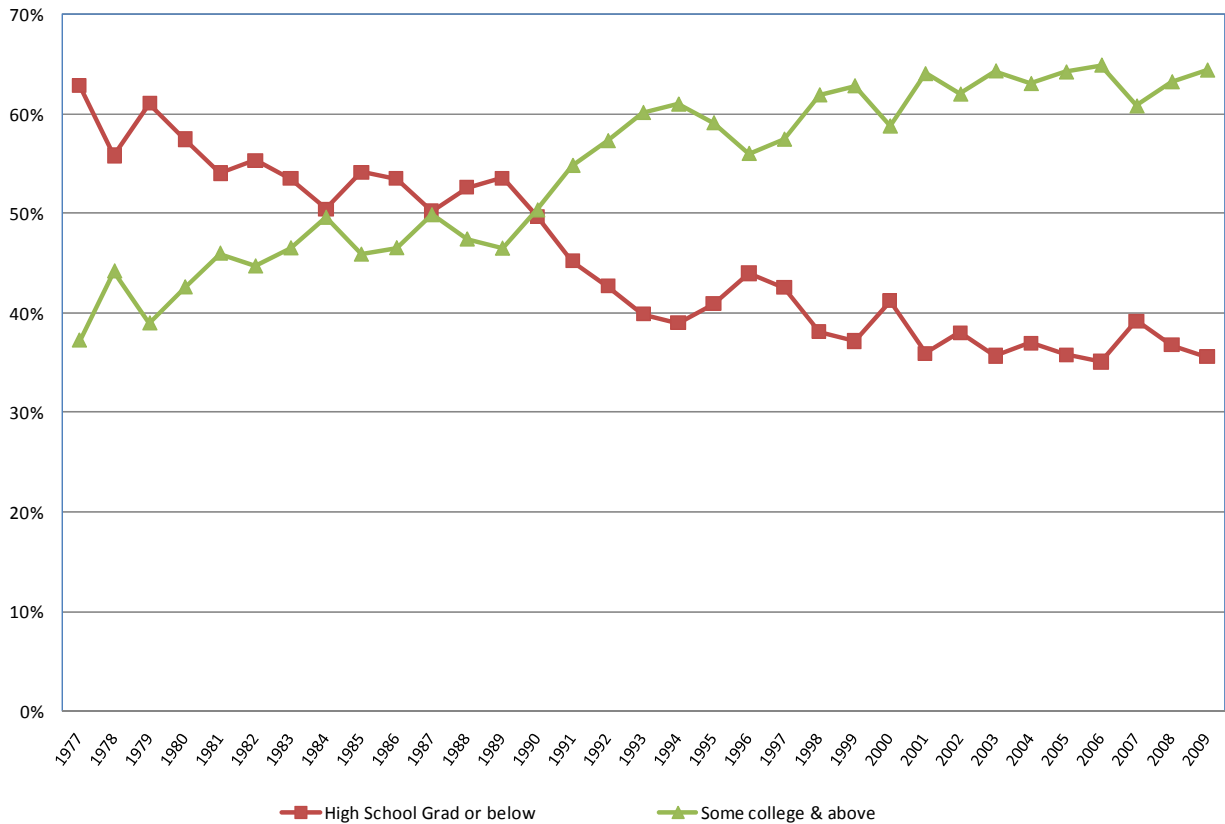
Education and the Workforce

Perhaps as equally notable as the change in gender proportions in the workforce has been the change in education levels. The quality of human capital is the major factor driving productivity and standard living in the modern era. Education is critical for developing, applying and maintaining technology and our technological infrastructure. An important public policy goal in support future

economic growth is to increase the proportion of residents with post-secondary educational experience and credentials, including associate, bachelors and post graduate degrees.

The proportion of college educated persons in Hawaii's workforce was only around 20% in the 1960s when the CPS first started annual surveys. As Figure 5 shows, by the late 1970s that proportion had climbed past 40% and by the mid 1990s had reached 60%. Since then, growth in the proportion of college educated residents has slowed and settled in to the 60% to 65% range.

FIGURE 5. HIGH SCHOOL OR BELOW VS. COLLEGE EDUCATED PERCENTAGES IN HAWAII'S LABOR FORCE



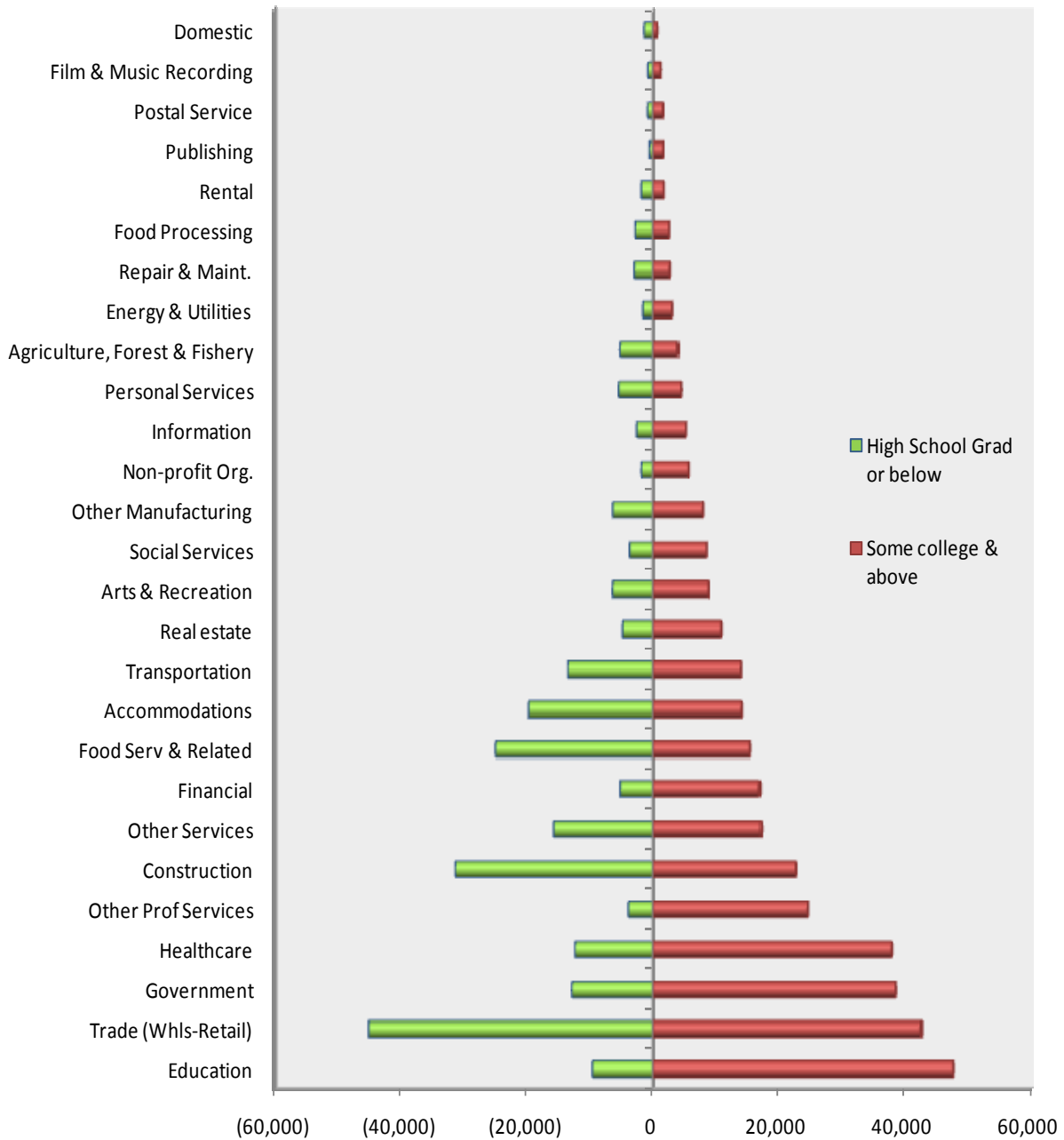
SOURCE: CURRENT POPULATION SURVEY (CPS), 1977-2009.

As shown in Figure 6, college educated residents are more likely to work in education, government, healthcare, professional services, financial, social services, energy and utilities, real estate and information sectors. College educated residents outweighed high school educated or less by five to one in education and professional services; three to one in healthcare, government, financial, non-profit and publishing; and two to one in social services, energy and utilities, information and postal services sectors.

Workers with formal education at the high school level or below dominate in construction, food services, agriculture, and accommodations sectors. However, it is important to note that many of the jobs in these sectors, particularly construction, do require post secondary training, through either apprenticeships or long-term on the job training. Especially in construction apprenticeship programs, minimum reading and math skills acquired in high school are required to qualify for the

apprenticeships. More over the quality of high school programs determines how many graduates will be able to transition into college level programs with a minimum of remedial help.

FIGURE 6. HIGH SCHOOL OR BELOW VS. COLLEGE EDUCATED WORKERS BY MAJOR INDUSRY, 2008



SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

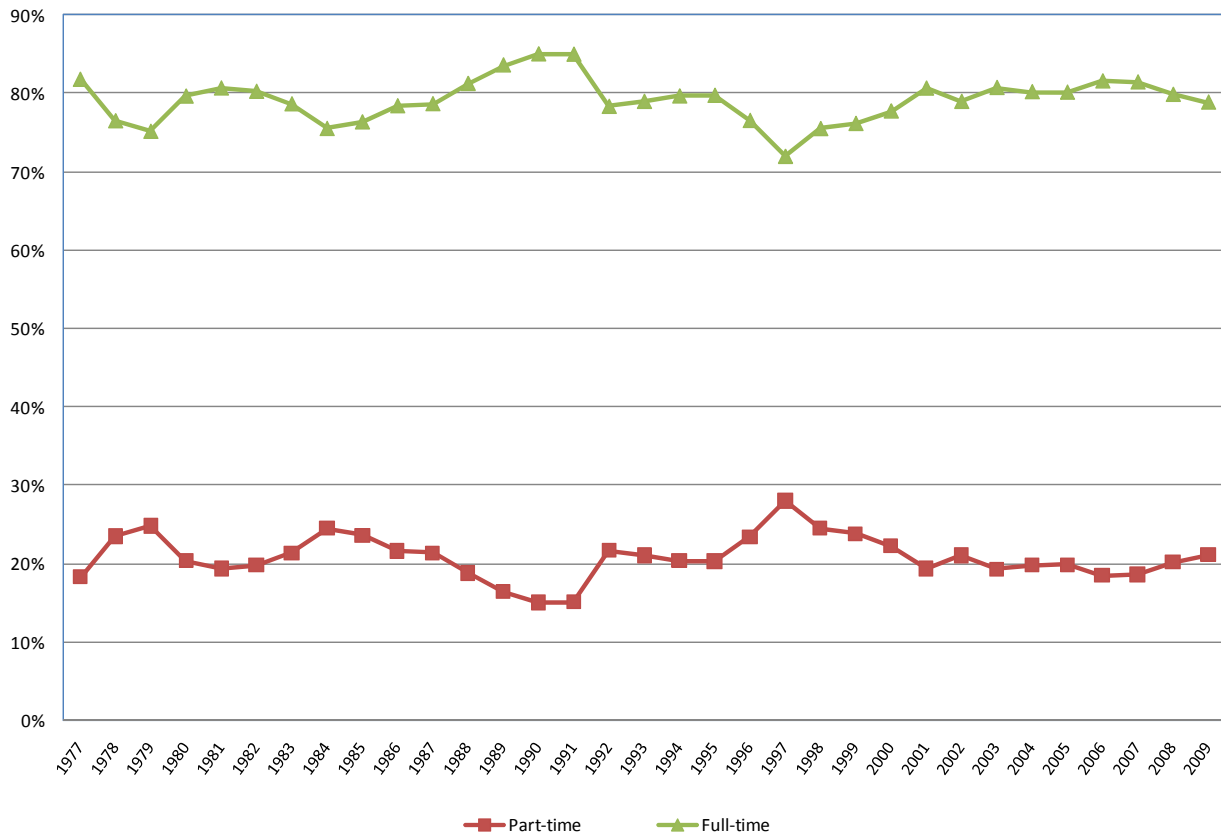
Part-time workers

The proportion of part-time workers in the economy is one indication of under-employment. While some, students for instance, may prefer part-time work, most full-time members of the labor force would prefer full-time jobs.

