

Best Job Opportunities



MOST JOB OPENINGS + FAST GROWTH + HIGH WAGE

ANNUAL EMPLOYMENT GROWTH RATE

0.4 %

Best job opportunities were selected for:

- positive job creation
- above average employment growth rate
- above average median annual wage
- minimum of 100 base year employment

Total annual openings include:

- new jobs created
- openings created by transfers
- opening created by exits

Base year employment is 2018 (pre-COVID-19) and job openings and growth are projected to 2028.

MEDIAN ANNUAL WAGE

\$ 44,400

The median annual wage is from the 2019 Occupational Employment Statistics survey.

If 2019 wage was not available the most current wage is provided: *2018 or **2017

Automation index is determined by EMSI, www.economicmodeling.com. It captures an occupation's risk of being affected by, not replaced by, automation. Lower indexes indicate less risk from automation, while higher indexes indicate greater risk.

► Less than High School education

	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Construction Laborers	850	40	0.5%	7,110	\$58,460	131.9
Bartenders	640	20	0.5%	3,470	\$58,480	121.3
Lifeguards, Ski Patrol, Other Recreational Protective Svc	230	<10	0.4%	900	\$45,050	93.3
Roofers	130	10	0.9%	1,080	\$64,080	130.8
Refuse and Recyclable Material Collectors	100	10	0.7%	640	\$45,800	119.7
Cement Masons and Concrete Finishers	100	10	0.7%	890	\$89,890	126.6
Tile and Marble Setters	60	10	1.4%	470	\$62,340	124.0
Floor Layers, ex. carpet, wood, hard tiles	40	10	1.8%	280	\$72,140	139.1
Plasterers and Stucco Masons	20	<10	0.5%	200	\$69,260	130.1

► High School or equivalent

	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Maintenance and Repair Workers, General	770	40	0.5%	7,350	\$47,280	109.6
Electricians	510	40	0.9%	3,920	\$75,300	110.3
Property, Real Estate, Community Association Mgrs	380	20	0.4%	4,550	\$56,720	83.8
Supervisors of Construction Trades & Extraction Wrkrs	370	20	0.7%	3,220	\$87,410	106.2
Reservation & Transp Ticket Agents & Travel Clerks	360	20	0.6%	2,960	\$45,590	94.4

