

# Oahu Board Presentation



**Lightcast**

**Presented by:**



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# Agenda:

- Introduction
- History
- Data
- Support
- Key Reports



# Lightcast: our history



Economic Modeling Specialists Inc (Emsi) was founded and released the first Economic Impact Study (EIS)

2001



The combined organization rebrands to Lightcast, with a refined mission: to unlock new possibilities in the labor market.

2022



Lightcast acquires eIMPACT

2024



KKR purchases Emsi and merges it with Burning Glass Technologies to be known as Emsi Burning Glass

2021



Lightcast acquires Gazelle, NACM and Embark

2023



# How our clients use Lightcast data



## TALENT ATTRACTION

Attract, retain, and support local businesses; and move your investment attraction activities online and save on travel and trade show budgets.



## BUSINESS ATTRACTION AND RETENTION

Pitch your region's competitive advantages to growing companies that are most likely to expand and invest in your region and support your local companies with intelligence to fuel their international expansion.



## WORKFORCE AVAILABILITY

Understand your region's occupations, career pathways and skills and get consolidated data about key employers, monitor news and activities at the regional and headquarter level.



## STRATEGIC PLANNING

Identify and rank your region's industry clusters; Target growing companies to increase site visits, investments and job creation.



## REGION BENCHMARKING

Get a snapshot of your region's economy and benchmark your region in a few clicks and stay connected to the key economic drivers in your area.

