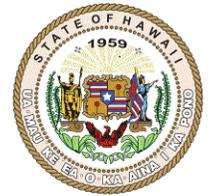


# Maui County: Green Jobs in Administrative and Waste Services



**INDUSTRY DEFINITION:** One of the top two green industries in Maui is Administrative and Waste Services. The green aspects of this Administrative sector include support activities -- including management, clerical, communication, security, cleaning, and waste services -- for the daily operations of the entire economy. Some green administrative jobs will be found in companies that specialize in green products, for example secretarial work in a wind power company. Other jobs are likely green by nature -- for example environmental science and protection technologists and sustainability specialists and recyclers. Sustainability specialists address organizational issues related to sustainability, including the management of waste streams, implementation of green building principals, and green procurement.<sup>i</sup>

**GREEN STATISTICS:** Key statistics for green administrative jobs in Maui are:

- ✓ 1,219 current jobs in Maui
- ✓ 437 additional green jobs by 2012
- ✓ The administrative sector accounts for 47% of total current green jobs
- ✓ 28% of 4,411 total current administrative jobs in Maui are green
- ✓ Fewer than ten current green vacancies in Administrative services

Maui green employment include an estimated 1,088 janitors and cleaners (non-maids/housekeeping), 112 green landscapers, 121 salespersons (representatives and retail), and relatively large additional occupations including pest control, recycling, divers, environmental science and protection technologists, landscaping managers, and ship and boat captains.

While most occupations listed in the table have fewer than five estimated vacancies in Maui, several are projected to experience significant growth by 2012, including cleaners, landscapers, sales, pest control, and environmental science and protection technologists.

**GREEN CLEANING AND HAZMAT:** Green janitorial and cleaning services in Maui are quite significant, with some very large cleaning companies using almost entirely green products and marketing themselves as such. Green cleaners have titles such as Window Cleaner, Janitor, Houseman, General Laborer, and Utility Cleaner. They are primarily distinguished from their non-green counterparts by a near-exclusive use of green or organic cleaning products, including low and non-VOC products for industrial cleaning tasks.

Examples of green cleaning and janitorial companies in Maui are People Who Clean, Green Earth Cleaners (dry cleaning and sales of

Maui: Administrative and Waste Management	2010 Jobs	2012 Jobs	Change	Average Salary
Janitors/Cleaners Except Maids/Housekeeping	1,088	1,128	40	\$27,810
Landscaping and Groundskeeping Workers	79	112	32	\$32,290
Sales Representatives Services All Other	74	90	16	\$61,900
Retail Salespersons	47	49	2	\$29,150
Pest Control Workers	36	45	9	\$28,610
Recycling and Reclamation Workers	28	28	0	\$23,200
Commercial Divers	8	8	0	\$37,780
Environmental Science and Protection Techs Incl Health	7	13	5	\$41,550
Landscaping Managers	6	6	0	\$51,470
Ship and Boat Captains	4	4	0	\$49,730
*Based on Hawai`i State Average				

green cleaning products), Green Clean Window Cleaning Services, HMS Coatings (waterless concrete, tile and grout cleaning, solar panel cleaning, non-VOC industrial cleaning), Aloha Clean Pro Supply, and Dan Brown's Condo Care. Janitorial and cleaner training is primarily on-the-job.

Environmental Science and Protection Technicians specialize in cleaning hazardous materials, for example petroleum or hazardous material spills in the marine environment. This is a highly-skilled profession requiring extensive on-the-job training and certifications, including in the areas of health, safety, and even helicopter pilot training. Examples of employers of environmental technicians in Maui include American Marine Corporation and Kagami Inc.

**GREEN LANDSCAPING:** Green landscaping in Maui includes job titles such as designer, architect, horticulturalist, irrigation laborer, landscape contractor, farmer, gardener, arborist, tree trimmer, golf greens mower, sod farmer, agricultural field technician, nursery operator, and natural resource field technician. Green landscapers require on-the-job training (OJT) to install

- ✓ draught-tolerant plants,
- ✓ recycle cuttings for compost, and
- ✓ install smart irrigation systems that automatically respond to changing weather conditions and provide drip flows measured precisely for terrain and plant varieties.

Green landscaping professionals are hired by, or teamed with, Maui companies such as: Green Perspectives, Island Plant Company, Biological Applications, Kapalua Land Company, National Tropical Botanical Gardens, Maui Nui Botanical Gardens (MNBG), Eko Systems, the Ritz Carlton Hotel, Maui Electric Company, 3900 WA Associates, and TH Inc.

The Maui Association of Landscape Professionals (MALP), affiliated with the Maui County Farm Bureau, the city/county/state governments, Landscape Industry Council of Hawaii, and the Cooperative Extension Service/University of Hawaii (CTAHR) includes as one of its key goals the increase of water efficiency and promotes green events and the use of ecologically-beneficial compost technologies. While the Certified Landscape Technician (CLT) test is not available on Maui, MALP offers travel and fees assistance to members.

Other green landscaper organizations in Maui include Maui County Arborist Committee, Maui Master Gardener Program, Maui Outdoor Circle, the Agriculture Department of Maui Community College, Maui Garden Club, and Maui Coffee Association Vendors.

Landscape professional education can be achieved at the high-school, college, university, and professional certification levels. The Lahainaluna High School Agricultural Department is affiliated with MALP, and offers several environmental and agricultural scholarships.

The Maui Community College offers an A.A.S. in Horticulture and Landscape Maintenance, and includes in its mission statement an emphasis on sustainability. In addition to Maui facilities, the College is in control, along with HU CTAHR, of an agricultural facility in Molokai that includes education in landscaping. The sustainable emphasis of the program is built in to certificates for turfgrass specialist, nursery management, floriculture management, horticulture and landscape management, and sustainable tropical crop management.