STATE OF HAWAII'S BEST JOB OPPORTUNITIES - 2028

► High School or equivalent	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Bus Drivers, Transit and Intercity	340	20	0.6%	2,470	\$46,010*	N/A
Supervisors of Housekeeping and Janitorial Workers	290	10	0.5%	2,420	\$48,900	101.1
Plumbers, Pipefitters, and Steamfitters	280	20	1.0%	2,240	\$64,310	116.3
Food Service Managers	280	20	0.7%	2,180	\$70,460	104.4
Transp & Material Moving Workers, ex. air cargo	250	10	0.6%	2,200	\$52,390*	N/A
Operating Engineers, Other Const Equip Operators	250	10	0.5%	2,060	\$83,480	120.3
Police and Sheriff's Patrol Officers	210	10	0.5%	2,720	\$77,480	94.5
Supervisors of Personal Service Workers	190	10	0.8%	1,740	\$46,490*	N/A
Chefs and Head Cooks	160	10	0.8%	1,130	\$66,010	93.2
Supervisors of Landscape, Lawn, Groundskeeping Wrkrs	150	10	0.5%	1,240	\$57,360	101.3
Billing and Posting Clerks	140	10	0.9%	1,170	\$44,410	98.5
Insurance Sales Agents	110	10	0.9%	1,020	\$49,320	96.0
Production, Planning, and Expediting Clerks	100	<10	0.4%	880	\$51,870	94.0
Sheet Metal Workers	100	10	0.8%	840	\$83,510	117.7
Bus and Truck Mechanics and Diesel Engine Specialists	90	<10	0.5%	860	\$59,230	114.6
Court, Municipal, and License Clerks	90	<10	0.4%	880	\$47,700	94.6
Eligibility Interviewers, Government Programs	80	<10	0.4%	790	\$47,180	99.4
Solar Photovoltaic Installers	70	20	7.4%	290	\$56,430	119.7
Security and Fire Alarm Systems Installers	60	<10	1.0%	410	\$50,960	113.2
Real Estate Brokers	60	<10	0.4%	580	\$58,110	99.2
Reinforcing Iron and Rebar Workers	60	10	1.2%	420	\$78,460	137.2
Glaziers	60	10	1.1%	430	\$65,260	127.1
Tree Trimmers and Pruners	50	<10	0.7%	330	\$47,230	122.8
Transportation, Storage, and Distribution Managers	50	<10	0.5%	590	\$91,680	88.2
Hazardous Materials Removal Workers	50	10	1.4%	340	\$54,430	124.2
Psychiatric Aides	50	10	1.2%	410	\$42,790*	N/A
Commercial Pilots	40	<10	1.0%	340	\$84,210	89.6
Supervisors of Police and Detectives	40	<10	0.5%	630	\$115,670	84.5
Elevator Installers and Repairers	30	<10	1.1%	210	\$94,910	118.5
Painters, Transportation Equipment	30	<10	0.8%	200	\$52,160*	N/A
Riggers	30	<10	0.5%	290	\$70,750	120.6
Medical Equipment Preparers	30	<10	0.4%	270	\$44,500	110.1
Electrical Power-Line Installers and Repairers	30	<10	0.4%	390	\$91,100	114.0
Structural Iron and Steel Workers	20	<10	1.3%	120	\$85,730	132.2
Brickmasons and Blockmasons	20	<10	0.5%	220	\$75,810	133.5
Police, Fire, and Ambulance Dispatchers	20	<10	0.5%	210	\$48,150	90.6
Transportation Inspectors	20	<10	0.4%	170	\$75,810	102.5
Hearing Aid Specialists	10	<10	1.6%	150	\$84,300	106.8
Aircraft Cargo Handling Supervisors	10	<10	1.0%	100	\$55,130*	N/A
Stonemasons	10	<10	0.7%	120	\$46,920*	134.4

STATE OF HAWAII'S BEST JOB OPPORTUNITIES - 2028

► Postsecondary or some college	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Heavy and Tractor-Trailer Truck Drivers	440	20	0.4%	3,690	\$47,590	110.1
Massage Therapists	280	30	1.5%	1,990	\$56,950	86.5
Heating, A/C, Refrigeration Mechanics & Installers	130	10	1.0%	1,180	\$59,440	113.0
Firefighters	130	10	0.4%	1,780	\$61,700	100.6
Licensed Practical and Licensed Vocational Nurses	120	20	1.3%	1,240	\$50,160	84.8
Computer User Support Specialists	110	10	0.9%	1,200	\$45,960*	N/A
Emergency Medical Technicians and Paramedics	60	<10	0.5%	750	\$54,470*	83.7
Audio and Video Equipment Technicians	60	10	1.0%	480	\$54,550	97.8
Medical Records and Health Information Technicians	50	10	0.8%	680	\$47,020*	N/A
Surgical Technologists	30	<10	1.2%	340	\$51,560	89.0
Supervisors of Fire Fighting and Prevention Workers	30	<10	0.5%	460	\$104,690	79.6

► Associate's degree	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Paralegals and Legal Assistants	130	10	0.7%	1,140	\$53,580	89.4
Computer Network Support Specialists	70	<10	0.6%	710	\$60,510*	N/A
Dental Hygienists	70	10	0.7%	920	\$76,670*	N/A
Radiologic Technologists	40	<10	0.7%	650	\$83,470	94.1
Web Developers	30	<10	0.9%	350	\$61,760*	N/A
Environmental Science & Protection Techs, incl. health	30	<10	0.4%	230	\$45,400*	N/A
Physical Therapist Assistants	30	10	2.4%	200	\$57,380	88.1
Respiratory Therapists	30	10	2.0%	350	\$75,730	93.2
Radio, Cellular, Tower Equip Installers & Repairers	20	<10	1.2%	150	\$58,990	109.4
Electrical and Electronics Drafters	20	<10	0.4%	200	\$59,940	91.0
Diagnostic Medical Sonographers	10	<10	1.8%	170	\$103,640	93.3
Magnetic Resonance Imaging Technologists	10	<10	1.1%	140	\$99,870	92.8
Cardiovascular Technologists and Technicians	10	<10	0.6%	180	\$50,380	91.7
Avionics Technicians	10	<10	0.5%	150	\$76,280	100.0

