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# WORKFORCE EXIT STUDY

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**r**esearch  
**e**conomic  
**a**nalysis  
**d**ivision

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## EXECUTIVE SUMMARY

**The issue:** 2022 is the third year since the COVID-19 pandemic started. Economic recovery has been underway and as of June 2022, Hawai'i's civilian labor force (seasonally adjusted) recovered 98.8%, employment recovered 97.2% from the same month in 2019. The number of people unemployed was at 28,300 in June 2022, 55.9% higher than the same month in 2019, resulting in an unemployment rate of 4.2%. In contrast, the June 2019 unemployment rate was 2.6%. With a large number of people looking for jobs, businesses have complained about difficulties finding workers. This is a dilemma for businesses, job seekers, and policy makers.

**Hypothesis:** There is mismatch between the supply of labor and demand for labor and changes in business operation model and workers' preferences caused by the COVID pandemic. DBEDT decided to conduct a survey to test the hypothesis from the supply side of labor.

**Targeted population:** DBEDT identified seven groups of people that may have changed the structure of the labor force: (1) workers who started to work remotely for out-of-state firms since March 2020; (2) workers who shifted from payroll jobs to self-employed since March 2020; (3) people who are unemployed but actively seeking a job during the survey period; (4) people who are unemployed but not looking for jobs during the survey period; (5) people who are retired but may rejoin the labor force; (6) people who are retired permanently; and (7) people who never worked but may join the labor force if conditions meet their desire. In summary, the targeted population of this study is people not in the active Hawai'i payroll workforce.

**Objectives of the study:** The main objectives of the study are: (1) to find out why people withdrew from the Hawai'i payroll workforce; (2) what is their current employment status and financial status; (3) what made them exit the labor force; (4) what could make them rejoin the work force; and (5) identify the demographic, social, and economic characteristics of the population. The findings of the study may provide relevant information for businesses, policy makers, and jobs seekers regarding the status of the targeted population and their desire to return to the Hawai'i payroll work force. For businesses, the survey results provide potential strategies to attract workers. For workers, the results shed light on current labor market conditions and provide insight to allow adjustments to their workplace preferences.

**The Survey:** The Non-active Hawai'i Payroll Workforce Survey was conducted during the month of June and July 2022 via online and telephone surveys. 6,239 Hawai'i residents at 18 years of age or over were contacted and 973 met the requirements and completed the survey. Among the respondents, 115 were employed working for out-of-state firms, 141 were self-employed, 153 were retired but may rejoin the labor force, 38 were permanently retired, 232 were unemployed but actively looking for jobs, 187 were unemployed but not looking for jobs, and 71 people who never worked before but may join labor force later.

### Major findings of the study

- Though no industries dominated, 57% of the respondents exited from the following 5 industries: Healthcare and Social Assistance (15%), Food Services (12%), Retail Trade (11%), Educational Services (11%), and Government (8%)
- While no single occupation dominated the rankings, the top 5 occupations combined accounted for 55% of the respondents while they were in the Hawai'i payroll labor force: Sales and Related (14%), Management (12%), Food Preparation (11%), Educational Instruction (9%), and Office and Administrative (9%).
- Those working for out-of-state firms, retired permanently, and never worked had higher household income than the other groups; 62% of the unemployed and looking for jobs were in the low-income category. The financial condition is a main factor for employment decisions.
- COVID-19 impacted this population heavily. All the respondents working for out-of-state firms, changed from payroll job to self-employed were caused by COVID-19. 73% of the retired people did retire earlier than planned. 70% of the active job seekers lost jobs since March 2020.
- Among the unemployed and not looking for jobs, 59% of them were out of the labor force before the COVID pandemic started.
- Top 5 reasons the respondent left the Hawai'i payroll labor force include: was laid off (20%), became caretaker (18%), health concerns (14%), burn out from work (13%), and became disabled (11%).
- Top 5 incentives for retired people to return to workforce are: appealing job (60%), flexible work arrangement (39%), remote work (25%), increase wage (25%), no health threat (22%).
- Top 5 incentives for those never worked to join labor force include: better benefit (68%), increase wage (55%), appealing job (55%), safe working conditions (52%), flexible work arrangement (38%).
- Those retired and plan to rejoin the labor force, 41% plan to rejoin in 2022, 44% plan to rejoin in 2023, and 15% plan to rejoin in 2024.

**Current labor demand:** According to the Online advertised jobs data<sup>1</sup>, the top industries looking for workers are Healthcare and Social Assistance, Accommodation and Food Services, Retail Trade, Professional Scientific, and Technical Services and Public Administration. While this survey shows that

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<https://www.hirehawaii.com/vosnet/lmi/profiles/profileSummary.aspx?enc=SgfjA5gOXyjl8J88h1RjLVtIz5SMZMBy5qamSIAmQqOk6/vtSOy7AJttPK5wjMD/C1Vbnr359I0K8AKCP1CUaHkRaGHa8wpvw6OVEjK6jM=>

there was a large proportion of people that exited from Healthcare, Accommodation and Food Services, Retail Trade, and Government; it appears that those that exited either don't want to go back to their prior fields or there are mismatches in occupation.

**Implication: Hawai'i's** Labor shortages in the top industries such as healthcare, professional services, accommodation and food services, retail trade and government are mainly caused by two major factors: (1) not enough workers with the qualifications to take the positions such as healthcare and professional services that requires higher educational level and training; (2) life and work style changes. Those who exited from the same industries are unwilling to return to the same industries. To balance the supply and demand for labor, possible solutions for businesses include: (1) pay higher wage to attract the exited workers; (2) provide flexible work arrangement and remote work opportunities; (3) attract retired workers back to workforce; (4) hire workers from out-of-state either working remotely or make them move to Hawaii. The survey results indicated that the labor shortage issues will have some improvement before 2024 since majority of the exited workers plan to rejoin before 2024. However, due to permanent retirement, people shifting from payroll to self-employed jobs, working remotely for out-of-state firms, and people decided not to work regardless, the labor shortage issue may exist for the next few years.

## 1. INTRODUCTION AND METHODOLOGY

As the COVID-19 pandemic took hold, employers experienced a record number of workers leaving the workforce and this has been called the “great resignation.” While many have returned to work, the labor force participation rate remains low compared to historical levels. Several factors have been put forth that have contributed to this including early retirements, desire for work-life balance, issues with childcare, self-employment and access to additional employment opportunities. The State of Hawai‘i is not immune to this national trend and has faced high rates of workforce exits, leaving organizations across all sectors wondering where the labor force has gone.

The State of Hawai‘i’s Department of Business, Economic Development, and Tourism (DBEDT) contracted Anthology Research to conduct a study in the form of a quantitative survey to better understand dynamics in the payroll labor market. While various segments were surveyed, one of the main targets were people that have left the labor market and are not currently working. Anthology utilized an online methodology for data collection utilizing a blended sampling frame that was derived from online and offline (telephone) sources.

The study began on June 29, 2022 and ended on July 27, 2022. A total of n=937 completed surveys were collected during this period. The survey population was defined residents of Hawai‘i not actively working as Hawai‘i payroll employees. The margin of error for a sample of this size is +/- 3.20 percentage points with a 95% confidence level. Screening questions were asked to ensure that all respondents were full-time residents of Hawai‘i 18 years of age or older. Respondents were also screened to include only those who fit at the time of the survey into seven pre-identified categories, listed below with the number of surveys collected.

- Payroll employee for out-of-state firm, full-time or part time, n=115
- Self-employed/ independent contractor, n=141
- Retired, but could join rejoin the labor force later, n=153
- Permanently retired, with no plans to ever rejoin the labor force, n=38
- Unemployed, but actively looking for work, n=232
- Unemployed, and not actively looking for work, n=187
- Has never worked before, but could join the labor force in the future, n=71

Sample was drawn from a number of sources, as detailed below.

- **Pre-Identified Sample:** Sample was drawn a list of residents that were pre-identified in the DBEDT “Hawai‘i Remote Workforce Survey” that was conducted in early 2022. The sample for that survey utilized a random sampling approach through multiple sources including Random Digit Dialing

(RDD) telephone, online and mail. The sampling frame that resulted from the study was identified as a practicable and advantageous source of potential respondents that might qualify for the “Workforce Exits” study.

- **Online:** The online random sample was drawn from companies who specialize in compiling lists of Hawai’i residents from membership and mailing lists purchased from retail companies. This available sample was augmented with a random selection of members from Anthology’s proprietary panel of Hawaii residents, as well as email addresses from publicly available consumer databases.

The data were analyzed using SPSS. Frequency programs, which show the number and percentage of respondents who select each answer, were produced and used as the basis for this report. Throughout the report, statistically significant differences between segments are shown in tables with shading; cells shaded in blue color represent significantly different from the horizontally corresponding cells shaded in gray. The first draft of the questionnaire used in this study was originally written and design by DBEDT with input and suggestions by Anthology Research incorporated into the final questionnaire. The questionnaire is located in the appendix of this report. These are the primary segments identified throughout the report as subsets of the survey population.

**Table 1. Sample size by category (count of completed surveys)**

SEGMENT	O’AHU	NEIGHBOR ISLANDS	TOTAL
<i>A Total (People not actively working as Hawai’i payroll employees)</i>	605	332	937
<i>B. Employed by out-of-state companies</i>	83	32	115
<i>C. Self-employed or independent contractors</i>	78	63	141
<i>D. Retired but may rejoin labor force</i>	91	62	153
<i>E. Retired permanently</i>	19	19	38
<i>F. Unemployed looking for work</i>	152	80	232
<i>G. Unemployed not looking for work</i>	124	63	187
<i>H. Never worked but may join labor force</i>	58	13	71

Overall, 937 respondents were surveyed with 605 being based on O’ahu while the remaining 332 consisted of Neighbor Island respondents.



## 2. SUVEY FINDINGS

The following sections present the results by the various respondent segments: (1) workers who started to work remotely for out-of-state firms since March 2020; (2) workers who shifted from payroll jobs to self-employed since March 2020; (3) people who are unemployed but actively seeking a job during the survey period; (4) people who are unemployed but not looking for jobs during the survey period; (5) people who are retired but may rejoin the labor force; (6) people who are retired permanently; and (7) people who never worked but may join the labor force if conditions meet their desire. In summary, the targeted population of this study is people not in the active Hawai'i payroll workforce.

### A. TOTAL RESPONDENTS (People not actively working as Hawai'i payroll employee)

This section is a summary of all survey respondents. The following sections will analyze the sample by respective segments.

**Table A1. Full-time and part-time status (% of responses)**

EMPLOYMENT STATUS	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Full-time employee</i>	71%	88%	76%
<i>Part-time employee</i>	29%	13%	24%
<i>Total</i>	100%	100%	100%

Amongst those who were currently employed by a company outside of the state as a payroll employee, a majority (76%) were employed on a full-time basis with the remaining 24% working on a part-time basis at the time they were surveyed.

Amongst this subset of the sample there is a higher proportion of full-time employees amongst Neighbor Island residents.

**Table A2. Current Industry (% of responses)**

INDUSTRY	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Other services</i>	12%	18%	14%
<i>Retail trade</i>	10%	9%	10%
<i>Health care and Social Assistance</i>	10%	7%	9%
<i>Art, entertainment, and recreation</i>	7%	11%	8%
<i>Food services</i>	7%	6%	7%
<i>Professional, Scientific, and Technical services</i>	4%	11%	7%
<i>Construction</i>	7%	6%	7%
<i>Manufacturing</i>	8%	2%	6%
<i>Transportation and Warehousing</i>	6%	3%	5%
<i>Real Estate Rental Leasing</i>	6%	2%	5%
<i>Educational Services</i>	5%	3%	4%
<i>Accommodations</i>	2%	5%	3%
<i>Government (Federal, State, County)</i>	3%	1%	2%
<i>Wholesale Trade</i>	2%	3%	2%
<i>Finance and Insurance</i>	2%	1%	2%
<i>Agriculture, Forestry, Fishing and Hunting</i>	1%	3%	2%
<i>Waste management and Remediation Services</i>	1%	2%	2%
<i>Information</i>	1%	2%	2%
<i>Administrative and Support (incl travel agency/ tour operators)</i>	1%	2%	1%
<i>Utilities</i>	2%	-	1%
<i>Management of Companies and Enterprises</i>	1%	-	1%
<i>Mining</i>	-	1%	0%
<i>Total</i>	100%	100%	100%

Fourteen percent who are currently employed felt the industry they work in did not fit neatly into one of the categories provided to them and thus classified themselves as currently working in “other services.” The only other industry that received mentions from at least 10% from this subset of the sample were the one in ten (10%) that work in the retail sector. Rounding out the top four industries was the health care and social assistance sector (9%), and those employed in the arts, entertainment, and recreation-related industries (8%).

**Table A3. Current Occupation (% of responses)**

OCCUPATION	O'AHU	NEIGHBOR ISLANDS	TOTAL
Sales and Related Occupations	18%	13%	16%
Arts, Design, Entertainment, Sports, and Media	7%	12%	9%
Management	7%	8%	8%
Office and Administrative Support	5%	12%	7%
Personal Care and Service Occupations	5%	11%	7%
Transportation and Material Moving	9%	3%	7%
Business and Financial Operations	7%	4%	6%
Food Preparation and Serving Related Occupations	6%	5%	5%
Healthcare Practitioners and Technical	5%	2%	4%
Educational Instruction and Library	4%	2%	4%
Installation, Maintenance, and Repair	2%	4%	3%
Construction and Extraction	4%	1%	3%
Building and Grounds Cleaning and Maintenance	2%	4%	3%
Architecture and Engineering	4%	1%	3%
Healthcare Support	4%	1%	3%
Computer and Mathematical	2%	3%	3%
Community and Social Service	1%	5%	2%
Production	1%	2%	2%
Farming, Fishing, and Forestry	1%	3%	2%
Legal	2%	1%	2%
Life, Physical, and Social Science	1%	2%	2%
Protective Services	1%	-	1%
Total	100%	100%	100%

The top occupation amongst those who were currently employed but not with a company in Hawai'i were jobs related to sales at 16%. Rankings second at nine percent were those employed or working in the art, design, entertainment, sports, and media sector. Eight percent of this subset of the sample works as a manager, while seven percent each work as office and administrative support, personal care and service jobs, or transportation and material moving.

**Table A4. Age (% of responses)**

AGE GROUP	O'AHU	NEIGHBOR ISLANDS	TOTAL
16-34	34%	26%	31%
35-49	29%	29%	29%
50-64	12%	25%	23%
65+	15%	20%	17%
<i>TOTAL</i>	100%	100%	100%
<i>MEAN</i>	44.08	47.77	45.38
<i>MEDIAN</i>	42	45	44

Overall, the typical respondent was 45.38 years of age with the median being slightly lower at 44 years of age.

