Projections of Idaho Jobs by Industry and Occupation 2012 to 2022
Outline of Presentation

- Overview of Projections & Total Employment
- Industry Projections
- Occupations
- Analysis of sub-group occupations
- Education Attainment
Guidelines:

- Produced every two years
- Decade timeframe projected
- Starting point of 2012 for this round
- Minimum level of industry projected
Primary Goal:

Provide information for individuals that are:

- Entering the job market
- Seeking to change careers
- Researching the paths to job success
Additional Goals:

Provide information on the labor market for:

- Policymakers
- Education and training officials
- Researchers
Projections Concepts:

- A forecast of the labor market a decade from now, if it were to run at full capacity.
- Produced using the best information available about the past and the present.
- Count of jobs, not people
- Are not a prediction of the future.
Projection Model Exclusions:

- Business cycle
- Dynamic pace of technological or other innovation
- Economic bubbles
- Crises
- Policy decisions and proposals
- Uncertainty natural to human endeavors
Projections Results
2012 to 2022
Total Employment

Idaho
- From 2012 to 2022, projected to add 109,000 jobs, 16% over the decade, 1.5% annualized.
- Growth of 37,000 jobs from 2002 to 2012, 5.8% increase over the decade, 0.6% annually.

Nation
- Total employment is projected to grow 10.8% from 2012 to 2022, or 1.0% annualized.
- From 2002 to 2012, 2.2% growth over 10 years, 0.2% annually.

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Industry Projections
2012 to 2022
Industry Job Growth: 2012-2022
Projected 2022 Percent Change

Ranked by Percent Growth

- Construction: 39.3%
- Healthcare/Social Assistance: 26.5%
- Leisure/Hospitality: 24.2%
- Retail trade: 21.9%
- Utilities: 17.3%
- Financial activities: 16.8%
- Professional/Business Svcs: 15.9%
- Ag, forestry, fishing & hunting: 15.3%
- Wholesale trade: 13.5%
- Transport/Warehouse: 12.5%
- Manufacturing: 10.7%
- Educational services: 10.3%
- Other services: 9.0%
- Information: 6.2%
- Mining: 4.6%
- State/Local Gov't: 4.2%
- Federal Gov't: 3.6%
- Self-employed: 3.4%

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Idaho Industry:
Job Growth ~ 2012-2022

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Idaho Industry:
2012 Employment & 2022 Projected Net Growth Compared

Ranked by net growth

<table>
<thead>
<tr>
<th>Industry</th>
<th>2012 Employment</th>
<th>2022 Projected Net Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare/Social</td>
<td>82300</td>
<td>21800</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>76500</td>
<td>16800</td>
</tr>
<tr>
<td>Leisure/Hospitality</td>
<td>60800</td>
<td>14700</td>
</tr>
<tr>
<td>Prof./Business Svcs</td>
<td>74400</td>
<td>11800</td>
</tr>
<tr>
<td>Construction</td>
<td>29500</td>
<td>11600</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>56300</td>
<td>6000</td>
</tr>
<tr>
<td>Education</td>
<td>55300</td>
<td>5700</td>
</tr>
<tr>
<td>Financial</td>
<td>26800</td>
<td>4500</td>
</tr>
<tr>
<td>Wholesale</td>
<td>26900</td>
<td>3600</td>
</tr>
<tr>
<td>Agriculture</td>
<td>22500</td>
<td>3400</td>
</tr>
<tr>
<td>Transport/Warehouse</td>
<td>18400</td>
<td>2300</td>
</tr>
<tr>
<td>Self-Employed</td>
<td>54900</td>
<td>1900</td>
</tr>
<tr>
<td>State/Local Govt</td>
<td>43500</td>
<td>1800</td>
</tr>
<tr>
<td>Other Services</td>
<td>15100</td>
<td>1400</td>
</tr>
<tr>
<td>Information</td>
<td>9300</td>
<td>600</td>
</tr>
<tr>
<td>Federal Govt</td>
<td>13800</td>
<td>500</td>
</tr>
<tr>
<td>Utilities</td>
<td>500</td>
<td>0</td>
</tr>
<tr>
<td>Mining</td>
<td>100</td>
<td>0</td>
</tr>
</tbody>
</table>

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Industry Job Growth: 2012-2022
Projected 2022 Net Change