► Bachelor's degree	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
General and Operations Managers	930	60	0.6%	9,800	\$100,300	82.2
Registered Nurses	800	140	1.2%	11,620	\$110,700	85.3
Accountants and Auditors	530	30	0.5%	5,340	\$61,950	93.1
Management Analysts	310	40	1.4%	2,740	\$77,830	91.1
Financial Managers	260	40	1.6%	2,670	\$110,090	85.8
Construction Managers	250	20	0.5%	3,160	\$105,180	88.6
Market Research Analysts and Marketing Specialists	210	30	1.8%	1,650	\$53,710	88.6
Child, Family, and School Social Workers	200	10	0.5%	1,930	\$56,910	83.7
Medical and Health Services Managers	180	30	1.6%	1,780	\$118,350	75.2
Compliance Officers	160	10	0.5%	1,730	\$67,950	86.1

STATE OF HAWAII'S BEST JOB OPPORTUNITIES - 2028

▶ Bachelor's degree	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Training and Development Specialists	150	10	1.1%	1,210	\$59,380	88.0
Public Relations Specialists	150	10	0.6%	1,340	\$59,720	90.0
Administrative Services Managers	130	10	0.7%	1,370	\$94,940*	81.0
Computer Systems Analysts	130	10	0.5%	1,610	\$76,580*	N/A
Clinical Laboratory Technologists and Technicians	110	20	1.2%	1,410	\$59,110	N/A
Loan Officers	110	10	0.7%	1,170	\$68,920	91.7
Meeting, Convention, and Event Planners	110	10	0.6%	870	\$53,520	90.5
Cost Estimators	100	10	0.7%	950	\$82,730	96.5
Substance Abuse, Behavioral, Mental Health Counselors	90	20	2.1%	690	\$50,520	84.9
Software Developers, Systems Software	90	10	1.2%	1,070	\$91,240*	N/A
Network and Computer Systems Administrators	90	10	0.4%	1,210	\$80,850*	N/A
Environmental Scientists and Specialists, incl. health	80	<10	0.6%	710	\$67,520	74.6
Architects, ex. landscape and naval	80	<10	0.4%	990	\$83,930	76.6
Securities, Commodities, Financial Svcs Sales Agents	80	<10	0.4%	790	\$52,830	92.8
Software Developers, Applications	80	20	2.1%	750	\$80,000*	N/A
Computer and Information Systems Managers	80	10	0.8%	860	\$121,420	79.9
Personal Financial Advisors	80	10	0.6%	970	\$62,470	89.4
Social and Community Service Managers	70	10	1.2%	700	\$64,950	85.7
Electrical Engineers	70	10	0.5%	930	\$90,810	84.8
Clergy	60	<10	0.7%	490	\$45,130	75.3
Financial Analysts	60	<10	0.7%	630	\$75,870*	N/A
Human Resources Managers	60	<10	0.7%	630	\$104,990	84.0
Marketing Managers	60	<10	0.7%	630	\$100,510	76.7
Health Educators	50	<10	1.0%	370	\$64,630	75.6
Public Relations and Fundraising Managers	40	<10	0.7%	450	\$96,280*	85.1
Occupational Health and Safety Specialists	40	<10	0.5%	550	\$69,470*	N/A
Dietitians and Nutritionists	30	<10	1.4%	320	\$72,060	84.7
Compensation, Benefits, Job Analysis Specialists	30	<10	0.9%	270	\$62,880	86.4
Database Administrators	30	<10	0.7%	400	\$91,490*	N/A
Purchasing Managers	30	<10	0.7%	280	\$97,300	88.7
Natural Sciences Managers	30	<10	0.4%	270	\$109,370	76.8
Information Security Analysts	30	10	3.3%	230	\$86,720*	N/A
Financial Examiners	20	<10	1.0%	160	\$62,430*	89.8
Training and Development Managers	20	<10	0.9%	160	\$92,580	84.3
Fundraisers	20	<10	0.7%	210	\$61,800	85.8
Industrial Production Managers	20	<10	0.6%	180	\$90,290	80.9
Conservation Scientists	20	<10	0.5%	200	\$62,750	78.5
Appraisers and Assessors of Real Estate	20	<10	0.5%	280	\$62,750*	89.4
Zoologists and Wildlife Biologists	20	<10	0.4%	230	\$70,830	79.0
Athletic Trainers	10	<10	2.1%	160	\$61,690	91.7
Operations Research Analysts	10	<10	1.6%	150	\$93,970	91.2
Credit Analysts	10	<10	0.9%	100	\$75,290	92.2
Education Administrators, Presch & Childcare	10	<10	0.4%	130	\$51,980	77.5