When segmented by area we find that those respondents who reside on O'ahu (44.08) were younger on average than those from the Neighbor Islands (47.77).

**Table A5. Gender (% of responses)**

GENDER	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Male</i>	35%	28%	32%
<i>Female</i>	65%	71%	67%
<i>Other</i>	1%	1%	1%
<i>TOTAL</i>	100%	100%	100%

Roughly a third (32%) of those polled were males with the remainder comprised primarily of females (67%). There was a higher proportion of males surveyed on O'ahu compared to the Neighbor Islands.

**Table A6. Education Level (% of responses)**

EDUCATION LEVEL	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Less than high school</i>	2%	3%	3%
<i>High school/ GED</i>	18%	17%	18%
<i>Some college, no degree</i>	22%	27%	24%
<i>Trade school</i>	3%	4%	3%
<i>Associate degree</i>	8%	11%	9%
<i>Bachelor's degree</i>	27%	19%	24%
<i>Graduate or professional degree</i>	19%	19%	19%
<b>TOTAL</b>	100%	100%	100%

Forty-three percent of those polled have either a bachelor's degree or a graduate/ professional degree. Amongst the remainder, 21% possessed a high school degree or less.

On O'ahu, there was a statistically higher proportion of college graduates when compared to those surveyed on the Neighbor Islands.

**Table A7. Household income (% of responses)**

INCOME CLASS	O'AHU	NEIGHBOR ISLANDS	TOTAL
<\$50K	39%	46%	41%
\$50K-\$100K	27%	31%	28%
\$100K+	26%	18%	23%
<i>Refused</i>	8%	6%	7%
<b>TOTAL</b>	100%	100%	100%

Two in five (41%) respondents reside in homes in the bottom income tier (<\$50K). Of the remainder, 28% reside in homes with combined incomes ranging anywhere from \$50K to \$100K while 23% reside in homes with combined incomes that exceed \$100K.

When the results are segmented by island, we find that those on O'ahu were more likely to live in more affluent households. For example, nearly half (46%) of Neighbor Island respondents reside in homes in the bottom income tier (<\$50K).

**Table A8. Job change status since March 2020 (% of responses)**

CHANGED JOB STATUS	O'AHU	NEIGHBOR ISLANDS	TOTAL
Yes	68%	65%	67%
No	32%	35%	33%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Overall, two-thirds (67%) of those who took part in the study have changed jobs or had a job status change since the start of the pandemic (March 2020).

**Table A9. Prior employment by industry (% of responses)**

INDUSTRY	O'AHU	NEIGHBOR	TOTAL
Health Care and Social Assistance	15%	14%	15%
Food Services	11%	16%	12%
Educational Services	12%	10%	11%
Retail Trade	10%	11%	11%
Government (Federal, State, County)	8%	9%	8%
Other Services	8%	6%	7%
Professional, Scientific, and Technical Services	5%	4%	4%
Transportation and Warehousing	5%	3%	4%
Art, Entertainment, and Recreation	4%	4%	4%
Construction	4%	2%	3%
Accommodation	2%	5%	3%
Manufacturing	4%	2%	3%
Finance and Insurance	3%	2%	3%
Administrative and Support (inc. travel agency and tour	2%	3%	2%
Agriculture, Forestry, Fishing and Hunting	1%	4%	2%
Real Estate Rental Leasing	2%	2%	2%
Wholesale Trade	2%	1%	2%
Information	1%	1%	1%
Utilities	1%	0%	1%
Waste Management and Remediation Services	0%	1%	0%
Management of Companies and Enterprises	1%	0%	0%
Other / Unsure (please specify)	-	0%	0%
Mining	-	0%	0%

The top four industries where workers appear to be migrating from was the health care sector (15%), food services (12%), education (11%), and retail (11%). These were the only four industries with mentions from at least 10% of the sample. Government jobs rounds out the top five at eight percent.

When segmented by island we find a higher proportion of those who have left the food services industry, accommodations, and agriculture on the Neighbor Islands as compared to O’ahu.

**Table A10. Prior employment by occupation (% of responses)**

OCCUPATION	O’AHU	NEIGHBOR ISLANDS	TOTAL
Sales and Related Occupations	14%	14%	14%
Management	12%	11%	12%
Food Preparation and Serving Related	9%	14%	11%
Office and Administrative Support	8%	11%	9%
Educational Instruction and Library	9%	9%	9%
Business and Financial Operations	7%	4%	6%
Healthcare Practitioners and Technical	6%	4%	5%
Healthcare Support	5%	5%	5%
Transportation and Material Moving	5%	3%	4%
Personal Care and Service Occupations	4%	5%	4%
Community and Social Service	3%	4%	3%
Arts, Design, Entertainment, Sports, and Media	4%	2%	3%
Building and Grounds Cleaning and Maintenance	1%	4%	2%
Computer and Mathematical	2%	2%	2%
Architecture and Engineering	3%	1%	2%
Construction and Extraction	2%	0%	2%
Installation, Maintenance, and Repair	1%	2%	2%
Protective Services	1%	2%	2%
Legal	1%	1%	1%
Life, Physical, and Social Science	1%	2%	1%
Production	1%	1%	1%
Farming, Fishing, and Forestry	0%	1%	1%
Other / Unsure (please specify)	0%	0%	0%
Total	100%	100%	100%

The top five occupations where respondents have left prior jobs were in sales (14%), management (12%), food service (11%), office and administrative support (9%), and education (9%).

When segmented by area we find a higher proportion of Neighbor Island respondents who have left jobs in the food service industry compared to O’ahu.

**Table A11-1. Benefit from current employment: Working for Out-of-state firms (% of responses)**

BENEFIT CATEGORY	O’AHU	NEIGHBOR ISLANDS	TOTAL
Better pay / benefits	53%	59%	55%
A more flexible schedule	43%	53%	46%
Better work / life balance	35%	53%	40%
Greater sense of personal gratification / fulfillment	30%	50%	36%
Better organizational culture	30%	34%	31%
More in line with my education / skills / training /	33%	19%	29%
None of the above	10%	13%	10%

Amongst those who work for a company outside of the state, the top benefit or draw was increased pay/benefits package (55%). Ranking second was having a more flexible schedule (46%) while enjoying a better work/life balance (40%) rounded out the top three.

When segmented by area we find that those on the Neighbor Islands who are working for a company outside of the state were more likely to express a greater sense of personal fulfillment with their new position than were their O’ahu counterparts.

**Table A11-2. Benefit gained from current employment: Self-employed/independent contractor (% of responses)**

BENEFIT CATEGORY	O’AHU	NEIGHBOR ISLANDS	TOTAL
A more flexible schedule	81%	79%	80%
Better work / life balance	68%	81%	74%
Greater sense of personal gratification / fulfillment	47%	67%	56%
More in line with my education / skills / training / or professional experience	21%	35%	27%
Better pay / benefits	26%	24%	25%
Better organizational culture	19%	17%	18%
None of the above	9%	6%	8%

Those respondents who were self-employed or independent contractors (n=141) at the time they were surveyed were asked to identify any benefits they recognize from their current employment. Amongst this subset of the sample, the top two benefits of their change in employment were a more flexible



schedule (80%) and achieving a better work/ life balance (74%). Rounding out the top three benefits were having a greater sense of personal gratification or work fulfillment (56%) at their new job.

When segmented by area we find that those on the Neighbor Islands were more likely to feel as though their present job responsibilities gave them greater personal satisfaction compared to their prior job more so than those on O’ahu.

**Table A12. Reasons left prior job (% of responses)**

REASON	O’AHU	NEIGHBOR ISLANDS	TOTAL
I was laid off or furloughed	19%	21%	20%
I needed to become a caretaker for children / family / friends	18%	19%	18%
Health concerns related to COVID-19	13%	15%	14%
I was burnt out from work / needed a break from work	12%	15%	13%
I became disabled (temporarily or permanently)	11%	11%	11%
I wanted time to focus on other personal pursuits	10%	10%	10%
I felt wages were too low	9%	11%	10%
I was planning to move out of state	6%	5%	6%
I wanted to work remotely	6%	4%	5%
I was planning to start / started a new business	5%	6%	5%
Retired / wanted to retire	4%	5%	4%
I wanted to go back to school	5%	2%	4%
Other (please specify)	4%	4%	4%
I did not need additional income / my household generates enough income	3%	4%	3%
My employer offered incentive to retire early	3%	2%	3%
Job contract ended	2%	2%	2%
I did not have transportation to work	1%	3%	2%
Business closed / severely impacted due to COVID-19	2%	2%	2%
Issues with employer / unsafe / toxic work environment	2%	2%	2%
Health / mental health issues not related to COVID-19	1%	0%	1%

One in five (20%) respondents who left their prior job admit they did so because they were laid off or furloughed. A near equal number (18%) quit because they needed to become a caregiver to someone. Fourteen percent indicate one of the reasons they left their last job was due to fears related to the pandemic. Thirteen percent were burnt out and needed a break while eleven percent left their most recent job after becoming physically disabled. Ten percent each left their previous employer due to salary concerns and/or because they wanted to focus on personal pursuits.

**A13. Reasons to join/ rejoin workforce (% of responses)**

REASON	Retired may rejoin labor force	Not working not looking for employment	Never worked may join labor force
Finding work that appeals to me	60%	38%	55%
Company allows flexible working arrangements	39%	32%	44%
Company allows me to work remotely	25%	32%	38%
Increased wages	25%	25%	55%
Increased benefits	12%	29%	68%
COVID-19 is no longer a serious health threat	22%	14%	23%
Job training programs to retrain me in a different occupation/ industry	12%	15%	17%
Family member loses job/ need to support the household	9%	16%	32%
Declining financial markets	21%	4%	11%
Safer working conditions	13%	10%	52%
None	3%	16%	4%
More childcare options	1%	16%	31%
Other	6%	7%	-

The top reasons given for leaving the labor force during the pandemic were furlough (19%), become a caretaker for children /family/friends (18%), health concerns (13%), burnout (12%), disability (11%), personal pursuits (10%), and low wages (9%) (Table 12).

While employers struggle to fill positions, many workers that have left the labor force have yet to return. Specifically, this survey examined three segments that are currently not participating in the labor (but could return) and the possible incentives for these groups to return to the labor force.

- All segments valued ‘work that appeals to me’, ‘flexible working arrangements’, and ‘increase wages’. It is interesting to note that wages are not the most cited factor in any of the three segments. ‘Working remotely’ was in the top three for the first two segments. The ‘not in the labor force’ segment valued ‘working remotely’ fairly highly - but was not in the top 5 (38%).

- The not in the labor force' segment values childcare the highest (31%). This may reflect a higher number of homemakers in this segment.
- Retirees are concerned about financial markets (maybe reliance on 401K's) but not as concerned with benefits (may not need benefits as much - children are out of the house. If age is 65 or above, they have access to Medicare for insurance).
- In contrast to retirees, the other two segments had a higher score for benefits.
- Higher wages are more important to entice the never worked and not actively looking for work segments. Increased wages are not as important for retirees.

**A14. Sources of income/ Resources used (% of responses)**

Income source	Retired may rejoin labor force	Not working not looking for employment	Never worked may join labor force
Other household income sources (income from spouse or other household members)	32%	57%	59%
Government support – Social Security (retirement or disability), unemployment insurance (UI), child tax credit, SNAP, etc.	67%	39%	15%
Money from savings (including withdrawals from retirement accounts)	56%	29%	38%
Reduced my living expenses to accommodate the reduction in income	37%	31%	46%
Selling assets or possessions	13%	17%	18%
Borrowing from friends or family	3%	13%	58%
Credit cards or loans	11%	14%	32%
Pandemic Unemployment Assistance (PUA)	4%	6%	15%
Severance pay	5%	3%	6%
Other (please specify)	2%	3%	1%

- Retirees rely on government support the most (probably social security). However, the 'not working and not looking for work' has a fairly high percentage for government assistance.
- All three segments have 'other household income sources' (parents and/or spouse).
- The never worked but could rejoin the labor force segment has the highest percentage of borrowing from friends/family. They also show the highest percentage for credit card loans.

- In summary, the non-retiree segments have household income, reduced living expenses, and borrowed money for financial support. On the other hand, retirees have financial support from the government.

**A15. Estimated year of returning to the labor force (% of responses)**

	2022	2023	2024+
Not Working - Not Looking for Employment	21%	40%	60%
Retired- May Rejoin Labor Force	41%	56%	33%
Never Worked - May Join Labor Force	38%	5%	8%
Total	100%	100%	100%

In the current calendar year (2022), 41% who anticipate returning to the workforce were retirees. A near equal number (38%) were those who have never worked before and would be new to the labor pool while the remaining 21% were comprised of those who were previously employed but were not looking for employment at the time they were surveyed.

Next calendar year (2023) the proportion of retirees who anticipate returning to the work force increases to 56%. Two in five (40%) that anticipate a return to the workforce in 2023 were those who were unemployed when surveyed and not looking for work at the time. Just five percent of those looking to gain employment in 2023 were those who had never worked previously.

When we examine those individuals who anticipate joining the workforce in 2024 or beyond, we see an increase amongst those who were not employed and not looking for employment when they participated in the survey (60%). A third who will look for work during this time period will be retirees while eight percent would be new to the labor force.

**A16. Sample Descriptive Statistics (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Retired- May Rejoin Labor Force	15%	19%	16%
Retired - Permanent	3%	6%	4%
Not Working - Seeking Employment	25%	24%	25%
Not Working - Not Looking for Employment	20%	19%	20%
Never Worked - May Join Labor Force	10%	4%	8%
Employed - Company outside HI	14%	10%	12%
Employed - Self-employed/ independent contractor	13%	19%	15%

The table above breaks up the sample by the major segments highlighted throughout the report. One in four (25%) surveyed were currently unemployed but actively seeking employment. Twenty percent were unemployed and content to remain so for the near future. Sixteen percent were retired but indicated a willingness to return to the workforce while 15% were either self-employed or an independent contractor. Twelve percent were employed with a company outside of the state while eight percent had never worked previously but expressed a likelihood of joining the workforce at a later date. Just four percent were permanently retired.

**A17. Ethnicity (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Caucasian	23%	45%	31%
Hawaiian / Part-Hawaiian	27%	24%	26%
Japanese	13%	5%	10%
Filipino	12%	6%	10%
Other ethnicity not listed (please specify)	8%	6%	7%
Mixed (not part-Hawaiian)	7%	7%	7%
Chinese	5%	2%	4%
African American	3%	2%	2%
Prefer not to say	2%	3%	2%
Total	100%	100%	100%

A little more than half of those taking part in the study were either Caucasian (31%) or Native Hawaiian (26%). Japanese and Filipinos at 10% each rounded out the top four.