The notion of what constitutes “part-time” work can vary. For some purposes working 20 hours per week or less (about half-time) is the criterion. However, the BLS (Bureau of Labor Statistics) looks at anything less than 35 hours per week as part-time. That definition was used for this study.

In 2008, workers in the state’s economy accounted for about 19% of the workforce over age 18 (Figure 7). Over the last several decades the part-time workforce participation rate has fluctuated but has not been showing a clear trend, up or down, averaging around 20% since the late 1980s. The proportion of part-time workers was low in the very early 1990s when the economy was strong and relatively high in the late 1990s when the economy was struggling. Since 2001 the part-time rate has been very steady, within a percentage point or two of 20% percent over the period.

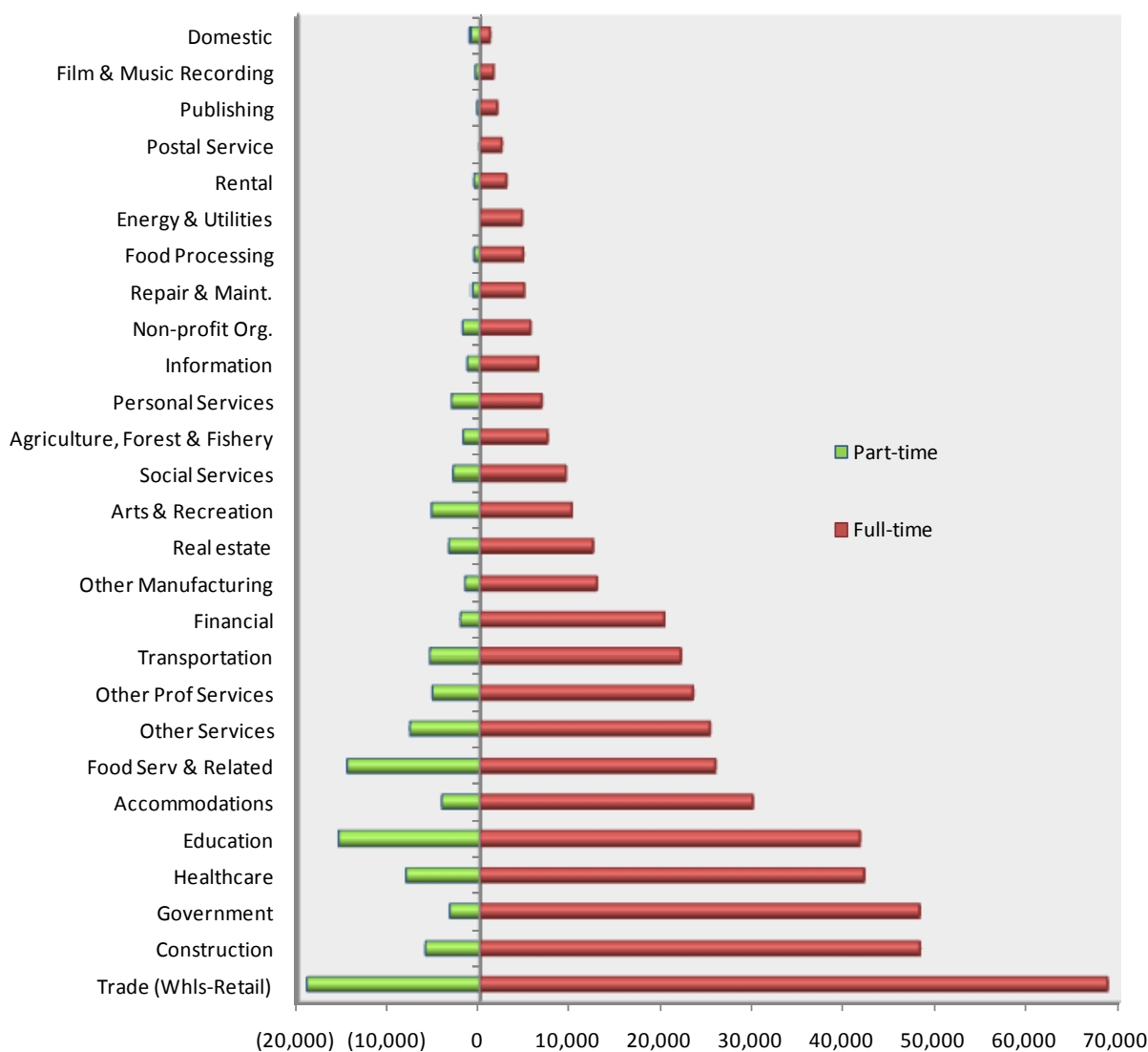
FIGURE 7. PART-TIME VS. FULL-TIME PERCENTAGES IN HAWAII'S LABOR FORCE



SOURCE: CURRENT POPULATION SURVEY (CPS), 1977-2009.

As Figure 8 shows, part-time workers are more likely to work in the domestic industry (49% of workers part-time), food services (36%), wholesale-retail (22%), art and recreation (34%), personal services (30%), and education (27%). There are fewer part-time workers in government (6%), financial (9%) and postal services (4%) sectors. There are very few part-time worker in energy and utilities (0.6%) sector.

FIGURE 8. PART-TIME VS. FULL-TIME WORKERS BY MAJOR INDUSRY, 2008



SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

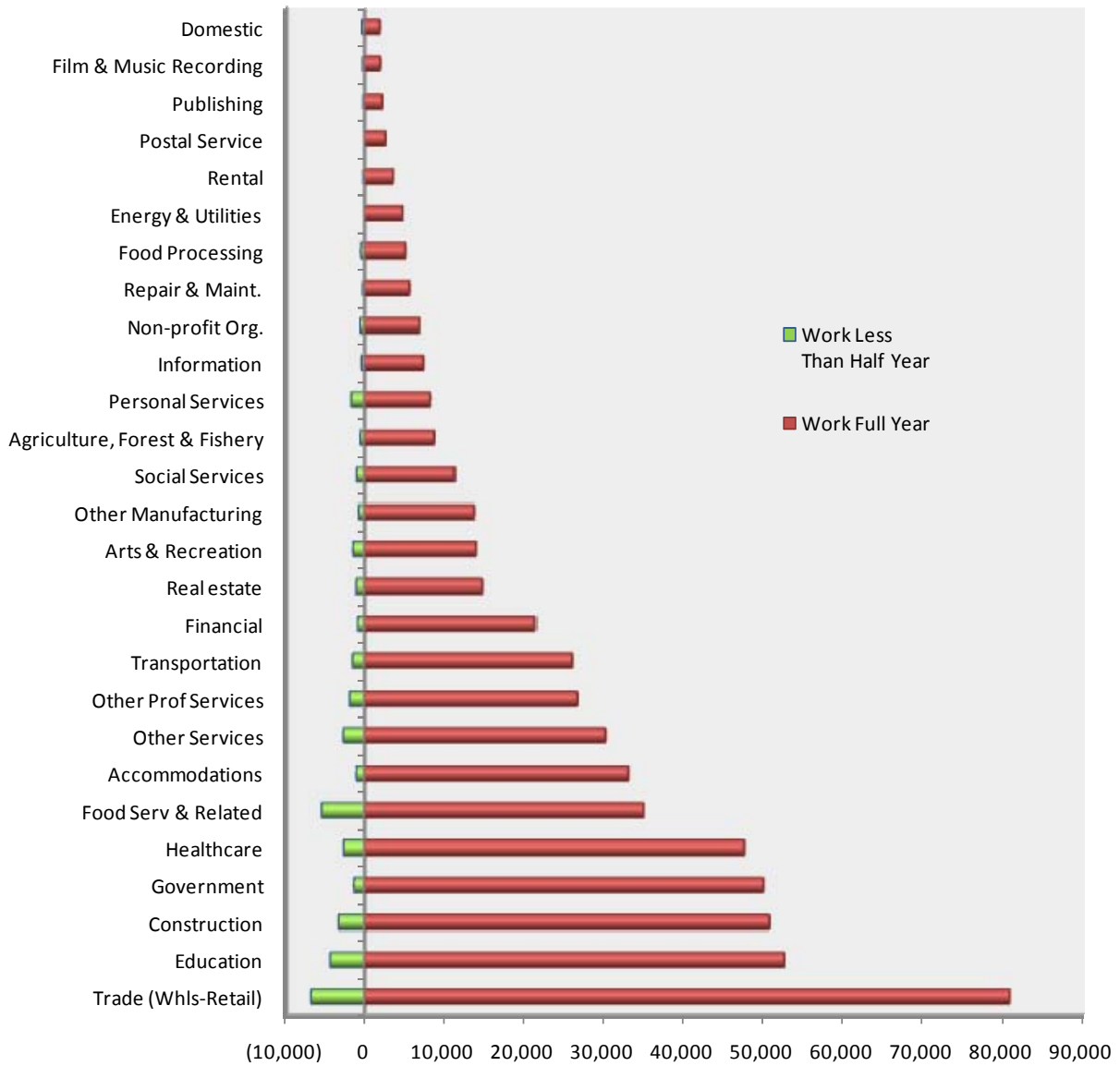
The Seasonal workforce

Seasonal workers accounted for 7% of the state's workforce over age18. Nationally, seasonal work is mostly related to agricultural harvest cycles and the need for large numbers of temporary workers during the year-end holidays.

As figure 9 indicates, Hawaii agriculture utilizes a relatively small proportion of seasonal workers. Seasonal workers were more likely to work in personal services (17%), Hawaii's food

service industry (14%), art and recreation (9%) and wholesale-retail (8%). Seasonal workers were smallest in proportion in government (3%), financial (4%), healthcare (5%), energy & utilities (1.4%) and postal service (less than 0.1%).

