



STATE OF HAWAI'I • DEPARTMENT OF BUSINESS,
ECONOMIC DEVELOPMENT & TOURISM

Top Occupations in Hawai'i 2016 to 2023



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Executive Summary

This report analyzes Hawai‘i’s occupations, over the 2016 to 2023 period, by number of jobs, fastest growing by jobs, largest growing by jobs, and highest paying median hourly earnings. This report also covers the status of Science, Technology, Engineering, and Mathematics (STEM) occupations. This report considers 95 civilian occupations at the 3-digit level and 94 STEM occupations at the 5-digit level. The data source for this report was the 2024, 4th quarter estimates from Lightcast™.

In 2023, there were 732,952 civilian jobs in Hawai‘i across 95 occupations, which was 2.4 percent fewer jobs than in 2016, contrasting the nation’s civilian job growth of 7.5 percent. In 2023, the top 20 largest occupations in Hawai‘i held 433,247, or 59.1 percent, of civilian jobs. Of these occupations, 12 showed job increases over the 2016 to 2023 period. In aggregate, jobs in the top 20 largest Hawai‘i occupations decreased by 1.3 percent over the period, performing better than the 2.4 percent decrease in all civilian jobs in Hawai‘i.

Food and Beverage Serving Workers topped the job count with 44,415 jobs in 2023, or 6.1 percent of total civilian jobs, followed by Retail Sales Workers (33,634 jobs or 4.6 percent) and Construction Trades Workers (30,653 jobs or 4.2 percent).

Looking at worker age composition in Hawai‘i’s top 20 largest occupations, young workers aged 18 to 24 held their highest share in Food and Beverage Serving Workers, at 23.5 percent, and Other Food Preparation and Retail Sales Workers, at 19.7 percent, while the over-65 age group held their highest share in Other Protective Service Workers, at 15.1 percent, and a low share in Construction Trades Workers, at 5.6 percent. As for the gender composition in the top 20 largest occupations, females had their highest shares in Other Office and Administrative Support Workers, at 81.7 percent, and their lowest share in Other Installation, Maintenance, and Repair Occupations, at 4.6 percent.

Over the 2016 to 2023 period, 41 of 95 occupations showed positive job growth in Hawai‘i. Job growth in about half of the 41 occupations was less than 7 percent over the period, but three occupations showed exceptional job growth, including one of which more than doubled over the period; Other Healthcare Practitioners and Technical Occupations had growth at 125.0 percent, Supervisors of Transportation and Material Moving Workers at 58.5 percent, and Entertainment Attendants and Related occupations at 45.8 percent.

The occupations in Hawai‘i that gained the most jobs over the 2016 to 2023 period include Computer Occupations, with a 2,626 gain, and Supervisors of Office and Administrative Support Workers, with a 2,519 gain.

In 2023, 58 of 95 occupations had higher median hourly earnings in Hawai‘i than the nation and the earnings difference ranged from \$0.16 to \$15.71. For the 37 occupations with Hawai‘i earnings below the nation, the difference ranged from \$0.18 to \$16.63.

In 2023, the top 20 highest paying occupations in Hawai‘i had median hourly earnings over \$38.00. Of these 20 occupations, 13 had median hourly earnings higher in Hawai‘i than in the nation. Air Transportation Workers had the highest median hourly earnings in Hawai‘i, at \$65.22, well above the national level at \$50.53, followed by Healthcare Diagnosing or Treating Practitioners at \$61.85 and Operations Specialties Managers at \$56.35.

Over the 2016 to 2023 period, 52 occupations in Hawai‘i had median earnings growth above the Hawai‘i consumer price index growth. In comparison, 39 occupations in the nation had median earnings growth above the nation’s consumer price index growth.

In 2023, there were 35,169 STEM jobs in Hawai‘i, representing 4.8 percent of total civilian jobs, compared to 6.2 percent for the nation. Over the 2016 to 2023 period, while Hawai‘i non-STEM jobs declined at an average annual growth rate of -0.4 percent, Hawai‘i STEM jobs increased at 1.0 percent, less than the nation’s 2.0 percent. The Professional, Scientific, and Technical Services and Public Administration were the two sectors that held most of the top 20 largest Hawai‘i STEM occupations, in Hawai‘i and the nation.

Among STEM occupations, Software Developers topped the list in 2023 with 3,026 jobs in Hawai‘i, accounting for 0.4 percent of total civilian jobs, a share that was low compared to 1.0 percent for the nation.

Of the top 20 largest STEM occupations, Information Security Analysts was the fastest growing STEM occupation, with an average annual growth rate of 8.6 percent over the 2016 to 2023 period, just shy of the nation’s rate of 9.1 percent.

The highest paying STEM occupations among the top 20 largest, measured by median hourly earnings in 2023, were Architectural and Engineering Managers at \$63.97 and Computer and Information Systems Managers at \$63.57. However, their median earnings in Hawai‘i were still significantly lower than \$79.42 and \$81.24 for the nation, respectively.

Introduction

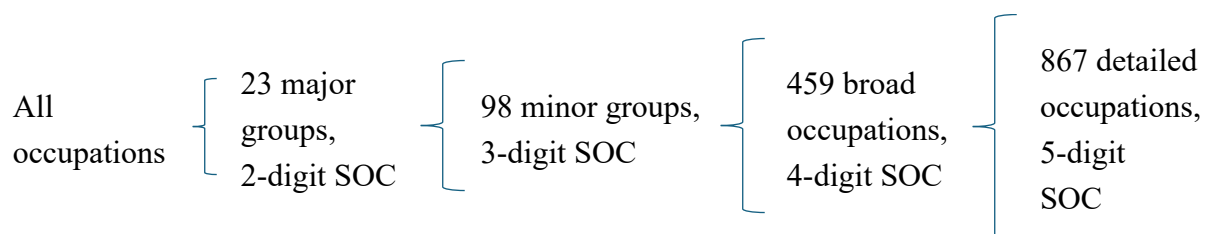
Hawai‘i has always been rated as one of the most expensive U.S. states to live in. Occupation choice can affect the ability to live well in Hawai‘i. Stakeholders attempt to understand occupations that are more suited for Hawai‘i’s government and business climate, natural environment, and geographic location.

This report studies Hawai‘i’s occupation changes over a 2016 to 2023 period. To do so, it first identifies the top 20 largest occupations in Hawai‘i and examines how they changed over time and how they differ from the nation. Growing occupations are also identified to show the occupations with the most potential. Secondly, the top occupations are examined by their demographic and industry distribution characteristics. Thirdly, it focuses on Science, Technology, Engineering, and Mathematics (STEM) occupations and compares their characteristics with non-STEM occupations.

Data Source and Methodology

Data are from Lightcast™, formerly Economic Modeling Services, Inc. (EMSI).

Occupations are categorized according to the U.S. Bureau of Labor Statistics (BLS)’s Standard Occupational Classification (SOC) system which is updated every ten years. This report uses the 2018 SOC system¹. As in the 2000 and 2010 SOC systems, the 2018 SOC system contains 23 major groups (2-digit) which are further broken down as follows:



This analysis uses a similar structure to the 2018 *Top 20 Occupations in Hawai‘i* report², specifically the use of 3-digit SOCs for general occupation analysis, 5-digit SOCs for STEM analysis, and 2-digit NAICS codes for industry sector analysis.

¹ See “2018 Standard Occupation Classification System”, available at <https://www.bls.gov/soc/2018/home.htm>.

² Department of Business, Economic Development & Tourism Research and Economic Analysis Division. (2018). *Top 20 Occupations in Hawaii, 2018*. https://files.Hawaii.gov/dbedt/economic/reports/Top20_Occupations_Hawaii_2018.pdf

Since our main interest is in civilian occupations, the three military occupations at the 3-digit level (SOC 55-1000, SOC 55-2000, and SOC 55-3000) are excluded from the analysis, resulting in a total of 95 occupations at the 3-digit level (minor groups) for this report.

STEM SOC codes are taken from the 105 (5-digit) STEM occupations that BLS defined based on the 867 detailed occupations group. Lightcast™ data contain job and wage information about each of these STEM occupations, except for 11 postsecondary math and science teacher occupations, which are included in a broader category - postsecondary teachers (25-1000). Without a breakdown of postsecondary teachers in the Lightcast™ data, these 11 occupations are excluded from the STEM analysis. The result was a list of 94 STEM occupations for this report.

Industry codes and definitions are taken from the 2022 North American Industry Classification System (NAICS Coding System) at the Sector (2-digit) level.

Top 20 Largest Occupations in Hawai‘i

In 2023, there were 732,952 civilian jobs in Hawai‘i, which was 2.4 percent *less* than in 2016, contrasting the nation’s civilian job growth of 7.5 percent over the 2016 to 2023 period. As shown in Table 1 (following page), in 2023, the top 20 largest occupations, at the 3-digit level, in Hawai‘i held 433,247, or 59.1 percent, of civilian jobs, compared to 57.8 percent in the nation for the same occupations; 12 of these occupations showed job increases in Hawai‘i compared to 15 in the nation.

Compared with the top 20 largest occupations in 2016, three occupations dropped off the top 20 list in 2023: Secretaries and Administrative Assistants; Financial Clerks; and Other Teachers and Instructors. Three occupations joined the top 20 list: Computer Occupations; Other Food Preparation and Serving Related Workers; and Counselors, Social Workers, and Other Community and Social Service Specialists. See Appendix Table A-5 for the 2016 and 2023 rankings, by number of jobs, for all occupations.

Size of the top 20 largest occupations

In Hawai‘i, Food and Beverage Serving Workers topped the job count with 44,415 jobs in 2023, or 6.1 percent of total civilian jobs, followed by Retail Sales Workers (33,634 jobs or 4.6 percent) and Construction Trades Workers (30,653 jobs or 4.2 percent). Previously in 2016, Retail Sales Workers held the top largest occupation, followed by Food and Beverage Serving Workers and Construction Trades Workers, but the Retail Sales Workers job count declined 28.1 percent over the 2016 to 2023 period. Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides and Building Cleaning and Pest Control Workers also declined substantially during the period.

Indicative of a large tourism industry and the climate in Hawai‘i, these occupations had a higher share of civilian jobs in Hawai‘i than the nation in 2023: Food and Beverage Serving Workers, Building Cleaning and Pest Control Workers, Cooks and Food Preparation Workers, Other Food Preparation and Serving Related Workers. Before the COVID-19 pandemic, Retail Sales Workers, another tourism-related occupation, held a higher share of civilian jobs in Hawai‘i compared to the nation, but in 2023 stood near the national level as e-commerce infiltrated retail industries.

Table 1. Top 20 largest occupations in Hawai‘i, 2023

| Occupation | HI Jobs (2023) | % of Total | | Job Growth Rate, 2016 to 2023 | |
|---|-------------------|--------------|--------------|-------------------------------------|------------|
| | | HI | U.S. | HI | U.S. |
| 1 Food and Beverage Serving Workers (35-3000) | 44,415 | 6.1 | 4.1 | 1.9 | -5.4 |
| 2 Retail Sales Workers (41-2000) | 33,634 | 4.6 | 4.6 | -28.1 | -12.0 |
| 3 Construction Trades Workers (47-2000) | 30,653 | 4.2 | 3.4 | -4.6 | 6.5 |
| 4 Healthcare Diagnosing or Treating Practitioners (29-1000) | 26,782 | 3.7 | 3.9 | 6.1 | 15.6 |
| 5 Building Cleaning and Pest Control Workers (37-2000) | 25,745 | 3.5 | 2.4 | -11.5 | -4.0 |
| 6 Material Moving Workers (53-7000) | 25,357 | 3.5 | 4.8 | 10.5 | 21.1 |
| 7 Business Operations Specialists (13-1000) | 24,824 | 3.4 | 4.5 | 7.0 | 47.5 |
| 8 Other Management Occupations (11-9000) | 24,817 | 3.4 | 2.9 | 6.7 | 29.7 |
| 9 Information and Record Clerks (43-4000) | 23,451 | 3.2 | 3.4 | -1.3 | -1.7 |
| 10 Other Office and Administrative Support Workers (43-9000) | 21,502 | 2.9 | 2.1 | 10.0 | -16.6 |
| 11 Cooks and Food Preparation Workers (35-2000) | 20,592 | 2.8 | 2.2 | 1.4 | 11.3 |
| 12 Preschool, Elementary, Middle, Secondary, and Special Education Teachers (25-2000) | 19,581 | 2.7 | 2.6 | 6.5 | 4.6 |
| 13 Motor Vehicle Operators (53-3000) | 17,025 | 2.3 | 2.9 | -1.2 | 11.9 |
| 14 Computer Occupations (15-1200) | 15,005 | 2.0 | 3.0 | 21.2 | 17.0 |
| 15 Top Executives (11-1000) | 14,741 | 2.0 | 2.3 | 15.6 | 49.1 |
| 16 Other Installation, Maintenance, and Repair Occupations (49-9000) | 14,330 | 2.0 | 2.1 | -6.5 | 11.9 |
| 17 Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides (31-1100) | 13,886 | 1.9 | 3.4 | -17.5 | 17.3 |
| 18 Other Protective Service Workers (33-9000) | 12,547 | 1.7 | 1.0 | -0.8 | 8.5 |
| 19 Other Food Preparation and Serving Related Workers (35-9000) | 12,187 | 1.7 | 0.9 | 5.1 | 6.2 |
| 20 Counselors, Social Workers, and Other Community and Social Service Specialists (21-1000) | 12,174 | 1.7 | 1.5 | 4.0 | 17.7 |
| Top 20 Largest Occupations | 433,247 | 59.1 | 57.8 | -1.3 | 9.8 |
| All Civilian Occupations | 732,952 | 100.0 | 100.0 | -2.4 | 7.5 |

Source: Lightcast™ Q4 2024, calculations by DBEDT

Growth of the top 20 largest occupations

As shown in Table 1 (above), over the 2016 to 2023 period, jobs in the top 20 largest Hawai‘i occupations increased 9.8 percent in the nation and *decreased* 1.3 percent in Hawai‘i, indicative of a continuing recovery period from the COVID-19 pandemic for Hawai‘i.