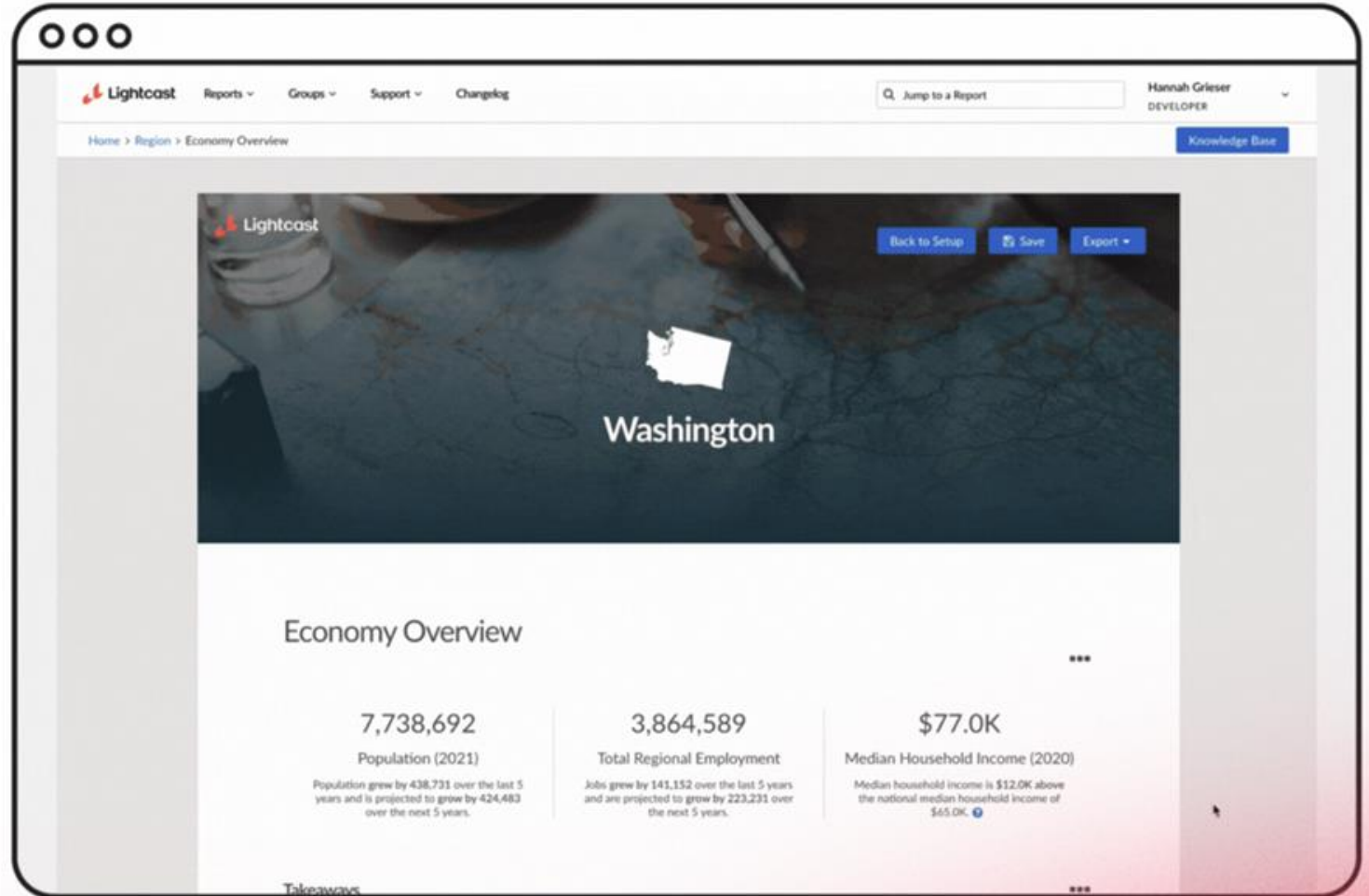


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## SOFTWARE

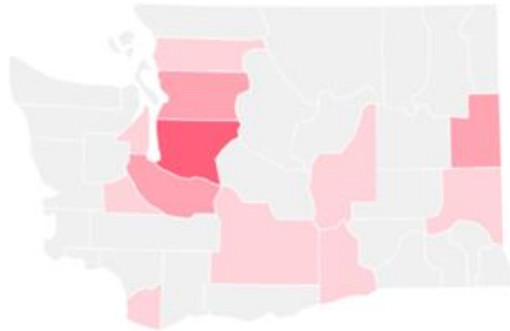
Gives economic and workforce development professionals **local labor market analytics** to help their communities thrive.

Brings together an unparalleled combination of labor market data and economic analysis in one user friendly software.



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## LABOR MARKET INFORMATION



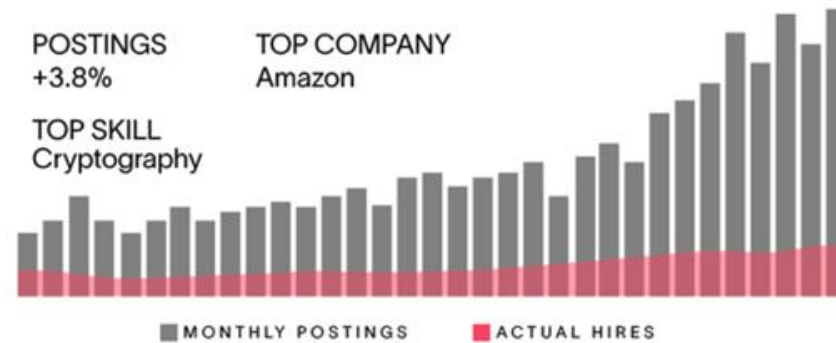
JOBS  
1,920

GROWTH  
+3.8%

EARNINGS  
\$45.89/hr

**18 billion data points** curated from dozens of government data sources (QCEW, BLS, OES, etc.) updated quarterly.\*

## JOB POSTING ANALYTICS

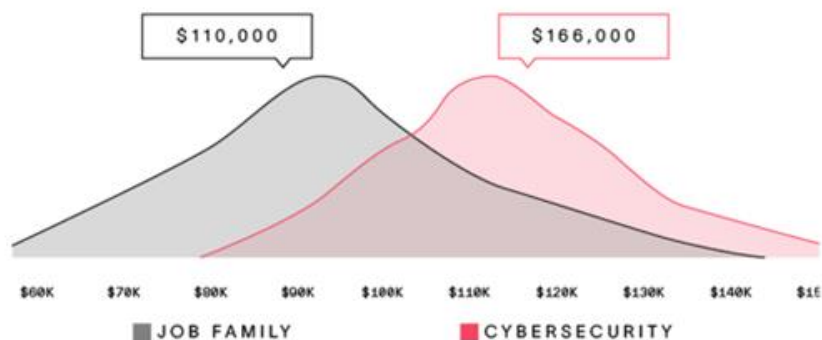


**Hundreds of millions** of online job openings with filters by company, job title, skills, keywords, and more updated monthly.



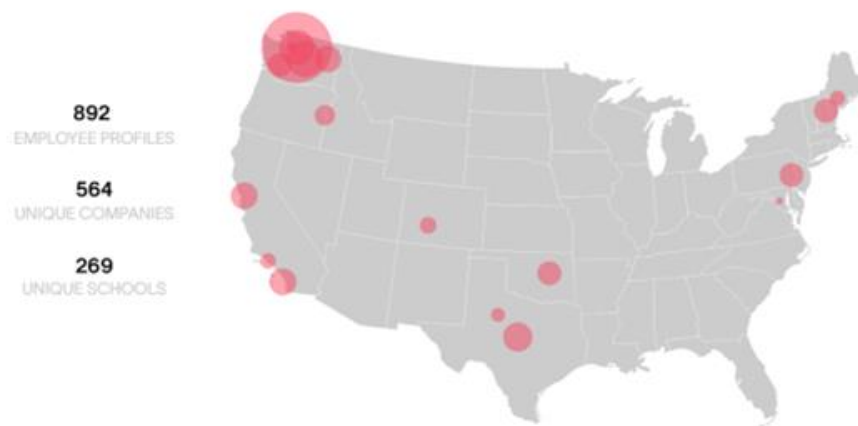
# Developer

## COMPENSATION DATA



**More than 40 million** individual compensation observations firmly anchored in robust government data sources updated quarterly.