STATE OF HAWAII'S BEST JOB OPPORTUNITIES - 2028

► Master's degree	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Educational, Guidance, School, Vocational Counselors	200	10	0.7%	1,730	\$61,190	80.0
Healthcare Social Workers	110	20	1.8%	870	\$72,700	83.5
Instructional Coordinators	100	10	0.5%	970	\$66,520	88.5
Urban and Regional Planners	50	<10	0.9%	490	\$74,180	104.9
Speech-Language Pathologists	50	10	2.1%	610	\$78,540	87.5
Mental Health and Substance Abuse Social Workers	50	10	2.0%	370	\$46,860	81.7
Education Administrators, Postsecondary	40	<10	0.6%	450	\$118,790	79.6
Nurse Practitioners	40	10	2.5%	420	\$129,850	83.2
Art, Drama, and Music Teachers, Postsecondary	30	<10	0.7%	310	\$59,730	N/A
Physician Assistants	30	10	2.7%	330	\$112,840	87.8
Occupational Therapists	30	10	1.5%	350	\$89,860	87.3
Statisticians	20	<10	2.4%	130	\$69,390	90.1
Computer and Information Research Scientists	20	<10	1.2%	170	\$106,860*	N/A
Economists	20	<10	0.6%	180	\$87,050	83.8
Marriage and Family Therapists	10	<10	2.0%	100	\$67,200	79.1

► Doctoral or Professional degree	Total Annual Openings	New Jobs Created Annually	Annual Growth Rate	Base Year Emp	Median Annual Wage	Automation Index
Physical Therapists	70	20	1.7%	1,080	\$88,990	85.5
Health Specialties Teachers, Postsecondary	60	10	2.2%	530	\$147,930	N/A
Clinical, Counseling, and School Psychologists	60	10	1.5%	670	\$78,440*	85.4
Education Teachers, Postsecondary	40	<10	0.7%	480	\$79,800	N/A
Business Teachers, Postsecondary	30	<10	1.3%	260	\$63,220	N/A
Medical Scientists, ex. Epidemiologists	30	<10	0.7%	250	\$77,120	78.6
Dentists, General	30	<10	0.4%	780	\$152,540	87.9
Nursing Instructors and Teachers, Postsecondary	30	10	1.9%	260	\$71,980	N/A
Veterinarians	20	<10	1.2%	270	\$95,280	83.1
Psychology Teachers, Postsecondary	20	<10	1.1%	150	\$61,120	N/A
Family and General Practitioners	20	<10	0.8%	470	\$97,720**	N/A
Area, Ethnic, Cultural Studies Teachers, Postsecondary	20	<10	0.6%	220	\$73,420	N/A
Psychiatrists	10	<10	1.3%	110	\$205,660*	N/A
History Teachers, Postsecondary	10	<10	0.5%	130	\$70,470*	N/A
Optometrists	10	<10	0.4%	200	\$116,410	83.2
Communications Teachers, Postsecondary	10	<10	0.4%	120	\$52,610*	N/A

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