

STATE OF HAWAII
KA MOKU 'ĀINA O HAWAII

DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT AND TOURISM
KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI A HO'OMĀKA'IKA'

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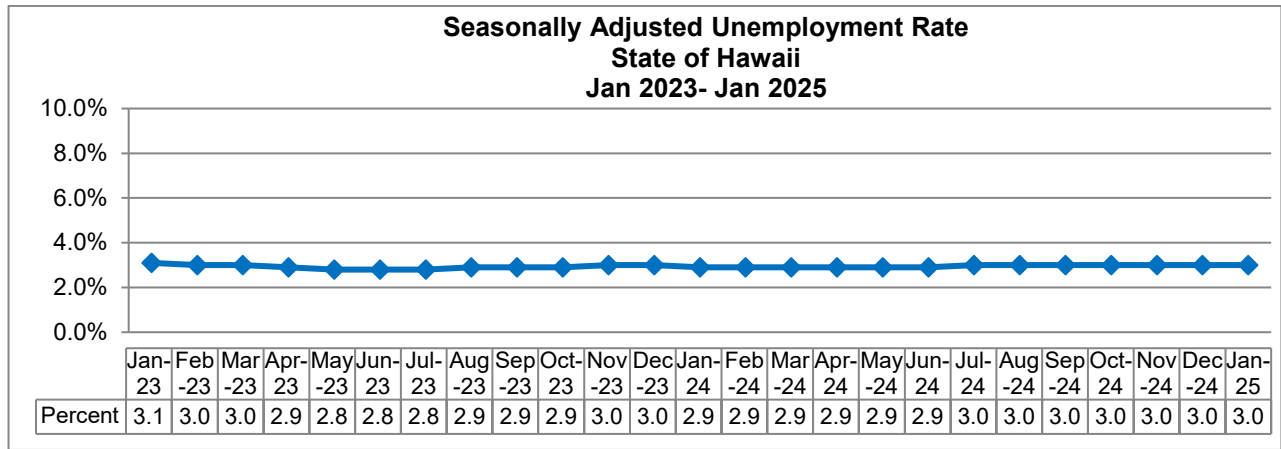
HAWAII JANUARY UNEMPLOYMENT RATE AT 3.0 PERCENT

Jobs Increased by 9,900 Year-Over-Year

FOR IMMEDIATE RELEASE

March 14, 2025

HONOLULU — The Hawaii State Department of Business, Economic Development and Tourism (DBEDT) today announced that the seasonally adjusted unemployment rate for January was 3.0 percent, the same as the previous six consecutive months after benchmark revision. In January, 662,850 persons were employed and 20,400 were unemployed, for a total seasonally adjusted labor force of 683,250 statewide. Nationally, the seasonally adjusted unemployment rate was 4.0 percent in January, down from 4.1 percent in December.



The unemployment rate figures for the state of Hawaii and the U.S. in this release are seasonally adjusted in accordance with U.S. Bureau of Labor Statistics (BLS) methodology. The not-seasonally adjusted rate for the state was 2.7 percent in January, compared to 2.8 percent in December.

State of Hawaii Seasonally Adjusted Labor Force Data**			
	<u>Jan 2025</u>	<u>Dec 2024*</u>	<u>Jan 2024*</u>
Labor Force	683,250	682,300	677,500
Employment	662,850	661,600	657,600
Unemployment	20,400	20,700	19,900

* benchmarked data

**totals may not add due to rounding

	JAN 2025	DEC* 2024	JAN* 2024
<u>Seasonally Adjusted</u>			
STATE	3.0	3.0	2.9
U. S.	4.0	4.1	3.7
<u>Not Seasonally Adjusted</u>			
STATE	2.7	2.8	2.9
HONOLULU	2.6	2.6	2.5
HAWAII COUNTY	3.1	3.1	2.8
KAUAI	2.5	2.7	2.4
MAUI COUNTY	3.4	3.5	5.7
Maui Island	3.4	3.5	5.9
Molokai	3.2	3.4	1.5
Lanai	3.5	2.6	0.9
U. S.	4.4	3.8	4.1