## RÉSUMÉS AND PROFILES



**More than 120 million** U.S. individuals' employment and education profiles by company, job title, industry, alma mater, and skill set updated quarterly.





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## FEATURES:

- Regional industry (2 to 6-digit NAICS), occupation (2 to 5-digit SOC), demographic, and education data
- Unsuppressed data to the state, MSA, county, zip-code and census-tract level including historical data back to 2001 and projections out to 10 years
- Custom impact scenarios on jobs, earnings, and sales of 6-digit industries
- Job posting analytics that cover posting intensity, skills, certifications, occupations, job titles, and companies
- Resume and profile analytics by individual people, job titles, industry, skills, company, and alma mater
- Intuitive maps, filters, and tables
- Exportable reports in PDF, Excel, and Word



# Traditional LMI



## Strengths

- Highly Structured
- Projections and Trends
- Total Coverage



## Weaknesses

- Lack of Detail
- No Localized Skills Information
- Lag / Outdated
- No Employer Data



# Industries

NAICS ^	Description	2023 Jobs	2028 Jobs	2023 - 2028 Change	2023 - 2028 % Change
11	Agriculture, Forestry, Fishing and Hunting	2,169	2,210	41	2%
21	Mining, Quarrying, and Oil and Gas Extraction	241	264	23	10%
22	Utilities	2,427	2,362	-65	-3%
23	Construction	27,483	28,778	1,295	5%
31	Manufacturing	9,231	8,836	-395	-4%
42	Wholesale Trade	13,667	13,815	148	1%
44	Retail Trade	41,860	41,870	10	0%
48	Transportation and Warehousing	23,110	25,484	2,374	10%
51	Information	6,661	6,781	120	2%
52	Finance and Insurance	13,145	12,941	-204	-2%
53	Real Estate and Rental and Leasing	8,340	8,736	396	5%
54	Professional, Scientific, and Technical Services	21,529	22,587	1,058	5%
55	Management of Companies and Enterprises	7,870	8,465	595	8%
56	Administrative and Support and Waste Management and Remediation Services	25,858	25,101	-757	-3%
61	Educational Services	13,636	13,145	-491	-4%
62	Health Care and Social Assistance	56,285	61,541	5,256	9%
71	Arts, Entertainment, and Recreation	8,162	9,450	1,288	16%
72	Accommodation and Food Services	63,180	69,530	6,350	10%
81	Other Services (except Public Administration)	20,765	21,178	413	2%
90	Government	144,440	149,528	5,088	4%
99	Unclassified Industry	10	17	7	70%
		510,069	532,618	22,549	4%



# Staffing Patterns

SOC	Description	Employed in Industry Group (2023)	Employed in Industry Group (2023)	Employed in Industry Group (2028)	Change (2023 - 2028)	% Change (2023 - 2028)	% of Total Jobs in Industry Group (2023)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
55-9999	Military-only occupations	24,827	24,827	25,961	1,134	5%	4.9%	\$16.93	N/A	None	N/A
35-3023	Fast Food and Counter Workers	17,407	17,407	18,169	762	4%	3.4%	\$13.96	No formal educational credential	None	Short-term on-the-job training
43-9061	Office Clerks, General	12,118	12,118	11,884	-234	-2%	2.4%	\$19.32	High school diploma or equivalent	None	Short-term on-the-job training
41-2031	Retail Salespersons	10,615	10,615	10,545	-70	-1%	2.1%	\$16.86	No formal educational credential	None	Short-term on-the-job training
29-1141	Registered Nurses	9,642	9,642	10,162	520	5%	1.9%	\$64.34	Bachelor's degree	None	None
11-1021	General and Operations Managers	9,196	9,196	9,622	426	5%	1.8%	\$51.92	Bachelor's degree	5 years or more	None
35-3031	Waiters and Waitresses	9,071	9,071	9,762	691	8%	1.8%	\$13.62	No formal educational credential	None	Short-term on-the-job training
41-2011	Cashiers	8,810	8,810	8,665	-145	-2%	1.7%	\$15.00	No formal educational credential	None	Short-term on-the-job training
33-9032	Security Guards	8,264	8,264	8,517	253	3%	1.6%	\$18.70	High school diploma or equivalent	None	Short-term on-the-job training
35-2014	Cooks, Restaurant	7,849	7,849	9,118	1,269	16%	1.5%	\$18.38	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7,737	7,737	7,930	193	2%	1.5%	\$16.72	No formal educational credential	None	Short-term on-the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	7,724	7,724	7,696	-28	0%	1.5%	\$28.96	High school diploma or equivalent	Less than 5 years	None