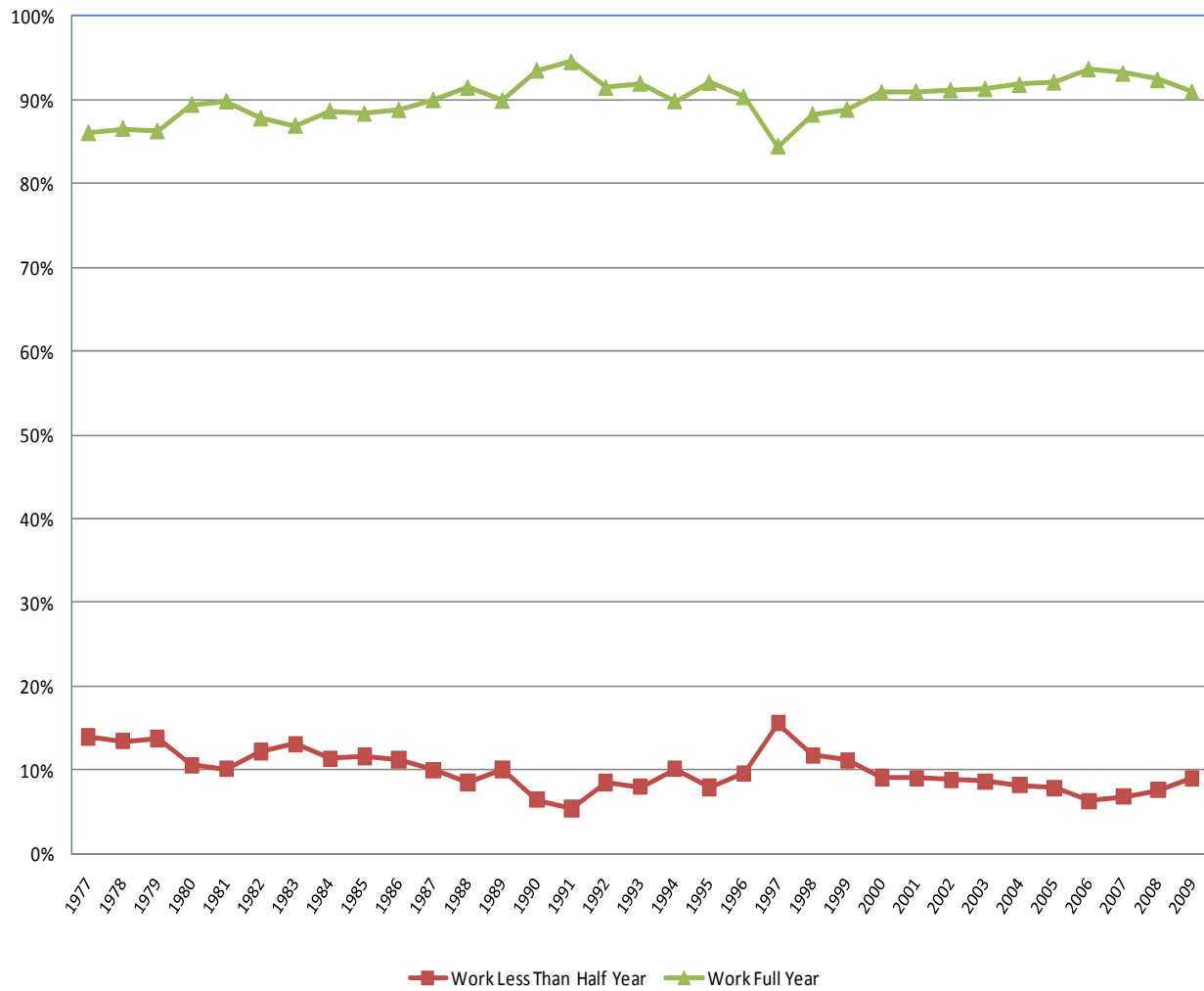
FIGURE 9. SEASONAL VS. NON-SEASONAL WORKER BY MAJOR INDUSTRY, 2008.



SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Historically, seasonal and non-seasonal workforce rates have fluctuated somewhat but generally around a roughly 10% average with no apparent long-term trend up or down (Figure 10).

FIGURE 10. SEASONAL VS. NON-SEASONAL WORKER PERCENTAGES IN HAWAII'S LABOR FORCE



SOURCE: CURRENT POPULATION SURVEY (CPS), 1977-2009.

Race and the Workforce

Overall, Asians account for 47% of the state’s workforce over age 18, whites 29%, Native Hawaiians 8% and the other races/ethnicities accounted for 17%.² Asians were more likely to work in wholesale-retail, education, healthcare, government, food service sectors. Whites were more likely to work in wholesale-retail, construction, education, healthcare, government sectors, while Native Hawaiians were more likely to work in construction, arts & recreation, transportation and social services sectors.

² Race in the ACS is determined by the self-identification of the respondent when asked to choose the race or races with which they most closely identify.

TABLE 1. RACE DISTRIBUTION BY INDUSTRY SECTORS

	White	Asian	Native Hawaiian	Other
Agriculture, Forest & Fishery	30.0%	48.7%	6.9%	14.4%
Energy & Utilities	17.2%	60.8%	8.6%	13.3%
Construction	33.5%	35.3%	13.0%	18.2%
Food Processing	17.3%	66.7%	7.8%	8.2%
Other Manufacturing	26.9%	49.3%	7.4%	16.5%
Trade (Whls-Retail)	25.1%	50.1%	6.3%	18.5%
Transportation	22.2%	41.8%	12.3%	23.7%
Postal Service	19.4%	66.2%	4.1%	10.3%
Publishing	50.0%	33.5%	11.9%	4.5%
Film & Music Recording	27.5%	36.5%	1.7%	34.4%
Information	25.6%	48.4%	10.6%	15.3%
Financial	18.9%	62.1%	6.2%	12.7%
Real estate	41.8%	35.7%	7.6%	14.9%
Rental	29.5%	38.4%	6.1%	26.1%
Other Prof Services	42.1%	44.6%	4.3%	9.0%
Other Services	34.0%	37.0%	10.8%	18.1%
Education	34.8%	43.8%	6.9%	14.4%
Healthcare	27.3%	52.6%	6.3%	13.8%
Social Services	30.1%	35.7%	12.0%	22.2%
Arts & Recreation	37.4%	34.2%	12.7%	15.7%
Accommodations	19.5%	57.8%	7.4%	15.3%
Food Serv & Related	25.6%	52.0%	5.0%	17.4%
Repair & Maint.	22.8%	50.5%	6.6%	20.0%
Personal Services	23.2%	58.6%	3.4%	14.7%
Non-profit Org.	33.6%	38.3%	9.6%	18.5%
Domestic	50.0%	31.7%	5.1%	13.1%
Government	27.1%	46.3%	8.5%	18.2%
Total	28.8%	46.7%	8.0%	16.5%

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Income by Industry

The PUMS sample data allows us to calculate average income from work for the range of workforce characteristics looked at so far. Because these are sample data, they will not necessarily match similar statistics from other sources such as the Bureau of Economic Analysis or Bureau of Labor Statistics. However they do provide a valuable way to see how income differs by industry. It also provides a means to compare income by the major worker characteristics presented earlier. Those comparisons will be presented shortly.

As table 2 shows, the PUMS average income for all industries statewide in 2008 was nearly \$42,500. This ranged from an average \$66,140 for other professional services to \$15,990 for domestic workers. These averages represent a mix of full-time and part-time workers.

TABLE 2. AVERAGE INCOME BY INDUSTRY SECTORS

Industry Sector	Average Income	Industry Sector	Average Income
Other Prof Services	\$66,140	Film & Music Recording	\$37,741
Energy & Utilities	\$58,229	Education	\$37,726
Financial	\$56,970	Accommodations	\$37,605
Other Manufacturing	\$56,264	Non-profit Org.	\$35,661
Real estate	\$54,268	Other Services	\$34,849
Healthcare	\$52,916	Trade (Whls-Retail)	\$33,726
Construction	\$52,677	Food Processing	\$33,605
Government	\$52,551	Arts & Recreation	\$32,383
Postal Service	\$50,713	Rental	\$32,033
Information	\$49,091	Agriculture, Forest & Fishery	\$30,660
Publishing	\$45,523	Social Services	\$28,185
All Industry Sectors	\$42,488	Personal Services	\$23,527
Transportation	\$41,672	Food Serv & Related	\$22,609
Repair & Maint.	\$39,926	Domestic	\$15,990

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008

Other top industries with above average incomes included in energy and utilities, the finance industry and other manufacturing. Industries with the lowest average incomes besides domestic included food service, personal services and social services.

The income data from PUMS were also analyzed to see how they compared to some common income benchmarks. Those include the poverty level, self-sufficiency income level³, and the \$50,000 income benchmark in 2006 dollars.⁴ Due to inflation, the value of that benchmark in 2008 rose to \$54,759. Table 3 shows the dollar values for those parameters in 2008.

TABLE 3. INCOME BENCHMARKS

	Range of Earnings
Under Poverty Line	Under \$11,960
Above Poverty but under Self-Sufficiency Income	\$11,960 -- \$26,828
Above Self-Sufficiency but under \$50k (2006 US\$)	\$26,828 -- \$54,759
Above \$50k (2006 US\$)	\$54,759 & above

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008

Table 4 shows the percent of workers by industry who fell into the categories above. About 37% of the overall workforce had incomes under the self sufficiency level for an individual (\$26,828

³ There are several self-sufficiency income levels corresponding to singles and couples, with or without children. The illustrative benchmark used here is for individuals living alone with no children.

⁴ The \$50,000 income benchmark was suggested in 2006 as an approximate minimum standard for high-paying jobs in the economy. The percent of workers with incomes over \$50,000 in constant 2006 dollars is used in DBEDT's Innovation Indicators project to track how the percentage of workers over and under that benchmark (corrected for inflation) is changing over time.

in 2008) and 15% were under the poverty level (\$11,960 in 2008). Only 24% of the workforce made over the 2006 constant dollar level of \$50,000.

Among Hawaii's industrial sectors, energy and utilities, professional services, postal service, and information sectors had high percentage of worker's earnings above the \$50,000 benchmark. Accommodation, financial, government and transportation sectors had high percentage of worker's earnings above state's self-sufficiency income standard for an individual but less than \$50,000. Personal service, food services, food processing, rental and wholesale-retail sectors had high percentage of worker's earnings above the federal poverty threshold but less than the state's individual self-sufficiency income standard. Finally, domestic, agriculture, art and recreation sectors had high percentage of worker's earnings below federal poverty threshold.