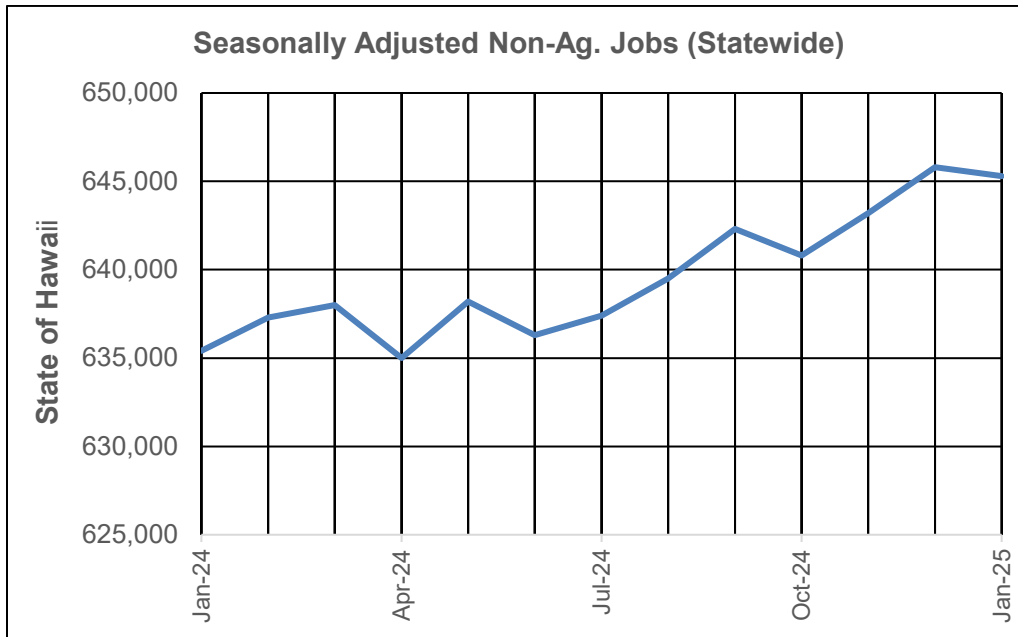
County and island rates are not seasonally adjusted

* benchmarked data

Industry Payroll Employment (Establishment Survey)

In a separate measure of employment, total nonagricultural jobs decreased by 500 month-over-month, from December 2024 to January 2025. Job gains were experienced in Manufacturing (+100); Private Education & Health Services (+100); and Other Services (+100). Employment in Construction remained unchanged. Job losses occurred in Information (-100); Trade, Transportation & Utilities (-200); Financial Activities (-200); Professional & Business Services (-500); and Leisure & Hospitality (-1,100). Within Leisure & Hospitality, the bulk of the job contraction was in Food Services & Drinking Places. Government employment went up by 1,300 jobs, primarily due to a smaller-than-typical seasonal release of workers in both the Department of Education and the University of Hawaii system. Year-over-year, nonfarm jobs have gone up by 9,900, or 1.6 percent.