Business-related occupations achieved higher job growth in the nation than in Hawai‘i. Over the 2016 to 2023 period, Business Operations Specialists grew 40.5 percentage points more than Hawai‘i; Other Management Occupations grew 23.0 percentage points more than Hawai‘i; and Top Executives grew 33.5 percentage points more than Hawai‘i.

Other Office and Administrative Support Workers was the only occupation that showed much higher job growth in Hawai‘i than the nation, a difference of 26.6 percentage points. Among the top 20 largest occupations in Hawai‘i, occupations with slightly higher growth in Hawai‘i than the nation over the 2016 to 2023 period include Computer Occupations (21.2 percent growth) and Preschool, Elementary, Middle, Secondary, and Special Education Teachers (6.5 percent growth).

Of the top 20 largest occupations in Hawai‘i, most exhibited positive job growth over the 2016 and 2019 period. All exhibited job declines in 2020 due to the COVID-19 pandemic. From 2020 to 2023, eight occupations recovered all jobs or were above their 2019 job levels; 12 were recovering but below their 2019 job levels, and two did not recover and declined further below their 2019 job levels. All the top 20 largest occupations exhibited a positive trend in median hourly earnings over the 2016 to 2023 period. Appendix Figure A-2 illustrates job and wage growth trends for the top 20 largest occupations over the 2016 to 2023 period.

Industry distributions of the top 20 largest occupations

Jobs in the top 20 largest occupations were distributed among the 20 industry sectors in Hawai‘i. True to Hawai‘i’s economy, these sectors held over 60 percent of the jobs in the top 20 occupations: Accommodation and Food Service sector, Public Administration sector, Health Care and Social Assistance, and Retail Trade sector.

The concentration of an occupation’s jobs in sectors is defined as follows. High concentration is when the jobs for a single occupation are over 65 percent concentrated in a single sector; medium concentration is when the jobs for a single occupation are between 35 percent and 65 percent concentrated in a single sector; and low concentration is when the jobs for a single occupation are less than 35 percent concentrated in a single sector.

Many of the jobs in the top largest 20 occupations had high concentrations. For example, 85.1 percent of the jobs in the Construction Trades Workers occupation were in the Construction sector. A few other highly concentrated occupations were Food and Beverage Serving Workers and Retail Sales Workers.

Jobs in the Top Executives occupation, on the other hand, were distributed throughout the 20 sectors, with distributions ranging from 0.1 percent to 12.5 percent. A few other occupations with low concentration include Other Management Occupations, Computer Occupations, and Information and Record Clerks.

For full distribution and concentration tables for Hawai‘i, see Tables A-1 and A-2 in the Appendix.

Demographic characteristics of the top 20 largest occupations

Age and gender demographic characteristics tell us how diversified occupation workforces were at points in time. Table 2 (next page) illustrates these characteristics for the top 20 largest Hawai‘i civilian occupations in 2023.

For example, young workers aged 18 to 24 had their highest shares in Food and Beverage Serving Workers, at 23.5 percent, and Other Food Preparation and Retail Sales Workers, at 19.7 percent. The over-65 age group had their highest share in Other Protective Service Workers, at 15.1 percent, and their lowest share in Construction Trades Workers, at 5.6 percent. Age groups 25 to 44 and 45 to 64 each held at least a third of most occupations.

Female workers had their highest shares in Other Office and Administrative Support Workers, at 81.7 percent, and their lowest share in Other Installation, Maintenance, and Repair Occupations, at 4.6 percent.

Table 2. Top 20 largest occupations in Hawai‘i by age group and sex, 2023

| Occupation | Share by Age 2023 ¹ | | | | Female Share ² |
|---|--------------------------------|-------|-------|---------|---------------------------|
| | 18-24 | 25-44 | 45-64 | Over 65 | 2023 |
| Food and Beverage Serving Workers | 23.5 | 44.0 | 26.3 | 6.2 | 63.5 |
| Retail Sales Workers | 19.7 | 35.1 | 32.9 | 12.3 | 65.6 |
| Construction Trades Workers | 9.2 | 47.9 | 37.3 | 5.6 | 4.7 |
| Healthcare Diagnosing or Treating Practitioners | 1.9 | 49.1 | 39.9 | 9.2 | 67.3 |
| Building Cleaning and Pest Control Workers | 5.1 | 36.3 | 47.4 | 11.3 | 57.9 |
| Material Moving Workers | 15.5 | 42.3 | 34.8 | 7.4 | 32.4 |
| Business Operations Specialists | 4.7 | 48.6 | 37.8 | 8.9 | 51.8 |
| Other Management Occupations | 2.7 | 37.4 | 46.3 | 13.6 | 40.1 |
| Information and Record Clerks | 10.9 | 43.9 | 36.1 | 9.1 | 73.9 |
| Other Office and Administrative Support Workers | 10.1 | 37.1 | 39.7 | 13.2 | 81.7 |
| Cooks and Food Preparation Workers | 13.0 | 43.9 | 36.1 | 7.0 | 43.1 |
| Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 3.0 | 43.4 | 45.3 | 8.3 | 71.1 |
| Motor Vehicle Operators | 4.7 | 37.8 | 43.3 | 14.2 | 17.5 |
| Computer Occupations | 5.8 | 53.3 | 36.5 | 4.4 | 26.1 |
| Top Executives | 1.5 | 43.5 | 47.1 | 7.9 | 33.4 |
| Other Installation, Maintenance, and Repair Occupations | 7.0 | 39.6 | 44.4 | 9.0 | 4.6 |
| Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides | 8.5 | 41.6 | 38.5 | 11.4 | 81.2 |
| Other Protective Service Workers | 10.2 | 38.2 | 36.5 | 15.1 | 25.5 |
| Other Food Preparation and Serving Related Workers | 18.0 | 35.4 | 35.3 | 11.3 | 44.1 |
| Counselors, Social Workers, and Other Community and Social Service Specialists | 4.7 | 47.8 | 38.0 | 9.5 | 73.2 |

¹ Percentage excludes under 18

² Percentage includes under 18

Source: Lightcast™ Q4 2024, calculations by DBEDT

Fastest Growing Occupations in Hawai‘i

Occupation growth was measured by growth in jobs as a percentage and change in jobs as a number. Among the 95 civilian occupations based on 3-digit classification, 41 occupations showed job growth in Hawai‘i compared to 60 occupations in the nation over the 2016 to 2023 period.

Top 20 fastest growing occupations

Of the 41 occupations in Hawai‘i with positive job growth over the 2016 to 2023 period, 20 occupations had growth over 7.0 percent, and in 2023, represented 178,027 jobs, or about 24.3 percent, of civilian jobs.

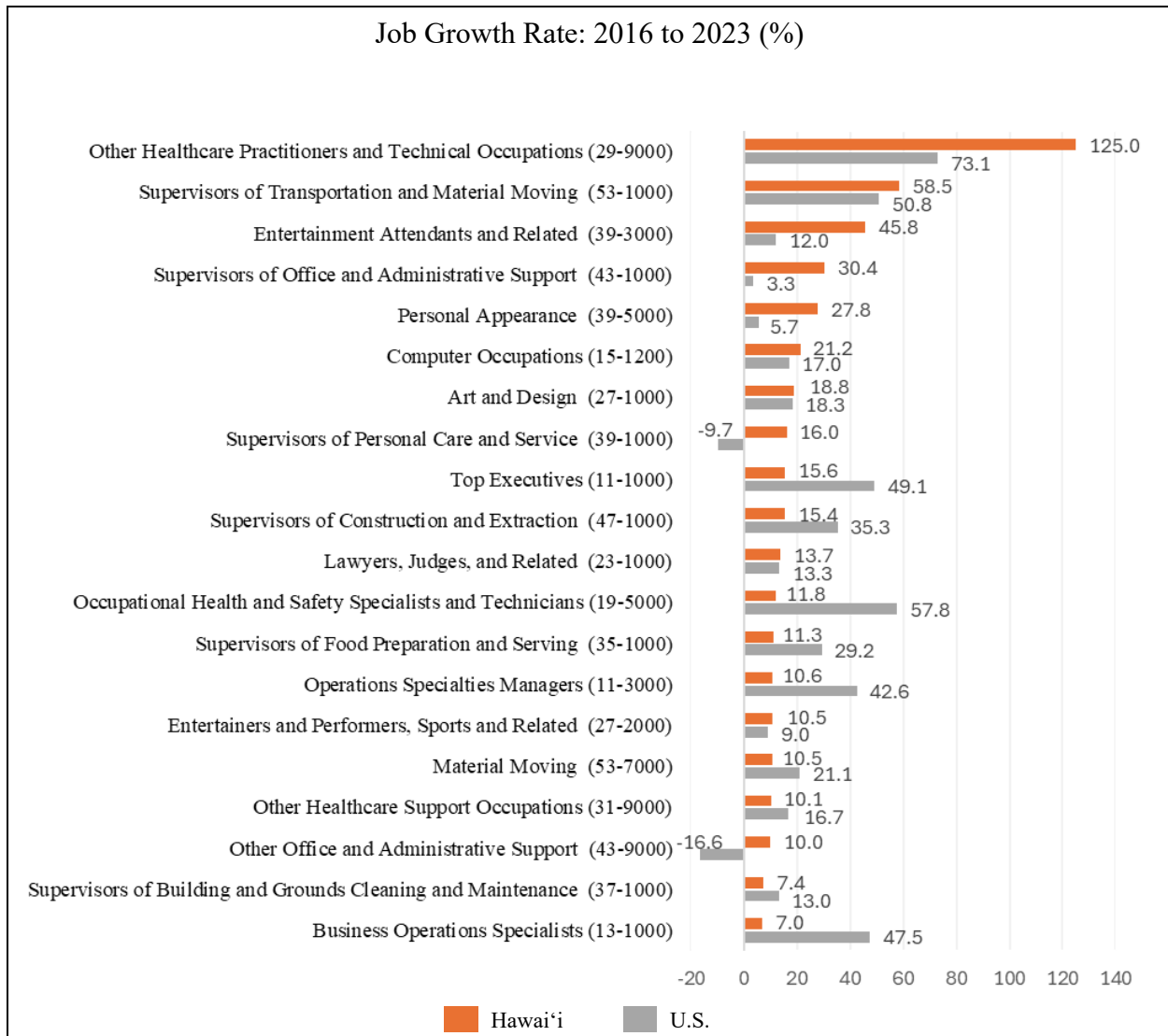
Figure 1 (next page) illustrates the top 20 fastest growing occupations in Hawai‘i compared to the nation over the 2016 to 2023 period. Other Healthcare Practitioners and Technical Occupations topped the Hawai‘i list with a growth rate of 125.0 percent over the period. This growth rate is exceptional compared to the national rate of 73.1 percent.

Hawai‘i showed high job growth, above the national growth, for: Supervisors of Transportation and Material Moving; Entertainment Attendants and Related; Supervisors of Office and Administrative Support; Personal Appearance; Computer Occupations; Art and Design; Lawyers, Judges, and Related; and Entertainers and Performers, Sports and Related.

Two occupations in Hawai‘i, Supervisors of Personal Care and Service Workers and Other Office and Administrative Support Workers, posted growth rates at 16.0 percent and 10.0 percent respectively, despite negative nationwide growth rates.

Although these occupations in Hawai‘i had job growth above 7.0 percent, they didn’t grow as fast as the nation: Top Executives; Supervisors of Construction and Extraction; Occupational Health and Safety Specialists and Technicians; Supervisors of Food Preparation and Serving; Operations Specialties Managers; Material Moving; Other Healthcare Support Occupations; Supervisors of Building and Grounds Cleaning and Maintenance; and Business Operations Specialists.