TABLE 4. INCOME DISTRIBUTION BY BENCHMARKS AND INDUSTRY SECTORS

	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)
Agriculture, Forest & Fishery	23.0%	33.0%	33.3%	10.7%
Energy & Utilities	.2%	8.7%	40.3%	50.7%
Construction	8.2%	18.0%	36.7%	37.1%
Food Processing	15.9%	32.6%	36.8%	14.7%
Other Manufacturing	9.7%	16.9%	31.8%	41.5%
Trade (Whls-Retail)	21.4%	32.5%	31.7%	14.5%
Transportation	9.4%	27.0%	41.7%	21.9%
Postal Service	1.7%	11.9%	42.3%	44.1%
Publishing	11.4%	16.8%	36.8%	35.0%
Film & Music Recording	19.3%	30.5%	29.2%	21.0%
Information	10.9%	19.0%	28.7%	41.4%
Financial	6.3%	16.4%	47.1%	30.2%
Real estate	16.1%	20.0%	36.3%	27.6%
Rental	10.1%	43.8%	31.0%	15.2%
Other Prof Services	10.7%	12.5%	30.6%	46.2%
Other Services	17.1%	33.1%	33.5%	16.4%
Education	18.4%	21.7%	38.0%	22.0%
Healthcare	8.5%	21.4%	38.3%	31.8%
Social Services	21.7%	29.8%	39.7%	8.9%
Arts & Recreation	25.3%	30.1%	33.9%	10.7%
Accommodations	7.0%	25.3%	53.0%	14.7%
Food Serv & Related	31.8%	38.4%	24.0%	5.8%
Repair & Maint.	13.8%	24.5%	41.2%	20.5%
Personal Services	28.7%	40.3%	25.5%	5.5%
Non-profit Org.	19.9%	24.0%	38.2%	18.0%
Domestic	46.4%	35.6%	14.9%	3.1%
Government	4.1%	12.2%	44.1%	39.6%
Total	14.7%	24.5%	36.6%	24.2%

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Cross Trends: Gender, Aging, Income, Education and Ethnicity

In addition to looking at industries, the PUMS data allows us to look at a number of issues of interest.

Gender and Income

Table 5 shows average incomes by gender for the major industries in Hawaii as measured with the PUMS data set. In only two industries – non profits and domestic – were women's incomes above those of men. On average for the economy men earned about \$49,600, roughly \$15,000 more annually than women, which put women's income at about 70% of men. The highest income for men was in other professional services. For women, the highest average incomes was in energy and utilities.

TABLE 5. AVERAGE INCOME BY GENDER AND INDUSTRY SECTORS

Industry Sector	Male	Female	Industry Sector	Male	Female
Other Prof Services	\$81,324	\$44,113	Film & Music Recording	\$46,082	\$29,921
Energy & Utilities	\$61,140	\$47,606	Education	\$45,431	\$33,937
Financial	\$76,063	\$45,990	Accommodations	\$42,540	\$33,092
Other Manufacturing	\$63,280	\$33,060	Non-profit Org.	\$35,368	\$35,902
Real estate	\$60,890	\$48,856	Other Services	\$36,161	\$33,090
Healthcare	\$78,640	\$44,396	Trade (Whls-Retail)	\$40,298	\$26,936
Construction	\$53,573	\$45,485	Food Processing	\$40,214	\$24,299
Government	\$57,471	\$44,880	Arts & Recreation	\$37,596	\$25,565
Postal Service	\$53,978	\$44,448	Rental	\$37,185	\$24,845
Information	\$55,996	\$39,490	Agriculture, Forest & Fishery	\$35,452	\$21,634
All Industry Sectors	\$49,643	\$34,652	Social Services	\$34,212	\$27,008
Publishing	\$47,911	\$42,640	Personal Services	\$26,584	\$22,080
Transportation	\$46,811	\$31,106	Food Serv & Related	\$24,538	\$20,863
Repair & Maint.	\$41,866	\$29,685	Domestic	\$9,990	\$17,209

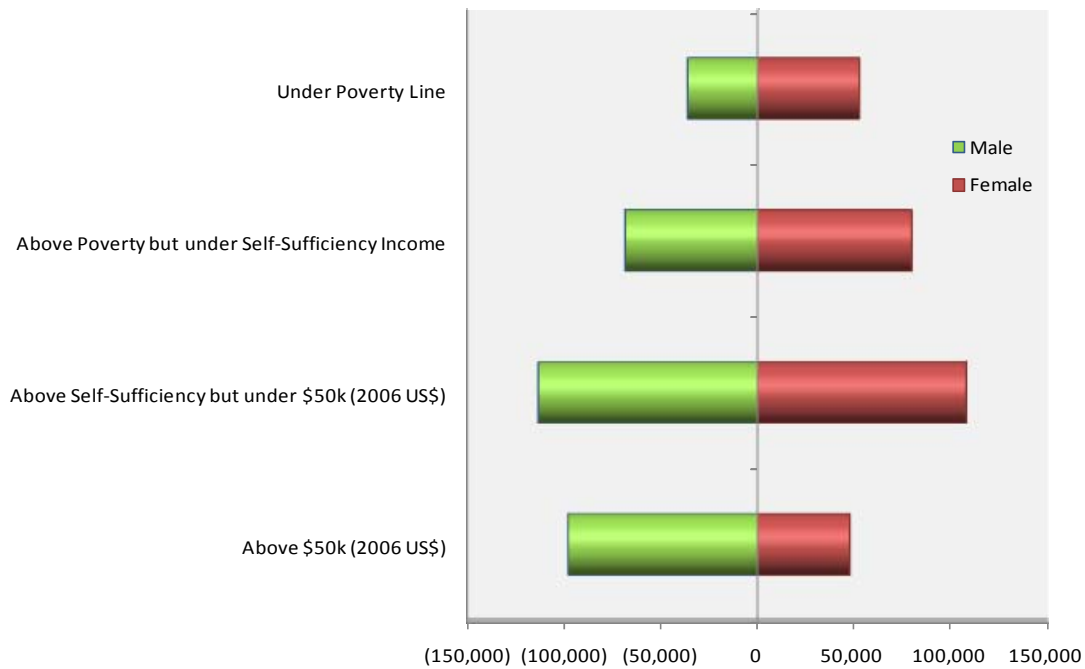
SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

The differences in incomes between men and women do not necessarily represent discrimination or unequal treatment. A number of factors such as occupation, time in the labor force and full-time verses part-time status may also be playing a part in the differences within industries.

Figure 11 shows how the incomes of men and women in the economy overall compared with the income benchmarks discussed earlier. The scale shows the estimated number rather than percent.

Overall, women's earnings were more likely than men's to be under all of the benchmark income levels, including the high income benchmark of \$50,000 (in 2006 dollars), the Hawaii self-sufficiency income standard and the federal poverty line.

FIGURE 11. INCOME DISTRIBUTION BY GENDER

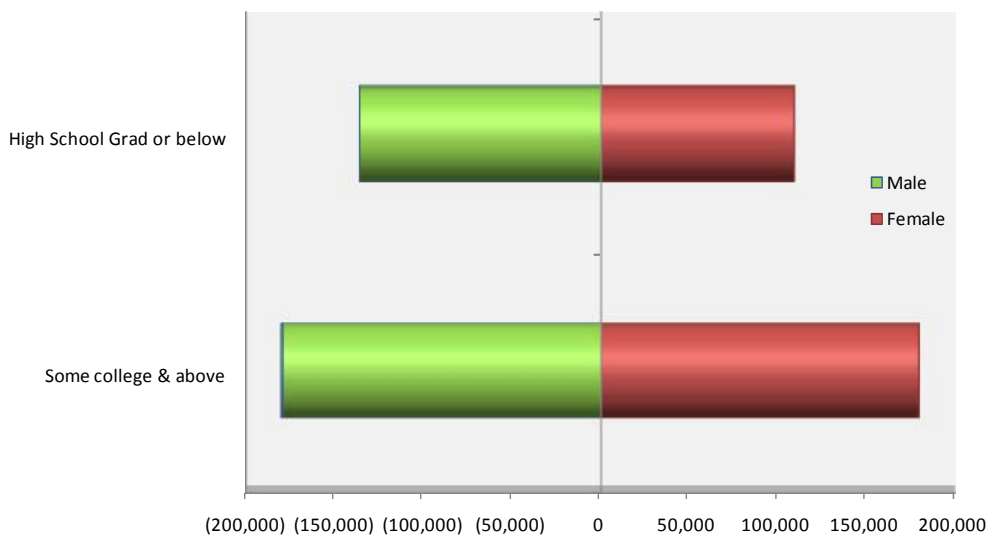


SOURCE SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Gender and Education

As Figure 12 shows, the number of men and women in the labor force with at least some college was roughly comparable. However, men outnumbered women for education levels at or below the high school graduation benchmark.

FIGURE 12. EDUCATION DISTRIBUTION BY GENDER



SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

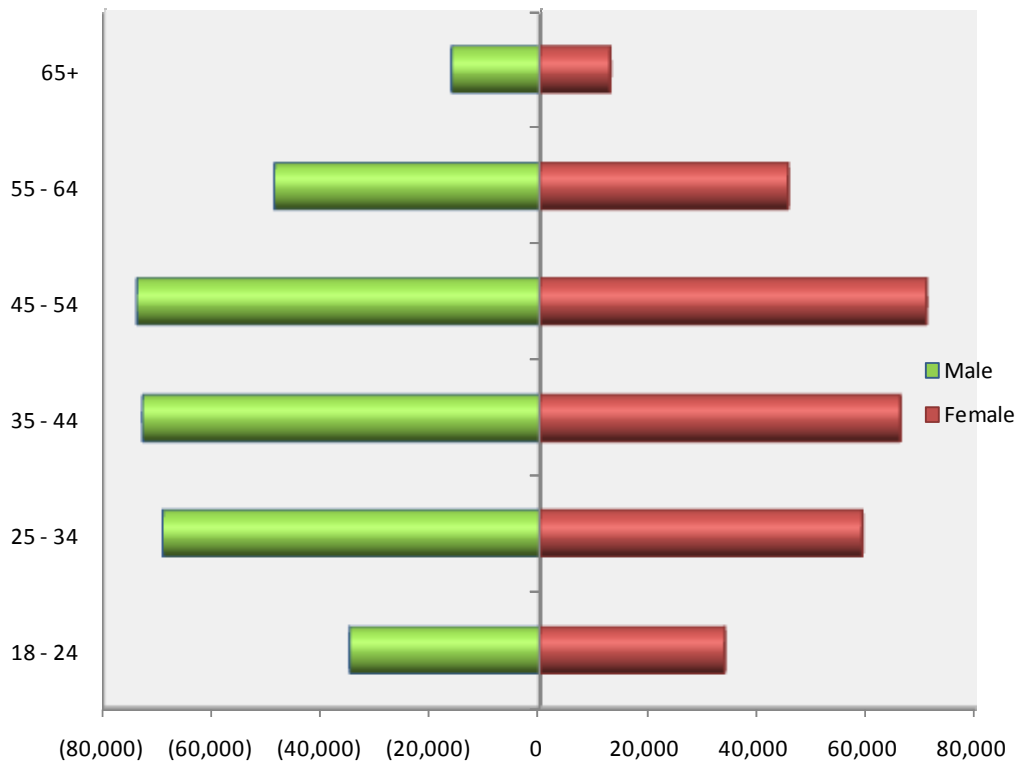
Gender and the Aging of the Workforce

The genders showed some differences in aging patterns (Figure 13). For the age group 18-24, the male-female workforce proportion was 51% to 49% which was comparable with the gender ratio for all age groups combined. For age group 25-34, the male workforce proportion jumped to 54% while the female workforce proportion dropped to 46%. This age range corresponds with the prime childbearing years for women, which may be one factor in the lower female workforce proportion.