## SECTION SUMMARY

Amongst those who were employed (n=256) at the time they were surveyed, 34% were full-time workers, 11% worked part-time, two in five (40%) were self-employed, while 15% described themselves as independent contractors.

A majority (n=490) who took part in the study were unemployed at the time they were surveyed. Sixty-two percent of this subset of the sample were previously employed but currently not working. Roughly one in four (28%) were retired while 10% had yet to ever enter the workforce.

Amongst retirees (n=191), a majority (80%) leave the door open to a return to the workforce at some point in time. Just one in five (20%) considered themselves to be permanently retired. A majority (69%) of the retirees polled who left the workforce during the pandemic (March 2020+) indicated that they had retired earlier than they had originally planned for.

Amongst those who were not employed at the time of the study, either retirees, the unemployed, or those who had yet to enter the workforce (n=681), 60% of these individuals were either actively seeking out employment or admit there was the possibility of them returning to the workforce in the future at some point.

The top occupations where employees are migrating from was sales positions (14%), managerial jobs (12%), food preparation and service jobs (11%), office and administrative support positions (9%), and educational instruction (9%).

- *Neighbor Islands (14%) saw a larger proportion of food preparation and service workers leave these jobs compared to O'ahu (9%).*
- *Males (16% vs 10% female) were more likely to have left managerial positions while there were a higher proportion of females (10% vs 5% males) that left educational instruction positions.*
- *As household income increases so too does the proportion who left managerial positions. Conversely there is a higher proportion who left food service jobs amongst those in the lower income tiers.*

The top industries that lost workers based on those surveyed were healthcare (15%), food service (12%), education (11%), retail (11%), and the public sector or government (8%).

- *There was a higher proportion who left the food service industry on the Neighbor Islands (16%) compared to O'ahu (11%).*
- *Amongst females who left the workforce there were a higher proportion who left the healthcare industry and education compared to males. Conversely, amongst males there were a higher proportion who left government jobs and the transportation and warehousing industry compared to females.*
- *Younger segments of this subset of the sample had higher proportions leaving the food service industry. For example, amongst those under the age of 35, 22% were last employed in the food services industry.*

- *When segmented by level of education we find that amongst those without a college degree who were not working when they were surveyed, there was a higher proportion that last worked in food service or retail.*

One in five (20%) who were not working at the time of the study did not leave their prior jobs voluntarily and were either furloughed or laid off. A near equal number (18%) left their last job because they needed to become a caregiver at the time while 14% quit their last job due to health concerns related to the pandemic. Rounding out the top reasons for leaving their last job were burnout (13%), becoming physically unable to perform their jobs (11%), wanting to focus on personal goals (10%), and dissatisfaction with wages (10%).

The primary drivers to move more individuals back into the labor pool were jobs that they found to be appealing (48%), flexibility in the workplace (35%), the option to work remotely (29%), and increased wages (25%) and benefits (21%).

## B. EMPLOYED OUT-OF-STATE SEGMENT

In this section of the study, we examine the 115 respondents who identified themselves as being employed by a company located outside of the state. The margin of error for this sample size of this size is +/- 9.14 percentage-points with a 95% confidence level.

### B1. Employed Out-of-State - Full-time and part-time status (% of responses)

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Full-time employee</i>	71%	88%	76%
<i>Part-time employee</i>	29%	13%	24%
<i>Total</i>	100%	100%	100%

Amongst those who are currently employed by a company outside of the state as a payroll employee, a majority (76%) are employed on a full-time basis with the remaining 24% working on a part-time basis.

Amongst this subset of the sample there is a higher proportion of full-time employees amongst Neighbor Island residents.

### B2. Employed Out-of-State - Current primary employment (% of responses)

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Private sector employee, for-profit company or organization	77%	88%	80%
Private sector employee, non-profit organization	11%	13%	11%
Government employee, Federal government, civilian	5%	-	3%
Self-employed in own non-incorporated business or independent contractor	4%	-	3%
Government employee, State government	2%	-	2%
Government employee, municipal (County) government	1%	-	1%
Total	100%	100%	100%

A majority (80%) of those who are working for entities outside of the state were employed in the private sector by a for-profit entity. Eleven percent of this subset of the sample were working for a non-profit outside of the state. Three percent were working for the Federal Government while an equal number were self-employed. The remainder were working for a state or county entity located outside of Hawai'i.



**B3. Employed Out-of-State - Current occupation (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Sales and Related Occupations	17%	16%	17%
Management	8%	6%	8%
Food Preparation and Serving Related Occupations	6%	9%	7%
Architecture and Engineering	8%	3%	7%
Business and Financial Operations	10%		7%
Office and Administrative Support	5%	9%	6%
Arts, Design, Entertainment, Sports, and Media	4%	13%	6%
Healthcare Practitioners and Technical	6%	3%	5%
Transportation and Material Moving	5%	3%	4%
Production	2%	6%	3%
Construction and Extraction	4%	3%	3%
Building and Grounds Cleaning and Maintenance	2%	6%	3%
Healthcare Support	5%		3%
Educational Instruction and Library	5%		3%
Legal	4%	3%	3%
Community and Social Service	1%	9%	3%
Life, Physical, and Social Science	2%	6%	3%
Computer and Mathematical	2%	3%	3%
Protective Services	2%		2%
Personal Care and Service Occupations	1%		1%
Total	100%	100%	100%

Amongst those who were employed by an entity outside of the state, 17% work in sales. Eight percent of this subset of the sample describe their job as a managerial-type position while seven percent each work in food preparation/ service, architecture/ engineering, or business/ finance operations.

**B4. Employed Out-of-State - Age (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>16-34</i>	35%	47%	38%
<i>35-49</i>	51%	34%	46%
<i>50-64</i>	13%	19%	15%
<i>65+</i>	1%	-	1%
<i>TOTAL</i>	100%	100%	100%
<i>MEAN</i>	37.43	39.28	37.95
<i>MEDIAN</i>	37	36	36

The average age of those respondents employed by entities outside of the state was 37.95 years of age with the median being slightly younger at 36.

**B5. Employed Out-of-State - Gender (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Male</i>	33%	47%	37%
<i>Female</i>	66%	53%	63%
<i>Other</i>	1%	-	1%
<i>TOTAL</i>	100%	100%	100%

Roughly a third (37%) of those employed outside of the state were males with the remainder comprised primarily of females (63%).

There was a higher proportion of females on O'ahu working for entities outside of the state compared to those in this subset on the Neighbor Islands.

**B6. Employed Out-of-State - Education Level (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Less than high school</i>	2%	-	2%
<i>High school/ GED</i>	7%	3%	6%
<i>Some college, no degree</i>	22%	22%	22%
<i>Trade school</i>	2%	13%	5%
<i>Associate degree</i>	18%	16%	17%
<i>Bachelor's degree</i>	37%	38%	37%
<i>Graduate or professional degree</i>	11%	9%	10%
<i>TOTAL</i>	100%	100%	100%

Half (47%) of those polled who are currently working for an entity located outside of the state are college graduates. Seventeen percent possess an associate degree while 22% have some college experience but do not have a degree.

**B7. Employed Out-of-State - Household income (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<\$50K	18%	9%	16%
\$50K-\$100K	39%	63%	45%
\$100K+	40%	25%	36%
Refused	4%	3%	3%
TOTAL	100%	100%	100%

Nearly half (45%) of those who were working for an entity outside of the state reside in homes in the middle-income tier (\$50K-\$100K). A third (36%) of this subset of the sample live in homes in the upper income tier (\$100K+). Just 16% of these individuals reside in the lower income tier (<\$50K).

When segmented by area we find that two-thirds (63%) of Neighbor Island residents who are working for entities outside of the state resided in a home in the middle-income tier (\$50K-\$100K).

**B8. Employed Out-of-State - Current employment by industry (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Retail Trade	11%	13%	11%
Manufacturing	13%	6%	11%
Health Care and Social Assistance	13%	3%	10%
Professional, Scientific, and Technical Services	6%	22%	10%
Construction	8%	13%	10%
Other Services	7%	6%	7%
Government (Federal, State, County)	6%	3%	5%
Food Services	4%	9%	5%
Transportation and Warehousing	5%	6%	5%
Art, Entertainment, and Recreation	2%	6%	3%
Educational Services	5%	-	3%
Waste Management and Remediation Services	2%	6%	3%
Real Estate Rental Leasing	4%	-	3%
Utilities	4%	-	3%
Accommodation	1%	3%	2%
Administrative and Support (inc. travel agency)	1%	3%	2%
Management of Companies and Enterprises	2%	-	2%
Wholesale Trade	2%	-	2%
Finance and Insurance	1%	-	1%
Information	1%	-	1%
Total	100%	100%	100%

The top five industries where these out of state workers were employed in were retail (11%), manufacturing (11%), health care (10%), professional, scientific, technical services (10%), and construction (10%).

When segmented by area we find those on the Neighbor Islands with a higher proportion that work in professional services compared to O'ahu.

**B9. Employed Out-of-State - Current employment by occupation (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Sales and Related Occupations	17%	16%	17%
Management	8%	6%	8%
Food Preparation and Serving Related	6%	9%	7%
Architecture and Engineering	8%	3%	7%
Business and Financial Operations	10%	-	7%
Office and Administrative Support	5%	9%	6%
Arts, Design, Entertainment, Sports, and Media	4%	13%	6%
Healthcare Practitioners and Technical	6%	3%	5%
Transportation and Material Moving	5%	3%	4%
Production	2%	6%	3%
Construction and Extraction	4%	3%	3%
Building and Grounds Cleaning and	2%	6%	3%
Healthcare Support	5%	-	3%
Educational Instruction and Library	5%	-	3%
Legal	4%	3%	3%
Community and Social Service	1%	9%	3%
Life, Physical, and Social Science	2%	6%	3%
Computer and Mathematical	2%	3%	3%
Protective Services	2%	-	2%
Personal Care and Service Occupations	1%	-	1%

The top occupation amongst those employed by companies outside of the state were sales positions at 17%. The next highest figure were the eight percent who held management positions followed by the seven percent each who work in food service, architecture and engineering, or business and financial operations.

**B10. Employed Out-of-State - Prior employment by industry (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Retail Trade	10%	23%	14%
Manufacturing	13%	6%	11%
Food Services	9%	10%	9%
Health Care and Social Assistance	11%	-	8%
Construction	9%	3%	7%
Accommodation	6%	6%	6%
Educational Services	8%	3%	6%
Professional, Scientific, and Technical Services	5%	10%	6%
Government (Federal, State, County)	6%	3%	5%
Other Services	1%	16%	5%
Administrative and Support (inc. travel agency)	4%	6%	5%
Transportation and Warehousing	4%	3%	4%
Finance and Insurance	3%	3%	3%
Wholesale Trade	3%	3%	3%
Real Estate Rental Leasing	3%	-	2%
Utilities	3%	-	2%
Art, Entertainment, and Recreation	1%	-	1%
Waste Management and Remediation Services	1%	-	1%
Management of Companies and Enterprises	1%	-	1%
Information	1%	-	1%
Agriculture, Forestry, Fishing and Hunting	-	3%	1%

Fourteen percent who are now working for a company outside of the state migrated over from the retail industry ranking it first in this measurement. Manufacturing at 11% was the only other industry mentioned by at least 10% of the sample. Food services ranked third at nine percent followed by the seven percent who were formally employed in the construction industry.

**B11. Employed Out-of-State - Prior employment by occupation (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Sales and Related Occupations	18%	29%	21%
Food Preparation and Serving Related Occupations	6%	16%	9%
Business and Financial Operations	11%	3%	9%
Personal Care and Service Occupations	6%	13%	8%
Management	10%	3%	8%
Office and Administrative Support	5%	10%	6%
Educational Instruction and Library	6%	3%	5%
Healthcare Practitioners and Technical	6%	-	5%
Architecture and Engineering	6%	-	5%
Construction and Extraction	5%	-	4%
Healthcare Support	5%	-	4%
Transportation and Material Moving	3%	3%	3%
Building and Grounds Cleaning and Maintenance	1%	6%	3%
Arts, Design, Entertainment, Sports, and Media	3%	3%	3%
Computer and Mathematical	3%	3%	3%
Protective Services	3%	-	2%
Legal	1%	3%	2%
Installation, Maintenance, and Repair	1%	-	1%
Community and Social Service	-	3%	1%
Life, Physical, and Social Science	1%	-	1%

Overall, one in five (21%) respondents who are currently working for a company outside of the state, previously held a sales position. Nine percent worked a food service job or had a position related to business and financial operations. Eight percent had a job in personal care or a managerial level position.

**B12. Employed Out-of-State – Benefit gained from employment (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Better pay / benefits	53%	59%	55%
A more flexible schedule	43%	53%	46%
Better work / life balance	35%	53%	40%
Greater sense of personal gratification / fulfillment	30%	50%	36%
Better organizational culture	30%	34%	31%
More in line with my education / skills / training / or professional experience	33%	19%	29%
None of the above	10%	13%	10%

The top benefits gained from their change in employment has been increased pay and benefits (55%), a more flexible work schedule (46%), and having a better work/ life balance (40%).

Those on the Neighbor Islands who are now working for an entity outside of the state were more likely to feel a greater sense of personal gratification from their new job than were their counterparts on O'ahu.

**B13. Employed Out-of-State - Reasons left prior job (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
I was laid off or furloughed	15%	39%	22%
I felt wages were too low	24%	16%	22%
Health concerns related to COVID-19	14%	19%	15%
I was burnt out from work / needed a break from work	10%	19%	13%
My employer offered incentive to retire early	9%	19%	12%
I wanted to work remotely	11%	6%	10%
I needed to become a caretaker for children / family / friends	8%	10%	8%
Other (please specify)	10%	3%	8%
I wanted time to focus on other personal pursuits	10%	-	7%
I was planning to start / started a new business	5%	6%	5%
I wanted to go back to school	6%	-	5%
I was planning to move out of state	6%	-	5%
Issues with employer / unsafe / toxic work environment	4%	3%	4%
Job contract ended	3%	-	2%
I became disabled (temporarily or permanently)	1%	-	1%
I did not need additional income / my household generates enough income	-	3%	1%
I did not have transportation to work	1%	-	1%
Business closed / severely impacted due to COVID-19	1%	-	1%
Retired / wanted to retire	1%	-	1%
Health / mental health issues not related to COVID-19	1%	-	1%

For twenty-two percent of this subset of the sample the decision to change jobs was made for them when they were laid off or furloughed. An equal number left their last place of employment seeking higher wages (22%). Rounding out the top five drivers were health concerns related to the pandemic (15%), feeling burnt out (13%), being recruited with incentives from their current employer (12%) and having the ability or option to work remotely (10%).