# Occupations

SOC ^	Description	2023 Jobs	2028 Jobs	2023 - 2028 Change	2023 - 2028 % Change	2023 Hires	2028 Hires	2023 Separations	2028 Separations	2023 Turnover Rate	Avg. Hourly Earnings	Median Hourly Earnings	Median Annual Earnings	COL Index	COL Adjusted Avg. Hourly Earnings	COL Adjusted Median Hourly Earnings	COL Adjusted Median Annual Earnings
29-1141	Registered Nurses	9,642	10,162	520	5%	2,246	N/A	1,980	N/A	21%	\$58.37	\$64.34	\$133,827.20	155.3	\$37.59	\$41.43	\$86,173.34
35-3023	Fast Food and Counter Workers	17,407	18,169	762	4%	18,405	N/A	17,592	N/A	101%	\$14.68	\$13.96	\$29,036.80	155.3	\$9.45	\$8.99	\$18,697.23
41-2031	Retail Salespersons	10,615	10,545	-70	-1%	7,781	N/A	7,478	N/A	70%	\$18.42	\$16.86	\$35,068.80	155.3	\$11.86	\$10.86	\$22,581.33
43-9061	Office Clerks, General	12,118	11,884	-234	-2%	6,841	N/A	7,320	N/A	60%	\$21.23	\$19.32	\$40,185.60	155.3	\$13.67	\$12.44	\$25,876.11
55-9999	Military-only occupations	24,827	25,961	1,134	5%	9,302	N/A	8,772	N/A	35%	\$23.06	\$16.93	\$35,215.21	155.3	\$14.85	\$10.90	\$22,675.61
		74,609	76,721	2,112	3%	44,576	0	43,141	0	58%	\$24.71				\$15.91		



# Real-Time LMI



## Strengths

- Provides Details on Job Descriptions
- Connects Jobs to Specific Businesses
- Reflects Current Outlook and Demand



## Weaknesses

- Non-Standardized Structure
- Unable to Produce Projections
- Not Every Job is Posted Online



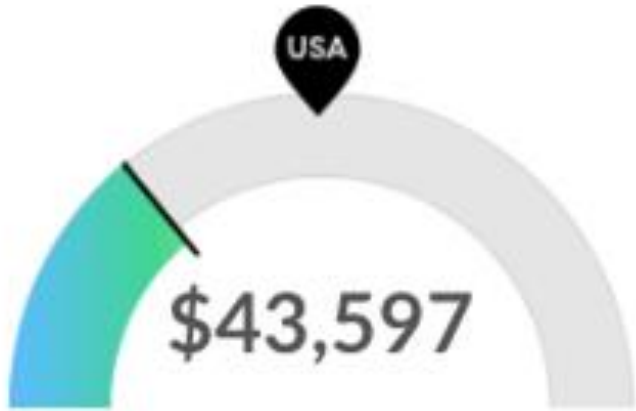
# Career Pathways: Dental Assistants

## Aggressive Hiring Competition Over a Thin Supply of Regional Talent



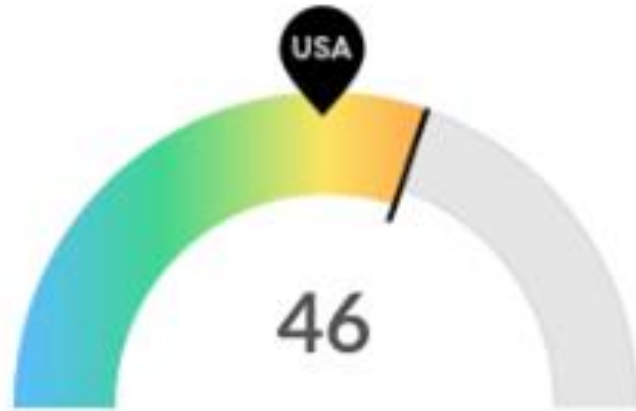
Supply (Jobs)

Honolulu County, HI is not a hotspot for this kind of talent. The national average for an area this size is 1,190\* employees, while there are



Compensation

The cost for talent is low in Honolulu County, HI. The national median salary for Dental Assistants is \$46,550, while you'll pay \$43,597



Demand (Job Postings)

Competition from online job postings is high in Honolulu County, HI. The national average for an area this size is 35\* job postings/mo,