The male-female workforce proportions also reflected a bias in the 35-44 year old range, with 53% of the workforce male, compared with 47% female. This age group reflects a period of child rearing for most families, which could, again be a factor in the proportions.

In the 45-54 age group, the male-female workforce participation ratio returned to the overall gender ratio of 51% male and 49% female. For age groups 55-64, the male-female workforce participation ratio increased to 52% vs. 48%; and for age group 65+, it increased further to 56% male vs. 44% female. This suggests a tendency for women to retire from the workforce somewhat earlier than men.

FIGURE 13. AGE DISTRIBUTION BY GENDER



SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Incomes, Education, Aging and Ethnicity

Table 6 shows that workers with at least some college education had higher incomes in all industries except repair and maintenance. For the economy as a whole, the premium for having education beyond high school averaged nearly \$17,900 per year.

TABLE 6. AVERAGE INCOME BY EDUCATION AND INDUSTRY SECTORS

Industry Sector	High School Grad or below	Some college & above	Industry Sector	High School Grad or below	Some college & above
Energy & Utilities	\$50,219	\$62,489	Rental	\$29,151	\$35,249
Information	\$46,978	\$50,201	Healthcare	\$28,506	\$60,885
Other Prof Services	\$46,937	\$69,256	Other Services	\$28,095	\$41,107
Construction	\$46,181	\$61,722	Publishing	\$28,085	\$51,775
Other Manufacturing	\$44,318	\$66,230	Trade (Whls-Retail)	\$27,712	\$40,130
Postal Service	\$43,217	\$54,748	Arts & Recreation	\$25,316	\$37,692
Government	\$41,240	\$56,334	Non-profit Org.	\$24,874	\$39,311
Repair & Maint.	\$40,141	\$39,680	Agric, Forest & Fishery	\$24,581	\$39,054
Financial	\$39,773	\$62,405	Film & Music Recording	\$23,658	\$47,293
Transportation	\$35,606	\$47,541	Education	\$23,325	\$40,616
Real estate	\$32,637	\$64,148	Personal Services	\$22,726	\$24,563
Accommodations	\$32,574	\$44,715	Food Serv & Related	\$19,079	\$28,344
All Industry Sectors	\$31,867	\$49,718	Social Services	\$18,998	\$32,326
Food Processing	\$30,859	\$36,660	Domestic	\$13,422	\$21,810

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Not surprisingly, workers earned more as they aged (Table 7). The average difference between the under and over 44 year old workers was about \$15,300 in 2008.

TABLE 7. AVERAGE INCOME BY AGE AND INDUSTRY SECTORS

Industry Sector	Age 18-44	Age 45+	Industry Sector	Age 18-44	Age 45+
Other Prof Services	\$56,861	\$75,434	Transportation	\$33,995	\$49,453
Energy & Utilities	\$54,762	\$61,456	Education	\$31,782	\$44,328
Financial	\$50,385	\$63,675	Other Services	\$30,544	\$40,374
Other Manufacturing	\$47,643	\$63,814	Agriculture, Forest & Fishery	\$30,420	\$30,939
Government	\$45,879	\$58,764	Food Processing	\$30,140	\$37,082
Construction	\$44,536	\$64,265	Non-profit Org.	\$30,029	\$40,515
Healthcare	\$43,714	\$63,890	Rental	\$28,973	\$38,266
Postal Service	\$43,561	\$53,745	Trade (Whls-Retail)	\$27,851	\$43,739
Information	\$43,280	\$59,522	Film & Music Recording	\$27,215	\$52,907
Real estate	\$41,573	\$64,659	Social Services	\$25,761	\$31,474
Publishing	\$38,882	\$50,418	Arts & Recreation	\$24,940	\$41,837
Repair & Maint.	\$36,627	\$44,722	Personal Services	\$21,958	\$25,405
Accommodations	\$35,956	\$39,578	Food Serv & Related	\$20,647	\$27,413
All Industry Sectors	\$35,695	\$50,980	Domestic	\$16,799	\$15,526

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Finally, by race (Table 8), the income of Whites exceeded all other major groups on average in the economy and in most industries. Asians earned more than Whites only in the domestic industry, Native Hawaiian's earned more in agriculture and postal services, and other races earned more in publishing and personal services.

TABLE 8. AVERAGE INCOME BY RACE AND INDUSTRY SECTORS

Industry Sector	White	Asian	Native Hawaiian	Other Races	All Workers
Other Prof Services	\$70,290	\$65,386	\$59,116	\$53,854	\$66,140
Energy & Utilities	\$69,183	\$59,837	\$47,881	\$43,428	\$58,229
Financial	\$79,725	\$53,671	\$49,306	\$42,987	\$56,970
Other Manufacturing	\$65,151	\$53,468	\$58,286	\$49,212	\$56,264
Real estate	\$65,972	\$51,438	\$49,931	\$30,418	\$54,268
Healthcare	\$65,745	\$53,141	\$37,894	\$33,550	\$52,916
Construction	\$59,125	\$54,639	\$45,828	\$41,917	\$52,677
Government	\$57,034	\$52,749	\$47,853	\$47,559	\$52,551
Postal Service	\$51,650	\$51,601	\$57,481	\$40,589	\$50,713
Information	\$57,338	\$46,300	\$41,594	\$49,343	\$49,091
Publishing	\$49,845	\$44,239	\$22,708	\$67,553	\$45,523
All Industry Sectors	\$49,876	\$41,735	\$37,688	\$34,043	\$42,488
Transportation	\$49,001	\$43,884	\$39,323	\$32,160	\$41,672
Repair & Maint.	\$49,042	\$34,284	\$27,613	\$47,816	\$39,926
Film & Music Recording	\$47,278	\$29,121	\$32,138	\$39,531	\$37,741
Education	\$41,453	\$36,143	\$32,327	\$36,138	\$37,726
Accommodations	\$50,463	\$33,900	\$31,245	\$38,267	\$37,605
Non-profit Org.	\$40,171	\$33,906	\$30,521	\$33,769	\$35,661
Other Services	\$41,727	\$33,751	\$32,059	\$25,816	\$34,849
Trade (Whls-Retail)	\$39,544	\$34,348	\$31,562	\$24,857	\$33,726
Food Processing	\$37,633	\$33,935	\$27,347	\$28,376	\$33,605
Arts & Recreation	\$37,416	\$29,992	\$25,897	\$30,837	\$32,383
Rental	\$35,337	\$29,797	\$21,235	\$34,095	\$32,033
Agriculture, Forest & Fishery	\$31,238	\$29,657	\$38,132	\$29,270	\$30,660
Social Services	\$31,212	\$27,950	\$27,818	\$24,660	\$28,185
Personal Services	\$27,576	\$21,414	\$13,573	\$27,862	\$23,527
Food Serv & Related	\$27,691	\$22,493	\$19,316	\$16,412	\$22,609
Domestic	\$13,467	\$21,076	\$20,587	\$11,494	\$15,990

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Native Hawaiians had relatively higher percentage of workers with incomes below the federal poverty line and a relatively lower percentage over the 2006, \$50,000 per year benchmark (Table 9). The income distribution for Asians was at about the same as the statewide distribution. Whites in the workforce had relatively lower percentage of workers' income under the federal poverty line and relatively higher percentage over \$50,000.

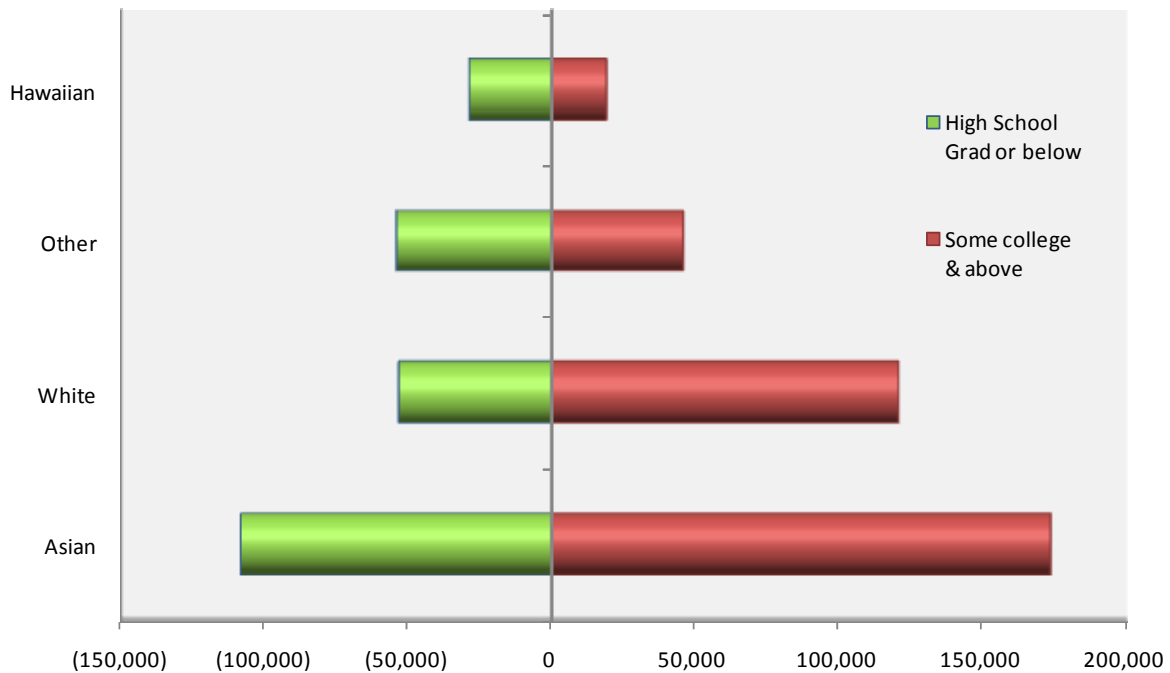
TABLE 9. AVERAGE INCOME BY RACE AND INCOME BENCHMARKS

	White	Asian	Native Hawaiian	Other	State Average
Under Poverty Line	13.9%	14.2%	15.5%	17.3%	14.7%
Above Poverty but under Self-Sufficiency Income	20.7%	24.7%	27.5%	29.1%	24.5%
Above Self-Sufficiency but under \$50k (2006 US\$)	33.9%	38.2%	36.0%	37.1%	36.6%
Above \$50k (2006 US\$)	31.6%	22.9%	21.1%	16.5%	24.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

The income differences by ethnicity may be due in part to education. As Figure 14 indicates, White workers, on average, had the highest education level in the workforce, with 69% having some post secondary education. For Asians the post secondary education proportion was 62%, while for Native Hawaiians the proportion was 40%.