Total, All Industry

Healthcare/Social Assistance
Retail Trade
Leisure/Hospitality
Professional/Business Services
Construction
Manufacturing
Educational Services
Financial Activities
Wholesale Trade
Agriculture
Transport/Warehousing
Self-Employed
State/Local Govt
Other Services
Information
Federal Govt
Utilities
Mining

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Industry Job Growth: 2012-2022
Projected 2022 Net Change

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Occupations
2012 to 2022
Idaho Occupations:
2012-2022 Projected Percent Job Growth

Ranked by Percent Growth

- Construction & Extraction: 27.1%
- Healthcare Practitioners/Technical: 24.8%
- Healthcare Support: 24.3%
- Food Prep & Serving: 23.8%
- Personal Care & Service: 22.7%
- Installation & Repair: 17.6%
- Sales: 16.9%
- Community/Social Svc: 16.9%
- Computer & Mathematical: 15.4%
- Business/Financial Operations: 14.6%
- Transportation/Cargo: 13.7%
- Production: 13.6%
- Building/Grounds Maintenance: 13.3%
- Management: 13.2%
- Office & Admin Support: 13.0%
- Farming/Fishing/Forestry: 12.3%
- Education: 11.0%
- Architecture & Engineering: 9.9%
- Protective Svcs: 9.8%
- Arts, Sports, Media: 9.3%
- Life, Physical, & Social Science: 9.2%
- Legal: 5.0%

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Idaho Occupations: 2012-2022 Projected Percent Job Growth

Total, All Occupations: 16.2%

- Construction & Extraction: 27.1%
- Healthcare Practitioners/Technical: 24.8%
- Healthcare Support: 24.3%
- Food Prep & Serving: 23.8%
- Personal Care & Service: 22.7%
- Installation & Repair: 17.6%
- Sales: 16.9%
- Community/Social Svc: 16.9%
- Computer & Mathematical: 15.4%
- Business/Financial Operations: 14.6%
- Transportation/Cargo: 13.7%
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- Building/Grounds Maintenance: 13.3%
- Management: 13.2%
- Office & Admin Support: 13.0%
- Farming/Fishing/Forestry: 12.3%
- Education: 11.0%
- Architecture & Engineering: 9.9%
- Protective Svcs: 9.8%
- Arts, Sports, Media: 9.3%
- Life, Physical, & Social Science: 9.2%
- Legal: 5.0%

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Idaho Occupations:
Comparison of 2012 Level and Projected 2022 Growth

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Idaho Occupations:
2012-2022 Projected Numeric Job Growth

Total, All Occupations: 109,000

- Office & Admin Support: 12,900
- Food Prep & Serving: 12,400
- Sales: 11,300
- Construction & Extraction: 9,000
- Healthcare Practitioners/Technical: 8,800
- Management: 7,000
- Transportation/Cargo: 6,000
- Production: 5,500
- Personal Care & Service: 5,300
- Installation & Repair: 4,800
- Education: 4,400
- Healthcare Support: 4,300
- Business/Financial Operations: 3,400
- Building/Grounds Maintenance: 3,200
- Farming/Fishing/Forestry: 2,100
- Community/Social Svc: 2,100
- Computer & Mathematical: 1,900
- Protective Svcs: 1,300
- Architecture & Engineering: 1,300
- Life, Physical, & Social Science: 900
- Arts, Sports, Media: 900
- Legal: 200

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Idaho Occupations:
2012-2022 Projected Numeric Job Growth

- Office & Admin Support: 12,900
- Food Prep & Serving: 12,400
- Sales: 11,300
- Construction & Extraction: 9,000
- Healthcare Practitioners/Technical: 8,800
- Management: 7,000
- Transportation/Cargo: 6,000
- Production: 5,500
- Personal Care & Service: 5,300
- Installation & Repair: 4,800
- Education: 4,400
- Healthcare Support: 4,300
- Business/Financial Operations: 3,400
- Building/Grounds Maintenance: 3,300
- Farming/Fishing/Forestry: 2,100
- Community/Social Svc: 2,100
- Computer & Mathematical: 1,900
- Protective Svcs: 1,300
- Architecture & Engineering: 1,300
- Life, Physical, & Social Science: 900
- Arts, Sports, Media: 900
- Legal: 200
Idaho and National Occupations:
2012-2022 Comparative Projected Percent Job Growth

Source: Idaho Department of Labor and US Bureau of Labor Statistics
National Occupations
Comparison of 2012 Level and Project Growth

Total, All Occupations

Office & Admin Support
- Sales
- Food Prep & Serving
- Transportation/Cargo
- Education
- Production
- Management