Those workers from the Neighbor Islands who are now working for an entity outside of the state were more likely to have been laid off or furloughed than were those on O’ahu who are currently working for an entity outside of the state.

**B14. Employed Out-of-State - Ethnicity (% of responses)**

	O’AHU	NEIGHBOR ISLANDS	TOTAL
Caucasian	29%	28%	29%
Filipino	19%	22%	20%
Other ethnicity not listed (please specify)	16%	22%	17%
Hawaiian / Part-Hawaiian	17%	19%	17%
Mixed (not part-Hawaiian)	6%	6%	6%
Japanese	8%	-	6%
Chinese	2%	-	2%
African American	1%	3%	2%
Prefer not to say	1%	-	1%

Caucasians comprised 29% of those who are currently working for an entity located outside of the state. The next highest ethnic group to be working for an entity outside of the state were Filipinos (20%) followed by Native Hawaiians (17%), and those who fell into other ethnic categories not listed in the table above.

**SECTION SUMMARY**

Please note the relatively small sample size of 115 respondents when taking into account highlights from this section of the study.

The primary drivers that pushed these individuals to work for an entity outside of the state were first of all financial in nature with the top response being improved wages and benefits (55%). Beyond this, it appears quality of life factors played a heavy role in leading these individuals to the job decisions that they ultimately made. Forty-six percent say their new job out-of-state allows them to have a more flexible schedule while 40% feel they now have a better work/ life balance. Thirty-six percent feel a greater sense of personal job fulfillment.

As far as their prior employment was concerned, roughly one in five (22%) did not leave their last job voluntarily and were either laid off or furloughed. An equal number left their jobs because of perceived



low compensation (22%) while 15% left because of concerns related to the pandemic. Thirteen percent felt burn out while 12% were offered an early retirement package. The desire to work remotely was cited by just 10% as a reason for leaving their last job.

The pandemic appears to have played some role in the decision-making process as 82% of these individuals having started work for an out-of-state entity from 2021 till present.

A vast majority (80%) of these individuals are currently working in the private, for-profit segment with the remainder comprised of those working for non-profit entities and various government positions.

The type of jobs and occupations were generally white-collar in nature given geography. Seventeen percent work in sales while eight percent have managerial type positions. Seven percent each work in food-related jobs, architecture, engineering positions, or jobs related to business or the financial sector.

The top industries that these individuals migrated from were retail (14%), manufacturing (11%), food service (9%), healthcare (8%), construction (7%), accommodations (6%), education (6%), and professional, scientific, and technical services (6%).

These individuals ultimately ended up in the retail sector (11%), manufacturing (11%), healthcare (10%), professional, scientific, and technical services (10%), construction (10%), food service (5%), and transportation and warehousing (5%). These results show that many stayed within their industry, however, chose to work for a company outside of the state.

Those who are working for an entity outside of the state are younger, averaging 37.95 years of age with the median being slightly lower at 36.

This segment is relatively highly educated with 37% owning a bachelor's degree with another 10% having a graduate or master's degree.

Although these individuals have chosen to work for an entity outside of the state relatively few are renters at 27% with most living in households with a mortgage or are owned outright by a household member.

The sample consisted primarily of females at 63% with half (51%) indicating they reside in homes with at least one child.

## C. SELF-EMPLOYED/ INDEPENDENT CONTRACTOR SEGMENT

In this section of the study, we examine the 141 respondents who identified themselves as being self-employed or an independent contractor. The margin of error for this sample size is +/- 8.25 percentage points at a 95% confidence level.

### C1. Self-Employed/ Independent Contract - Current industry (% of responses)

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Other Services	18%	24%	21%
Art, Entertainment, and Recreation	12%	13%	12%
Food Services	12%	5%	9%
Retail Trade	9%	8%	9%
Health Care and Social Assistance	6%	10%	8%
Real Estate Rental Leasing	9%	3%	6%
Educational Services	5%	5%	5%
Transportation and Warehousing	8%	2%	5%
Accommodation	3%	6%	4%
Construction	5%	3%	4%
Professional, Scientific, and Technical Services	3%	5%	4%
Agriculture, Forestry, Fishing and Hunting	3%	5%	4%
Finance and Insurance	4%	2%	3%
Wholesale Trade	1%	5%	3%
Information	1%	3%	2%
Manufacturing	3%	-	1%
Administrative and Support (inc. travel agency)	-	2%	1%
Mining	-	2%	1%

One in five (21%) felt that none of the industry classifications offered to them fit their current job. Twelve percent of this subset of the sample works in the arts, entertainment, and recreation sector. Rounding out the top responses were the nine percent each that now work in food service or the retail industry. Eight percent are currently working in healthcare.

**C2. Self-Employed/ Independent Contract - Current occupation (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Sales and Related Occupations	19%	11%	16%
Personal Care and Service Occupations	9%	16%	12%
Arts, Design, Entertainment, Sports, and Media	12%	11%	11%
Transportation and Material Moving	13%	3%	9%
Office and Administrative Support	5%	13%	9%
Management	6%	10%	8%
Installation, Maintenance, and Repair	5%	6%	6%
Business and Financial Operations	4%	6%	5%
Food Preparation and Serving Related Occupations	5%	3%	4%
Educational Instruction and Library	4%	3%	4%
Construction and Extraction	5%	-	3%
Farming, Fishing, and Forestry	1%	5%	3%
Building and Grounds Cleaning and Maintenance	3%	3%	3%
Healthcare Practitioners and Technical	4%	2%	3%
Computer and Mathematical	3%	3%	3%
Healthcare Support	3%	2%	2%
Community and Social Service	-	3%	1%

The top occupation for those who are self-employed or independent contractors were sales positions. Twelve percent currently have a job related to personal care and service while 11% work in the arts, design, entertainment, sports, and media field. Nine percent each currently have a transportation job or work in office or administrative support.

When segmented by area we find a higher proportion of self-employed individuals on O'ahu working in jobs related to transportation and moving compared to those on the Neighbor Islands.

**C3. Self-Employed/ Independent Contract - Age (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>16-34</i>	27%	24%	26%
<i>35-49</i>	40%	40%	40%
<i>50-64</i>	29%	25%	28%
<i>65+</i>	4%	11%	7%
<i>TOTAL</i>	100%	100%	100%
<i>MEAN</i>	42.56	45.33	43.80
<i>MEDIAN</i>	42	44	43

The average age of those who are self-employed or independent contractors was 43.80 years of age with the median being slightly younger at 43.

**C4. Self-Employed/ Independent Contract - Gender (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Male</i>	33%	17%	26%
<i>Female</i>	65%	81%	72%
<i>Other</i>	1%	2%	1%
<i>TOTAL</i>	100%	100%	100%

One in four (26%) who were self-employed or independent contractors were males with the remainder comprised primarily of females (72%).

There was a higher proportion of males on O'ahu who fall into this labor category compared to those in this subset on the Neighbor Islands.

**C5. Self-Employed/ Independent Contract - Education Level (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Less than high school</i>	4%	3%	4%
<i>High school/ GED</i>	14%	11%	13%
<i>Some college, no degree</i>	17%	25%	21%
<i>Trade school</i>	10%	2%	6%
<i>Associate degree</i>	6%	17%	11%
<i>Bachelor's degree</i>	35%	17%	27%
<i>Graduate or professional degree</i>	14%	24%	18%
<i>TOTAL</i>	100%	100%	100%

A little less than half (45%) who are self-employed or an independent contractor have a college degree. Seventeen percent of this subset of the sample possess a high school degree or less.

There was a higher proportion of those with a bachelor’s degree on the island of O’ahu while Neighbor Island respondents who are self-employed have a greater proportion of those with a graduate degree compared to O’ahu.

**Table C6. Self-Employed/ Independent Contract - Household income (% of responses)**

	O’AHU	NEIGHBOR ISLANDS	TOTAL
<\$50K	38%	48%	43%
\$50K-\$100K	40%	32%	36%
\$100K+	21%	16%	18%
Refused	1%	5%	3%
TOTAL	100%	100%	100%

Roughly two in five (43%) who were self-employed reside in homes in the bottom tier (<\$50K). A third (36%) of this subset of the sample live in homes with combined incomes ranging anywhere from \$50K to \$100K. Just 18% of these individuals reside in a home in the upper income tier (<\$100K).

**C7. Self-Employed/ Independent Contract - Ethnicity (% of responses)**

	O’AHU	NEIGHBOR ISLANDS	TOTAL
Caucasian	26%	46%	35%
Hawaiian / Part-Hawaiian	26%	24%	25%
Mixed (not part-Hawaiian)	9%	14%	11%
Japanese	14%	3%	9%
Other ethnicity not listed (please specify)	10%	5%	8%
Filipino	10%	2%	6%
Prefer not to say	-	6%	3%
Chinese	4%	-	2%
African American	1%	-	1%
Total	100%	100%	100%

Amongst those who were self-employed or independent contractors, roughly two-thirds were comprised of either Caucasians (35%) or Native Hawaiians (25%).

When segmented by area we find a higher proportion of Caucasians on the Neighbor Islands while O’ahu respondents contain a higher proportion of Japanese and Filipinos.

**C8. Self-Employed/ Independent Contract - Prior employment by industry (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Health Care and Social Assistance	15%	15%	15%
Educational Services	11%	14%	12%
Retail Trade	15%	7%	11%
Food Services	9%	12%	10%
Other Services	12%	3%	8%
Art, Entertainment, and Recreation	4%	10%	7%
Construction	8%	5%	7%
Accommodation	4%	5%	4%
Government (Federal, State, County)	-	8%	4%
Professional, Scientific, and Technical Services	4%	3%	4%
Transportation and Warehousing	3%	5%	4%
Real Estate Rental Leasing	3%	2%	2%
Finance and Insurance	4%	-	2%
Information	1%	3%	2%
Agriculture, Forestry, Fishing and Hunting	1%	3%	2%
Wholesale Trade	1%	2%	1%
Waste Management and Remediation Services	-	2%	1%
Administrative and Support (inc. travel agency and tour operators)	1%	-	1%
Management of Companies and Enterprises	1%	-	1%
Manufacturing	1%	-	1%
Utilities	1%	-	1%
Total	100%	100%	100%

The top industries where these workers migrated from were healthcare (15%), education (12%), retail (11%), and food service (10%).

**C9. Self-Employed/ Independent Contract - Benefit gained from current employment (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
A more flexible schedule	81%	79%	80%
Better work / life balance	68%	81%	74%
Greater sense of personal gratification / fulfillment	47%	67%	56%
More in line with my education / skills / training / or professional experience	21%	35%	27%
Better pay / benefits	26%	24%	25%
Better organizational culture	19%	17%	18%
None of the above	9%	6%	8%

Those who were self-employed or independent contractors identify the top three benefits of this change in employment status as having a more flexible schedule (80%), possessing a better work/ life balance (74%), and having a greater sense of personal fulfillment (56%).

This greater sense of personal fulfillment is more pronounced on the Neighbor Islands than it is on O'ahu.

**C10. Self-Employed/ Independent Contract - Reasons left prior job (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
I was laid off or furloughed	36%	31%	34%
Health concerns related to COVID-19	16%	24%	19%
I wanted time to focus on other personal pursuits	16%	19%	17%
I was planning to start / started a new business	17%	14%	16%
I was burnt out from work / needed a break from work	12%	20%	16%
I felt wages were too low	9%	20%	14%
I needed to become a caretaker for children / family / friends	11%	15%	13%
I became disabled (temporarily or permanently)	8%	8%	8%
Other (please specify)	9%	5%	7%
I wanted to work remotely	8%	5%	7%
I was planning to move out of state	4%	8%	6%
I did not have transportation to work	3%	3%	3%
Retired / wanted to retire	3%	3%	3%
I did not need additional income / my household generates enough income	1%	3%	2%
Business closed / severely impacted due to COVID-19	3%	2%	2%
My employer offered incentive to retire early	3%	-	1%
I wanted to go back to school	1%	-	1%
Job contract ended	-	2%	1%
Issues with employer / unsafe / toxic work environment	-	2%	1%
Health / mental health issues not related to COVID-19	1%	-	1%
Total	100%	100%	100%

A third (34%) of those who are currently self-employed or independent contractors were laid off or furloughed from their prior job. Roughly one in five (19%) left their last employer because of concerns related to COVID-19. Seventeen percent wanted to focus on personal pursuits while 16% were planning on starting a new business. Another 16% felt they needed a break from their past job, while 14% felt that the salary they were making was too low. Thirteen percent moved to being self-employed because they were required to become a caretaker for someone.

**C11. Self-Employed/ Independent Contract - Prior employment by occupation (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Management	16%	22%	19%
Sales and Related Occupations	12%	7%	10%
Educational Instruction and Library	9%	8%	9%
Food Preparation and Serving Related Occupations	7%	8%	7%
Transportation and Material Moving	9%	3%	7%
Office and Administrative Support	4%	10%	7%
Arts, Design, Entertainment, Sports, and Media	7%	5%	6%
Community and Social Service	3%	10%	6%
Personal Care and Service Occupations	1%	10%	5%
Business and Financial Operations	8%	2%	5%
Healthcare Practitioners and Technical	7%	2%	4%
Installation, Maintenance, and Repair	3%	3%	3%
Construction and Extraction	5%	-	3%
Healthcare Support	4%	2%	3%
Protective Services	-	3%	1%
Architecture and Engineering	1%	2%	1%
Computer and Mathematical	1%	2%	1%
Production	1%	-	1%
Life, Physical, and Social Science	1%	-	1%
Total	100%	100%	100%

One in five (19%) respondents who were currently self-employed or independent contractors came from a managerial position previously. Ten percent worked in sales previously while nine percent was previously employed in educational instruction. Seven percent worked in food service, transportation, or office or administrative support.



## SECTION SUMMARY

Please note the relatively small sample size of 141 respondents when taking into account highlights from this section of the study.

Amongst this subset of the sample (n=141), 72% were comprised of self-employed individuals with the remaining 28% consisting of those who described themselves as independent contractors.

The primary benefits of being self-employed/ independent contractor were having a more flexible work schedule (80%) and having a better work/ life balance (74%). Rounding out the top three was having a greater sense of personal and professional fulfillment (56%).

A vast majority (71%) of this segment switched to being self-employed or an independent contractor sometime during or directly preceding the pandemic (2020+).

