

REPORT: Natural Resource Careers in Hawai'i

Key Takeaways

This report contains 2023 labor market data on NR job opportunities in the state, as well as insights from local NR professionals surveyed by Kupu in 2022.

The hope is that local employers, community partners, educators, and students can use this report to better understand workforce opportunities and challenges in Hawai'i's natural resources sector.

Need for Greater Salary Transparency



42%
of postings had
no data on
salary

Need to Address Common Barriers to Pursuing NR Career in Hawai'i

Barriers experienced by NR industry professionals

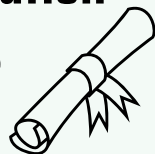
40% Financial

14% Educational

10% Diversity, Equity, & Inclusion



Opportunity for Employers to Reexamine Education Requirements



Bachelor's Degrees were most required (**54%**), but Master's Degrees were preferred **68%** of the time

75%

of survey respondents report

Aloha 'Āina as an Important Motivator for Pursuing NR in Hawai'i



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Capitalize on Local Candidates' Strengths

- Drive/Passion
- Hawaiian Cultural Knowledge and Skills
- Field Work
- Community Partnership and Engagement

Address Local Candidates' Gaps

- Fund Development
- Administration
- Policy/Advocacy
- Certifications and Licenses

Ensure Local Candidates have Awareness of and Access to NR Careers Across the Sector



- Respondents from federal agencies were **least likely** to receive applications from *and hire* local candidates.
- Respondents from postsecondary education and non-governmental orgs were **more likely** to receive applications from *and hire* local candidates.

Scan the link to check out the full report or visit the Natural Resources Sector Partnership Website:

www.kupuhawaii.org/nrsp