FIGURE 14. INCOME DISTRIBUTION BY RACE AND EDUCATION



SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Finally, Whites and Asians entered the labor force later than Native Hawaiians and other races on average and also tended to stay in the labor force longer (Table 10).

TABLE 10. WORKFORCE BY RACE AND AGE

	White	Asian	Native Hawaiian	Other	State Average
18 - 24	10.1%	9.8%	12.8%	17.3%	11.4%
25 - 34	22.4%	17.9%	21.8%	28.1%	21.2%
35 - 44	20.6%	23.7%	24.2%	24.8%	23.0%
45 - 54	24.4%	26.0%	23.7%	17.6%	24.0%
55 - 64	17.7%	16.9%	12.7%	9.8%	15.6%
65+	4.9%	5.7%	4.8%	2.4%	4.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

Conclusions

This study has utilized the Census Bureau's PUMS data set for Hawaii in 2008 to highlight a range of workforce characteristics by industry. It also presented some limited cross tab information relating to the characteristics themselves, such as income by gender, education by ethnicity, etc.

The data present a snapshot in time for 2008 and represent a benchmark for similar studies in future years that can help show trends for these characteristics. Future work will be particularly helpful in tracking the progress of women and minorities in terms of industries and income levels.

But while the study does not show trends, it does highlight a number of important characteristics of the labor force by industry and suggest some factors to monitor.

- The aging of the workforce suggests that industries should be planning for higher replacement needs and a more competitive environment for new labor force entrants over the next two decades. Government, education, accommodations and real estate should be exceptionally concerned about the turnover in their respective workforces over the next 20 years due to the higher proportion of older workers. Other industries such as trade, transportation and food service will be less impacted by the loss of older workers, but must still be aware that recruitment of younger workers for growth and replacement will see stiffer competition from other industries.
- The mix of industries in which women make up a substantial proportion of total workers has helped to accelerate the overall increase in women's proportion of all workers. The service sector has become a larger proportion of the economy over the years and this is where women workers tend to be found in higher proportions. Manufacturing, on the other hand, has been in decline as a proportion of total jobs and that is where the highest proportion of male workers is typically found.
- Native Hawaiians had the lowest overall income, with Asians second and Whites with the highest. The same order was found when looking at ethnicity and education, with Native Hawaiians having the lowest percentage of education beyond high school and Whites having the highest. There may be many factors behind the income finding, but the correlation with education levels is a strong suggestion that improving educational attainment among Native Hawaiians, Asians and other non-White ethnic/racial groups will matter greatly if this disparity is to be remedied.

APPENDIX: DATA TABLES

(Data based on the PUMS Survey)

TABLE A-1. INDUSTRY SECTORS BY AGE DISTRIBUTION

	18 - 44	45+	Total
Agriculture, Forest & Fishery	4922	4255	9177
Energy & Utilities	2248	2415	4663
Construction	31681	22259	53940
Food Processing	2716	2707	5423
Other Manufacturing	6664	7609	14273
Trade (Whls-Retail)	55159	32363	87522
Transportation	13783	13598	27381
Postal Service	729	1720	2449
Publishing	931	1263	2194
Film & Music Recording	1170	812	1982
Information	4917	2739	7656
Financial	11154	10954	22108
Real estate	7037	8597	15634
Rental	2379	1168	3547
Other Prof Services	14226	14202	28428
Other Services	18449	14373	32822
Education	29958	26966	56924
Healthcare	27247	22849	50096
Social Services	6987	5151	12138
Arts & Recreation	8513	6703	15216
Accommodations	18442	15419	33861
Food Serv & Related	28573	11672	40245
Repair & Maint.	3378	2323	5701
Personal Services	5344	4464	9808
Non-profit Org.	3389	3932	7321
Domestic	744	1298	2042
Government	24693	26521	51214
Total	335433	268332	603765

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-2. INDUSTRY SECTORS BY GENDER DISTRIBUTION

	Male	Female	Total
Agriculture, Forest & Fishery	5995	3182	9177
Energy & Utilities	3660	1003	4663
Construction	47969	5971	53940
Food Processing	3171	2252	5423
Other Manufacturing	10959	3314	14273
Trade (Whls-Retail)	44473	43049	87522
Transportation	18421	8960	27381
Postal Service	1610	839	2449
Publishing	1200	994	2194
Film & Music Recording	959	1023	1982
Information	4453	3203	7656
Financial	8072	14036	22108
Real estate	7031	8603	15634
Rental	2066	1481	3547
Other Prof Services	16828	11600	28428
Other Services	18793	14029	32822
Education	18762	38162	56924
Healthcare	12464	37632	50096
Social Services	1984	10154	12138
Arts & Recreation	8623	6593	15216
Accommodations	16177	17684	33861
Food Serv & Related	19119	21126	40245
Repair & Maint.	4793	908	5701
Personal Services	3150	6658	9808
Non-profit Org.	3308	4013	7321
Domestic	345	1697	2042
Government	31203	20011	51214
Total	315588	288177	603765

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-3. INDUSTRY SECTORS BY EDUCATION DISTRIBUTION

	High School Grad or below	Some college & above	Total
Agriculture, Forest & Fishery	5322	3855	9177
Energy & Utilities	1619	3044	4663
Construction	31392	22548	53940
Food Processing	2856	2567	5423
Other Manufacturing	6492	7781	14273
Trade (Whls-Retail)	45135	42387	87522
Transportation	13465	13916	27381
Postal Service	857	1592	2449
Publishing	579	1615	2194
Film & Music Recording	801	1181	1982
Information	2637	5019	7656
Financial	5309	16799	22108
Real estate	4902	10732	15634
Rental	1871	1676	3547
Other Prof Services	3969	24459	28428
Other Services	15786	17036	32822
Education	9516	47408	56924
Healthcare	12329	37767	50096
Social Services	3771	8367	12138
Arts & Recreation	6527	8689	15216
Accommodations	19828	14033	33861
Food Serv & Related	24912	15333	40245
Repair & Maint.	3036	2665	5701
Personal Services	5532	4276	9808
Non-profit Org.	1851	5470	7321
Domestic	1417	625	2042
Government	12835	38379	51214
Total	244546	359219	603765

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-4. INDUSTRY SECTORS BY RACE DISTRIBUTION

	Race Group				
	White	Asian	Native Hawaiian	Other	Total
Agriculture, Forest & Fishery	2755	4468	633	1321	9177
Energy & Utilities	804	2835	402	622	4663
Construction	18055	19041	7030	9814	53940
Food Processing	939	3616	425	443	5423
Other Manufacturing	3837	7031	1054	2351	14273
Trade (Whls-Retail)	21994	43876	5481	16171	87522
Transportation	6065	11439	3377	6500	27381
Postal Service	475	1621	100	253	2449
Publishing	1097	736	262	99	2194
Film & Music Recording	545	723	33	681	1982
Information	1959	3709	814	1174	7656
Financial	4184	13734	1375	2815	22108
Real estate	6537	5580	1187	2330	15634
Rental	1047	1361	215	924	3547
Other Prof Services	11966	12672	1228	2562	28428
Other Services	11175	12160	3551	5936	32822
Education	19811	24944	3951	8218	56924
Healthcare	13663	26372	3137	6924	50096
Social Services	3657	4329	1452	2700	12138
Arts & Recreation	5692	5203	1928	2393	15216
Accommodations	6609	19579	2494	5179	33861
Food Serv & Related	10313	20923	2012	6997	40245
Repair & Maint.	1302	2878	378	1143	5701
Personal Services	2280	5751	335	1442	9808
Non-profit Org.	2461	2801	705	1354	7321
Domestic	1022	648	105	267	2042
Government	13864	23706	4343	9301	51214
Total	174108	281736	48007	99914	603765

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-5. INDUSTRY SECTORS BY FULL/PART-TIME DISTRIBUTION

	Part-time	Full-time	Total
Agriculture, Forest & Fishery	527	8650	9177
Energy & Utilities	0	4663	4663
Construction	1323	52617	53940
Food Processing	165	5258	5423
Other Manufacturing	523	13750	14273
Trade (Whls-Retail)	5247	82275	87522
Transportation	479	26902	27381
Postal Service	41	2408	2449
Publishing	150	2044	2194
Film & Music Recording	119	1863	1982
Information	246	7410	7656
Financial	548	21560	22108
Real estate	1098	14536	15634
Rental	23	3524	3547
Other Prof Services	1750	26678	28428
Other Services	2027	30795	32822
Education	6740	50184	56924
Healthcare	1963	48133	50096
Social Services	847	11291	12138
Arts & Recreation	2220	12996	15216
Accommodations	890	32971	33861
Food Serv & Related	3887	36358	40245
Repair & Maint.	247	5454	5701
Personal Services	806	9002	9808
Non-profit Org.	600	6721	7321
Domestic	380	1662	2042
Government	725	50489	51214
Total	33571	570194	603765

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-6. INDUSTRY SECTORS BY SEASONAL DISTRIBUTION

	Work Less Than Half Year	Work Full Year	Total
Agriculture, Forest & Fishery	504	8673	9177
Energy & Utilities	67	4596	4663
Construction	3278	50662	53940
Food Processing	439	4984	5423
Other Manufacturing	718	13555	14273
Trade (Whls-Retail)	6804	80718	87522
Transportation	1496	25885	27381
Postal Service	0	2449	2449
Publishing	162	2032	2194
Film & Music Recording	221	1761	1982
Information	373	7283	7656
Financial	851	21257	22108
Real estate	1038	14596	15634
Rental	152	3395	3547
Other Prof Services	1872	26556	28428
Other Services	2692	30130	32822
Education	4376	52548	56924
Healthcare	2651	47445	50096
Social Services	997	11141	12138
Arts & Recreation	1430	13786	15216
Accommodations	1015	32846	33861
Food Serv & Related	5465	34780	40245
Repair & Maint.	197	5504	5701
Personal Services	1672	8136	9808
Non-profit Org.	539	6782	7321
Domestic	328	1714	2042
Government	1322	49892	51214
Total	40659	563106	603765