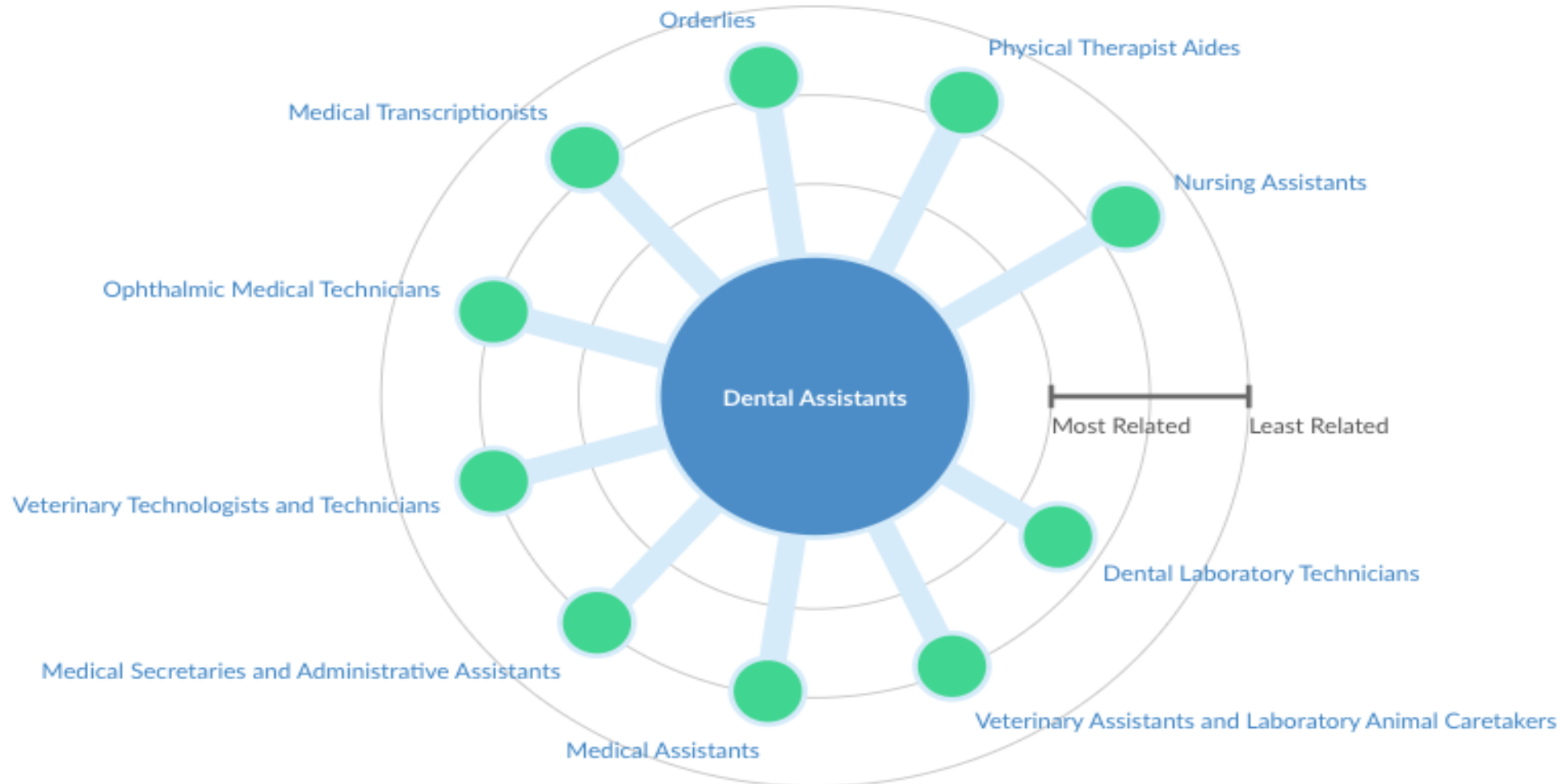


# Career Pathways: Dental Assistants

## Feeder Jobs



Below are the top listed feeder jobs for Dental Assistants with median advertised salary of \$40,576. Select a job to view additional insight (i.e. Skill Gaps) between Dental Assistants and your selected occupation.