Healthcare Practitioners/Technical
- Business/Financial Operations
- Construction & Extraction
- Building/Grounds Maintenance
- Installation & Repair
- Personal Care & Service
- Healthcare Support
- Computer & Mathematical
- Protective Svcs
- Arts, Sports, Media
- Architecture & Engineering
- Community/Social Svcs
- Life, Physical, & Social Science
- Legal
- Farming/Fishing/Forestry

National Occupations projected 2022 net growth

Total, All Occupations

Healthcare Practitioners/Technical
  Office & Admin Support
  Construction & Extraction
  Healthcare Support
  Personal Care & Service
  Food Prep & Serving
  Sales
  Education
  Business/Financial Operations
  Transportation/Cargo
  Building/Grounds Maintenance
  Computer & Mathematical
  Management
  Installation & Repair
  Community/Social Svc
  Protective Svcs
  Arts, Sports, Media
  Architecture & Engineering
  Legal
  Life, Physical, & Social Science
  Production
  Farming/Fishing/Forestry

(2) - 2 4 6 8 10 12 14 16

Millions

Sources: US Bureau of Labor Statistics
Idaho Occupations:
2022 projected annual job openings by occupation

- Office & Admin Support: 2,200 (1,400 Growth)
- Sales: 2,000 (1,100 Growth)
- Food Prep & Serving: 1,900 (1,200 Growth)
- Management: 1,000 (700 Growth)
- Healthcare Practitioners/Technical: 700 (900 Growth)
- Transportation/Cargo: 1,000 (600 Growth)
- Production: 900 (600 Growth)
- Construction & Extraction: 500 (900 Growth)
- Education: 800 (400 Growth)
- Installation & Repair: 600 (500 Growth)
- Personal Care & Service: 500 (500 Growth)
- Building/Grounds Maintenance: 500 (300 Growth)
- Business/Financial Operations: 500 (300 Growth)
- Healthcare Support: 300 (400 Growth)
- Farming/Fishing/Forestry: 500 (200 Growth)
- Protective Svcs: 400 (100 Growth)
- Community/Social Svc: 300 (200 Growth)
- Architecture & Engineering: 300 (100 Growth)
- Life, Physical, & Social Science: 300 (100 Growth)
- Computer & Mathematical: 200 (200 Growth)
- Arts, Sports, Media: 200 (100 Growth)
- Legal: 100 (100 Growth)

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
National Occupations
2022 projected job openings

- Office & Admin Support
- Sales
- Food Prep & Serving
- Healthcare Practitioners/Technical
- Transportation/Cargo
- Education
- Management
- Construction & Extraction
- Business/Financial Operations
- Personal Care & Service
- Production
- Healthcare Support
- Building/Grounds Maintenance
- Installation & Repair
- Computer & Mathematical
- Protective Svcs
- Community/Social Svcs
- Arts, Sports, Media
- Architecture & Engineering
- Life, Physical, & Social Science
- Legal
- Farming/Fishing/Forestry

Sources: US Bureau of Labor Statistics
Occupation Projections
2012 to 2022

• Analysis of sub-group occupations
### Idaho’s Projected Occupations by: Numerical demand 2012 to 2022

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation Titles</th>
<th>2022 Employment</th>
<th>Change</th>
<th>Annual Openings&lt;sup&gt;1&lt;/sup&gt;</th>
<th>Percent Change</th>
<th>2013 Median Wage</th>
<th>Typical Entry Level Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Retail Salespersons</td>
<td>25,582</td>
<td>4,289</td>
<td>1,157</td>
<td>20.1%</td>
<td>$10.10</td>
<td>&lt;HS</td>
</tr>
<tr>
<td>2</td>
<td>Cashiers</td>
<td>17,068</td>
<td>2,293</td>
<td>868</td>
<td>15.5%</td>
<td>$9.02</td>
<td>&lt;HS</td>
</tr>
<tr>
<td>3</td>
<td>Customer Service Representatives</td>
<td>19,010</td>
<td>3,394</td>
<td>764</td>
<td>21.7%</td>
<td>$12.21</td>
<td>HS</td>
</tr>
<tr>
<td>4</td>
<td>Food Preparation and Serving Workers, Including Fast Food</td>
<td>13,077</td>
<td>3,215</td>
<td>699</td>
<td>32.6%</td>
<td>$8.62</td>
<td>&lt;HS</td>
</tr>
<tr>
<td>5</td>
<td>Waiters and Waitresses</td>
<td>12,163</td>
<td>2,164</td>
<td>697</td>
<td>21.6%</td>
<td>$8.57</td>
<td>&lt;HS</td>
</tr>
<tr>
<td>6</td>
<td>Registered Nurses</td>
<td>15,511</td>
<td>3,235</td>
<td>562</td>
<td>26.4%</td>
<td>$28.36</td>
<td>A</td>
</tr>
</tbody>
</table>

<sup>1</sup> Average annual job openings include new jobs plus replacement jobs.