Figure 1. Top 20 fastest growing occupations in Hawai‘i compared to the nation: 2016 to 2023



Source: Lightcast™ Q4 2024, calculations by DBEDT

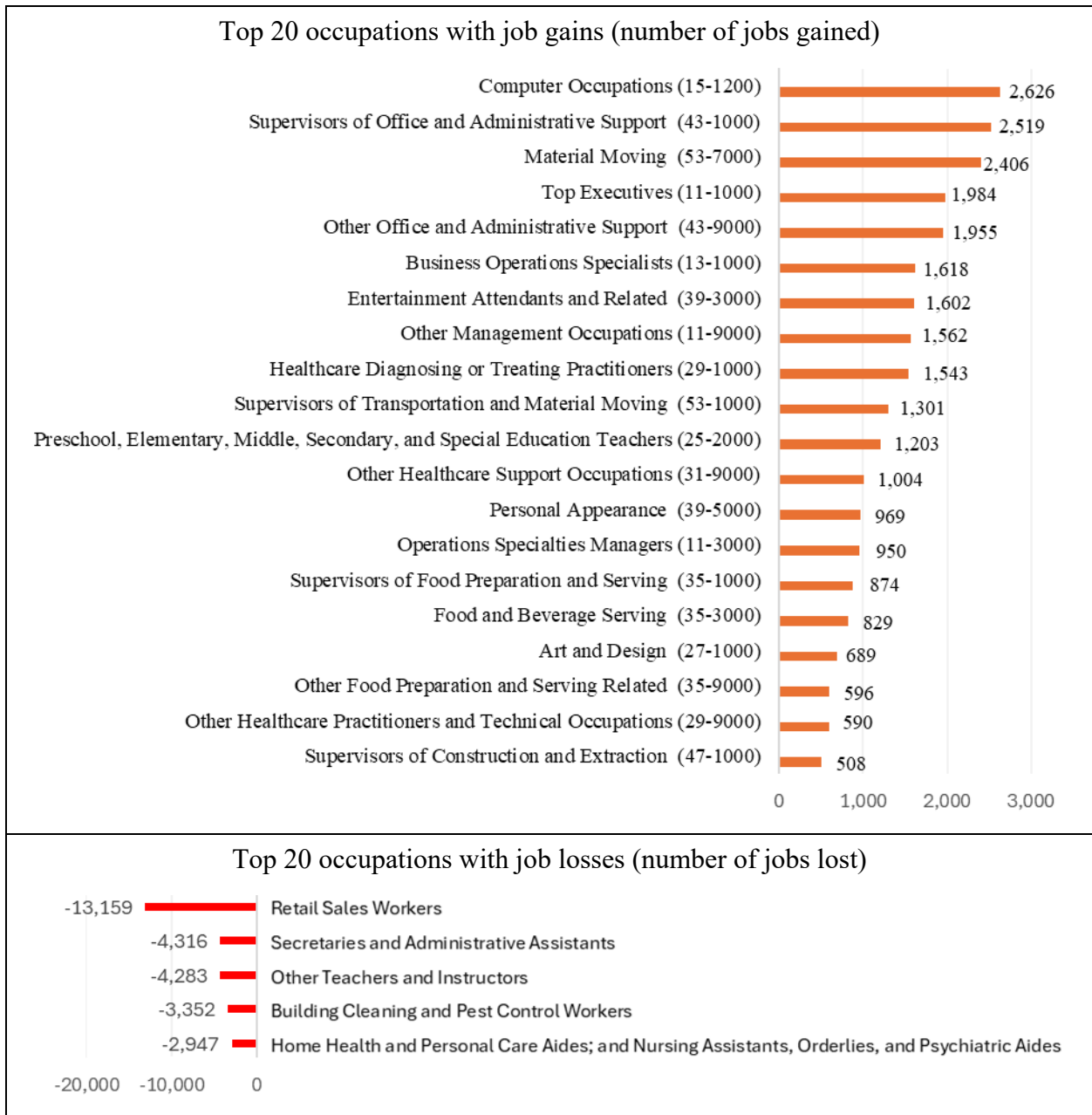
Of the 95 civilian occupations based on 3-digit classification, 68 occupations grew faster in the nation than in Hawai‘i over the 2016 to 2023 period. Seven occupations in the nation had job growth exceeding Hawai‘i by over 40.0 percentage points, such as Mathematical Science Occupations (difference of 64.6 percentage points); Advertising, Marketing, Promotions, Public Relations, and Sales Managers; Occupational Health and Safety Specialists and Technicians; Fishing and Hunting Workers; Animal Care and Service Workers; Rail Transportation Workers; and Business Operations Specialists (difference of 40.5 percentage points). Lastly, 54 occupations had negative job growth in Hawai‘i, compared to 35 in the nation. For the full table see Table A-6 in the Appendix.

Top 20 occupations with the most job gains

As shown in Figure 2 (next page), over the 2016 to 2023 period in Hawai‘i, jobs in Computer Occupations increased the most by 2,626, followed by Supervisors of Office and Administrative Support Workers by 2,519. Comparatively for the nation, Computer Occupations was the eighth top job adder and Supervisors of Office and Administrative Support Workers was the 48th; Material Moving Workers added the greatest number of jobs in the nation, followed by Business Operations Specialists.

Also shown are the top 5 occupations with the most job losses: Retail Sales Workers (jobs declined by 13,159), followed by Secretaries and Administrative Assistants, Other Teachers and Instructors, Building Cleaning and Pest Control Workers, and Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides. For the nation, all these occupations also had job declines, except for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides which had a large increase in jobs.

Figure 2. Job change by numbers, Hawai'i: 2016 to 2023



Source: Lightcast™ Q4 2024, calculations by DBEDT

Earnings by Occupation in Hawai‘i

Hawai‘i is ranked one of the nation’s most expensive states to live in and occupation choice affects earnings potential and standard of living. In 2023, out of the 95 civilian occupations (3-digit level), 48 had median hourly earnings between \$14.00 and \$26.00, 27 were between \$26.00 and \$38.00, 14 were between \$38.00 and \$50.00, and 6 were between \$50.00 and \$66.00.³

In 2023, 58 of the 95 occupations had higher median hourly earnings in Hawai‘i than the nation; the earnings difference ranged from \$0.16 to \$15.71. For the 37 occupations with Hawai‘i earnings below the nation, the difference ranged from \$0.18 to \$16.63.

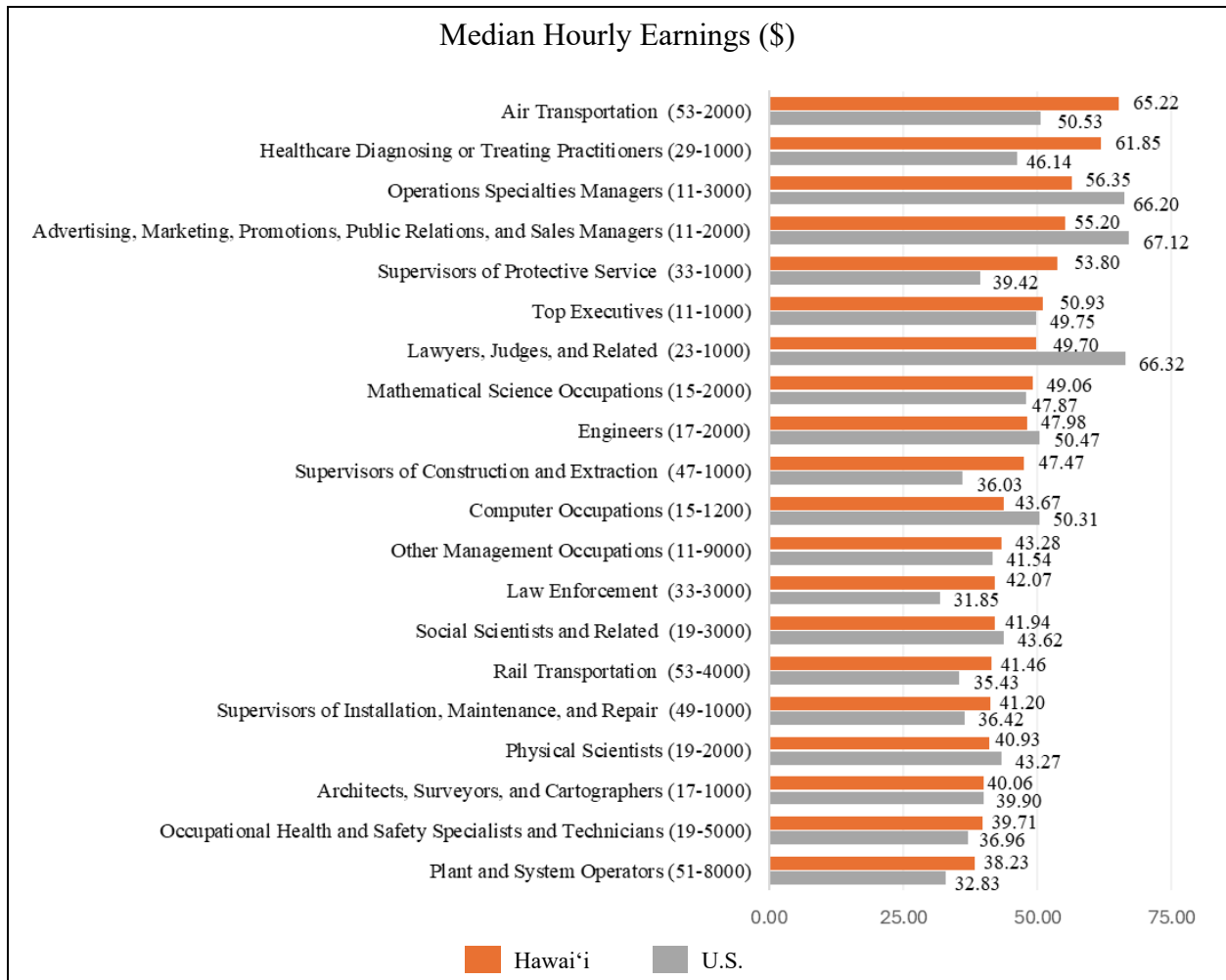
Top 20 highest paying occupations

In 2023, the top 20 highest paying occupations in Hawai‘i had median hourly earnings over \$38.00. As shown in Figure 3 (next page), Air Transportation Workers had the highest median hourly earnings in Hawai‘i, at \$65.22, well above the national level at \$50.53. Followed were Healthcare Diagnosing or Treating Practitioners at \$61.85 and Operations Specialties Managers at \$56.35. The 20th highest paying occupation in Hawai‘i was Plant and Systems Operators, at \$38.23. Of these 20 occupations, 13 had median hourly earnings higher in Hawai‘i than in the nation.

In 2023, for these 20 occupations, the difference in median earnings between Hawai‘i and the nation ranged from \$15.71 in favor of Hawai‘i to \$16.63 in favor of the nation. The nation’s occupation with the highest median hourly earnings, at \$67.12, was Advertising, Marketing, Promotions, Public Relations, and Sales Managers, which was substantially higher than \$55.20 in Hawai‘i (a \$11.91 difference). Also showing noticeably higher earnings in the nation than in Hawai‘i were Operations Specialties Managers (a \$9.86 difference), Lawyers, Judges, and Related (a \$16.63 difference), and Computer Occupations (a \$6.65 difference).

³ The use of median earnings provides a general metric for comparing occupations, but it does not guarantee an individual’s earnings in an occupation.

Figure 3. Top 20 highest paying occupations in Hawai‘i: 2023



Source: Lightcast™ Q4 2024, calculations by DBEDT

Earnings growth by occupation

Median earnings growth for occupations in Hawai‘i over the 2016 to 2023 period ranged from a negative 1.4 percent for Librarians, Curators, and Archivists to a positive 63.6 percent for Water Transportation Workers; the growth in the nation ranged from 2.1 percent for Top Executives to 52.1 percent for Food and Beverage Serving Workers.

The consumer price indexes (CPI) are useful in determining if earnings have increased or decreased relative to consumer prices over time. From 2016 to 2023, the Honolulu CPI increased by 22.9 percent and the nation’s CPI increased by 27.0 percent. Over the same period, 52 out of 95 civilian occupations in Hawai‘i had median earnings growth above the Honolulu CPI; 39 civilian occupations in the nation had median earnings growth above the nation’s CPI.

From these 52 occupations in Hawai‘i, the top seven had median earnings growth over 50.0 percent, as shown in Table 3 below. Water Transportation Workers had the highest growth at 63.6 percent in Hawai‘i. In comparison, the nation had 2 occupations that exhibited a median earnings growth of over 50.0 percent.

Table 3. Occupations with high earnings growth, Hawai‘i and the United States: 2016 to 2023

| Occupation | Median Earnings Growth (%) | |
|--|----------------------------|------|
| | HI | U.S. |
| Water Transportation Workers | 63.6 | 18.4 |
| Mathematical Science Occupations | 62.4 | 29.1 |
| Entertainment Attendants and Related Workers | 59.8 | 48.5 |
| Other Food Preparation and Serving Related Workers | 55.4 | 51.4 |
| Other Transportation Workers | 54.9 | 47.8 |
| Advertising, Marketing, Promotions, Public Relations, and Sales Managers | 53.4 | 18.2 |
| Air Transportation Workers | 51.4 | 35.4 |
| Additional occupations with earnings growth over 50% for the nation | | |
| Food and Beverage Serving Workers | 30.3 | 52.1 |

Source: Lightcast™ Q4 2024, calculations by DBEDT

The ten occupations in Hawai‘i with the lowest median earnings growth over the 2016 to 2023 period are shown in Table 4 (following page). There was a mix of very positive and very negative job growth rates associated with these occupations. Librarians, Curators, and Archivists was the only occupation in Hawai‘i that had a decline in jobs and median earnings over the period. The median earnings growth for these occupations fared better in the nation than in Hawai‘i.

Table 4. Occupations with low earnings growth, Hawai‘i and the United States: 2016 to 2023

| Occupation | Jobs | Job | Median Earnings | |
|--|--------|------------|-----------------|------|
| | 2023 | Growth (%) | Growth (%) | |
| | HI | HI | HI | U.S. |
| Librarians, Curators, and Archivists | 760 | -10.2 | -1.4 | 17.7 |
| Personal Appearance Workers | 4,456 | 27.8 | 1.4 | 38.6 |
| Extraction Workers | 639 | -29.9 | 3.8 | 20.2 |
| Other Healthcare Practitioners and Technical Occupations | 1,063 | 125.0 | 4.5 | 28.2 |
| Life Scientists | 1,434 | 0.0 | 5.9 | 24.0 |
| Helpers, Construction Trades | 504 | -51.9 | 7.7 | 33.0 |
| Other Teachers and Instructors | 8,424 | -33.7 | 9.3 | 29.2 |
| Art and Design Workers | 4,356 | 18.8 | 9.5 | 13.9 |
| Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 19,581 | 6.5 | 10.5 | 14.0 |
| Religious Workers | 1,703 | -4.7 | 10.8 | 29.4 |

Source: Lightcast™ Q4 2024, calculations by DBEDT

STEM Occupations in Hawai‘i

Science, Technology, Engineering, and Mathematics (STEM) occupations have long been considered to drive a state’s competitiveness. It is reported that STEM employment grew faster than non-STEM jobs in the nation and is expected to continue growing⁴.