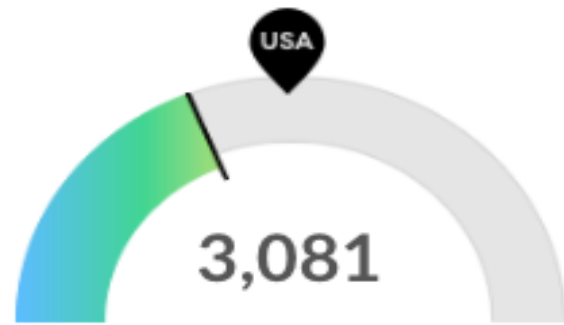




# Career Pathways: Nursing Assistants

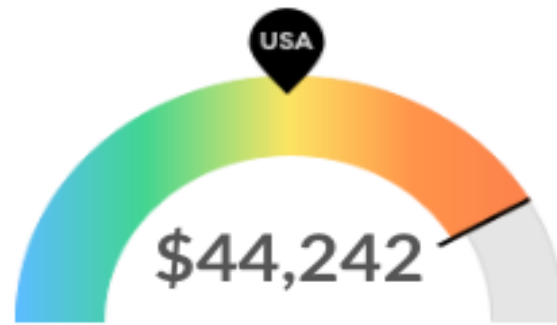
## Executive Summary

Aggressive Hiring Competition Over a Thin Supply of Regional Talent



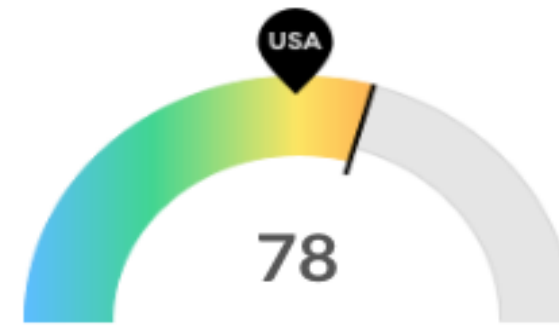
Supply (Jobs)

Honolulu County, HI is not a hotspot for this kind of talent. The national average for an area this size is 4,497\* employees, while there are 3,081 here.



Compensation

The cost for talent is high in Honolulu County, HI. The national median salary for Nursing Assistants is \$38,189, while you'll pay \$44,242 here.



Demand (Job Postings)

Competition from online job postings is high in Honolulu County, HI. The national average for an area this size is 61\* job postings/mo, while there are 78 here.

\*National average values are derived by taking the national value for Nursing Assistants and scaling it down to account for the difference in overall workforce size between the nation and Honolulu County, HI. In other words, the values represent the national average adjusted for region size.

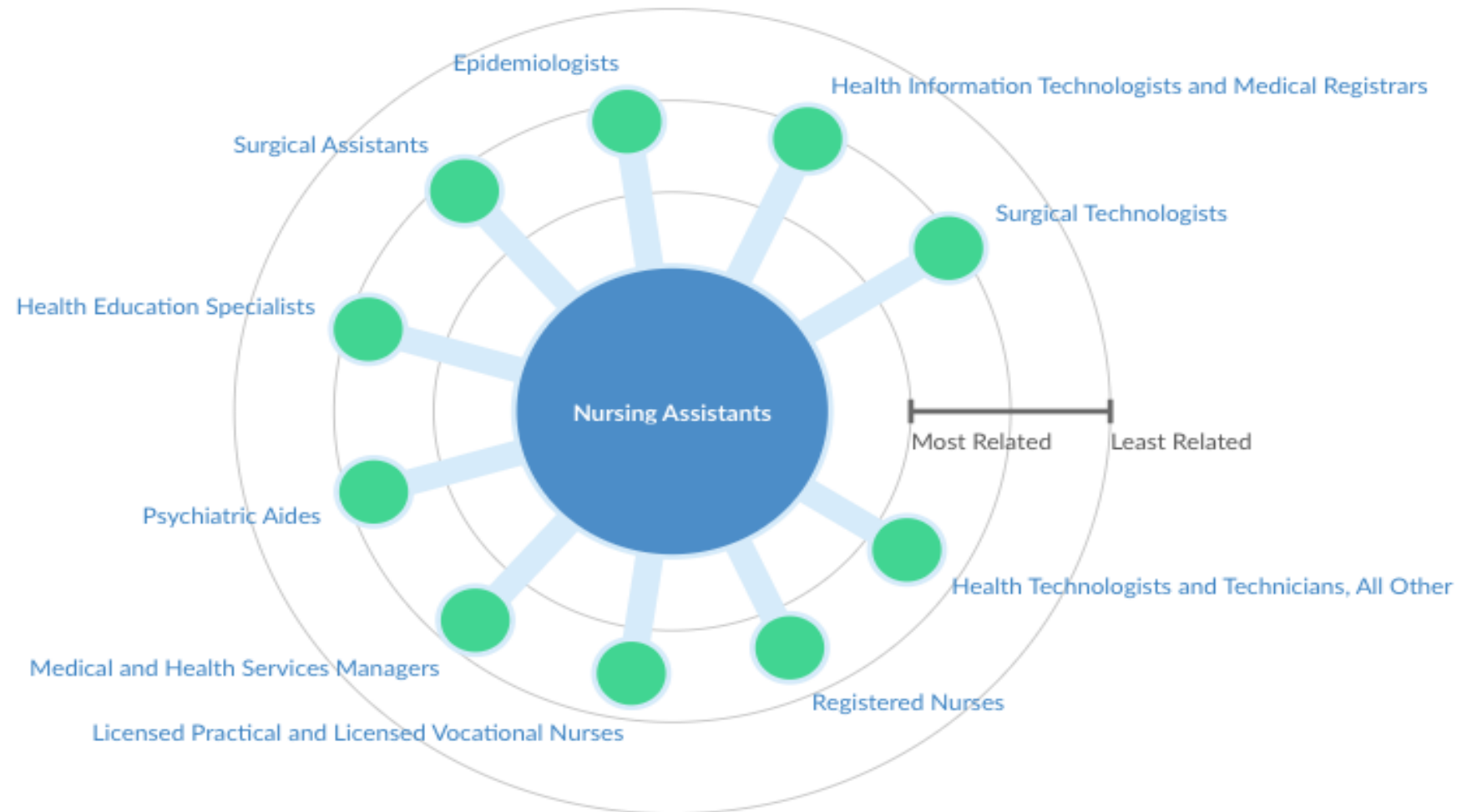


# Career Pathways: Nursing Assistants

## Next-Step Jobs



Below are the top listed next-step jobs for Nursing Assistants with median advertised salary of \$41,600. Select a job to view additional insight (i.e. Skill Gaps) between Nursing Assistants and your selected occupation.