The top occupations where these individuals have migrated from include managerial positions (19%), sales jobs (10%), educational instruction (9%), food preparation and service (7%), transportation and moving jobs (7%), office and administrative support positions (7%), and art, design, entertainment, sports-related jobs (6%).

These individuals have transitioned into sales jobs (16%), personal care and service positions (12%), art, design, entertainment, sports jobs (11%), transportation and moving positions (9%), office and administrative support jobs (9%), and management type of positions (8%).

When we compare this job migration for this segment of the sample, we see a shift from or loss of managerial type of jobs and positions that dealt with educational instruction contrasted against the subsequent increase in sales jobs, personal care, and art, design, entertainment, sports-related positions.

The impetus to be their own boss was born out of necessity for a good number of these individuals as 34% indicated they were laid off or furloughed from their most recent job. Nineteen percent quit their last job due to concerns related to the pandemic. Seventeen percent left because they wanted to concentrate on personal pursuits while 16% felt it was a good time to start their own business.

- *29% who live with a child in their homes left their last job due to pandemic related concerns.*

These individuals who are self-employed or independent contractors appear more transient in nature containing a higher proportion of renters at 45%.

This segment averages in age in the low forties with a mean age of 43.80 and the median being the same at 43. They tend to be more likely to live in smaller households, the median being just two individuals. Just 38% live with a child in their home. This sample was predominantly female at 72%.

This subset of the sample is fairly well-educated with 18% possessing a graduate or master's degree with another 27% owning a bachelor's degree.

## D. RETIRED – MAY REJOIN LABOR FORCE SEGMENT

In this section of the study, we examine the 153 respondents who identified themselves as being retired but may rejoin the labor force at some point. The margin of error for a sample of this size is +/- 7.92 percentage-points at a 95% confidence level.

### D1. Retired May Rejoin Labor Force - Age (% of responses)

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>16-34</i>	-	-	-
<i>35-49</i>	4%	2%	3%
<i>50-64</i>	25%	31%	27%
<i>65+</i>	70%	68%	69%
<i>TOTAL</i>	100%	100%	100%
<i>MEAN</i>	65.92	66.02	65.96
<i>MEDIAN</i>	67	66	67

The average retiree who anticipate a possible return to the workforce is 65.96 years of age with the median being slightly higher at 67.

### D2. Retired May Rejoin Labor Force - Gender (% of responses)

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Male</i>	44%	31%	39%
<i>Female</i>	56%	68%	61%
<i>Other</i>	-	2%	1%
<i>TOTAL</i>	100%	100%	100%

A majority (69%) of the retirees surveyed who may rejoin the workforce at a later date was comprised of females.

**D3. Retired May Rejoin Labor Force - Education Level (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Less than high school</i>	-	-	-
<i>High school/ GED</i>	8%	6%	7%
<i>Some college, no degree</i>	22%	29%	25%
<i>Trade school</i>	2%	3%	3%
<i>Associate degree</i>	4%	8%	6%
<i>Bachelor's degree</i>	29%	26%	27%
<i>Graduate or professional degree</i>	35%	27%	32%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

More than half of the retirees who anticipate returning to the workforce have at least a college degree. One in four (27%) possess a bachelor's degree while a third (32%) has a graduate or professional degree.

**D4. Retired May Rejoin Labor Force - Household income (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>&lt;\$50K</i>	31%	37%	33%
<i>\$50K-\$100K</i>	27%	44%	34%
<i>\$100K+</i>	30%	11%	22%
<i>Refused</i>	12%	8%	10%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

A third (33%) of retirees who may reenter the workforce resides in a home in the bottom income tier (<\$50K). A near equal number (34%) live in homes with combined incomes ranging anywhere from \$50K to \$100K while 22% reside in homes that earn in excess of \$100K.

**D5. Retired May Rejoin Labor Force - Job change status since March 2020 (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Yes</i>	34%	29%	32%
<i>No</i>	66%	71%	68%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

A majority (68%) who anticipate returning to the workforce at some point in the future were already retired before the pandemic's economic impact hit in March 2020.

**D6. Retired May Rejoin Labor Force - Timing of retirement (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>I retired earlier than planned</i>	74%	78%	76%
<i>I retired as planned</i>	23%	22%	22%
<i>I retired later than planned</i>	3%	-	2%
<b>TOTAL</b>	100%	100%	100%

A majority (76%) who retired in March 2020 or later, who anticipate returning to the workforce at some point, feel that they retired earlier than planned. Twenty-two percent of this subset of the sample retired on schedule while two percent felt they retired later than they had planned for.

**D7. Retired May Rejoin Labor Force - Last year employed (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>After March 2020</i>	44%	40%	42%
<i>Before March 2020</i>	56%	60%	58%
<b>TOTAL</b>	100%	100%	100%

Two in five (42%) retirees who indicate a possible desire to return to the workforce at some point experienced a change in employment status at least once since March 2020.

**D8. Retired May Rejoin Labor Force - Prior employment by industry (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Health Care and Social Assistance	19%	18%	18%
Educational Services	15%	21%	18%
Government (Federal, State, County)	19%	15%	17%
Professional, Scientific, and Technical Services	11%	5%	8%
Retail Trade	7%	8%	7%
Other Services	3%	5%	4%
Food Services	2%	6%	4%
Art, Entertainment, and Recreation	3%	5%	4%
Wholesale Trade	4%	2%	3%
Transportation and Warehousing	3%	2%	3%
Manufacturing	3%	2%	3%
Finance and Insurance	2%	2%	2%
Agriculture, Forestry, Fishing and Hunting	-	5%	2%
Information	2%	-	1%
Construction	2%	-	1%
Utilities	2%	-	1%
Accommodation	-	2%	1%
Waste Management and Remediation Services	-	2%	1%
Administrative and Support (inc. travel agency and tour operators)	-	2%	1%
Management of Companies and Enterprises	1%	-	1%
Real Estate Rental Leasing	-	2%	1%
Total	100%	100%	100%

The top three industries that retired individuals with the potential to return to the workforce were most recently employed in were: healthcare (18%), education (18%), and the government (17%).

**D9. Retired May Rejoin Labor Force - Prior occupation (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Educational Instruction and Library	15%	23%	18%
Management	20%	10%	16%
Office and Administrative Support	11%	8%	10%
Sales and Related Occupations	10%	8%	9%
Healthcare Practitioners and Technical	8%	5%	7%
Healthcare Support	2%	10%	5%
Food Preparation and Serving Related Occupations	2%	8%	5%
Business and Financial Operations	7%	2%	5%
Community and Social Service	4%	3%	4%
Transportation and Material Moving	3%	3%	3%
Installation, Maintenance, and Repair	2%	5%	3%
Legal	2%	3%	3%
Architecture and Engineering	4%	-	3%
Building and Grounds Cleaning and Maintenance	1%	3%	2%
Life, Physical, and Social Science	-	5%	2%
Computer and Mathematical	3%	-	2%
Construction and Extraction	2%	-	1%
Protective Services	1%	2%	1%
Arts, Design, Entertainment, Sports, and Media	1%	2%	1%
Farming, Fishing, and Forestry	-	2%	1%
Total	100%	100%	100%

Amongst those who are retired but may return to the workforce, the top three occupations where they came from were educational instruction (18%), management (16%), and office and administrative support (10%). Rounding out the top five were sales occupations (9%), and healthcare practitioners (7%).

**D10. Retired May Rejoin Labor Force - Factors influencing return to labor force (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Finding work that appeals to me	62%	58%	60%
Company allows flexible working arrangements	42%	34%	39%
Company allows me to work remotely	26%	24%	25%
Increased wages	22%	29%	25%
COVID-19 is no longer a serious health threat	22%	21%	22%
Declining financial markets	20%	23%	21%
Safer working conditions	12%	15%	13%
Better benefits	12%	11%	12%
Job training programs to retrain me in a different occupation/industry	10%	15%	12%
Family member loses job / need to support the household	10%	8%	9%
Other (please specify)	5%	6%	6%
None of these	4%		3%
More childcare options	1%	2%	1%

The top driver that would bring these retirees back to the workforce is finding a job that appeals to them (60%). A flexible work arrangement ranked a distant second at 39%. One in four (25%) each would come back if they were allowed to work remotely or were offered an increase wage package.

**D11. Retired May Rejoin Labor Force - Estimated year of returning to the labor force (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>2022</i>	33%	52%	41%
<i>2023</i>	52%	33%	44%
<i>2024 or later</i>	16%	15%	15%
<i>TOTAL</i>	100%	100%	100%

Two in five (41%) retirees who are open to returning to the workforce predict they would likely do so this year (2022). Of the remainder, most (44%) see themselves returning to the labor force the following year (2023). Just 15% of this subset of the sample envisions returning to the labor force more than two years from now.

**D12. Retired May Rejoin Labor Force - Used to support yourself financially (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Government support – Social Security (retirement or disability), unemployment insurance (UI), child tax credit, SNAP, etc.	68%	65%	67%
Money from savings (including withdrawals from retirement accounts)	53%	60%	56%
Reduced my living expenses to accommodate the reduction in income	32%	44%	37%
Other household income sources (income from spouse or other household members)	29%	37%	32%
Selling assets or possessions	9%	19%	13%
Credit cards or loans	11%	11%	11%
Severance pay	5%	5%	5%
Pandemic Unemployment Assistance (PUA)	2%	6%	4%
Borrowing from friends or family	3%	2%	3%
Other (please specify)	2%	2%	2%

The top two sources of income amongst retirees who show an interest in returning to the workforce are government support such as social security (67%) and whatever type of savings they may have which include retirement accounts (56%).

A third of this segment are budgeting by reducing expenses (37%) and/or surviving using or relying on income streams from others in the household (32%).



## SECTION SUMMARY

Please note the relatively small sample size of 153 respondents when taking into account highlights from this section of the study.

A majority (60%) of these retirees anticipates a return to the workforce by the end of 2023 or sooner.

Over half (54%) of this segment was already retired in 2019 well before the start of the pandemic.

Three in four (76%) retirees who anticipate returning to the workforce whose job status changed during the course of the pandemic admit they had retired earlier than they had planned to.

There is a relatively high proportion of former public sector employees amongst this subset of the sample. Seventeen percent are former state employees, 14% previously worked for the federal government with another four percent comprised of former county workers.

Eighteen percent of these retirees were in educational instruction with another 16% having held managerial positions. Ten percent worked in office or administrative support while nine percent previously held sales positions. Seven percent held jobs in healthcare.

The primary industries that these retirees came from were the healthcare sector (18%), education (18%), and the public sector (17%).

Just 14% cited the desire to retire as one of the reasons for leaving their last job. One in five (21%) were burnt out while another 14% each needed to become a caretaker or became disabled themselves. Twelve percent were laid off or furloughed and decided to retire while another 12% left their last job due to COVID concerns.

The top driver to entice this segment back into the workforce was finding work that appealed to them (60%). Other incentives include a flexible work environment (39%), the ability to work remotely (25%), and increased wages (25%).

- *Job flexibility becomes more of an enticement the further out the projected return to work date becomes. Job flexibility was also more of an appealing prospect to female retirees.*

This group of retirees is primarily supporting themselves with their personal retirement plans and government assistance.

Income distribution suggests that monetary considerations may influence the decision to return to the workforce as a third (33%) of this segment resides in a home in the bottom income tier (<\$50K). Additionally, 37% of these retirees say they have been forced to reduce living expenses to account for their drop in income since retiring.

The average age of this subset of the sample was 65.96 with the median being 67 years of age. This segment was made up primarily of female retirees at 61%.

These retirees who potentially could return to the workforce are highly educated with 32% having obtained a masters or graduate degree with another 27% owning a bachelor's degree.

They have established roots in the community with just 22% being renters.

These retirees tend to reside in smaller households of just two individuals. One in three (32%) live alone.

Half (46%) of these retirees were comprised of Caucasians.

## E. RETIRED PERMANENTLY SEGMENT

In this section of the study, we examine the 38 respondents who identified themselves as being retired permanently from the workforce. Please note the small sample size when examining the results in this section of the report in particular. The margin of error for a sample of this size is +/- 15.90 percentage points with a 95% confidence level.

### E1. Retired Permanently - Age (% of responses)

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>16-34</i>	-	-	-
<i>35-49</i>	-	-	-
<i>50-64</i>	47%	58%	53%
<i>65+</i>	53%	42%	47%
<i>TOTAL</i>	100%	100%	100%
<i>MEAN</i>	66.05	66.47	66.26
<i>MEDIAN</i>	66	63	64

The average age of the retirees who do not intend to rejoin the workforce was 66.26 years with the median being 64.

### E2. Retired Permanently - Gender (% of responses)

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Male</i>	53%	32%	42%
<i>Female</i>	47%	68%	58%
<i>Other</i>	-	-	-
<i>TOTAL</i>	100%	100%	100%

A little more than half (58%) of the retirees in this segment were females with the remainder being males (42%).

**E3. Retired Permanently - Education Level (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Less than high school</i>	-	-	-
<i>High school/ GED</i>	16%	-	8%
<i>Some college, no degree</i>	16%	42%	29%
<i>Trade school</i>	-	5%	3%
<i>Associate degree</i>	5%	-	3%
<i>Bachelor's degree</i>	26%	26%	26%
<i>Graduate or professional degree</i>	37%	26%	32%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

A little more than half of those who were permanently retired possessed a college degree. One in four (26%) had obtained a bachelor's degree while a third (32%) of this subset of the sample owned a graduate or professional degree. Another 29% had attended college but had not graduated.

**E4. Retired Permanently - Household income (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>&lt;\$50K</i>	11%	44%	27%
<i>\$50K-\$100K</i>	16%	17%	16%
<i>\$100K+</i>	74%	28%	51%
<i>Refused</i>	-	11%	5%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Overall, roughly one in four (27%) who were permanently retired reside in homes in the bottom income tier (<\$50K). Sixteen percent live in households where the combined income ranges anywhere from \$50K to \$100K. Much of the remainder (51%) resides in a home in the upper income tier (\$100K+).

When segmented by area we find those on O'ahu more likely to reside in more affluent households.

**E5. Retired Permanently - Timing of retirement (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>I retired earlier than planned</i>	53%	68%	61%
<i>I retired as planned</i>	42%	16%	29%
<i>I retired later than planned</i>	5%	16%	11%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

A majority (61%) of retirees who are permanently retired and whose job status changed during the course of the pandemic (March 2020+) believe they did so earlier than they had planned or anticipated. Twenty-nine percent of this subset retired as planned while 11% retired later than they had hoped to or planned for.