STEM occupations: size and growth

As shown in Table 5 (next page), in 2023, there were 35,169 total STEM occupation jobs in Hawai‘i, representing 4.8 percent of total civilian jobs, compared to 6.2 percent for the nation. Over the 2016 to 2023 period, while Hawai‘i non-STEM jobs *declined* at an average annual growth rate of 0.4 percent, Hawai‘i STEM jobs increased at 1.0 percent, less than the nation’s 2.0 percent.

Top 20 largest STEM occupations

Over the 2016 to 2023 period, the top 20 largest Hawai‘i STEM occupations grew at an average annual growth rate of 2.0 percent to 25,500 jobs, representing 3.5 percent of total civilian jobs in 2023, compared to an average annual growth rate of 2.9 percent and 4.4 percent of civilian jobs for the nation.

For Hawai‘i, Software Developers (15-1252) topped the list in 2023 with 3,026 jobs, accounting for 0.4 percent of total civilian jobs, a share that was low compared to 1.0 percent for the nation. Previously, Civil Engineers (17-2051) held the top spot in 2016 and is now the second largest at 2,820 jobs.

Of the top 20, Information Security Analysts (15-1212) was the fastest growing STEM occupation, with an average annual growth rate of 8.6 percent over the 2016 to 2023 period, just shy of the nation’s rate of 9.1 percent.

Of the top 20, the highest paying STEM occupations in Hawai‘i, measured by median hourly earnings in 2023, were Computer and Information Systems Managers (11-3021) at \$63.57 and Architectural and Engineering Managers (11-9041) at \$63.97, which were significantly lower than \$81.24 and \$79.42 for the nation, respectively.

⁴ STEM Jobs: 2023 Update. The U.S. Department of Commerce Economics and Statistics Administration, 2023.

Table 5. Top 20 largest STEM occupations in Hawai‘i: 2016 to 2023

| STEM Occupation | Hawai‘i | | | | U.S. | |
|--|-------------|------------------------|-------------|--------------------------------|-----------------------------------|-----------------------------------|
| | Jobs (2023) | % of All Civilian Jobs | Jobs (2016) | Average Annual Growth Rate (%) | Median Hourly Earnings (2023, \$) | Median Hourly Earnings (2023, \$) |
| 1 Software Developers (15-1252) | 3,026 | 0.41 | 1,805 | 7.66 | 50.03 | 63.39 |
| 2 Civil Engineers (17-2051) | 2,820 | 0.38 | 2,459 | 1.98 | 40.62 | 46.04 |
| 3 Network and Computer Systems Administrators (15-1244) | 2,546 | 0.35 | 1,533 | 7.52 | 46.79 | 45.71 |
| 4 Computer Occupations, All Other (15-1299) | 2,518 | 0.34 | 2,125 | 2.46 | 50.34 | 49.63 |
| 5 Computer User Support Specialists (15-1232) | 2,148 | 0.29 | 1,880 | 1.92 | 28.54 | 28.47 |
| 6 Computer Systems Analysts (15-1211) | 1,637 | 0.22 | 1,913 | -2.21 | 42.17 | 49.79 |
| 7 Computer and Information Systems Managers (11-3021) | 1,236 | 0.17 | 1,104 | 1.63 | 63.57 | 81.24 |
| 8 Architectural and Engineering Managers (11-9041) | 1,187 | 0.16 | 1,018 | 2.22 | 63.97 | 79.42 |
| 9 Engineers, All Other (17-2199) | 916 | 0.13 | 841 | 1.23 | 57.20 | 53.66 |
| 10 Electrical Engineers (17-2071) | 902 | 0.12 | 1,095 | -2.73 | 53.01 | 51.37 |
| 11 Biological Technicians (19-4021) | 788 | 0.11 | 785 | 0.06 | 18.53 | 24.73 |
| 12 Architects, Except Landscape and Naval (17-1011) | 761 | 0.10 | 795 | -0.61 | 44.05 | 43.72 |
| 13 Life, Physical, and Social Science Technicians, All Other (19-4099) | 753 | 0.10 | 775 | -0.42 | 24.97 | 28.01 |
| 14 Architectural and Civil Drafters (17-3011) | 679 | 0.09 | 457 | 5.84 | 30.02 | 29.63 |
| 15 Electrical and Electronic Engineering Technologists and Technicians (17-3023) | 653 | 0.09 | 537 | 2.83 | 39.55 | 34.91 |
| 16 Information Security Analysts (15-1212) | 612 | 0.08 | 343 | 8.61 | 51.37 | 57.80 |
| 17 Mechanical Engineers (17-2141) | 589 | 0.08 | 770 | -3.74 | 46.69 | 47.85 |
| 18 Computer Network Architects (15-1241) | 588 | 0.08 | 453 | 3.80 | 50.01 | 62.30 |
| 19 Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (41-4011) | 571 | 0.08 | 931 | -6.75 | 52.43 | 47.74 |
| 20 Environmental Scientists and Specialists, Including Health (19-2041) | 568 | 0.08 | 585 | -0.42 | 34.27 | 37.97 |
| Top 20 STEM total | 25,500 | 3.5 | 22,204 | 2.00 | | |
| STEM total | 35,169 | 4.8 | 32,704 | 1.04 | | |
| Non-STEM total | 697,783 | 95.2 | 718,388 | -0.41 | | |
| All Civilian Occupations | 732,952 | 100.0 | 751,092 | -0.35 | | |

Source: Lightcast™ Q4 2024, calculations by DBEDT

Industry distributions of the top 20 largest STEM occupations

In 2023, the Professional, Scientific, and Technical Services and Public Administration were the two industry sectors that held most of the jobs for the top 20 largest Hawai‘i STEM occupations, in both Hawai‘i and the nation.

For the top 20 largest STEM occupations, Sales Representatives for Wholesale and Manufacturing of Technical and Scientific Products jobs were highly concentrated in the Wholesale Trade sector, All Other Computer Occupations jobs were highly concentrated in the Public Administration sector and Architects, Except Landscape and Naval jobs were highly concentrated in Professional, Scientific, and Technical Services.

For full distribution and concentration tables for Hawai‘i’s top 20 largest STEM occupations, see Tables A-3 and A-4 in the Appendix.

Appendix

Table A-1. Top 20 largest occupations in Hawai‘i by industry sector: 2023

| Occupation | NAICS11 | NAICS21 | NAICS22 | NAICS23 | NAICS31 | NAICS42 | NAICS44 | NAICS48 | NAICS51 | NAICS52 |
|---|--------------|------------|--------------|---------------|--------------|--------------|---------------|---------------|--------------|--------------|
| | Agr. | Mining | Utilities | Cons. | Manuf. | W. Trade | R. Trade | Trans. | Info. | Finance |
| Total (# of jobs) | 3,976 | 131 | 1,548 | 36,794 | 5,637 | 9,116 | 49,536 | 17,756 | 3,610 | 6,949 |
| Food and Beverage Serving Workers | 0 | 0 | 0 | 5 | 603 | 49 | 1,847 | 134 | 168 | 0 |
| Retail Sales Workers | 23 | 0 | 2 | 26 | 433 | 413 | 27,642 | 125 | 82 | 39 |
| Construction Trades Workers | 22 | 52 | 281 | 25,943 | 349 | 72 | 206 | 53 | 30 | 0 |
| Healthcare Diagnosing or Treating Practitioners | 1 | 0 | 0 | 0 | 1 | 21 | 820 | 1 | 1 | 233 |
| Building Cleaning and Pest Control Workers | 50 | 0 | 1 | 91 | 145 | 76 | 450 | 84 | 14 | 12 |
| Material Moving Workers | 329 | 10 | 56 | 350 | 1,566 | 2,969 | 9,138 | 4,066 | 53 | 3 |
| Business Operations Specialists | 46 | 0 | 153 | 1,306 | 214 | 627 | 592 | 345 | 371 | 1,453 |
| Other Management Occupations | 2,975 | 3 | 96 | 4,132 | 219 | 79 | 54 | 119 | 150 | 199 |
| Information and Record Clerks | 33 | 0 | 128 | 203 | 159 | 573 | 2,154 | 2,574 | 389 | 2,345 |
| Other Office and Administrative Support Workers | 61 | 16 | 90 | 1,573 | 301 | 718 | 1,039 | 667 | 284 | 936 |
| Cooks and Food Preparation Workers | 2 | 0 | 0 | 2 | 210 | 24 | 1,493 | 87 | 7 | 1 |
| Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Motor Vehicle Operators | 228 | 25 | 6 | 352 | 325 | 1,855 | 1,144 | 8,414 | 26 | 3 |
| Computer Occupations | 11 | 0 | 121 | 66 | 72 | 356 | 136 | 124 | 1,316 | 1,025 |
| Top Executives | 101 | 12 | 107 | 1,058 | 373 | 782 | 1,773 | 553 | 312 | 575 |
| Other Installation, Maintenance, and Repair Occupations | 86 | 13 | 495 | 1,661 | 573 | 488 | 480 | 252 | 385 | 21 |
| Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides | 1 | 0 | 0 | 0 | 0 | 1 | 5 | 1 | 0 | 3 |
| Other Protective Service Workers | 7 | 0 | 10 | 26 | 8 | 9 | 497 | 101 | 15 | 17 |
| Other Food Preparation and Serving Related Workers | 0 | 0 | 0 | 0 | 87 | 2 | 60 | 57 | 7 | 0 |
| Counselors, Social Workers, and Other Community and Social Service Specialists | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 82 |

Table A-1. Top 20 largest occupations in Hawai‘i by industry sector: 2023 (Cont.)

| Occupation | NAICS53 | NAICS54 | NAICS55 | NAICS56 | NAICS61 | NAICS62 | NAICS71 | NAICS72 | NAICS81 | NAICS90 |
|---|--------------|---------------------|--------------|---------------|--------------|---------------|--------------|--------------------|---------------|---------------|
| | Real Estate | Prof., Sci. & Tech. | Mgmt. | Admin. | Edu. | Health Care | Arts & Ent. | Accom. & Food Ser. | Other | Pub. Adm. |
| Total (# of jobs) | 9,096 | 12,536 | 4,260 | 26,825 | 9,485 | 51,088 | 4,613 | 89,515 | 14,248 | 73,596 |
| Food and Beverage Serving Workers | 67 | 6 | 46 | 196 | 60 | 538 | 928 | 38,623 | 355 | 533 |
| Retail Sales Workers | 1,142 | 58 | 35 | 226 | 23 | 138 | 485 | 1,698 | 465 | 293 |
| Construction Trades Workers | 179 | 86 | 25 | 854 | 21 | 49 | 41 | 114 | 59 | 2,060 |
| Healthcare Diagnosing or Treating Practitioners | 9 | 308 | 101 | 380 | 175 | 18,390 | 6 | 29 | 71 | 6,042 |
| Building Cleaning and Pest Control Workers | 492 | 56 | 22 | 7,835 | 244 | 1,384 | 201 | 10,102 | 1,819 | 2,569 |
| Material Moving Workers | 766 | 154 | 101 | 2,838 | 13 | 218 | 144 | 175 | 770 | 1,348 |
| Business Operations Specialists | 244 | 2,958 | 1,009 | 1,264 | 383 | 1,015 | 250 | 514 | 1,715 | 10,142 |
| Other Management Occupations | 2,262 | 1,206 | 369 | 371 | 1,111 | 2,829 | 203 | 2,076 | 753 | 5,514 |
| Information and Record Clerks | 363 | 1,004 | 537 | 1,585 | 252 | 2,888 | 349 | 3,153 | 956 | 3,625 |
| Other Office and Administrative Support Workers | 812 | 1,155 | 286 | 1,418 | 587 | 2,225 | 228 | 414 | 1,323 | 7,271 |
| Cooks and Food Preparation Workers | 17 | 0 | 15 | 95 | 68 | 651 | 422 | 16,390 | 205 | 777 |
| Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 1 | 0 | 3 | 5 | 5,139 | 1,006 | 8 | 0 | 241 | 13,149 |
| Motor Vehicle Operators | 451 | 60 | 46 | 580 | 49 | 311 | 20 | 649 | 317 | 2,016 |
| Computer Occupations | 79 | 4,063 | 997 | 665 | 282 | 423 | 35 | 79 | 337 | 4,657 |
| Top Executives | 500 | 1,228 | 419 | 973 | 218 | 789 | 357 | 1,225 | 1,426 | 1,823 |
| Other Installation, Maintenance, and Repair Occupations | 1,514 | 102 | 101 | 708 | 138 | 571 | 269 | 2,194 | 1,057 | 3,117 |
| Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides | 6 | 6 | 17 | 193 | 18 | 11,292 | 0 | 4 | 1,120 | 1,030 |
| Other Protective Service Workers | 154 | 43 | 47 | 6,518 | 133 | 380 | 381 | 1,010 | 424 | 2,716 |
| Other Food Preparation and Serving Related Workers | 24 | 0 | 2 | 78 | 38 | 191 | 277 | 11,061 | 65 | 182 |
| Counselors, Social Workers, and Other Community and Social Service Specialists | 14 | 41 | 82 | 47 | 533 | 5,800 | 8 | 3 | 772 | 4,732 |