# Job Postings: What Does it Mean September 2023 to September 2024

## Job Postings Overview



150,426

Unique Postings [?](#)

462,275 Total Postings

9,501

Employers Competing [?](#)

9,501 Total Employers

26 Days

Median Posting Duration [?](#)

Regional Average: 26 Days

3 : 1

Posting Intensity [?](#)



Regional Average: 3 : 1



# Job Postings: What Does it Mean September 2023 to September 2024

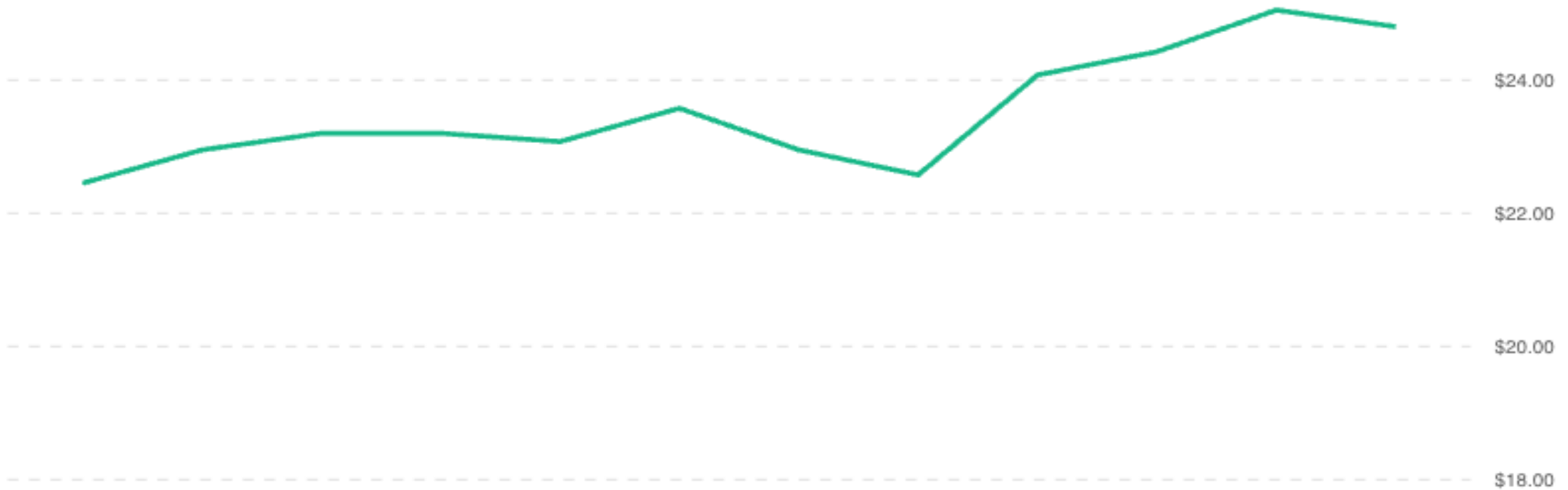
Advertised Wage Trend [?](#)