**E6. Retired Permanently - Last year employed (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>After March 2020</i>	95%	89%	92%
<i>Before March 2020</i>	5%	11%	8%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

A majority (92%) of this segment retired during the pandemic or after March 2020.

**E7. Retired Permanently - Prior employment by industry (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Government (Federal, State, County)	16%	32%	24%
Health Care and Social Assistance	21%	-	11%
Educational Services	16%	5%	11%
Manufacturing	11%	11%	11%
Other Services	11%	5%	8%
Transportation and Warehousing	11%	5%	8%
Retail Trade	-	16%	8%
Professional, Scientific, and Technical Services	5%	5%	5%
Finance and Insurance	5%	5%	5%
Other / Unsure (please specify)	-	5%	3%
Accommodation	-	5%	3%
Administrative and Support (inc. travel agency and tour operators)	5%	-	3%
Real Estate Rental Leasing	-	5%	3%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

These were the top industries that this segment of retired individuals were most recently employed in: Government (24%), health care (11%), education (11%), and manufacturing (11%).

**E8. Retired Permanently - Prior occupation (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Management	26%	21%	24%
Sales and Related Occupations	5%	26%	16%
Office and Administrative Support	16%	5%	11%
Personal Care and Service Occupations	11%	5%	8%
Architecture and Engineering	11%	5%	8%
Computer and Mathematical	11%	5%	8%
Transportation and Material Moving	5%	5%	5%
Educational Instruction and Library	-	11%	5%
Business and Financial Operations	5%	5%	5%
Protective Services	-	5%	3%
Healthcare Support	5%	-	3%
Healthcare Practitioners and Technical	5%	-	3%
Community and Social Service	-	5%	3%
Total	100%	100%	100%

One in four (24%) permanent retirees previously held a managerial type of position ranking it first amongst prior occupations held by this subset of the sample. Sixteen percent had a sales position while 11% worked as an office or administrative support staffer. Rounding out the top responses were personal care and service jobs (8%), architecture and engineers (8%), and those in the computer and mathematics profession (8%).

**E9. Retired Permanently - Ethnicity (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Caucasian	26%	68%	47%
Japanese	42%	16%	29%
Hawaiian / Part-Hawaiian	21%	-	11%
Mixed (not part-Hawaiian)	-	11%	5%
African American	11%	-	5%
Prefer not to say	-	5%	3%
Total	100%	100%	100%

Half (47%) of this subset of the sample was comprised of Caucasians. Making up the next highest ethnic group were Japanese (29%) retirees followed by Native Hawaiians (11%). When segmented by areas we find a high number of Caucasians amongst Neighbor Island respondents.

## F. UNEMPLOYED – SEEKING A JOB SEGMENT

In this section of the study, we examine the 232 respondents who were unemployed at the time they were surveyed but actively seeking employment. The margin of error for a sample of this size is +/- 6.43 percentage points at a 95% confidence level.

### F1. Unemployed Seeking Job - Age (% of responses)

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>16-34</i>	45%	44%	44%
<i>35-49</i>	33%	31%	32%
<i>50-64</i>	18%	20%	19%
<i>65+</i>	5%	5%	5%
<i>TOTAL</i>	100%	100%	100%
<i>MEAN</i>	38.47	39.06	38.67
<i>MEDIAN</i>	36	37	37

The typical unemployed respondent who was actively seeking a job was 38.67 years of age with the median being slightly lower at 37 years old.

### F2. Unemployed Seeking Job - Gender (% of responses)

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Male</i>	26%	28%	27%
<i>Female</i>	72%	43%	72%
<i>Other</i>	1%	-	1%
<i>TOTAL</i>	100%	100%	100%

A vast majority (72%) of those who were unemployed but seeking work were females who were sampled.



**F3. Unemployed Seeking Job - Education Level (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Less than high school</i>	3%	5%	3%
<i>High school/ GED</i>	28%	34%	30%
<i>Some college, no degree</i>	24%	24%	24%
<i>Trade school</i>	3%	5%	3%
<i>Associate degree</i>	7%	10%	8%
<i>Bachelor's degree</i>	26%	11%	21%
<i>Graduate or professional degree</i>	10%	11%	10%
<i>TOTAL</i>	100%	100%	100%

Just one in three (31%) unemployed respondents who were looking for a new job had a college degree. Thirty-three percent had a high school diploma or less.

**F4. Unemployed Seeking Job - Household income (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>&lt;\$50K</i>	58%	70%	62%
<i>\$50K-\$100K</i>	21%	16%	19%
<i>\$100K+</i>	11%	9%	10%
<i>Refused</i>	10%	5%	8%
<i>TOTAL</i>	100%	100%	100%

Two in three (62%) unemployed respondents who are actively looking for a new job reside in homes in the bottom income tier (<\$50K). Just one in ten (10%) of this subset of the sample lives in a home where the combined income exceeds \$100K.

**F5. Unemployed Seeking Job - Job change status since March 2020 (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Yes</i>	72%	66%	70%
<i>No</i>	28%	34%	30%
<i>TOTAL</i>	100%	100%	100%

A majority (70%) who are currently seeking employment had their job status change during the course of the pandemic (March 2020+).

**F6. Unemployed Seeking Job - Last year employed (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>After March 2020</i>	72%	70%	71%
<i>Before March 2020</i>	28%	30%	29%
<b>TOTAL</b>	100%	100%	100%

A majority (71%) were fairly recently employed having last worked anywhere from March 2020 to the present.

**F7. Unemployed Seeking Job - Prior employment industry (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Food Services	16%	29%	20%
Retail Trade	14%	15%	15%
Health Care and Social Assistance	14%	15%	14%
Other Services	14%	5%	11%
Educational Services	9%	8%	9%
Government (Federal, State, County)	7%	10%	8%
Accommodation	1%	8%	3%
Art, Entertainment, and Recreation	5%	-	3%
Finance and Insurance	4%	1%	3%
Transportation and Warehousing	4%	1%	3%
Construction	3%	3%	3%
Agriculture, Forestry, Fishing and Hunting	1%	4%	2%
Real Estate Rental Leasing	2%	-	1%
Manufacturing	1%	1%	1%
Administrative and Support (inc. travel agency and tour operators)	1%	-	1%
Utilities	1%	-	1%
Waste Management and Remediation Services	1%	-	0%
Management of Companies and Enterprises	-	1%	0%
Professional, Scientific, and Technical Services	1%	-	0%
Wholesale Trade	1%	-	0%
<b>Total</b>	100%	100%	100%

One in five (20%) who were unemployed and looking for work previously were employed in the food services industry. Fifteen percent of this segment previously worked in retail while fourteen percent worked in the healthcare field. Nine percent were previously employed in the education sector.

**F8. Unemployed Seeking Job - Prior employment occupation (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Sales and Related Occupations	18%	16%	17%
Food Preparation and Serving Related Occupations	14%	23%	17%
Office and Administrative Support	7%	10%	8%
Management	7%	9%	8%
Educational Instruction and Library	8%	5%	7%
Healthcare Support	5%	8%	6%
Healthcare Practitioners and Technical	7%	4%	6%
Business and Financial Operations	7%	1%	5%
Transportation and Material Moving	5%	4%	5%
Personal Care and Service Occupations	5%	5%	5%
Community and Social Service	3%	5%	3%
Building and Grounds Cleaning and Maintenance	1%	5%	3%
Arts, Design, Entertainment, Sports, and Media	4%	-	3%
Computer and Mathematical	2%	1%	2%
Production	1%	1%	1%
Construction and Extraction	1%	1%	1%
Other / Unsure (please specify)	1%	1%	1%
Installation, Maintenance, and Repair	1%	-	1%
Farming, Fishing, and Forestry	1%	1%	1%
Protective Services	1%	-	1%
Legal	1%	-	0%
Total	100%	100%	100%

Seventeen percent who were looking for work previously worked in sales or were working in food preparation or services. Eight percent each were working in office administration or management while seven percent previously held a job in educational instruction.

**F9. Unemployed Seeking Job - Reasons left prior job (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
I was laid off or furloughed	25%	20%	23%
I needed to become a caretaker for children / family / friends	21%	24%	22%
Health concerns related to COVID-19	17%	15%	16%
I felt wages were too low	9%	14%	11%
I was burnt out from work / needed a break from work	8%	13%	9%
I wanted to go back to school	11%	6%	9%
I wanted time to focus on other personal pursuits	9%	10%	9%
I was planning to move out of state	7%	6%	7%
I wanted to work remotely	6%	5%	6%
I became disabled (temporarily or permanently)	3%	6%	4%
I was planning to start / started a new business	1%	8%	3%
Other (please specify)	3%	5%	3%
I did not have transportation to work	1%	5%	3%
Job contract ended	2%	3%	2%
Business closed / severely impacted due to COVID-19	1%	4%	2%
Issues with employer / unsafe / toxic work environment	2%	1%	2%
Health / mental health issues not related to COVID-19	2%	-	1%
My employer offered incentive to retire early	1%	-	0%

One in four (23%) who were unemployed and looking for a job were laid off or furloughed from their last position. A near equal number (22%) left their job because they needed to become a caregiver. Sixteen percent left their previous job because of concerns related to the pandemic while 11% quit because they felt their salary was too low.

**F10. Unemployed Seeking Job - Source of family financing (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Other household income sources (income from spouse or other household members)	51%	46%	49%
Reduced my living expenses to accommodate the reduction in income	36%	41%	38%
Money from savings (including withdrawals from retirement accounts)	36%	31%	34%
Government support – Social Security (retirement or disability), unemployment	30%	41%	34%
Borrowing from friends or family	29%	31%	30%
Selling assets or possessions	24%	25%	24%
Credit cards or loans	20%	21%	20%
Pandemic Unemployment Assistance (PUA)	14%	14%	14%
Severance pay	3%	1%	3%
Other (please specify)	3%	1%	2%

Half (49%) of those who were unemployed but looking for work are able to survive financially with the help of income from others in the household. Thirty-eight percent of this segment was forced to reduce their living expenses while 34% is using money from savings accounts which could include retirement plans. Another 34% is relying on government support to financially survive.

**Table F11. Unemployed Seeking Job - Home ownership status (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Owned by you or someone in the household, with mortgage	36%	18%	29%
Owned by you or someone in the household, without mortgage	11%	9%	10%
Rented	45%	56%	49%
Live rent free	9%	18%	12%
Total	100%	100%	100%

Half (49%) of those who were unemployed and looking for work were renters. Twenty-nine percent live in homes with an open mortgage while one in ten (10%) reside in a residence that is fully-owned outright. Twelve percent live rent free.

**Table F12. Unemployed Seeking Job - Household type (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Spouse / Partner	47%	43%	46%
Children under 18 years of age	40%	44%	41%
Other family members	41%	23%	35%
Live alone	12%	20%	15%
Children over 18 years of age	14%	10%	13%
Other non-family members (e.g., roommates)	8%	13%	9%

Half (46%) of those who were unemployed and seeking employment lived with a spouse or partner. Two in five (41%) live with at least one child under the age of 18. Just 15% of this segment lives alone.

**Table F13. Unemployed Seeking Job - Multi-generational status (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Yes, live in home of 3+ generations	32%	21%	28%
No	68%	79%	72%
Total	100%	100%	100%

Roughly one in four (28%) respondents who were unemployed and seeking employment live in homes of three or more generations of household members.

**Table F14. Unemployed Seeking Job - Ethnicity (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Hawaiian / Part-Hawaiian	34%	41%	37%
Caucasian	19%	34%	24%
Filipino	13%	4%	9%
Japanese	11%	5%	9%
Mixed (not part-Hawaiian)	7%	5%	6%
Other ethnicity not listed (please specify)	6%	4%	5%
Chinese	5%	3%	4%
Prefer not to say	3%	3%	3%
African American	3%	3%	3%
Total	100%	100%	100%

Native Hawaiians (37%) and Caucasians (24%) comprise roughly two-thirds of those who were unemployed and seeking employment. Filipinos and Japanese comprise nine percent of the sample each respectively.

## **SECTION SUMMARY**

A majority (74%) of those polled have been unemployed ever since 2020 or later.

The top two occupations where these individuals were formerly employed in were sales positions (17%) and food service (17%). Office and administrative support services (8%), managerial jobs (8%), and educational instruction (7%) rounds out the top five.

The top industries where these individuals were formerly employed were food service (20%), retail (15%), health care (14%), education (9%), and the public sector (8%).

One in four (23%) were laid off or furloughed from their last job and have yet to return to the workforce. A near equal number (22%) left their last job to become a caregiver while 16% quit their jobs due to concerns related to the pandemic. Eleven percent were dissatisfied with their wages and left. Nine percent were either burnt out from their job or wanted to return to school.

These individuals have been surviving unemployment using many different means. Half (49%) are relying on income brought in by other household members while 38% are helping to cope by reducing their living expenses. Thirty-four percent are drawing down their savings while another 34% is relying on government assistance to help get by.

This group of unemployed individuals seeking work averages 38.67 years of age with the median being slightly lower at 37 years old.

This segment is less educated with just one in three possessing a college degree. These individuals are less affluent with 62% residing in a home in the bottom income tier (<\$50K). There is also a higher proportion of renters at 55% in this group.

These unemployed but seeking work segment is comprised primarily of Native Hawaiians (37%) and Caucasians (24%).

## G. UNEMPLOYED – NOT LOOKING FOR A JOB SEGMENT

In this section of the study, we examine the 187 respondents who were unemployed at the time they were surveyed but not seeking employment. The margin of error for a sample of this size was +/- 7.17 percentage points with a 95% confidence level.

**Table G1. Unemployed Not Looking for Job - Age (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>16-34</i>	32%	24%	29%
<i>35-49</i>	32%	43%	36%
<i>50-64</i>	31%	22%	28%
<i>65+</i>	4%	11%	6%
<i>TOTAL</i>	100%	100%	100%
<i>MEAN</i>	43.38	43.95	43.57
<i>MEDIAN</i>	45	42	44

The typical unemployed respondent who was not looking for a job was 43.57 years of age with the median being slightly higher at 44 years old.

**Table G2. Unemployed Not Looking for Job - Gender (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Male</i>	23%	17%	21%
<i>Female</i>	77%	81%	79%
<i>Other</i>	-	2%	1%
<i>TOTAL</i>	100%	100%	100%

A vast majority (79%) of those who were unemployed but not seeking employment were females that were surveyed.



**Table G3. Unemployed Not Looking for Job - Education Level (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Less than high school</i>	1%	6%	3%
<i>High school/ GED</i>	21%	24%	22%
<i>Some college, no degree</i>	31%	32%	32%
<i>Trade school</i>	2%	3%	2%
<i>Associate degree</i>	8%	6%	7%
<i>Bachelor's degree</i>	27%	16%	23%
<i>Graduate or professional degree</i>	10%	13%	11%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Roughly a third of those who were unemployed and not seeking employment at the time they were surveyed possessed a college degree. One in four had a high school diploma or less. Another one in three went to college but do not have a degree.