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-7. INDUSTRY SECTORS BY AGE AND GENDER DISTRIBUTION

	Age group											
	18 - 24		25 - 34		35 - 44		45 - 54		55 - 64		65+	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Forest & Fishery	401	247	1041	329	1953	951	1258	547	786	638	556	470
Energy & Utilities	92	52	453	271	1214	166	1134	292	742	193	25	29
Construction	4720	347	11730	1666	11701	1517	11586	1543	6954	777	1278	121
Food Processing	312	239	499	368	768	530	717	418	604	410	271	287
Other Manufacturing	658	177	1877	509	2560	883	2972	827	2290	705	602	213
Trade (Whls-Retail)	8984	8150	10321	9808	8273	9623	9423	7924	5593	5120	1879	2424
Transportation	1679	930	2988	1498	4608	2080	4838	2570	3231	1752	1077	130
Postal Service	34	10	50	92	357	186	624	337	422	214	123	0
Publishing	127	112	304	119	124	145	405	202	167	343	73	73
Film & Music Recording	135	328	282	290	25	110	390	151	127	144	0	0
Information	229	592	1472	391	1169	1064	959	609	316	409	308	138
Financial	322	1560	1569	2086	2139	3478	2047	3874	1449	2754	546	284
Real estate	444	884	1094	897	1430	2288	1856	2108	1340	1730	867	696
Rental	316	377	490	358	498	340	445	312	208	74	109	20
Other Prof Services	632	491	3674	2558	3949	2922	4008	3353	3069	1872	1496	404
Other Services	2553	989	4528	3281	3719	3379	3386	3732	3291	1998	1316	650
Education	2301	4347	4205	7789	3959	7357	3442	9935	3602	7010	1253	1724
Healthcare	503	2139	2663	8430	2824	10688	3600	9829	2004	5519	870	1027
Social Services	104	824	492	2602	632	2333	425	2504	243	1314	88	577
Arts & Recreation	575	1684	1717	1513	2164	860	1824	1006	1623	1046	720	484
Accommodations	919	1453	4046	4416	4257	3351	4189	5228	2468	2690	298	546
Food Serv & Related	5604	5793	4864	4517	3535	4260	3126	3439	1583	2373	407	744
Repair & Maint.	641	151	1056	161	1311	58	847	382	766	58	172	98
Personal Services	326	609	702	1275	747	1685	747	1169	362	1187	266	733
Non-profit Org.	305	136	557	612	723	1056	831	1150	467	805	425	254
Domestic	46	71	0	137	114	376	34	510	63	408	88	195
Government	1860	1083	6331	2976	8142	4301	8773	6957	4957	4055	1140	639

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-8. INDUSTRY SECTORS BY AGE AND EDUCATION DISTRIBUTION

	Age group											
	18 - 24		25 - 34		35 - 44		45 - 54		55 - 64		65+	
	High School Grad or below	Some college & above	High School Grad or below	Some college & above	High School Grad or below	Some college & above	High School Grad or below	Some college & above	High School Grad or below	Some college & above	High School Grad or below	Some college & above
Agriculture, Forest & Fishery	309	339	890	480	1547	1357	969	836	880	544	727	299
Energy & Utilities	117	27	279	445	430	950	577	849	191	744	25	29
Construction	3848	1219	8004	5392	7694	5524	7356	5773	3716	4015	774	625
Food Processing	278	273	488	379	587	711	524	611	644	370	335	223
Other Manufacturing	533	302	1057	1329	1615	1828	1300	2499	1514	1481	473	342
Trade (Whls-Retail)	10646	6488	10947	9182	8934	8962	7588	9759	4726	5987	2294	2009
Transportation	1863	746	1567	2919	3151	3537	3780	3628	2138	2845	966	241
Postal Service	44	0	28	114	222	321	317	644	187	449	59	64
Publishing	135	104	87	336	59	210	133	474	92	418	73	73
Film & Music Recording	301	162	315	257	21	114	113	428	51	220	0	0
Information	315	506	754	1109	627	1606	636	932	223	502	82	364
Financial	1116	766	764	2891	971	4646	1188	4733	977	3226	293	537
Real estate	680	648	628	1363	884	2834	1485	2479	656	2414	569	994
Rental	486	207	603	245	307	531	329	428	119	163	27	102
Other Prof Services	166	957	617	5615	1130	5741	1095	6266	753	4188	208	1692
Other Services	2147	1395	3314	4495	3467	3631	3175	3943	2481	2808	1202	764
Education	1768	4880	1437	10557	1776	9540	2341	11036	1522	9090	672	2305
Healthcare	1391	1251	2410	8683	3221	10291	2803	10626	1954	5569	550	1347
Social Services	483	445	912	2182	834	2131	818	2111	525	1032	199	466
Arts & Recreation	1289	970	1354	1876	1339	1685	876	1954	1190	1479	479	725
Accommodations	1579	793	4685	3777	4574	3034	5457	3960	2891	2267	642	202
Food Serv & Related	7123	4274	5555	3826	4291	3504	4065	2500	2886	1070	992	159
Repair & Maint.	525	267	721	496	815	554	529	700	251	573	195	75
Personal Services	611	324	1149	828	1123	1309	941	975	997	552	711	288
Non-profit Org.	175	266	330	839	399	1380	508	1473	238	1034	201	478
Domestic	81	36	71	66	342	148	414	130	250	221	259	24
Government	1584	1359	2289	7018	3187	9256	3303	12427	1683	7329	789	990

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-9. INDUSTRY SECTORS BY AGE AND RACE DISTRIBUTION

	Age group							
	18 - 44				45+			
	White	Asian	Native Hawaiian	Other	White	Asian	Native Hawaiian	Other
Agriculture, Forest & Fishery	1603	2037	278	1004	1152	2431	355	317
Energy & Utilities	224	1422	226	376	580	1413	176	246
Construction	10243	9923	4945	6570	7812	9118	2085	3244
Food Processing	618	1493	316	289	321	2123	109	154
Other Manufacturing	1665	2920	603	1476	2172	4111	451	875
Trade (Whls-Retail)	12954	25718	3864	12623	9040	18158	1617	3548
Transportation	2942	4918	1550	4373	3123	6521	1827	2127
Postal Service	140	466	0	123	335	1155	100	130
Publishing	444	226	227	34	653	510	35	65
Film & Music Recording	184	581	11	394	361	142	22	287
Information	1151	2367	551	848	808	1342	263	326
Financial	2392	6254	762	1746	1792	7480	613	1069
Real estate	2427	2352	549	1709	4110	3228	638	621
Rental	546	920	179	734	501	441	36	190
Other Prof Services	5572	6531	488	1635	6394	6141	740	927
Other Services	5855	6761	2076	3757	5320	5399	1475	2179
Education	10201	12641	1913	5203	9610	12303	2038	3015
Healthcare	6146	14052	2113	4936	7517	12320	1024	1988
Social Services	2016	2361	847	1763	1641	1968	605	937
Arts & Recreation	2769	2783	1249	1712	2923	2420	679	681
Accommodations	3294	9745	1579	3824	3315	9834	915	1355
Food Serv & Related	8246	12715	1561	6051	2067	8208	451	946
Repair & Maint.	645	1496	283	954	657	1382	95	189
Personal Services	1147	2965	96	1136	1133	2786	239	306
Non-profit Org.	792	1421	372	804	1669	1380	333	550
Domestic	375	217	44	108	647	431	61	159
Government	7748	9413	1565	5967	6116	14293	2778	3334

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-10. INDUSTRY SECTORS BY AGE AND EARNING DISTRIBUTION

	Age group							
	18 - 44				45+			
	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)
Agriculture, Forest & Fishery	1122	1589	1782	429	989	1442	1270	554
Energy & Utilities	11	238	919	1080	0	170	961	1284
Construction	2360	7126	12878	9317	2072	2578	6895	10714
Food Processing	508	764	1138	306	354	1004	860	489
Other Manufacturing	714	936	2865	2149	670	1482	1679	3778
Trade (Whls-Retail)	14052	19964	16012	5131	4643	8438	11752	7530
Transportation	1773	4422	5411	2177	810	2980	5995	3813
Postal Service	0	231	338	160	41	60	699	920
Publishing	109	210	369	243	142	158	439	524
Film & Music Recording	383	374	250	163	0	231	328	253
Information	640	1248	1315	1714	196	203	885	1455
Financial	1056	2215	5260	2623	347	1409	5155	4043
Real estate	1233	1600	2792	1412	1289	1520	2883	2905
Rental	264	1087	797	231	94	466	301	307
Other Prof Services	1360	1914	4753	6199	1674	1651	3933	6944
Other Services	3373	6535	6287	2254	2229	4323	4701	3120
Education	7289	6357	12879	3433	3160	5982	8747	9077
Healthcare	3064	6487	10735	6961	1211	4209	8446	8983
Social Services	1737	2082	2863	305	891	1531	1950	779
Arts & Recreation	2367	2953	2778	415	1480	1620	2384	1219
Accommodations	1311	4858	10092	2181	1060	3710	7842	2807
Food Serv & Related	10373	10202	6719	1279	2429	5265	2939	1039
Repair & Maint.	566	815	1370	627	219	584	977	543
Personal Services	1827	1907	1438	172	987	2041	1067	369
Non-profit Org.	691	907	1409	382	763	848	1386	935
Domestic	361	202	144	37	586	524	161	27
Government	1220	3797	12620	7056	874	2439	9966	13242

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-11. INDUSTRY SECTORS BY GENDER AND EARNING DISTRIBUTION

	Male				Female			
	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)
Agriculture, Forest & Fishery	1188	1599	2403	805	923	1432	649	178
Energy & Utilities	0	349	1217	2094	11	59	663	270
Construction	4021	8515	16973	18460	411	1189	2800	1571
Food Processing	287	902	1328	654	575	866	670	141
Other Manufacturing	767	1379	3388	5425	617	1039	1156	502
Trade (Whls-Retail)	7191	12932	15282	9068	11504	15470	12482	3593
Transportation	1216	4614	7535	5056	1367	2788	3871	934
Postal Service	10	161	607	832	31	130	430	248
Publishing	111	157	513	419	140	211	295	348
Film & Music Recording	115	332	171	341	268	273	407	75
Information	194	912	1045	2302	642	539	1155	867
Financial	374	1038	3114	3546	1029	2586	7301	3120
Real estate	993	1359	2489	2190	1529	1761	3186	2127
Rental	150	885	581	450	208	668	517	88
Other Prof Services	1234	1574	3985	10035	1800	1991	4701	3108
Other Services	2775	6690	5883	3445	2827	4168	5105	1929
Education	2690	3731	6650	5691	7759	8608	14976	6819
Healthcare	921	1791	4354	5398	3354	8905	14827	10546
Social Services	552	167	974	291	2076	3446	3839	793
Arts & Recreation	1569	2489	3350	1215	2278	2084	1812	419
Accommodations	678	3412	9077	3010	1693	5156	8857	1978
Food Serv & Related	5605	6984	5205	1325	7197	8483	4453	993
Repair & Maint.	627	1090	1985	1091	158	309	362	79
Personal Services	905	1081	788	376	1909	2867	1717	165
Non-profit Org.	589	865	1239	615	865	890	1556	702
Domestic	232	63	50	0	715	663	255	64
Government	1036	3052	12961	14154	1058	3184	9625	6144