▲ 10.4% Oct 2023 - Sep 2024

\$24.06 Median

6M 1Y 3Y CUSTOM



79,984 Job Postings



# Job Postings: What Does it Mean September 2023 to September 2024

## Top Posted Occupations

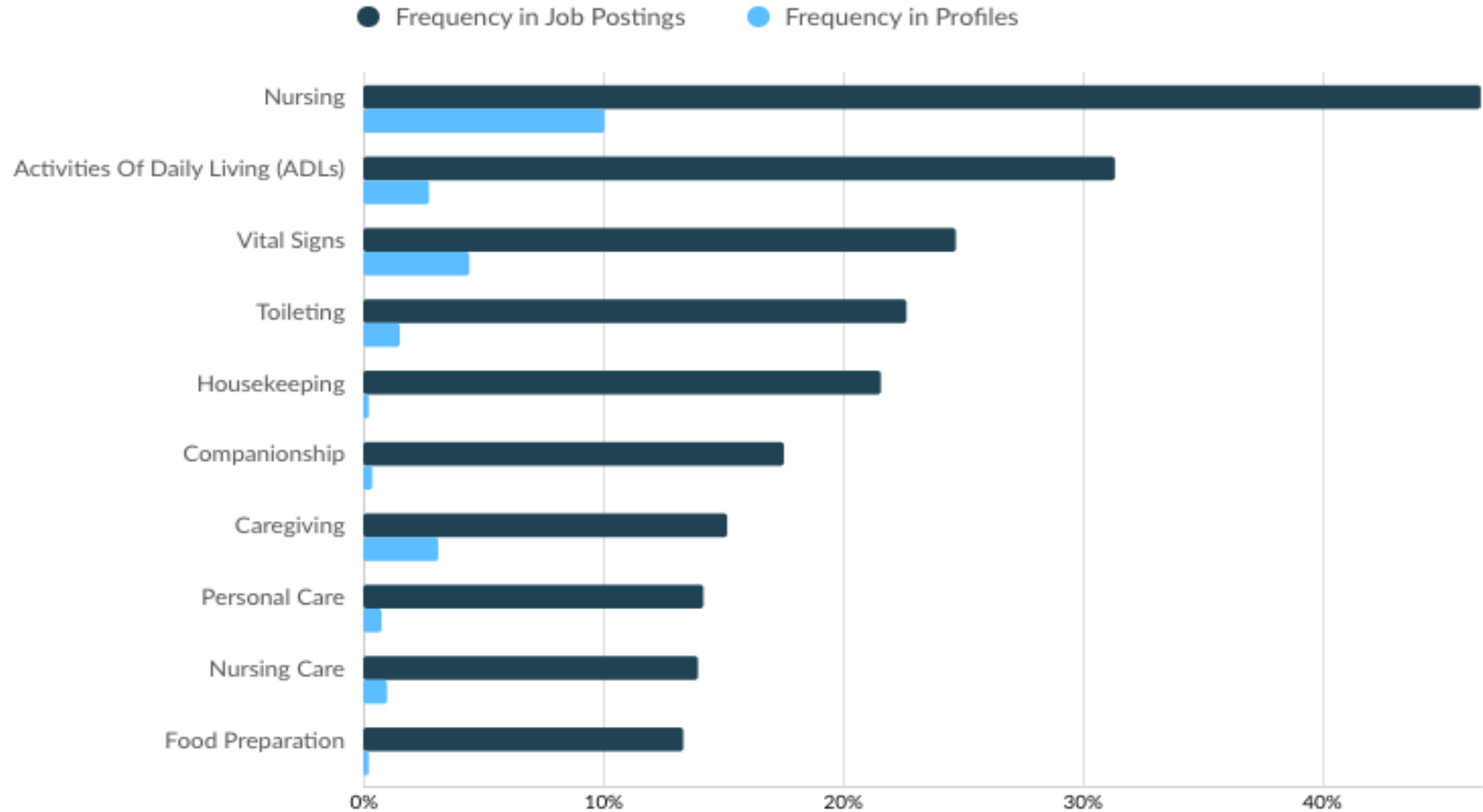


Occupation (SOC)	Total/Unique (Sep 2023 - Sep 2024)	Posting Intensity	Median Posting Duration
Retail Salespersons	22,380 / 5,736	4 : 1	28 days
Registered Nurses	16,962 / 4,707	4 : 1	23 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	11,323 / 3,803	3 : 1	26 days
Customer Service Representatives	10,562 / 3,261	3 : 1	25 days
First-Line Supervisors of Retail Sales Workers	8,728 / 2,475	4 : 1	28 days
Security Guards	9,004 / 2,268	4 : 1	28 days
Computer Occupations, All Other	4,722 / 2,034	2 : 1	21 days
Laborers and Freight, Stock, and Material Movers, Hand	6,665 / 1,971	3 : 1	26 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6,270 / 1,899	3 : 1	29 days
General and Operations Managers	5,197 / 1,676	3 : 1	24 days



# Skills: Looking at Nursing Assistants

Top Specialized Skills



# Skills: Looking at Nursing Assistants

Skills	Postings	% of Total Postings	Profiles	% of Total Profiles <sup>?</sup>	Projected Skill Growth	Skill Growth Relative to Market <sup>?</sup>
Nursing	535	47%	52	10%	+20.1%	Rapidly Growing
Activities Of Daily Living (ADLs)	360	31%	14	3%	+21.1%	Rapidly Growing
Vital Signs	284	25%	23	4%	+17.2%	Growing
Toileting	260	23%	8	2%	+7.0%	Stable
Housekeeping	248	22%	1	0%	+13.3%	Growing
Companionship	201	18%	2	0%	+25.1%	Rapidly Growing
Caregiving	174	15%	16	3%	+23.1%	Rapidly Growing
Personal Care	163	14%	4	1%	+12.0%	Growing
Nursing Care	160	14%	5	1%	+19.1%	Growing
Food Preparation	153	13%	1	0%	+15.8%	Growing



**Thank you**