**Table G4. Unemployed Not Looking for Job - Household income (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>&lt;\$50K</i>	46%	46%	46%
<i>\$50K-\$100K</i>	25%	29%	26%
<i>\$100K+</i>	18%	19%	18%
<i>Refused</i>	11%	6%	10%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Nearly half (46%) of unemployed respondents who were not looking for a new job reside in homes in the bottom income tier (<\$50K). Eighteen percent of this subset of the sample lives in a home where the combined income exceeds \$100K.

**Table G5. Unemployed Not Looking for Job - Job change status since March 2020 (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>Yes</i>	44%	35%	41%
<i>No</i>	56%	65%	59%
<i>TOTAL</i>	100%	100%	100%

Two in five (41%) who were unemployed and not seeking employment had their job status change during the pandemic.

**Table G6. Unemployed Not Looking for Job - Last year employed (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
<i>After March 2020</i>	42%	39%	41%
<i>Before March 2020</i>	58%	61%	59%
<i>TOTAL</i>	100%	100%	100%

More than half (59%) of this segment was already unemployed prior to the start of the pandemic.

**G7. Unemployed Not Looking for Job - Prior employment industry (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Health Care and Social Assistance	16%	17%	17%
Food Services	14%	19%	16%
Educational Services	15%	5%	12%
Other Services	7%	6%	7%
Retail Trade	7%	6%	7%
Transportation and Warehousing	7%	3%	6%
Art, Entertainment, and Recreation	5%	6%	5%
Professional, Scientific, and Technical Services	5%	6%	5%
Administrative and Support (inc. travel agency and tour operators)	3%	8%	5%
Finance and Insurance	3%	3%	3%
Government (Federal, State, County)	4%	-	3%
Accommodation	1%	6%	3%
Agriculture, Forestry, Fishing and Hunting	2%	5%	3%
Real Estate Rental Leasing	2%	3%	2%
Construction	3%	-	2%
Information	2%	-	2%
Wholesale Trade	2%	2%	2%
Manufacturing	2%	-	1%
Utilities	-	2%	1%
Mining	-	2%	1%
Total	100%	100%	100%

The top three industries where these individuals left from were health care (17%), food services (16%), and education (12%).

When segmented by area we see a statistically higher proportion on O'ahu who left the education sector while there is a higher proportion on the Neighbor Islands who left the accommodations industry.

**G8. Unemployed Not Looking for Job - Prior employment occupation (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Office and Administrative Support	10%	16%	12%
Food Preparation and Serving Related Occupations	10%	17%	12%
Sales and Related Occupations	12%	11%	12%
Management	10%	8%	9%
Healthcare Support	7%	6%	7%
Healthcare Practitioners and Technical	6%	8%	6%
Educational Instruction and Library	8%	3%	6%
Business and Financial Operations	4%	11%	6%
Building and Grounds Cleaning and Maintenance	3%	5%	4%
Arts, Design, Entertainment, Sports, and Media	5%	2%	4%
Transportation and Material Moving	5%	-	3%
Personal Care and Service Occupations	3%	2%	3%
Community and Social Service	4%	-	3%
Protective Services	2%	2%	2%
Production	2%	2%	2%
Farming, Fishing, and Forestry	1%	3%	2%
Life, Physical, and Social Science	1%	3%	2%
Architecture and Engineering	2%	-	2%
Computer and Mathematical	2%	2%	2%
Other / Unsure (please specify)	1%	-	1%
Installation, Maintenance, and Repair	1%	-	1%
Construction and Extraction	1%	-	1%
Legal	1%	-	1%
Total	100%	100%	100%

The top three occupations held by those who were unemployed and not seeking employment were office and administrative positions (12%), food preparation and service (12%), and sales (12%) positions. Nine percent held managerial positions previously while seven percent worked in health care support.

**G9. Unemployed Not Looking for Job - Reasons left prior job (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
I needed to become a caretaker for children / family / friends	27%	30%	28%
I became disabled (temporarily or permanently)	30%	21%	27%
I was laid off or furloughed	12%	16%	13%
I was burnt out from work / needed a break from work	9%	14%	11%
I wanted time to focus on other personal pursuits	9%	11%	10%
I was planning to move out of state	8%	6%	7%
I did not need additional income / my household generates enough income	5%	8%	6%
I felt wages were too low	6%	5%	5%
Health concerns related to COVID-19	5%	5%	5%
I wanted to work remotely	5%	3%	4%
I wanted to go back to school	4%	3%	4%
I was planning to start / started a new business	4%	2%	3%
Other (please specify)	1%	6%	3%
Job contract ended	1%	3%	2%
Issues with employer / unsafe / toxic work environment	-	5%	2%
My employer offered incentive to retire early	2%	-	1%
I did not have transportation to work	1%	2%	1%
Business closed / severely impacted due to COVID-19	1%	-	1%
Health / mental health issues not related to COVID-19	1%	-	1%

Twenty-eight percent who were unemployed and not seeking employment left their previous job in order to become a caregiver. A near equal number (27%) stopped working due to a physical disability. Rounding out the top reasons for leaving their prior job were being laid off or furloughed (13%), being burnt out (11%), or wanting the time to pursue personal endeavors (10%).

**G10. Unemployed Not Looking for Job - Current status (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Homemaker	50%	49%	50%
None of the above	19%	14%	17%
Caretaker	9%	17%	12%
Disabled	10%	8%	9%
Full time / Part time student	8%	5%	7%
Other (please specify)	5%	6%	5%
Total	100%	100%	100%

Currently, half (50%) of those who are unemployed and not seeking employment classify themselves as homemakers. Twelve percent consider themselves to be caretakers while nine percent are disabled. Seven percent are students.

**G11. Unemployed Not Looking for Job - Source of family financing (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Other household income sources (income from spouse or other household members)	55%	60%	57%
Government support – Social Security (retirement or disability), unemployment insurance (UI), child tax credit, SNAP, etc.	36%	44%	39%
Reduced my living expenses to accommodate the reduction in income	31%	30%	31%
Money from savings (including withdrawals from retirement accounts)	31%	25%	29%
Selling assets or possessions	16%	19%	17%
Credit cards or loans	15%	14%	14%
Borrowing from friends or family	12%	14%	13%
Pandemic Unemployment Assistance (PUA)	6%	8%	6%
Severance pay	5%		3%
Other (please specify)	2%	5%	3%

Slightly more than half (57%) of those who were unemployed and not seeking employment are able to survive financially with the help of income from others in the household. Thirty-nine percent of this segment relies on support from the government which could include social security and unemployment insurance amongst others. Another 31% has reduced living expenses in order to offset the loss of income while 29% is relying on money from savings that could also include tapping into retirement accounts.

**G12. Unemployed Not Looking for Job - Home ownership status (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Owned by you or someone in the household, with mortgage	27%	38%	30%
Owned by you or someone in the household, without mortgage	17%	19%	18%
Rented	50%	35%	45%
Live rent free	6%	8%	7%
Total	100%	100%	100%

Almost half (45%) of those who were unemployed but not looking for work at the moment are renters. Thirty percent reside in a home with an active mortgage while eighteen percent live in a residence that is completely paid off. Seven percent live rent free.

**G13. Unemployed Not Looking for Job - Household type (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Spouse / Partner	54%	62%	57%
Children under 18 years of age	44%	51%	47%
Other family members	32%	19%	28%
Children over 18 years of age	16%	10%	14%
Live alone	12%	16%	13%
Other non-family members (e.g., roommates)	7%	11%	9%

A little more than half (57%) of those who were unemployed and not seeking employment lived with a spouse or partner. Forty-seven percent live with at least one child under the age of 18. Just 13% of this subset of the sample lives alone.

**G14. Unemployed Not Looking for Job - Multi-generational status (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Yes, live in home of 3+ generations	23%	21%	22%
No	77%	79%	78%
Total	100%	100%	100%

Twenty-two percent who were unemployed and not seeking employment live in homes of three or more generations of household members.

**G15. Unemployed Not Looking for Job - Ethnicity (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Caucasian	22%	44%	29%
Hawaiian / Part-Hawaiian	29%	27%	28%
Filipino	12%	8%	11%
Other ethnicity not listed (please specify)	10%	8%	9%
Japanese	12%	2%	9%
Mixed (not part-Hawaiian)	8%	5%	7%
Chinese	3%	6%	4%
African American	2%		2%
Prefer not to say	2%		1%
Total	100%	100%	100%

Caucasians at 29% and Native Hawaiians at 28% comprise more than half of those who are currently unemployed and not seeking employment. Eleven percent were of Filipino descent while nine percent were Japanese.

When the results are segmented by area we find a higher proportion of Japanese in the O'ahu sample and a greater representation of Caucasians amongst Neighbor Island respondents.

**G16. Unemployed Not Looking for Job - Factors encouraging return to work (% of responses)**

	O'AHU	NEIGHBOR ISLANDS	TOTAL
Finding work that appeals to me	35%	43%	38%
Company allows me to work remotely	27%	43%	32%
Company allows flexible working arrangements	30%	37%	32%
Better benefits	28%	30%	29%
Increased wages	26%	24%	25%
More childcare options	15%	17%	16%
Family member loses job / need to support the household	17%	13%	16%
None of these	19%	10%	16%
Job training programs to retrain me in a different occupation/industry	16%	13%	15%
COVID-19 is no longer a serious health threat	14%	14%	14%
Safer working conditions	11%	6%	10%
Other (please specify)	7%	6%	7%
Declining financial markets	4%	3%	4%



The top drivers encouraging these individuals to return to the workforce is finding jobs that appeal to them (38%), the option to work remotely (32%), flexibility in terms of the working environment (32%), improved benefits (29%), and wages (25%).

### **SECTION SUMMARY**

A majority (65%) of this segment intends to return to the workforce at some point in time. Roughly half who say they plan on returning to the workforce expects to do so within the next two years.

More than half (57%) of those who were unemployed and not seeking work have not held a job since 2019 or earlier.

The top occupations where these unemployed individuals last worked were in office and administrative support positions (12%), food preparation and service (12%), sales (12%), management jobs (9%), and healthcare support (7%).

The primary industries where these respondents last worked in were health care (17%), food service (16%), education (12%), retail (7%), and transportation (6%).

**H. NEVER WORKED BEFORE – MAY JOIN LABOR FORCE SEGMENT**

In this section of the study, we examine the 71 respondents who were unemployed at the time of the survey having never before joined the labor force. The margin of error for a sample of this size is +/- 11.63 percentage points at a 95% confidence level.

**H1. Never worked May Join Labor Force - Age (% of responses)**

	TOTAL
<i>16-34</i>	70%
<i>35-49</i>	21%
<i>50-64</i>	8%
<i>65+</i>	-
<i>TOTAL</i>	100%
<i>MEAN</i>	31.75
<i>MEDIAN</i>	32

The typical unemployed respondent who had not worked previously was 31.75 years of age with the median being 32 years old.

**H2. Never worked May Join Labor Force - Gender (% of responses)**

	TOTAL
<i>Male</i>	66%
<i>Female</i>	32%
<i>Other</i>	1%
<i>TOTAL</i>	100%

A majority of those who had yet to enter the workforce were males at 66%.

**H3. Never worked May Join Labor Force - Education Level (% of responses)**

	TOTAL
<i>Less than high school</i>	6%
<i>High school/ GED</i>	21%
<i>Some college, no degree</i>	11%
<i>Trade school</i>	-
<i>Associate degree</i>	10%
<i>Bachelor's degree</i>	7%
<i>Graduate or professional degree</i>	45%
<i>TOTAL</i>	100%

This segment is highly educated with nearly half (45%) possessing a graduate or professional degree.

**H4. Never worked May Join Labor Force - Household income (% of responses)**

	TOTAL
<i>&lt;\$50K</i>	27%
<i>\$50K-\$100K</i>	10%
<i>\$100K+</i>	55%
<i>Refused</i>	8%
<i>TOTAL</i>	100%

Those who have yet to enter the workforce were more likely to reside in more affluent homes with over half (55%) falling into the upper income tier (\$100K+).

**H5. Never worked May Join Labor Force - Source of family financing (% of responses)**

	TOTAL
Other household income sources (income from spouse or other household members)	59%
Borrowing from friends or family	58%
Reduced my living expenses to accommodate the reduction in income	46%
Money from savings (including withdrawals from retirement accounts)	38%
Credit cards or loans	32%
Selling assets or possessions	18%
Government support – Social Security (retirement or disability), unemployment insurance (UI), child tax credit, SNAP, etc.	15%
Pandemic Unemployment Assistance (PUA)	15%
Severance pay	6%
Other (please specify)	1%

Fifty-nine percent rely on income generated from other household members to survive financially. A near equal number say they have borrowed money from friends and family to support themselves having never entered the workforce. Nearly half (46%) have reduced living expenses while 38% rely on savings.

**H6. Never worked May Join Labor Force - Home ownership status (% of responses)**

	TOTAL
Owned by you or someone in the household, with mortgage	20%
Owned by you or someone in the household, without mortgage	55%
Rented	20%
Live rent free	6%
Total	100%

A little more than half (55%) of those who have yet to enter the workforce reside in homes that have already been paid off. One in five are renters or live in homes with an active mortgage. Just six percent live rent free.

**H7. Never worked May Join Labor Force - Household type (% of responses)**

	TOTAL
Children under 18 years of age	73%
Other family members	63%
Spouse / Partner	59%
Children over 18 years of age	21%
Other non-family members (e.g., roommates)	7%
Live alone	3%

Fifty-nine percent of those who have yet to enter the workforce lives with their spouse or partner. Three in four (73%) reside in a home with at least one child under the age of 18% while 63% live in homes with other family members. Hardly anyone who has yet to enter the workforce lives alone (3%).

**H8. Never worked May Join Labor Force - Multi-generational status (% of responses)**

	TOTAL
Yes, live in home of 3+ generations	49%
No	51%
Total	100%

Those who have yet to enter the workforce tend to live in larger households with half (49%) residing in a home with three or more generations of family members.

**H9. Never worked May Join Labor Force - Ethnicity (% of responses)**

	TOTAL
Hawaiian / Part-Hawaiian	41%
Caucasian	13%
Filipino	11%
African American	11%
Mixed (not part-Hawaiian)	10%
Other ethnicity not listed (please specify)	6%
Chinese	4%
Japanese	3%
Prefer not to say	1%
Total	100%

Native Hawaiians comprise 41% of the segment who has yet to enter the workforce. Rounding out the top responses were Caucasians (13%), Filipinos (11%), and African-Americans (11%).