Source: Lightcast™ Inverse Staffing Patterns Q4 2024, calculations by DBEDT

Table A-2. Top 20 largest occupations in Hawai‘i by industry sector, as a percentage of sector jobs: 2023

| Occupation | Industry Sector (%) | | | | | | | | | | | | | | | | | | | Level | |
|---|---------------------|-----|------------------|------|-----|-------|------|--------------------|-----|------|------------------|------|----------------------|------|------|------|-----|------|-----|-------|--------|
| | Agr. | | Mining Utilities | | | W. R. | | Cons. Manuf. Trade | | | Real Prof., Sci. | | Health Arts & Accom. | | Pub. | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| Food and Beverage Serving Workers | 0.0 | 0.0 | 0.0 | 0.0 | 1.4 | 0.1 | 4.2 | 0.3 | 0.4 | 0.0 | 0.2 | 0.0 | 0.1 | 0.4 | 0.1 | 1.2 | 2.1 | 87.5 | 0.8 | 1.2 | High |
| Retail Sales Workers | 0.1 | 0.0 | 0.0 | 0.1 | 1.3 | 1.2 | 82.9 | 0.4 | 0.2 | 0.1 | 3.4 | 0.2 | 0.1 | 0.7 | 0.1 | 0.4 | 1.5 | 5.1 | 1.4 | 0.9 | High |
| Construction Trades Workers | 0.1 | 0.2 | 0.9 | 85.1 | 1.1 | 0.2 | 0.7 | 0.2 | 0.1 | 0.0 | 0.6 | 0.3 | 0.1 | 2.8 | 0.1 | 0.2 | 0.1 | 0.4 | 0.2 | 6.8 | High |
| Healthcare Diagnosing or Treating Practitioners | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 3.1 | 0.0 | 0.0 | 0.9 | 0.0 | 1.2 | 0.4 | 1.4 | 0.7 | 69.2 | 0.0 | 0.1 | 0.3 | 22.7 | High |
| Building Cleaning and Pest Control Workers | 0.2 | 0.0 | 0.0 | 0.4 | 0.6 | 0.3 | 1.8 | 0.3 | 0.1 | 0.0 | 1.9 | 0.2 | 0.1 | 30.5 | 0.9 | 5.4 | 0.8 | 39.4 | 7.1 | 10.0 | Medium |
| Material Moving Workers | 1.3 | 0.0 | 0.2 | 1.4 | 6.2 | 11.8 | 36.5 | 16.2 | 0.2 | 0.0 | 3.1 | 0.6 | 0.4 | 11.3 | 0.1 | 0.9 | 0.6 | 0.7 | 3.1 | 5.4 | Medium |
| Business Operations Specialists | 0.2 | 0.0 | 0.6 | 5.3 | 0.9 | 2.5 | 2.4 | 1.4 | 1.5 | 5.9 | 1.0 | 12.0 | 4.1 | 5.1 | 1.6 | 4.1 | 1.0 | 2.1 | 7.0 | 41.2 | Low |
| Other Management Occupations | 12.0 | 0.0 | 0.4 | 16.7 | 0.9 | 0.3 | 0.2 | 0.5 | 0.6 | 0.8 | 9.1 | 4.9 | 1.5 | 1.5 | 4.5 | 11.4 | 0.8 | 8.4 | 3.0 | 22.3 | Low |
| Information and Record Clerks | 0.1 | 0.0 | 0.6 | 0.9 | 0.7 | 2.5 | 9.3 | 11.1 | 1.7 | 10.1 | 1.6 | 4.3 | 2.3 | 6.8 | 1.1 | 12.4 | 1.5 | 13.5 | 4.1 | 15.6 | Medium |
| Other Office and Administrative Support Workers | 0.3 | 0.1 | 0.4 | 7.3 | 1.4 | 3.4 | 4.9 | 3.1 | 1.3 | 4.4 | 3.8 | 5.4 | 1.3 | 6.6 | 2.7 | 10.4 | 1.1 | 1.9 | 6.2 | 34.0 | Medium |
| Cooks and Food Preparation Workers | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.1 | 7.3 | 0.4 | 0.0 | 0.0 | 0.1 | 0.0 | 0.1 | 0.5 | 0.3 | 3.2 | 2.1 | 80.1 | 1.0 | 3.8 | High |
| Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 26.3 | 5.1 | 0.0 | 0.0 | 1.2 | 67.2 | High |
| Motor Vehicle Operators | 1.4 | 0.1 | 0.0 | 2.1 | 1.9 | 11.0 | 6.8 | 49.9 | 0.2 | 0.0 | 2.7 | 0.4 | 0.3 | 3.4 | 0.3 | 1.8 | 0.1 | 3.8 | 1.9 | 11.9 | Medium |
| Computer Occupations | 0.1 | 0.0 | 0.8 | 0.4 | 0.5 | 2.4 | 0.9 | 0.8 | 8.9 | 6.9 | 0.5 | 27.4 | 6.7 | 4.5 | 1.9 | 2.8 | 0.2 | 0.5 | 2.3 | 31.4 | Low |
| Top Executives | 0.7 | 0.1 | 0.7 | 7.2 | 2.6 | 5.4 | 12.1 | 3.8 | 2.1 | 3.9 | 3.4 | 8.4 | 2.9 | 6.7 | 1.5 | 5.4 | 2.4 | 8.4 | 9.8 | 12.5 | Low |
| Other Installation, Maintenance, and Repair Occupations | 0.6 | 0.1 | 3.5 | 11.7 | 4.0 | 3.4 | 3.4 | 1.8 | 2.7 | 0.1 | 10.6 | 0.7 | 0.7 | 5.0 | 1.0 | 4.0 | 1.9 | 15.4 | 7.4 | 21.9 | Low |
| Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 1.4 | 0.1 | 82.4 | 0.0 | 0.0 | 8.2 | 7.5 | High |
| Other Protective Service Workers | 0.1 | 0.0 | 0.1 | 0.2 | 0.1 | 0.1 | 4.0 | 0.8 | 0.1 | 0.1 | 1.2 | 0.3 | 0.4 | 52.2 | 1.1 | 3.0 | 3.0 | 8.1 | 3.4 | 21.7 | Medium |
| Other Food Preparation and Serving Related Workers | 0.0 | 0.0 | 0.0 | 0.0 | 0.7 | 0.0 | 0.5 | 0.5 | 0.1 | 0.0 | 0.2 | 0.0 | 0.0 | 0.6 | 0.3 | 1.6 | 2.3 | 91.2 | 0.5 | 1.5 | High |
| Counselors, Social Workers, and Other Community and Social Service Specialists | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.7 | 0.1 | 0.3 | 0.7 | 0.4 | 4.4 | 47.9 | 0.1 | 0.0 | 6.4 | 39.0 | Medium |

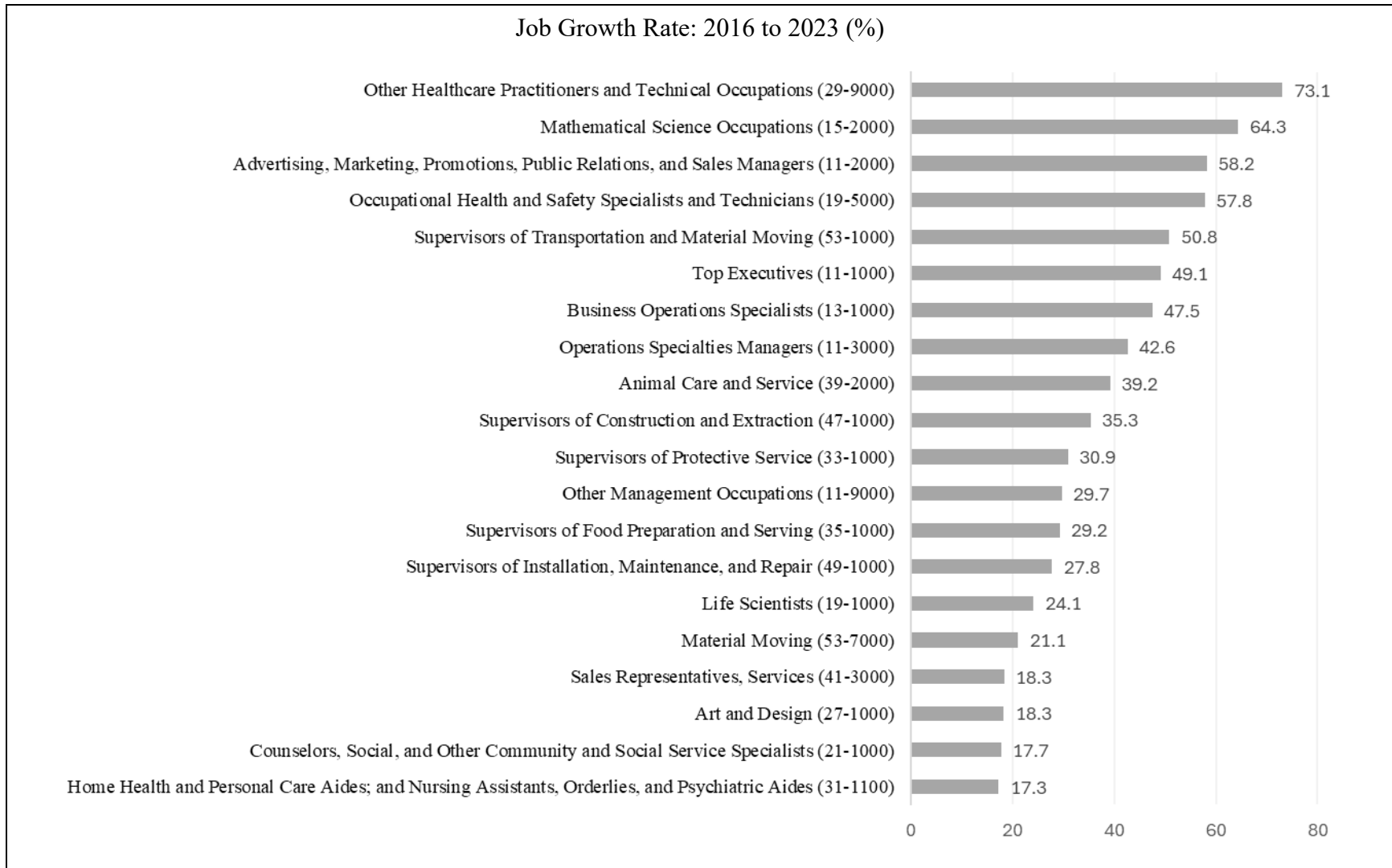
High concentration, > 65%

Medium concentration, > 35% and < 65%

Low concentration, < 35%

Source: Lightcast™ Q4 2024, calculations by DBEDT

Figure A-1. Top 20 fastest growing occupations in the United States: 2016 to 2023



Lightcast™ Q4 2024, calculations by DBEDT

Table A-3. Top 20 largest STEM occupations in Hawai'i by industry sector: 2023

| Occupation | NAICS11 | NAICS21 | NAICS22 | NAICS23 | NAICS31 | NAICS42 | NAICS44 | NAICS48 | NAICS51 | NAICS52 |
|---|-----------|----------|------------|------------|------------|------------|------------|------------|--------------|--------------|
| | Agr. | Mining | Utilities | Cons. | Manuf. | W. Trade | R. Trade | Trans. | Info. | Finance |
| Total (# of jobs) | 24 | 0 | 520 | 575 | 233 | 806 | 129 | 151 | 1,295 | 1,027 |
| Software Developers (15-1252) | 4 | 0 | 10 | 7 | 36 | 90 | 31 | 42 | 392 | 300 |
| Civil Engineers (17-2051) | 0 | 0 | 17 | 288 | 1 | 0 | 0 | 1 | 6 | 2 |
| Network and Computer Systems Administrators (15-1244) | 0 | 0 | 35 | 25 | 19 | 77 | 29 | 30 | 200 | 179 |
| Computer Occupations, All Other (15-1299) | 6 | 0 | 9 | 4 | 6 | 22 | 15 | 11 | 78 | 66 |
| Computer User Support Specialists (15-1232) | 1 | 0 | 10 | 18 | 6 | 85 | 27 | 15 | 135 | 93 |
| Computer Systems Analysts (15-1211) | 0 | 0 | 30 | 4 | 3 | 27 | 1 | 13 | 97 | 174 |
| Computer and Information Systems Managers (11-3021) | 3 | 0 | 5 | 6 | 5 | 33 | 10 | 19 | 112 | 107 |
| Architectural and Engineering Managers (11-9041) | 0 | 0 | 48 | 26 | 43 | 25 | 0 | 9 | 20 | 3 |
| Engineers, All Other (17-2199) | 1 | 0 | 8 | 7 | 8 | 8 | 1 | 0 | 4 | 1 |
| Electrical Engineers (17-2071) | 0 | 0 | 241 | 47 | 28 | 15 | 0 | 0 | 8 | 0 |
| Biological Technicians (19-4021) | 0 | 0 | 0 | 0 | 5 | 0 | 2 | 0 | 0 | 0 |
| Architects, Except Landscape and Naval (17-1011) | 0 | 0 | 0 | 26 | 0 | 0 | 0 | 0 | 0 | 0 |
| Life, Physical, and Social Science Technicians, All Other (19-4099) | 0 | 0 | 0 | 0 | 3 | 4 | 0 | 0 | 0 | 3 |
| Architectural and Civil Drafters (17-3011) | 0 | 0 | 0 | 78 | 17 | 2 | 0 | 0 | 0 | 0 |
| Electrical and Electronic Engineering Technologists and Technicians (17-3023) | 0 | 0 | 71 | 18 | 19 | 10 | 1 | 3 | 13 | 0 |
| Information Security Analysts (15-1212) | 0 | 0 | 11 | 0 | 0 | 5 | 0 | 3 | 31 | 58 |
| Mechanical Engineers (17-2141) | 0 | 0 | 4 | 15 | 31 | 21 | 0 | 1 | 1 | 0 |
| Computer Network Architects (15-1241) | 0 | 0 | 10 | 1 | 0 | 12 | 3 | 2 | 152 | 38 |
| Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (41-4011) | 8 | 0 | 2 | 6 | 5 | 371 | 10 | 2 | 47 | 0 |
| Environmental Scientists and Specialists, Including Health (19-2041) | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table A-3. Top 20 largest STEM occupations in Hawai‘i by industry sector: 2023 (Cont.)