**RECYCLING AND RECLAMATION:** Maui prides itself on its environmentalism boasts one of the best worksite recycling records of all four counties in Hawaii, and diverts approximately 34% of its waste from landfills. However, there is much room for improvement. According to the US Environmental Protection Agency, Maui creates an average of 14.3 lbs of waste per day, compared with the national average of 4.6 lbs per day.<sup>ii</sup>

The center of recycling work on Maui is the County Recycling Service. Their residential programs are available on each island (Maui, Lanai, and Molokai) and are specialized for appliances, batteries, electronics, green waste, composting, hazardous waste, solid waste, motor oil, plastics, glass, H15, and used cooking oil. In addition to these offices and job listings on the county website, information on recycling and waste management jobs may be available at several key recycling facilities.

Landfills are located on each island, and some are specialized. Maui has a privately-operated construction and demolition landfill in Maalea, as well as an Electronics Recycling Program. Molokoi has a metals facility in Maunaloa,

Several private companies recycle in Maui, including Maui Disposal, Aloha Glass Recycling, Maui Tire Recycling, Interstate Battery System, SOS Metals Island Recycling, Maui Waste Services, Pallet Products, Ka Lima O Maui, Unitek Solvent Services, Paper Pottery, Currents, Pacific Biodiesel, Maui Eko Systems, Maui Disposal, Maui Earth Composting Company, Maui Recycling Service, Campaign Recycle Maui, Aloha Plastics Recycling, Metamorphosis, Tin Can Man, Joy of Worms, Maui Earthkeepers Earthworm Farms, and Reynolds Recycling. These companies recycle everything from vegetable oil to solvents and computers.

A good place to start waste management training is Maui Community College (a 2-year degree) or the University of Hawaii in Manoa (a 4-year degree). Courses in business, engineering, marine biology, and environmental science will apply. Advice, volunteer opportunities, and career counseling is available through several non-profit organizations that specialize in recycling, including Remade on Maui, Maui Recycling Group, Sharing Aloha, Community Work Day, Habitat for Humanity, and the Aloha Shares Network.

Certifications available to recycling professionals include those for

- ✓ Certified Refrigerant Compliance Managers,
- ✓ Hazardous Waste Management, and
- ✓ Hazardous or Dangerous Materials Transport.

This training can be obtained from national organizations such as the Aarcher Institute and the Environmental Resource Center.

**SUSTAINABILITY SPECIALISTS:** In Maui and elsewhere in the State, the profession of *Sustainability Specialist* is a new and emerging occupation. Sustainability specialists, which market themselves under various names, address organizational issues related to sustainability, including the management of waste streams, implementation of green building principals, and green supply chains. In Maui, sustainability specialists include green electrical, plumbing, architectural, and other green construction, energy, agricultural, oceanographic, and sustainability consultants. Agricultural sustainability consultants who assist farmers with conservation plans are coded as Forest and Conservation Technicians.

Makena Group, West Maui Soil and Water, Maui Green Team, Surfrider Foundation, Maui EcoBroker, Clean and Green Jobs, Willy Bennett and Robert Hobdy, are examples of experts, companies and organizations that provide or are hiring sustainability consulting in Maui. National green hiring websites that specialize in job listings for sustainability consultants include SustainableBusiness.com, GreenBiz.com, and Grist.com. A more comprehensive list of sustainability job listings is available at ellenweinreb.com.<sup>iii</sup>

Training to be a sustainability consultant is available at Maui Community College, four-year universities such as University of Hawaii at Manoa, and through diverse educational and research sources. The Green Business League offers certification as a Green Consultant, however, being a sustainability “specialist” means that you have become an expert in sustainability. Sustainability is such a broad term that most experts will start somewhere specific, such as with a certification as an electrician, carpenter, architect, agriculturalist, oceanographer, economist, policy analyst, or diverse other educational backgrounds. The first step to becoming a sustainability specialist is therefore to decide in which type of sustainability one wants to specialize. The next step is to pursue licenses and education in this field, and market oneself among those government, business, and non-profit entities seeking sustainability specialists.

**GREEN HOTELS:** Hotels in Maui frequently market themselves as environmentally friendly, and will require services such as energy, construction, consulting, cleaning or landscaping that itself is marketed as green. Examples of green hotels in Maui include the Fairmont Kea Lani, Bamboo Inn, and the Hotel Hana-Maui. Other hotels may be convinced to go green by enterprising green cleaners, landscapers or sustainability specialists who wish to increase demand for their services. If the marketing and other economic benefits can be impressed upon them, non-green hotels can be convinced to go green by, in part, hiring green landscapers, cleaners, and consultants. Several organizations list or certify green hotels, including the Green Hotels Association, EcoGreen Hotel, Green Globe, and the Tourism Sustainability Council, which provide green guidelines and certify particular hotels as green.

#### CONTACTS

Sustainable Living Institute of Maui, (808) 984-3379.  
Maui County Recycling, (808) 270-7874.  
Maui Association of Landscape Professionals (MALP),  
[www.malp.org](http://www.malp.org).

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<sup>i</sup> DLIR Green Jobs Report, 2010, p. 28.

<sup>ii</sup> <http://www.mauiveekly.com/page/content.detail/id/502123/Maui-s-Recycling-Programs-Update.html?nav=13>

<sup>iii</sup> Professional Sustainability Hiring Consultant, Ellen Weinreb, [ellenweinreb.com](http://ellenweinreb.com).