* Education Key: PhD – Doctoral or professional degree; M – Master’s degree; B – Bachelor’s degree; A – Associate’s degree; PVA – Postsecondary non-degree award; SC – Some college, no degree; HS – High school diploma or equivalent; <HS – Less than High school.

Source: Idaho Department of Labor, Communications & Research Division.
# Idaho’s Projected Occupations by: Highest percentage growth from 2012 to 2022

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation Titles</th>
<th>2022 Employment</th>
<th>Change</th>
<th>Annual Openings(^1)</th>
<th>Percent Change</th>
<th>2013 Median Wage</th>
<th>Typical Entry Level Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Insulation Workers, Mechanical</td>
<td>173</td>
<td>77</td>
<td>9</td>
<td>80.2%</td>
<td>$17.30</td>
<td>HS</td>
</tr>
<tr>
<td>2</td>
<td>Insulation Workers, Floor, Ceiling, and Wall</td>
<td>253</td>
<td>108</td>
<td>13</td>
<td>74.5%</td>
<td>$17.04</td>
<td>&lt;HS</td>
</tr>
<tr>
<td>3</td>
<td>Mechanical Door Repairers</td>
<td>117</td>
<td>45</td>
<td>6</td>
<td>62.5%</td>
<td>$13.28</td>
<td>HS</td>
</tr>
<tr>
<td>4</td>
<td>Helpers – Masonry, Tile Setting</td>
<td>231</td>
<td>83</td>
<td>10</td>
<td>56.1%</td>
<td>$15.73</td>
<td>&lt;HS</td>
</tr>
<tr>
<td>5</td>
<td>Diagnostic Medical Sonographers</td>
<td>632</td>
<td>213</td>
<td>27</td>
<td>50.8%</td>
<td>$29.85</td>
<td>A</td>
</tr>
</tbody>
</table>

\(^1\)Average annual job openings include new jobs plus replacement jobs.

- Education Key: PhD – Doctoral or professional degree; M – Master’s degree; B – Bachelor’s degree; A – Associate’s degree; PVA – Postsecondary non-degree award; SC – Some college, no degree; HS – High school diploma or equivalent; <HS – Less than High school.
- Source: Idaho Department of Labor, Communications & Research Division.
<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation Titles</th>
<th>Hourly Median Wage(^1)</th>
<th>Annual Median Wage(^1)</th>
<th>Average Annual Openings(^2)</th>
<th>Percent Change</th>
<th>Annualized Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Family and General Practitioners</td>
<td>$89.20</td>
<td>$185,530</td>
<td>24</td>
<td>10.0%</td>
<td>1.0%</td>
</tr>
<tr>
<td>2</td>
<td>Dentists, General</td>
<td>$75.03</td>
<td>$156,070</td>
<td>22</td>
<td>11.6%</td>
<td>1.1%</td>
</tr>
<tr>
<td>3</td>
<td>Pediatricians, General</td>
<td>$70.67</td>
<td>$146,990</td>
<td>4</td>
<td>9.6%</td>
<td>0.9%</td>
</tr>
<tr>
<td>4</td>
<td>Nurse Anesthetists</td>
<td>$69.91</td>
<td>$145,400</td>
<td>10</td>
<td>19.7%</td>
<td>1.8%</td>
</tr>
<tr>
<td>5</td>
<td>Architectural and Engineering Managers</td>
<td>$61.66</td>
<td>$128,250</td>
<td>39</td>
<td>13.5%</td>
<td>1.3%</td>
</tr>
</tbody>
</table>

\(^1\) Median wage as defined by the 2013 annual wage from the Bureau of Labor Statistics Occupational Employment Statistics Program

\(^2\) Average annual job openings include new jobs plus replacement jobs.