**H10. Never worked May Join Labor Force - Current status (% of responses)**

	TOTAL
Homemaker	51%
Full time / Part time student	28%
Caretaker	11%
None of the above	7%
Disabled	1%
Other (please specify)	1%
Total	100%

Currently, half (51%) of those who have yet to enter the workforce classify themselves as homemakers. Roughly one in four (28%) are students while 11% are caretakers at the moment.

**H11. Never worked May Join Labor Force - Factors encouraging return to work (% of responses)**

	TOTAL
Better benefits	68%
Increased wages	55%
Finding work that appeals to me	55%
Safer working conditions	52%
Company allows flexible working arrangements	44%
Company allows me to work remotely	38%
Family member loses job / need to support the	32%
More childcare options	31%
COVID-19 is no longer a serious health threat	23%
Job training programs to retrain me in a	17%
Declining financial markets	11%
None of these	4%

The primary drivers that would encourage this segment of the sample to join the workforce were attractive benefits (68%) and wages (55%), finding work that appealed to them (55%), safer working conditions (52%), flexibility in the workplace (44%), and the ability to work remotely (38%).

## SECTION SUMMARY

This segment was comprised primarily of male respondents at 66%.

These individuals are younger with 70% under the age of 35. The average age was 31.75 years with the median being 32 years of age.

Those who have been able to avoid the workforce thus far are highly educated with nearly half (45%) indicating they have a master's or graduate degree.

*66% of the males who have yet to enter the workforce has a graduate or master's degree.*

There are few renters amongst this subset of the sample with most living in homes owned by a household member. This segment lives in larger households averaging 5.64 individuals with the median being six persons. Forty-nine percent live in homes with three or more generations of family members. Seventy-three percent live in homes with at least one child under the age of 18.

This subset of the sample has relied on these family ties to survive as 59% indicate they benefit from financial resources derived from income from others in the home. Taking into account the larger household size and potential for more revenue streams over half (55%) reside in homes in the upper income tier (\$100K+).

More than half (58%) of this subset of the sample has borrowed money from friends and family in order to survive. A third (32%) is getting by using credit cards and/or loans while 18% has resorted to selling assets.

Two in five (41%) of this subset of the sample were Native Hawaiians.

A solid majority (72%) of those who have yet to enter the workforce were actively looking for a job at the time they were surveyed. Amongst those who are looking for work, most (80%) anticipate joining the workforce this calendar year (2022).

The primary drivers encouraging these individuals to join the workforce were related to job benefits (68%) and wages (55%). Finding appealing work (55%) and safe working conditions (52%) were also selected prominently as was job flexibility (44%).

## I. SUMMARY OF RESULTS

The research revealed the reasons for leaving the labor force and potential reasons to enter the labor force depended on various factors including the respective segment, previous industry, and previous occupation. The last section of this reports summarizes these various reasons by segments.

### TOP IMPACTED OCCUPATIONS

The top occupations where employees have left the local workforce were *sales* positions (14%), *managerial jobs* (12%), *food service and prep* (11%), *office and administrative support* positions (9%), and in *education* (9%).

### REASONS FOR LEAVING PRIOR JOB

Overall, the top reasons cited for leaving their prior job were *that they were laid off or furloughed* (20%), *that they needed to become a caregiver* (18%), *concerns related to COVID-19* (14%), *feeling burnt out* (13%), *health reasons, becoming disabled or unable to work* (11%), *wanting time to pursue personal projects or objectives* (10%), and *leaving because they felt they were not being paid a fair wage* (10%). Amongst those who were unemployed at the time of the study, more than half (60%) indicate they are either actively looking for employment or could do so in the future.

***Retirees who may rejoin labor force*** – The top reason for leaving their last job was *burnout* (21%). Rounding out the top responses were the *need to become are caregiver* (14%), *becoming disabled themselves* (14%), *wanting to retire* (14%), and *being laid off or furloughed* (12%).

***Currently unemployed but seeking employment*** – One in four (23%) were unemployed because they were either *laid off or furloughed* from their last position. A near equal number (22%) were not working because they *needed to become a caregiver* at the time. Sixteen percent left their last employer because of *COVID-related concerns* while 11% left their jobs due to perceived *low compensation*.

***Currently unemployed and not seeking employment*** – The top two reasons these individuals left the labor force and are not looking to return to work at the time they were surveyed tended to revolve around health-issues. Twenty-eight percent of this subset of the sample left their last job because they *needed to become a caregiver*. A near equal number (27%) *became disabled* and were forced to leave their last job. Rounding out the top five were that they were forced into unemployment by being *laid off or furloughed* (13%), quitting due to feeling *burnt out* (11%), and wanting to *focus on personal projects* (10%).



## DRIVERS TO RETURN TO THE LABOR FORCE

Those who were retired but expressed an interest in returning to work and those who were currently unemployed but not actively seeking employment were asked to identify any drivers that would encourage them to rejoin the workforce. Finding *work that is appealing* (48%) was the top driver that would help push this subset of the sample back into the labor pool. *Flexibility* (35%) in the workplace was another strong driver for these individuals followed by the option of *remote work* (29%) and *increased or attractive wages* (25%) and/or benefits (21%).

**Retirees who may rejoin labor force** – For these retirees, finding *work that they find appealing* (60%) is an extremely strong driver to bring these individuals back into the workforce. Financial considerations related to their retirement accounts (21%) also tend to factor into the decision-making process more so than the unemployed.

**Currently unemployed and not seeking employment** – *Childcare assistance* (16%) and *improved benefits packages* (29%) were more likely to be drivers to return to the labor force for this subset of the sample.

**Never been employed** – When those who have never been employed were asked to identify drivers that would encourage them to join the workforce, we find that *wages* (68%) and *benefit packages* (55%) were the top two responses along with finding work that was appealing (55%).

## TOP IMPACTED INDUSTRIES

The top industries where employees have left the labor force were *healthcare* (15%), *food service* (12%), *education* (11%) and *retail* (11%). Public sector/ Government jobs round out the top five at eight percent.

These numbers are very similar when we exclude retirees and filter the data to highlight only those who **left their jobs during the ongoing pandemic** (March 2020+). Under this scenario healthcare (15%) continues to be the industry where the most workers have left followed by food service and education at 12% each. Public or government jobs increases to 11% now ranking fourth followed by the retail sector at 10%.

While there were similarities among segments, each respective segment had variation in their reason for leaving the labor force and dynamics of changing jobs or returning to the labor force and these are summarized below.

#### **RETIRED – MAY RETURN TO WORKFORCE SEGMENT**

A majority (76%) of those retirees whose job status changed during the course of the pandemic (March 2020+) say they retired earlier than they had planned to.

A third (33%) of retirees who express an interest in returning to the workforce live in homes in the bottom income tier (<\$50K) which suggests economic factors may play a large role in determining return to work status. In fact, a good number (60%) of retirees who anticipate possibly returning to the workforce predict they will do so by the end of next calendar year (2023).

This segment is highly educated with a third (32%) possessing an advanced degree while another 27% has a bachelor's degree. Given their educational background we find that most left professional white-collar jobs coming primarily from the health care sector (18%), education (18%), or the public sector/government jobs (17%).

*This group is motivated to return to work if they can find work that appeals to them; they can have flexible work arrangements; and/or can work remotely. Financially, they can be motivated by increases in wages and declining financial markets.*

*This group left the labor force in both industries and occupations that growing. The growing Industries include: (Source: EMSI, 2022)*

1. *Health Care and Social Assistance*
2. *Educational Services*
3. *Professional, Scientific, and Technical Services,*
4. *Retail Trade*

*The occupations that are growing include:*

- 1. Management*
- 2. Office and administrative support*
- 3. Sales and Related Occupations*
- 4. Educational instruction and library services*
- 5. Health Practitioners and Technical*

*Prior to March 2020 and the COVID-19 crisis, Hawai'i was already experiencing a labor shortage. The majority of this group was already retired from the payroll labor prior to COVID and contributed to Hawai'i's pre-existing labor shortage. This group of experienced, well-educated retirees can be selective about returning to work, but may not be able or willing to return to work at the higher in-demand occupations that they previously held. Intuitively, it feels like COVID-19 created additional barriers to attract this population back into the payroll labor market.*

### **UNEMPLOYED – CURRENTLY SEEKING EMPLOYMENT**

Those who are currently unemployed and seeking employment are doing so out of necessity. A majority (63%) of this subset of the sample reside in homes in the bottom income tier (<\$50K). We find a higher proportion of renters amongst this group with less than a third (31%) possessing a college degree.

Half (48%) of these individuals have become unemployed since the start of the pandemic.

*This group of survey respondents prior to March 2020, were employed in industries that were growing; in occupations that were growing; and in occupation that have higher jobs openings on average between 2020 and 2021. (Source: EMSI, 2022)*

*This group needs to return to work and has the opportunity to do so IF, they can find support for caregiving and can address their concerns over COVID. However, these concerns could potentially be a high barrier to entry back into the payroll worker labor force as respondents reported previous employment in occupations that were primarily in high-touch areas, increasing their risk in care giving.*

*This group of respondents need to work as their reported lower household income level and reliance on other household income source will feel the pinch from ongoing cash-flow pressure from regular living expenses of mortgages (29%) and renter (49%).*

*Note of concern: Approximate 30% of respondents in this group reported their last employment prior to March 2020. These individuals have been out of the labor force for 2+ years and face the issues and challenges of long-term unemployed.*

## **UNEMPLOYED – NOT SEEKING EMPLOYMENT**

Half (46%) of these individuals reside in homes in the bottom income tier that earns less than \$50K a year combined. The unemployed not seeking employment were less likely to possess a college degree and contained a higher proportion of renters at 45%.

*The majority of respondents in this group (59%) are long-term unemployed. Although unemployed, 62% create economic value as homemakers or caregivers. Although this group reported that they would return to the labor force if they could find work that appeals to them; can work remotely; or the company allows flexible working arrangements, these factors would have to compete with their individual satisfaction that accompanies the economic and personal value of being a homemaker.*

*The non-home makers who are able to rejoin the labor force would face high barriers to entry back into the labor force. Only 15% reported that job training program to remain them in a different occupation would help. However, some studies suggest that long-term unemployed face significant challenges in returning to the labor force given the accelerated changes in technology and technical skills required in many occupations.*

## **EMPLOYED BY COMPANY OUTSIDE OF HAWAII**

These individuals tend to be younger on average at 37.95 years of age. They live in larger households and were more likely to reside in home with at least one child under the age of 18 (51%) and be married (57%). Those who are working for companies outside of Hawai'i are highly educated with half (47%) possessing a college degree.

This segment contained very few renters (27%) signifying these individuals have roots in the state but have chosen to work for entities located elsewhere.

The desire to work remotely was relatively low on the list of priorities chosen by just 10% as a reason for leaving their prior job.

*The data suggests that increased bargaining power of the worker created opportunities to move into jobs in similar occupations and industry resulting in increased labor market churn. This assessment is based on:*

- 1. 22% of respondents felt that their previous wages were too low*
- 2. 55% cited better pay and benefits as a benefit from their current employment situation*
- 3. For the most part remained in the same industry and occupations.*
- 4. The Average Annual salaries for Retail Trade industry is \$48,248 and the Average Annual Salary for Sales and Related occupations is \$43,122. (Source: EMSI, 2022)*

## **SELF-EMPLOYED/ INDEPENDENT CONTRACTOR**

One in four who were self-employed had come from or moved on from a prior business that they had also created.

These individual's average age was 43.8 with a little less than half (45%) having obtained a college degree. This segment appears to be more transient with nearly half (45%) being renters. They are also less likely to be living with a child (38%) and generally live in smaller households in terms of size (2 individuals).

*Survey respondents who moved out the payroll labor market into the self-employed/Independent Contractor labor market appear to demonstrate less labor demand elasticity than survey respondents who remained in the payroll labor market. These individuals who have become self-employed moved out of being employed in higher management paying occupations (\$109,625) and Education Instruction and Library Occupations (\$60,185) prior to March 2020 into other occupations. (Source: EMSI, 2022)*

*This group previously held higher paying positions that quite possibly allowed them to develop the asset base necessary to move into self-employed/Independent contractor work that allows greater flexibility; better work life balance; and/or a greater sense of personal gratification/fulfillment.*

### **NEVER WORKED BEFORE**

These individuals were more likely to reside in larger (6 individuals), multi-generational homes where these individuals are able to rely on others to survive financially. Because of the larger household size and more members contributing financially they were more likely to reside in homes in the upper income tier (\$100K+).

One in four (28%) who have yet to enter the workforce classify themselves as students at present. These individuals are highly educated with 45% currently possessing a graduate or advanced degree.

This subset of the sample contains a large proportion that anticipates entering the workforce soon as 72% were actively seeking employment at the time they were surveyed.

The top two issues leading to being currently unemployed was the need to become a caregiver (28%) and becoming personally disabled either temporarily or permanently (27%). Thirteen percent were laid off from their most recent job while 11% cited burnout as a reasons for leaving. One in ten (10%) wished to concentrate on personal pursuits.

- *Being laid off or furloughed appears to impact the anticipated return to work date. Those who anticipate returning to work sooner rather than later contain a higher proportion who were laid off from their last job.*

Potential drivers to encourage this segment to enter the workforce were finding appealing work (38%), the ability to work remotely (32%), flexibility at the workplace (32%), and improved benefits (29%) and wages (25%).

- *The option to work remotely is more of an enticement amongst those who previously worked in the private sector. The ability to work remotely was also more appealing to those on the Neighbor Islands.*
- *Finding work that is personally appealing to them and the ability to work remotely was more of a driver amongst college graduates.*

The primary ways in which these individuals are surviving financially were relying on income from other household members (57%), government support (39%), making adjustments to their living expenses (31%), and tapping into their savings (29%).

Those who have been unemployed for longer periods of time show a greater reliance on government support to get by. Reliance on government support also increases with age.

Those who were unemployed and not looking for work averaged 43.57 years of age with the median being 44 years old. This segment was made up primarily of females at 79%. Half (50%) classify themselves currently as homemakers.

These individuals were less likely to own a college degree at 34%. They tend to be less affluent with nearly half (46%) residing in homes in the bottom income tier (<\$50K). There was also a relatively high proportion of renters in this segment at 45%.

A little over half of this subset of the sample was comprised primarily of Caucasians (29%) and Native Hawaiians (28%).

Just 19% containing at least one child under the age of 18. The average household size was 3.36 persons with the median being three persons.