Seasonally Adjusted Non-Ag. Jobs (Statewide)			
	Jan-25	Dec-24	Jan-24
MINING, LOGGING & CONSTRUCTION	38,900	38,900	38,700
MANUFACTURING	13,000	12,900	12,800
Durable Goods	3,500	3,500	3,200
Non-Durable Goods	9,500	9,400	9,600
TRADE, TRANSPORTATION & UTILITIES	117,000	117,200	116,100
Wholesale Trade	17,400	17,400	17,400
Retail Trade	65,100	65,100	64,600
Transportation, Warehousing & Utilities	34,500	34,700	34,100
INFORMATION	8,200	8,300	7,800
FINANCIAL ACTIVITIES	27,300	27,500	27,500
Finance & Insurance	15,300	15,500	15,400
Real Estate & Rental & Leasing	12,000	12,000	12,100
PROFESSIONAL & BUSINESS SERVICES	71,900	72,400	72,200
Professional, Scientific, Tech Svcs	26,700	26,700	27,100
Management of Companies & Enterprises	8,900	8,900	8,700
Administrative & Support & Waste Mgmt	36,300	36,800	36,400
PRIVATE EDUCATION & HEALTH SERVICES	91,800	91,700	89,500
Private Educational Services	15,000	14,900	14,400
Health Care & Social Assistance	76,800	76,800	75,100
LEISURE & HOSPITALITY	121,400	122,500	119,300
Arts, Entertainment & Recreation	14,200	14,000	13,200
Accommodation & Food Services	107,200	108,500	106,100
OTHER SERVICES	27,700	27,600	26,600
GOVERNMENT	128,100	126,800	124,900
Federal Government	35,600	35,500	35,600
State Government	73,200	72,000	70,500
Local Government	19,300	19,300	18,800
TOTAL: STATEWIDE	645,300	645,800	635,400
TOTAL: HONOLULU MSA	467,100	466,300	459,500
TOTAL: KAHULUI-WAILUKU MSA	73,900	73,600	72,500



Technical Notes:

Labor Force Components

The concepts and definitions used by the Local Area Unemployment Statistics (LAUS) program are the same as those used in the Current Population Survey for the national labor force data:

- *Civilian labor force.* Included are all persons in the civilian noninstitutional population ages 16 and older classified as either employed or unemployed. (See the definitions below.)
- *Employed persons.* These are all persons who, during the reference week (the week including the twelfth day of the month), (a) did any work as paid employees, worked in their own business or profession or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of their family, or (b) were not working but who had jobs from which they were temporarily absent because of vacation, illness, bad weather, childcare problems, maternity or paternity leave, labor-management dispute, job training, or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs. Each employed person is counted only once, even if he or she holds more than one job.
- *Unemployed persons.* Included are all persons who had no employment during the reference week, were available for work, except for temporary illness and had made specific efforts to find employment sometime during the four-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

- *Unemployment rate.* The unemployed percent of the civilian labor force [i.e., 100 times (unemployed/civilian labor force)].

Seasonal Adjustment

The seasonal fluctuations in the number of employed and unemployed persons reflect hiring and layoff patterns that accompany regular events such as the winter holiday season and the summer vacation season. These variations make it difficult to tell whether month-to-month changes in employment and unemployment are due to normal seasonal patterns or to changing economic conditions. Therefore, the BLS uses a statistical technique called seasonal adjustment to address these issues. This technique uses the history of the labor force data and the job count data to identify the seasonal movements and to calculate the size and direction of these movements. A seasonal adjustment factor is then developed and applied to the estimates to eliminate the effects of regular seasonal fluctuations on the data. Seasonally adjusted statistical series enable more meaningful data comparisons between months or with an annual average.

Current Population (Household) Survey (CPS)

A survey conducted for employment status in the week that includes the twelfth day of each month generates the unemployment rate statistics, which is a separate survey from the Establishment Survey that yields the industry job counts. The CPS survey contacts approximately 1,000 households in Hawaii to determine an individual's current employment status. Employed persons consist of 1) all persons who did any work for pay or profit during the survey reference week, 2) all persons who did at least 15 hours of unpaid work in a family-owned enterprise operated by someone in their household and 3) all persons who were temporarily absent from their regular jobs, whether they were paid or not. Persons considered unemployed are those that do not have a job, have actively looked for work in the prior four weeks and are available for work. Temporarily laid-off workers are counted as unemployed, whether or not they have engaged in a specific job-seeking activity. Persons not in the labor force are those who are not classified as employed or unemployed during the survey reference week.

Benchmark Changes to Local Area Unemployment Statistics Data

Statewide and sub-state data for 2019 to 2024 have revised inputs and data for 1990 to 2024 have been re-estimated to reflect revised population controls and model re-estimation.