| Occupation | NAICS53 | NAICS54 | NAICS55 | NAICS56 | NAICS61 | NAICS62 | NAICS71 | NAICS72 | NAICS81 | NAICS90 |
|---|-------------|---------------------|--------------|------------|------------|-------------|-------------|--------------------|------------|--------------|
| | Real Estate | Prof., Sci. & Tech. | Mgmt. | Admin. | Edu. | Health Care | Arts & Ent. | Accom. & Food Ser. | Other | Pub. Adm. |
| Total (# of jobs) | 106 | 7,836 | 1,263 | 747 | 308 | 541 | 44 | 116 | 338 | 9,221 |
| Software Developers (15-1252) | 13 | 1,387 | 220 | 161 | 34 | 33 | 2 | 3 | 41 | 160 |
| Civil Engineers (17-2051) | 11 | 1,129 | 15 | 13 | 0 | 0 | 0 | 21 | 3 | 1,303 |
| Network and Computer Systems Administrators (15-1244) | 23 | 541 | 187 | 117 | 77 | 118 | 13 | 36 | 95 | 735 |
| Computer Occupations, All Other (15-1299) | 9 | 318 | 71 | 64 | 31 | 25 | 2 | 5 | 35 | 1,731 |
| Computer User Support Specialists (15-1232) | 21 | 489 | 110 | 124 | 75 | 106 | 6 | 22 | 51 | 731 |
| Computer Systems Analysts (15-1211) | 6 | 428 | 192 | 63 | 14 | 92 | 2 | 8 | 18 | 449 |
| Computer and Information Systems Managers (11-3021) | 9 | 303 | 131 | 43 | 26 | 33 | 3 | 9 | 36 | 323 |
| Architectural and Engineering Managers (11-9041) | 2 | 499 | 79 | 7 | 0 | 0 | 0 | 10 | 2 | 408 |
| Engineers, All Other (17-2199) | 1 | 154 | 20 | 15 | 1 | 0 | 1 | 0 | 0 | 682 |
| Electrical Engineers (17-2071) | 0 | 299 | 48 | 13 | 0 | 0 | 0 | 1 | 7 | 188 |
| Biological Technicians (19-4021) | 0 | 130 | 2 | 0 | 24 | 81 | 4 | 0 | 4 | 534 |
| Architects, Except Landscape and Naval (17-1011) | 4 | 670 | 3 | 1 | 0 | 0 | 0 | 0 | 2 | 50 |
| Life, Physical, and Social Science Technicians, All Other (19-4099) | 2 | 100 | 10 | 47 | 18 | 33 | 8 | 0 | 8 | 516 |
| Architectural and Civil Drafters (17-3011) | 0 | 555 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 16 |
| Electrical and Electronic Engineering Technologists and Technicians (17-3023) | 0 | 99 | 10 | 8 | 0 | 0 | 3 | 1 | 1 | 393 |
| Information Security Analysts (15-1212) | 0 | 166 | 50 | 26 | 3 | 4 | 0 | 0 | 5 | 243 |
| Mechanical Engineers (17-2141) | 3 | 228 | 23 | 11 | 0 | 0 | 0 | 0 | 2 | 239 |
| Computer Network Architects (15-1241) | 0 | 163 | 66 | 24 | 4 | 11 | 0 | 0 | 6 | 89 |
| Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (41-4011) | 3 | 83 | 13 | 5 | 0 | 4 | 0 | 0 | 1 | 0 |
| Environmental Scientists and Specialists, Including Health (19-2041) | 0 | 94 | 6 | 6 | 0 | 0 | 0 | 0 | 20 | 431 |

Source: Lightcast™ Inverse Staffing Patterns Q4 2024, calculations by DBEDT

Table A-4. Top 20 largest STEM occupations in Hawai‘i by industry sector, as a percentage of sector jobs: 2023

| Occupation | Industry Sector (%) | | | | | | | | | | | | | | | | | | | | Level |
|---|---------------------|--------|-----------|-------|--------|-------|-------------|--------|--------|---------|---------------|---------|-------|--------|------|------|------|-----|-------|------|-------|
| | W. | | R. | | Real | | Prof., Sci. | | Health | | Arts & Accom. | | Pub. | | | | | | | | |
| | Agr. | Mining | Utilities | Cons. | Manuf. | Trade | Trade | Trans. | Info. | Finance | Estate | & Tech. | Mgmt. | Admin. | Edu. | Care | Ent. | & | Other | Adm. | |
| Software Developers | 0.1 | 0.0 | 0.3 | 0.2 | 1.2 | 3.0 | 1.0 | 1.4 | 13.2 | 10.1 | 0.4 | 46.8 | 7.4 | 5.4 | 1.1 | 1.1 | 0.1 | 0.1 | 1.4 | 5.4 | High |
| Civil Engineers | 0.0 | 0.0 | 0.6 | 10.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.2 | 0.1 | 0.4 | 40.2 | 0.6 | 0.4 | 0.0 | 0.0 | 0.0 | 0.8 | 0.1 | 46.4 | Low |
| Network and Computer Systems Administrators | 0.0 | 0.0 | 1.4 | 1.0 | 0.8 | 3.0 | 1.1 | 1.2 | 7.9 | 7.1 | 0.9 | 21.3 | 7.4 | 4.6 | 3.0 | 4.7 | 0.5 | 1.4 | 3.8 | 29.0 | Low |
| Computer Occupations, All Other | 0.3 | 0.0 | 0.3 | 0.2 | 0.2 | 0.9 | 0.6 | 0.4 | 3.1 | 2.6 | 0.3 | 12.7 | 2.9 | 2.5 | 1.2 | 1.0 | 0.1 | 0.2 | 1.4 | 69.1 | High |
| Computer User Support Specialists | 0.0 | 0.0 | 0.5 | 0.8 | 0.3 | 4.0 | 1.3 | 0.7 | 6.4 | 4.4 | 1.0 | 23.0 | 5.2 | 5.9 | 3.5 | 5.0 | 0.3 | 1.0 | 2.4 | 34.4 | Low |
| Computer Systems Analysts | 0.0 | 0.0 | 1.9 | 0.2 | 0.2 | 1.7 | 0.1 | 0.8 | 6.0 | 10.8 | 0.3 | 26.4 | 11.9 | 3.9 | 0.9 | 5.7 | 0.1 | 0.5 | 1.1 | 27.7 | High |
| Computer and Information Systems Managers | 0.3 | 0.0 | 0.4 | 0.5 | 0.4 | 2.7 | 0.8 | 1.5 | 9.2 | 8.8 | 0.8 | 24.9 | 10.8 | 3.5 | 2.2 | 2.8 | 0.3 | 0.7 | 3.0 | 26.6 | High |
| Architectural and Engineering Managers | 0.0 | 0.0 | 4.0 | 2.2 | 3.6 | 2.1 | 0.0 | 0.8 | 1.7 | 0.3 | 0.2 | 42.3 | 6.7 | 0.6 | 0.0 | 0.0 | 0.0 | 0.8 | 0.2 | 34.6 | High |
| Engineers, All Other | 0.1 | 0.0 | 0.9 | 0.7 | 0.9 | 0.8 | 0.2 | 0.0 | 0.5 | 0.1 | 0.1 | 16.9 | 2.2 | 1.6 | 0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 74.8 | High |
| Electrical Engineers | 0.0 | 0.0 | 26.9 | 5.3 | 3.1 | 1.7 | 0.0 | 0.0 | 0.9 | 0.0 | 0.0 | 33.4 | 5.3 | 1.5 | 0.0 | 0.0 | 0.1 | 0.7 | 20.9 | High | |
| Biological Technicians | 0.0 | 0.0 | 0.0 | 0.0 | 0.6 | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 16.6 | 0.3 | 0.0 | 3.1 | 10.3 | 0.5 | 0.0 | 0.5 | 68.0 | High |
| Architects, Except Landscape and Naval | 0.0 | 0.0 | 0.0 | 3.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 88.5 | 0.5 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.3 | 6.7 | High |
| Life, Physical, and Social Science Technicians, All Other | 0.0 | 0.0 | 0.0 | 0.0 | 0.4 | 0.5 | 0.0 | 0.0 | 0.0 | 0.4 | 0.2 | 13.3 | 1.3 | 6.3 | 2.4 | 4.4 | 1.1 | 0.0 | 1.0 | 68.6 | High |
| Architectural and Civil Drafters | 0.0 | 0.0 | 0.0 | 11.5 | 2.4 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 82.2 | 0.9 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.4 | High |
| Electrical and Electronic Engineering Technologists and Technicians | 0.0 | 0.0 | 11.0 | 2.8 | 2.8 | 1.5 | 0.1 | 0.4 | 2.0 | 0.0 | 0.0 | 15.3 | 1.6 | 1.2 | 0.0 | 0.0 | 0.4 | 0.2 | 0.2 | 60.5 | High |
| Information Security Analysts | 0.0 | 0.0 | 1.8 | 0.0 | 0.0 | 0.8 | 0.0 | 0.5 | 5.1 | 9.6 | 0.0 | 27.4 | 8.3 | 4.2 | 0.5 | 0.7 | 0.0 | 0.0 | 0.9 | 40.1 | High |
| Mechanical Engineers | 0.0 | 0.0 | 0.7 | 2.6 | 5.3 | 3.6 | 0.1 | 0.2 | 0.1 | 0.1 | 0.4 | 39.3 | 3.9 | 1.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.4 | 41.2 | High |
| Computer Network Architects | 0.0 | 0.0 | 1.7 | 0.2 | 0.0 | 2.0 | 0.5 | 0.4 | 26.1 | 6.6 | 0.0 | 28.1 | 11.3 | 4.1 | 0.7 | 1.8 | 0.0 | 0.0 | 1.0 | 15.3 | High |
| Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | 1.4 | 0.0 | 0.3 | 1.0 | 0.9 | 66.4 | 1.7 | 0.3 | 8.3 | 0.0 | 0.6 | 14.9 | 2.4 | 0.9 | 0.0 | 0.7 | 0.0 | 0.0 | 0.3 | 0.0 | High |
| Environmental Scientists and Specialists, Including Health | 0.0 | 0.0 | 1.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 16.5 | 1.1 | 1.1 | 0.0 | 0.0 | 0.0 | 0.0 | 3.5 | 76.1 | High |