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-12. INDUSTRY SECTORS BY EDUCATION AND EARNING DISTRIBUTION

	High School Grad or below				Some college & above			
	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)
	Count	Count	Count	Count	Count	Count	Count	Count
Agriculture, Forest & Fishery	1286	2187	1596	253	825	844	1456	730
Energy & Utilities	11	381	522	705	0	27	1358	1659
Construction	3158	6805	11456	9973	1274	2899	8317	10058
Food Processing	345	1035	1138	338	517	733	860	457
Other Manufacturing	711	1557	2228	1996	673	861	2316	3931
Trade (Whls-Retail)	9855	17890	13398	3992	8840	10512	14366	8669
Transportation	1858	3662	5514	2431	725	3740	5892	3559
Postal Service	41	132	399	285	0	159	638	795
Publishing	121	221	200	37	130	147	608	730
Film & Music Recording	276	266	238	21	107	339	340	395
Information	230	627	679	1101	606	824	1521	2068
Financial	528	1488	2550	743	875	2136	7865	5923
Real estate	794	1717	1876	515	1728	1403	3799	3802
Rental	145	950	668	108	213	603	430	430
Other Prof Services	496	745	1458	1270	2538	2820	7228	11873
Other Services	2880	6345	4886	1675	2722	4513	6102	3699
Education	2916	3272	2958	370	7533	9067	18668	12140
Healthcare	1763	3883	6005	678	2512	6813	13176	15266
Social Services	1388	1356	970	57	1240	2257	3843	1027
Arts & Recreation	1652	2621	1813	441	2195	1952	3349	1193
Accommodations	1711	6140	10195	1782	660	2428	7739	3206
Food Serv & Related	8823	10899	4362	828	3979	4568	5296	1490
Repair & Maint.	448	782	1231	575	337	617	1116	595
Personal Services	1539	2499	1266	228	1275	1449	1239	313
Non-profit Org.	569	611	502	169	885	1144	2293	1148
Domestic	793	430	194	0	154	296	111	64
Government	668	2909	6633	2625	1426	3327	15953	17673

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-13. INDUSTRY SECTORS BY RACE AND EARNING DISTRIBUTION

	White				Asian				Native Hawaiian				Other			
	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)
Agriculture, Forest & Fishery	815	561	1098	281	878	1850	1261	479	62	238	273	60	356	382	420	163
Energy & Utilities	0	0	285	519	0	181	1111	1543	11	7	275	109	0	220	209	193
Construction	1141	3393	5946	7575	1486	3322	6895	7338	665	1094	2790	2481	1140	1895	4142	2637
Food Processing	78	264	329	268	556	1316	1304	440	176	48	114	87	52	140	251	0
Other Manufacturing	546	452	753	2086	767	1356	2222	2686	6	279	363	406	65	331	1206	749
Trade (Whls-Retail)	4465	6081	6890	4558	9063	13832	14470	6511	927	2528	1544	482	4240	5961	4860	1110
Transportation	615	1574	2051	1825	791	2758	5595	2295	369	881	1318	809	808	2189	2442	1061
Postal Service	0	74	176	225	41	121	752	707	0	0	16	84	0	96	93	64
Publishing	136	113	398	450	52	142	269	273	35	113	107	7	28	0	34	37
Film & Music Recording	60	120	199	166	203	321	48	151	11	0	22	0	109	164	309	99
Information	230	302	486	941	419	879	1027	1384	163	64	280	307	24	206	407	537
Financial	147	515	1647	1875	776	2118	6864	3976	197	318	537	323	283	673	1367	492
Real estate	928	936	2393	2280	887	1471	1754	1468	175	131	541	340	532	582	987	229
Rental	104	472	259	212	134	663	342	222	84	36	81	14	36	382	416	90
Other Prof Services	1360	1360	3186	6060	1343	1578	3866	5885	84	243	458	443	247	384	1176	755
Other Services	1500	3215	3924	2536	1630	4066	4914	1550	794	1097	960	700	1678	2480	1190	588
Education	3357	3704	7693	5057	4834	5122	9807	5181	652	1643	1046	610	1606	1870	3080	1662
Healthcare	954	2152	4148	6409	2162	5580	10643	7987	453	776	1305	603	706	2188	3085	945
Social Services	728	1107	1345	477	859	1245	1893	332	403	298	578	173	638	963	997	102
Arts & Recreation	1581	1410	1958	743	1457	1306	1920	520	370	900	532	126	439	957	752	245
Accommodations	232	1102	3342	1933	1557	5273	10840	1909	311	763	1219	201	271	1430	2533	945
Food Serv & Related	2605	3544	3202	962	6486	8583	4719	1135	782	577	570	83	2929	2763	1167	138
Repair & Maint.	143	232	534	393	509	723	1292	354	72	157	141	8	61	287	380	415
Personal Services	579	929	593	179	1664	2223	1648	216	219	77	39	0	352	719	225	146
Non-profit Org.	596	599	735	531	518	572	1241	470	105	304	184	112	235	280	635	204
Domestic	531	379	85	27	248	213	150	37	22	63	20	0	146	71	50	0
Government	728	1450	5310	6376	777	2791	10641	9497	288	546	1950	1559	301	1449	4685	2866

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-14. INDUSTRY SECTORS BY AGE, EDUCATION AND EARNING DISTRIBUTION

	Age group															
	18 - 44								45+							
	High School Grad or below				Some college & above				High School Grad or below				Some college & above			
	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)
Agriculture, Forest & Fishery	636	1125	921	64	486	464	861	365	650	1062	675	189	339	380	595	365
Energy & Utilities	11	211	249	355	0	27	670	725	0	170	273	350	0	0	688	934
Construction	1947	5122	7901	4576	413	2004	4977	4741	1211	1683	3555	5397	861	895	3340	5317
Food Processing	169	367	613	204	339	397	525	102	176	668	525	134	178	336	335	355
Other Manufacturing	297	608	1575	725	417	328	1290	1424	414	949	653	1271	256	533	1026	2507
Trade (Whls-Retail)	7620	13125	7616	2166	6432	6839	8396	2965	2235	4765	5782	1826	2408	3673	5970	5704
Transportation	1335	2112	2427	707	438	2310	2984	1470	523	1550	3087	1724	287	1430	2908	2089
Postal Service	0	78	190	26	0	153	148	134	41	54	209	259	0	6	490	661
Publishing	57	155	69	0	52	55	300	243	64	66	131	37	78	92	308	487
Film & Music Recording	276	153	208	0	107	221	42	163	0	113	30	21	0	118	298	232
Information	155	571	355	615	485	677	960	1099	75	56	324	486	121	147	561	969
Financial	444	970	1203	234	612	1245	4057	2389	84	518	1347	509	263	891	3808	3534
Real estate	333	1064	751	44	900	536	2041	1368	461	653	1125	471	828	867	1758	2434
Rental	113	755	490	38	151	332	307	193	32	195	178	70	62	271	123	237
Other Prof Services	215	335	699	664	1145	1579	4054	5535	281	410	759	606	1393	1241	3174	6338
Other Services	1680	3842	2709	697	1693	2693	3578	1557	1200	2503	2177	978	1029	1820	2524	2142
Education	1994	1348	1562	77	5295	5009	11317	3356	922	1924	1396	293	2238	4058	7351	8784
Healthcare	1239	2031	3338	414	1825	4456	7397	6547	524	1852	2667	264	687	2357	5779	8719
Social Services	892	899	429	9	845	1183	2434	296	496	457	541	48	395	1074	1409	731
Arts & Recreation	1153	1549	1088	192	1214	1404	1690	223	499	1072	725	249	981	548	1659	970
Accommodations	1001	3475	5508	854	310	1383	4584	1327	710	2665	4687	928	350	1045	3155	1879
Food Serv & Related	7019	6866	2781	303	3354	3336	3938	976	1804	4033	1581	525	625	1232	1358	514
Repair & Maint.	342	447	903	369	224	368	467	258	106	335	328	206	113	249	649	337
Personal Services	951	1125	669	138	876	782	769	34	588	1374	597	90	399	667	470	279
Non-profit Org.	302	300	287	15	389	607	1122	367	267	311	215	154	496	537	1171	781
Domestic	262	138	94	0	99	64	50	37	531	292	100	0	55	232	61	27
Government	246	1970	3734	1110	974	1827	8886	5946	422	939	2899	1515	452	1500	7067	11727

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.

TABLE A-15. INDUSTRY SECTORS BY GENDER, EDUCATION AND EARNING DISTRIBUTION

	Male								Female							
	High School Grad or below				Some college & above				High School Grad or below				Some college & above			
	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)	Under Poverty Line	Above Poverty but under Self-Sufficiency Income	Above Self-Sufficiency but under \$50k (2006 US\$)	Above \$50k (2006 US\$)
Agriculture, Forest & Fishery	675	1233	1207	184	513	366	1196	621	611	954	389	69	312	478	260	109
Energy & Utilities	0	349	406	679	0	0	811	1415	11	32	116	26	0	27	547	244
Construction	2869	6251	10454	9497	1152	2264	6519	8963	289	554	1002	476	122	635	1798	1095
Food Processing	16	622	823	241	271	280	505	413	329	413	315	97	246	453	355	44
Other Manufacturing	355	772	1615	1889	412	607	1773	3536	356	785	613	107	261	254	543	395
Trade (Whls-Retail)	3728	7946	7544	2914	3463	4986	7738	6154	6127	9944	5854	1078	5377	5526	6628	2515
Transportation	844	2605	4015	2215	372	2009	3520	2841	1014	1057	1499	216	353	1731	2372	718
Postal Service	10	68	201	164	0	93	406	668	31	64	198	121	0	66	232	127
Publishing	35	79	95	0	76	78	418	419	86	142	105	37	54	69	190	311
Film & Music Recording	69	129	0	0	46	203	171	341	207	137	238	21	61	136	169	54
Information	76	353	276	764	118	559	769	1538	154	274	403	337	488	265	752	530
Financial	56	393	385	201	318	645	2729	3345	472	1095	2165	542	557	1491	5136	2578
Real estate	231	901	881	285	762	458	1608	1905	563	816	995	230	966	945	2191	1897
Rental	61	539	339	63	89	346	242	387	84	411	329	45	124	257	188	43
Other Prof Services	222	334	460	1081	1012	1240	3525	8954	274	411	998	189	1526	1580	3703	2919
Other Services	1575	4105	2921	1295	1200	2585	2962	2150	1305	2240	1965	380	1522	1928	3140	1549
Education	622	875	1119	133	2068	2856	5531	5558	2294	2397	1839	237	5465	6211	13137	6582
Healthcare	522	612	1205	119	399	1179	3149	5279	1241	3271	4800	559	2113	5634	10027	9987
Social Services	308	51	69	9	244	116	905	282	1080	1305	901	48	996	2141	2938	745
Arts & Recreation	732	1454	1316	334	837	1035	2034	881	920	1167	497	107	1358	917	1315	312
Accommodations	339	2650	5397	1184	339	762	3680	1826	1372	3490	4798	598	321	1666	4059	1380
Food Serv & Related	3948	5034	2304	414	1657	1950	2901	911	4875	5865	2058	414	2322	2618	2395	579
Repair & Maint.	348	618	1169	575	279	472	816	516	100	164	62	0	58	145	300	79
Personal Services	422	806	453	121	483	275	335	255	1117	1693	813	107	792	1174	904	58
Non-profit Org.	258	234	199	87	331	631	1040	528	311	377	303	82	554	513	1253	620
Domestic	200	0	24	0	32	63	26	0	593	430	170	0	122	233	85	64
Government	427	1726	4721	2053	609	1326	8240	12101	241	1183	1912	572	817	2001	7713	5572

SOURCE: AMERICAN COMMUNITY SURVEY, PUBLIC USE MICRODATA SAMPLE (ACS PUMS), 2008.