Change to Monthly Employment Estimates

This release incorporates revised job count figures for the seasonally adjusted series. The revised data reflects historical corrections applied to unadjusted super sector or sector-level series dating back from 2018 through 2024. For years, analysts with the state of

Hawaii Department of Labor and Industrial Relations Research and Statistics Office have developed monthly employment estimates for Hawaii and its metropolitan areas. These estimates were based on a monthly survey of Hawaii businesses and analysts' knowledge about our local economies. Beginning with the production of preliminary estimates for March 2011, responsibility for the production of state and metropolitan area (MSA) estimates were transitioned from individual state agencies to the U.S. Bureau of Labor Statistics (BLS).

For Hawaii, this means the transition of statewide, Honolulu and Kahului-Wailuku MSA estimates for both the seasonally adjusted and not-seasonally adjusted areas are produced by BLS. State agencies will continue to provide the BLS with information on local events that may affect the estimates, such as strikes or large layoffs/hiring at businesses not covered by the survey and to disseminate and analyze the Current Employment Statistics (CES) estimates for local data users. BLS feels this change is designed to improve the cost efficiency of the CES program and to reduce the potential bias in state and area estimates. A portion of the cost savings generated by this change is slated to be directed toward raising survey response rates in future years, which will decrease the level of statistical error in the CES estimates. Until then, state analysts feel this change could result in increased month-to-month variability for the industry employment numbers, particularly for Hawaii's counties and islands. BLS can be reached at 202-691-6555 for any questions about these estimates.

The not-seasonally adjusted job estimates for Hawaii County, Kaua'i County, Maui, Moloka'i and Lāna'i are produced by the state of Hawaii Department of Business, Economic Development and Tourism.

Labor Force Estimates for Small Areas

Labor Force estimates for the islands within Maui County (Maui, Moloka'i and Lānai) are produced by the state of Hawaii Department of Business, Economic Development and Tourism.

Seasonally Adjusted Labor Force and Unemployment Estimates for Honolulu and Maui County

BLS publishes smoothed seasonally adjusted civilian labor force and unemployment estimates for all metropolitan areas, which includes the City and County of Honolulu and Maui County.

BLS releases this data each month in the *Metropolitan Area Employment and Unemployment* news release. The schedule is available at <http://www.bls.gov/news.release/metro.toc.htm>.

Alternative Measures of Labor Underutilization

Alternative Measures of Labor Underutilization for States, 2024 annual averages (percent)

Area	Measure					
	U-1	U-2	U-3	U-4	U-5	U-6
United States	1.5	1.9	4.0	4.3	4.9	7.5
Hawaii	0.8	1.1	3.1	3.2	4.0	6.4

The six alternative labor underutilization state measures based on the Current Population Survey (CPS) and compiled on a four-quarter moving-average basis defined as:

- U-1, persons unemployed 15 weeks or longer, as a percent of the civilian labor force;
- U-2, job losers and persons who completed temporary jobs, as a percent of the civilian labor force;
- U-3, total unemployed, as a percent of the civilian labor force (this is the definition used for the official unemployment rate);
- U-4, total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers;
- U-5, total unemployed, plus discouraged workers, plus all other marginally attached workers*, as a percent of the civilian labor force plus all marginally attached workers; and
- U-6, total unemployed, plus all marginally attached workers, plus total employed part-time for economic reasons, as a percent of the civilian labor force plus all marginally attached workers.

*Individuals who want and are available for work, and who have looked for a job sometime in the prior 12 months (or since the end of their last job if they had one within the past 12 months) but were not counted as unemployed because they had not searched for work in the four weeks preceding the survey, for such reasons as childcare or transportation problems, for example. Discouraged workers are a subset of the marginally attached.

Please note that the state unemployment rates (U-3) that are shown are derived directly from the CPS. As a result, these U-3 measures may differ from the official state unemployment rates for the latest four-quarter period. The latter are estimates developed from statistical models that incorporate CPS estimates, as well as input data from other sources, such as state unemployment claims data.

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