High concentration, > 65%

Medium concentration, > 35% and < 65%

Low concentration, < 35 %

Source: Lightcast™ Q4 2024, calculations by DBEDT

Table A-5. Hawai‘i 3-digit occupations, ranked by number of jobs: 2016 and 2023

| SOC | Description | 2023 | 2016 |
|---------|---|------|------|
| | | Rank | Rank |
| 35-3000 | Food and Beverage Serving Workers | 1 | 2 |
| 41-2000 | Retail Sales Workers | 2 | 1 |
| 47-2000 | Construction Trades Workers | 3 | 3 |
| 29-1000 | Healthcare Diagnosing or Treating Practitioners | 4 | 5 |
| 37-2000 | Building Cleaning and Pest Control Workers | 5 | 4 |
| 53-7000 | Material Moving Workers | 6 | 9 |
| 13-1000 | Business Operations Specialists | 7 | 8 |
| 11-9000 | Other Management Occupations | 8 | 7 |
| 43-4000 | Information and Record Clerks | 9 | 6 |
| 43-9000 | Other Office and Administrative Support Workers | 10 | 11 |
| 35-2000 | Cooks and Food Preparation Workers | 11 | 10 |
| 25-2000 | Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 12 | 12 |
| 53-3000 | Motor Vehicle Operators | 13 | 13 |
| 15-1200 | Computer Occupations | 14 | 21 |
| 11-1000 | Top Executives | 15 | 18 |
| 49-9000 | Other Installation, Maintenance, and Repair Occupations | 16 | 16 |
| 31-1100 | Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides | 17 | 14 |
| 33-9000 | Other Protective Service Workers | 18 | 20 |
| 35-9000 | Other Food Preparation and Serving Related Workers | 19 | 23 |
| 21-1000 | Counselors, Social Workers, and Other Community and Social Service Specialists | 20 | 22 |
| 43-6000 | Secretaries and Administrative Assistants | 21 | 15 |
| 29-2000 | Health Technologists and Technicians | 22 | 25 |
| 13-2000 | Financial Specialists | 23 | 24 |
| 43-3000 | Financial Clerks | 24 | 17 |
| 31-9000 | Other Healthcare Support Occupations | 25 | 29 |
| 43-1000 | Supervisors of Office and Administrative Support Workers | 26 | 33 |
| 11-3000 | Operations Specialties Managers | 27 | 32 |
| 49-3000 | Vehicle and Mobile Equipment Mechanics, Installers, and Repairers | 28 | 27 |
| 37-3000 | Grounds Maintenance Workers | 29 | 26 |
| 41-1000 | Supervisors of Sales Workers | 30 | 30 |
| 43-5000 | Material Recording, Scheduling, Dispatching, and Distributing Workers | 31 | 34 |
| 35-1000 | Supervisors of Food Preparation and Serving Workers | 32 | 36 |
| 25-9000 | Other Educational Instruction and Library Occupations | 33 | 31 |
| 25-3000 | Other Teachers and Instructors | 34 | 19 |
| 25-1000 | Postsecondary Teachers | 35 | 35 |
| 39-9000 | Other Personal Care and Service Workers | 36 | 28 |
| 41-3000 | Sales Representatives, Services | 37 | 37 |
| 17-2000 | Engineers | 38 | 39 |
| 33-3000 | Law Enforcement Workers | 39 | 38 |
| 53-2000 | Air Transportation Workers | 40 | 41 |
| 39-3000 | Entertainment Attendants and Related Workers | 41 | 51 |
| 27-2000 | Entertainers and Performers, Sports and Related Workers | 42 | 45 |
| 45-2000 | Agricultural Workers | 43 | 40 |
| 41-9000 | Other Sales and Related Workers | 44 | 43 |
| 39-5000 | Personal Appearance Workers | 45 | 53 |
| 27-1000 | Art and Design Workers | 46 | 50 |
| 41-4000 | Sales Representatives, Wholesale and Manufacturing | 47 | 42 |
| 23-1000 | Lawyers, Judges, and Related Workers | 48 | 52 |
| 47-1000 | Supervisors of Construction and Extraction Workers | 49 | 54 |
| 27-3000 | Media and Communication Workers | 50 | 49 |
| 53-6000 | Other Transportation Workers | 51 | 48 |
| 53-1000 | Supervisors of Transportation and Material Moving Workers | 52 | 64 |
| 51-9000 | Other Production Occupations | 53 | 46 |
| 49-2000 | Electrical and Electronic Equipment Mechanics, Installers, and Repairers | 54 | 44 |

Table A-5. Hawai‘i 3-digit occupations, ranked by number of jobs: 2016 and 2023 (Cont.)

| SOC | Description | 2023 | 2016 |
|---------|--|------|------|
| | | Rank | Rank |
| 49-1000 | Supervisors of Installation, Maintenance, and Repair Workers | 55 | 55 |
| 51-3000 | Food Processing Workers | 56 | 47 |
| 11-2000 | Advertising, Marketing, Promotions, Public Relations, and Sales Managers | 57 | 56 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 58 | 58 |
| 37-1000 | Supervisors of Building and Grounds Cleaning and Maintenance Workers | 59 | 60 |
| 51-6000 | Textile, Apparel, and Furnishings Workers | 60 | 57 |
| 27-4000 | Media and Communication Equipment Workers | 61 | 59 |
| 19-4000 | Life, Physical, and Social Science Technicians | 62 | 61 |
| 33-1000 | Supervisors of Protective Service Workers | 63 | 65 |
| 53-5000 | Water Transportation Workers | 64 | 62 |
| 47-4000 | Other Construction and Related Workers | 65 | 67 |
| 19-3000 | Social Scientists and Related Workers | 66 | 63 |
| 21-2000 | Religious Workers | 67 | 69 |
| 33-2000 | Firefighting and Prevention Workers | 68 | 66 |
| 23-2000 | Legal Support Workers | 69 | 72 |
| 39-1000 | Supervisors of Personal Care and Service Workers | 70 | 75 |
| 51-1000 | Supervisors of Production Workers | 71 | 71 |
| 39-6000 | Baggage Porters, Bellhops, and Concierges | 72 | 68 |
| 51-4000 | Metal Workers and Plastic Workers | 73 | 73 |
| 51-8000 | Plant and System Operators | 74 | 70 |
| 19-1000 | Life Scientists | 75 | 74 |
| 19-2000 | Physical Scientists | 76 | 76 |
| 39-2000 | Animal Care and Service Workers | 77 | 79 |
| 17-1000 | Architects, Surveyors, and Cartographers | 78 | 78 |
| 51-2000 | Assemblers and Fabricators | 79 | 77 |
| 39-7000 | Tour and Travel Guides | 80 | 80 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 81 | 90 |
| 15-2000 | Mathematical Science Occupations | 82 | 86 |
| 25-4000 | Librarians, Curators, and Archivists | 83 | 84 |
| 19-5000 | Occupational Health and Safety Specialists and Technicians | 84 | 87 |
| 43-2000 | Communications Equipment Operators | 85 | 85 |
| 47-5000 | Extraction Workers | 86 | 83 |
| 53-4000 | Rail Transportation Workers | 87 | 81 |
| 51-5100 | Printing Workers | 88 | 88 |
| 47-3000 | Helpers, Construction Trades | 89 | 82 |
| 31-2000 | Occupational Therapy and Physical Therapist Assistants and Aides | 90 | 91 |
| 51-7000 | Woodworkers | 91 | 89 |
| 45-1000 | Supervisors of Farming, Fishing, and Forestry Workers | 92 | 92 |
| 39-4000 | Funeral Service Workers | 93 | 94 |
| 45-4000 | Forest, Conservation, and Logging Workers | 94 | 95 |
| 45-3000 | Fishing and Hunting Workers | 95 | 93 |

Source: Lightcast™ Q4 2024, calculations by DBEDT

Table A-6. Occupation (3-digit) job growth in Hawai‘i and USA: 2016 to 2023

| Occupation | Job Growth Rate (%) | | |
|--|---------------------|-------|------------|
| | HI | U.S. | Difference |
| Other Healthcare Practitioners and Technical Occupations | 125.0 | 73.1 | 51.9 |
| Entertainment Attendants and Related Workers | 45.8 | 12.0 | 33.8 |
| Supervisors of Office and Administrative Support Workers | 30.4 | 3.3 | 27.1 |
| Other Office and Administrative Support Workers | 10.0 | -16.6 | 26.6 |
| Supervisors of Personal Care and Service Workers | 16.0 | -9.7 | 25.7 |
| Personal Appearance Workers | 27.8 | 5.7 | 22.1 |
| Printing Workers | 3.0 | -17.5 | 20.6 |
| Communications Equipment Operators | -20.1 | -40.6 | 20.5 |
| Other Transportation Workers | -0.6 | -10.4 | 9.9 |
| Supervisors of Transportation and Material Moving Workers | 58.5 | 50.8 | 7.7 |
| Food and Beverage Serving Workers | 1.9 | -5.4 | 7.3 |
| Postsecondary Teachers | 2.7 | -2.4 | 5.0 |
| Textile, Apparel, and Furnishings Workers | -12.7 | -17.5 | 4.8 |
| Computer Occupations | 21.2 | 17.0 | 4.2 |
| Physical Scientists | 4.1 | 0.0 | 4.1 |
| Supervisors of Sales Workers | -3.6 | -7.3 | 3.7 |
| Religious Workers | -4.7 | -7.6 | 2.9 |
| Drafters, Engineering Technicians, and Mapping Technicians | -2.9 | -5.0 | 2.1 |
| Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 6.5 | 4.6 | 1.9 |
| Funeral Service Workers | 0.7 | -1.1 | 1.9 |
| Metal Workers and Plastic Workers | -4.4 | -6.2 | 1.8 |
| Entertainers and Performers, Sports and Related Workers | 10.5 | 9.0 | 1.5 |
| Art and Design Workers | 18.8 | 18.3 | 0.5 |
| Lawyers, Judges, and Related Workers | 13.7 | 13.3 | 0.4 |
| Information and Record Clerks | -1.3 | -1.7 | 0.3 |
| Media and Communication Workers | 1.4 | 1.2 | 0.2 |
| Forest, Conservation, and Logging Workers | 2.7 | 2.7 | 0.0 |
| Other Food Preparation and Serving Related Workers | 5.1 | 6.2 | -1.0 |
| Media and Communication Equipment Workers | 1.6 | 3.4 | -1.8 |
| Other Sales and Related Workers | -0.6 | 2.5 | -3.1 |
| Law Enforcement Workers | -11.7 | -8.3 | -3.4 |
| Health Technologists and Technicians | 3.6 | 7.1 | -3.5 |
| Baggage Porters, Bellhops, and Concierges | -10.3 | -6.6 | -3.7 |
| Life, Physical, and Social Science Technicians | -0.8 | 3.1 | -3.9 |
| Other Personal Care and Service Workers | -16.3 | -12.1 | -4.2 |
| Librarians, Curators, and Archivists | -10.2 | -5.7 | -4.6 |
| Occupational Therapy and Physical Therapist Assistants and Aides | 6.6 | 11.5 | -5.0 |
| Supervisors of Farming, Fishing, and Forestry Workers | -8.8 | -3.5 | -5.3 |
| Plant and System Operators | -12.3 | -6.9 | -5.4 |
| Supervisors of Building and Grounds Cleaning and Maintenance Workers | 7.4 | 13.0 | -5.6 |
| Financial Clerks | -18.0 | -11.9 | -6.2 |
| Other Healthcare Support Occupations | 10.1 | 16.7 | -6.6 |
| Engineers | -1.3 | 5.5 | -6.8 |
| Building Cleaning and Pest Control Workers | -11.5 | -4.0 | -7.5 |
| Agricultural Workers | -15.6 | -7.9 | -7.7 |
| Material Recording, Scheduling, Dispatching, and Distributing Workers | 6.1 | 15.1 | -9.0 |
| Other Protective Service Workers | -0.8 | 8.5 | -9.3 |
| Healthcare Diagnosing or Treating Practitioners | 6.1 | 15.6 | -9.5 |
| Cooks and Food Preparation Workers | 1.4 | 11.3 | -9.9 |
| Air Transportation Workers | 4.8 | 15.3 | -10.5 |
| Material Moving Workers | 10.5 | 21.1 | -10.6 |
| Construction Trades Workers | -4.6 | 6.5 | -11.1 |
| Other Production Occupations | -17.1 | -4.9 | -12.2 |
| Other Construction and Related Workers | 0.8 | 13.1 | -12.3 |

Table A-6. Occupation (3-digit) job growth in Hawai‘i and USA: 2016 to 2023 (Cont.)

| Occupation | Job Growth Rate (%) | | |
|---|---------------------|-------|------------|
| | HI | U.S. | Difference |
| Secretaries and Administrative Assistants | -26.4 | -13.6 | -12.8 |
| Sales Representatives, Wholesale and Manufacturing | -20.6 | -7.6 | -12.9 |
| Motor Vehicle Operators | -1.2 | 11.9 | -13.1 |
| Electrical and Electronic Equipment Mechanics, Installers, and Repairers | -28.0 | -14.7 | -13.4 |
| Counselors, Social Workers, and Other Community and Social Service Specialists | 4.0 | 17.7 | -13.7 |
| Grounds Maintenance Workers | -15.1 | -1.0 | -14.2 |
| Vehicle and Mobile Equipment Mechanics, Installers, and Repairers | -8.0 | 6.8 | -14.8 |
| Financial Specialists | -1.3 | 13.4 | -14.8 |
| Water Transportation Workers | -14.3 | 0.9 | -15.2 |
| Supervisors of Production Workers | -6.1 | 9.3 | -15.5 |
| Retail Sales Workers | -28.1 | -12.0 | -16.1 |
| Extraction Workers | -29.9 | -12.5 | -17.4 |
| Legal Support Workers | -2.2 | 15.4 | -17.6 |
| Woodworkers | -31.1 | -13.4 | -17.7 |
| Supervisors of Food Preparation and Serving Workers | 11.3 | 29.2 | -18.0 |
| Other Installation, Maintenance, and Repair Occupations | -6.5 | 11.9 | -18.4 |
| Other Educational Instruction and Library Occupations | -9.1 | 9.4 | -18.4 |
| Architects, Surveyors, and Cartographers | -6.0 | 12.6 | -18.6 |
| Sales Representatives, Services | -1.0 | 18.3 | -19.3 |
| Supervisors of Construction and Extraction Workers | 15.4 | 35.3 | -19.9 |
| Firefighting and Prevention Workers | -20.3 | 0.3 | -20.5 |
| Tour and Travel Guides | -15.0 | 5.8 | -20.8 |
| Other Management Occupations | 6.7 | 29.7 | -22.9 |
| Assemblers and Fabricators | -15.8 | 7.9 | -23.7 |
| Other Teachers and Instructors | -33.7 | -9.8 | -24.0 |
| Life Scientists | 0.0 | 24.1 | -24.1 |
| Food Processing Workers | -17.1 | 8.8 | -25.9 |
| Supervisors of Protective Service Workers | 3.3 | 30.9 | -27.5 |
| Supervisors of Installation, Maintenance, and Repair Workers | -1.1 | 27.8 | -28.9 |
| Social Scientists and Related Workers | -14.2 | 16.0 | -30.2 |
| Operations Specialties Managers | 10.6 | 42.6 | -32.0 |
| Top Executives | 15.6 | 49.1 | -33.6 |
| Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides | -17.5 | 17.3 | -34.8 |
| Helpers, Construction Trades | -51.9 | -13.1 | -38.8 |
| Business Operations Specialists | 7.0 | 47.5 | -40.5 |
| Rail Transportation Workers | -39.8 | 0.7 | -40.5 |
| Animal Care and Service Workers | -1.9 | 39.2 | -41.1 |
| Fishing and Hunting Workers | -54.1 | -9.9 | -44.2 |
| Occupational Health and Safety Specialists and Technicians | 11.8 | 57.8 | -46.0 |
| Advertising, Marketing, Promotions, Public Relations, and Sales Managers | 0.1 | 58.2 | -58.2 |
| Mathematical Science Occupations | -0.2 | 64.3 | -64.6 |

Source: Lightcast™ Q4 2024, calculations by DBEDT

Figure A-2. Top 20 largest occupations in Hawai'i: Jobs and Median Hourly Earnings, 2016 to 2023.

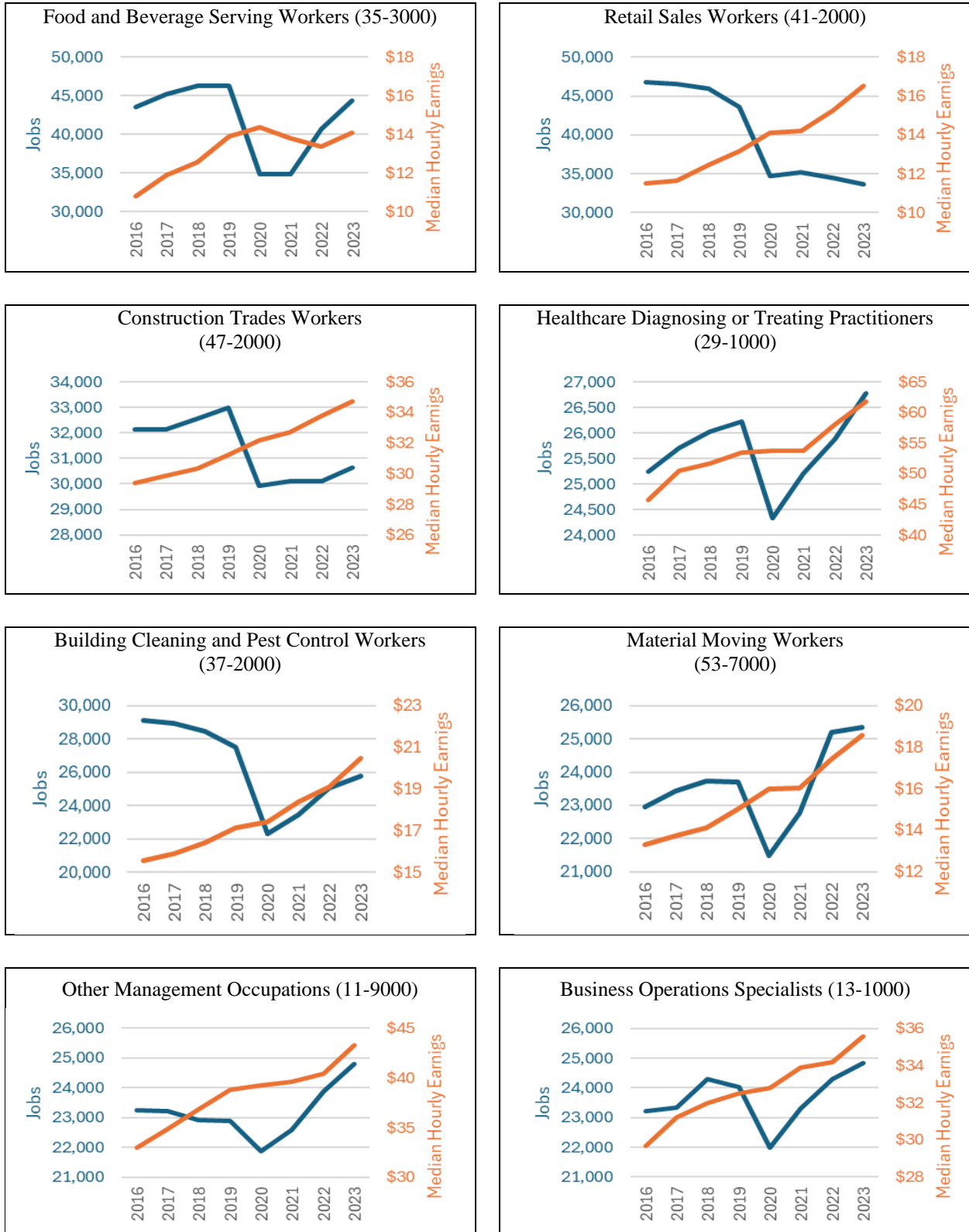


Figure A-2. Top 20 largest occupations in Hawai'i: Jobs and Median Hourly Earnings, 2016 to 2023. (Cont'd)

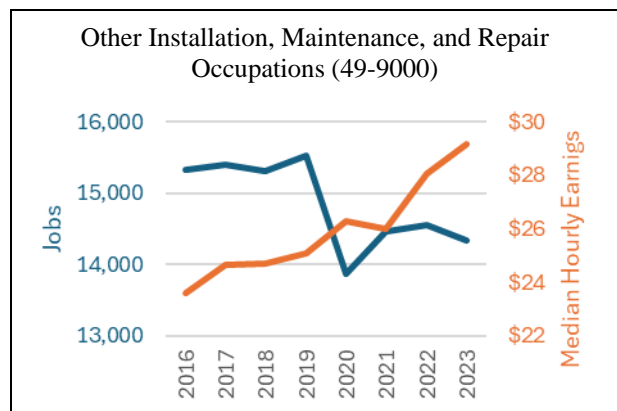
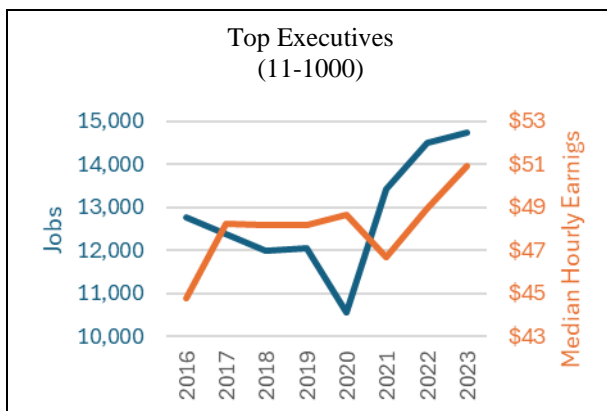
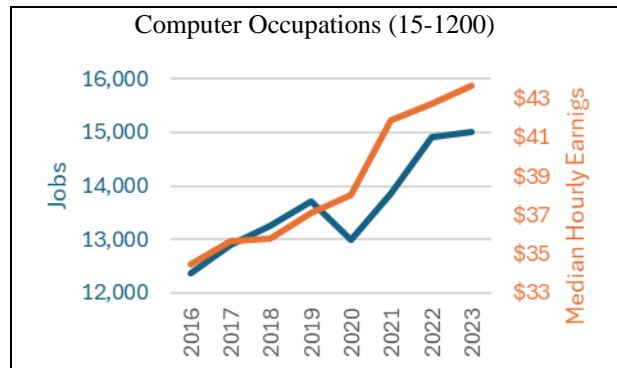
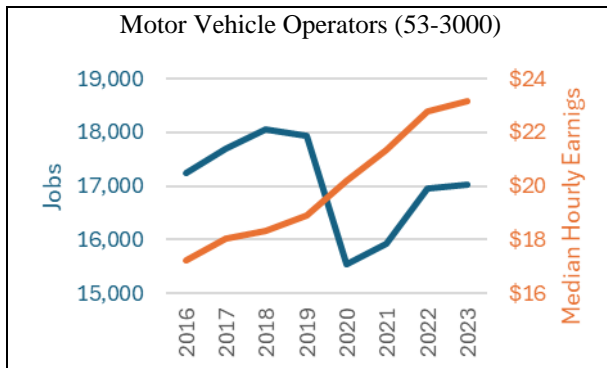
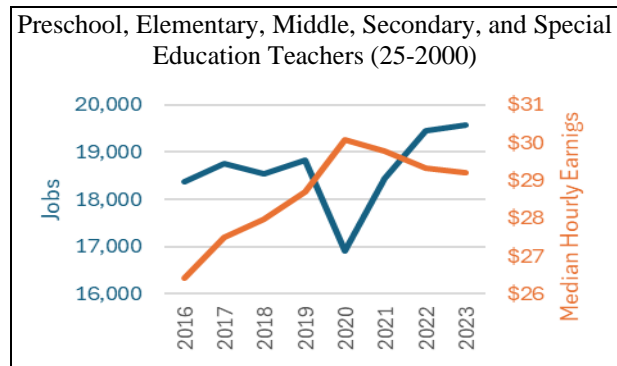
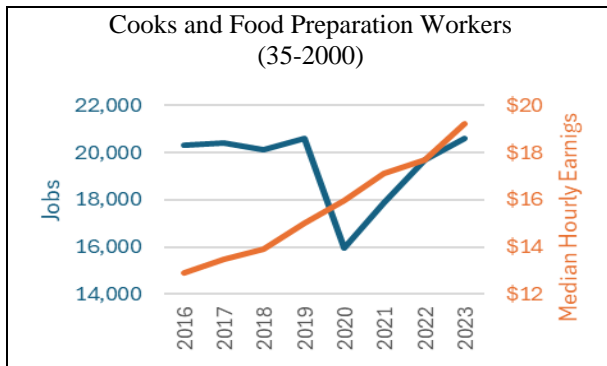
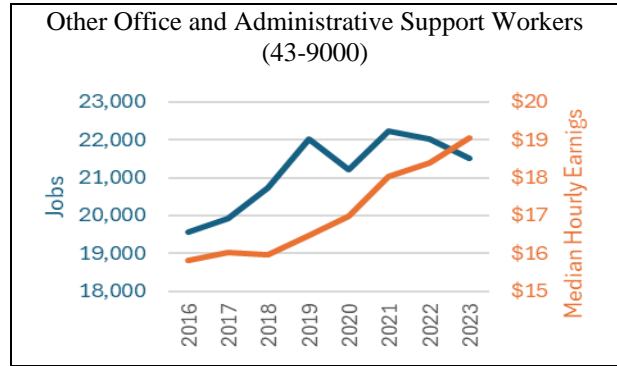
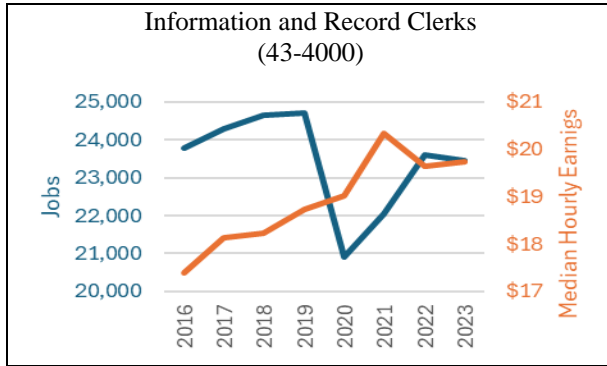
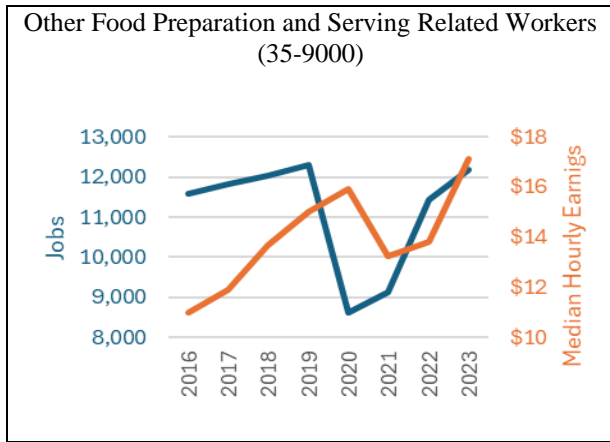
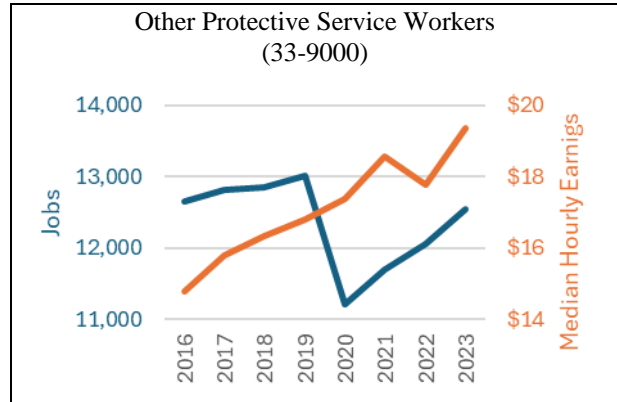
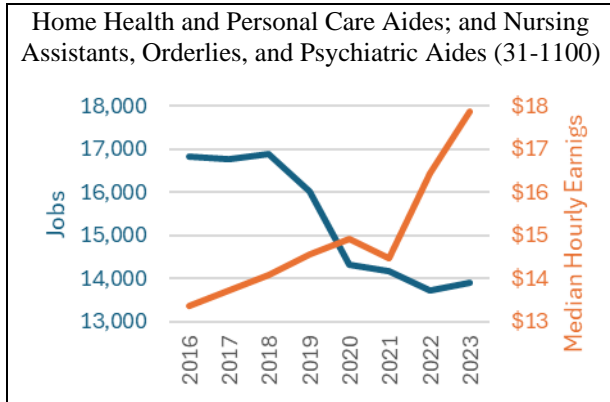


Figure A-2. Top 20 largest occupations in Hawai'i: Jobs and Median Hourly Earnings, 2016 to 2023. (Cont'd)



Source: Lightcast™ Q4 2024, calculated by DBEDT