Source: Idaho Department of Labor, Communications & Research Division.
<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation Titles</th>
<th>2022 Employment</th>
<th>Annual Openings²</th>
<th>Percent Change</th>
<th>2013 Median Wage</th>
<th>Typical Entry Level Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Pharmacists</td>
<td>1,763</td>
<td>75</td>
<td>32.4%</td>
<td>$53.82</td>
<td>Doctoral</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>15,511</td>
<td>562</td>
<td>26.4%</td>
<td>$28.36</td>
<td>A</td>
</tr>
<tr>
<td>3</td>
<td>Physical Therapists</td>
<td>1,502</td>
<td>64</td>
<td>31.5%</td>
<td>$37.43</td>
<td>Doctoral</td>
</tr>
<tr>
<td>4</td>
<td>Software Developers, Applications</td>
<td>2,117</td>
<td>60</td>
<td>22.2%</td>
<td>$33.62</td>
<td>B</td>
</tr>
<tr>
<td>5</td>
<td>Physician Assistants</td>
<td>899</td>
<td>34</td>
<td>33.0%</td>
<td>$42.38</td>
<td>M</td>
</tr>
<tr>
<td>6</td>
<td>Industrial Machinery Mechanics</td>
<td>2,336</td>
<td>107</td>
<td>30.6%</td>
<td>$22.39</td>
<td>HS</td>
</tr>
<tr>
<td>7</td>
<td>Electricians</td>
<td>3,746</td>
<td>139</td>
<td>29.1%</td>
<td>$21.21</td>
<td>HS</td>
</tr>
<tr>
<td>8</td>
<td>Dental Hygienists</td>
<td>1,357</td>
<td>53</td>
<td>21.6%</td>
<td>$35.02</td>
<td>A</td>
</tr>
<tr>
<td>9</td>
<td>Market Research Analysts and Marketing Specialists</td>
<td>1,959</td>
<td>67</td>
<td>31.9%</td>
<td>$24.31</td>
<td>B</td>
</tr>
<tr>
<td>10</td>
<td>Nurse Practitioners</td>
<td>723</td>
<td>28</td>
<td>30.0%</td>
<td>$42.71</td>
<td>M</td>
</tr>
</tbody>
</table>

¹Hot Jobs: Jobs that on average rank high in three major criteria — the abundance of jobs in the economy, jobs that are growing the fastest and jobs with the highest pay.
²Average annual job openings include new jobs plus replacement jobs.
*Education Key: PhD – Doctoral or professional degree; M – Master’s degree; B – Bachelor’s degree; A – Associate’s degree; PVA – Postsecondary non-degree award; SC – Some college, no degree; HS – High school diploma or equivalent; <HS – Less than High school.
Source: Idaho Department of Labor, Communications & Research Division.
Summary:
Idaho Industry Projections

Projections for Idaho, 2012 to 2022:

- 109,000, 16% more jobs added to total employment by 2022
- Goods producing sector to grow by 20%, with 18,000 jobs.
- Service providing sector to grow by 17%, adding 86,000 jobs.
- Rebound of construction industry lends to a 39% increase in jobs, the fastest projected growth of any industry in Idaho.
- Healthcare and social assistance projected to grow 27%, the second fastest in Idaho.
Summary:
Idaho occupations

• Over 30% of net growth will fill office support, food preparation and serving, and sales.

• Construction and extraction projected to grow fastest at 27 percent. Growth partly fueled by recovery from the bursting of the housing bubble.

• Growth of 8,800 jobs in healthcare practitioners and technical occupations. Second fastest growth at 25 percent.
Summary: Idaho educational attainment

For projected Idaho total job openings from 2012 to 2022:

- Almost 60% of total projected openings will require some college, training or certificate beyond a high-school diploma.
- About a third, 27%, of job openings will require job seekers to hold a Bachelor’s degree or greater to be competitive.
- Occupations for that require a high school diploma or less will comprise 40% of the total openings.
Summary:
Idaho, national education compared

Idaho trails national trends of educational attainment:

• Nationally, 19.3% of projected openings will require a bachelor's degree, in Idaho 18.0% will require the same level of education.

• Advanced degrees are projected to comprise 10.6% of national job opening and 9.0% for Idaho.

• Idaho is almost at parity for associate’s degrees and some college with 32.4% compared to the national proportion of 32.2%.
Online Resources

Visit labor.idaho.gov for Idaho’s best source for:

- Projections data:
- Labor Market Information:
- Career Information:
Education Attainment
2012 to 2022
Share of Idaho Projected Competitive Education Level: 2012-2022

- By 2022, 59% workers 25 years and older are projected to have a greater than high school education.
- 27% projected to have a bachelor’s or higher.
- 41% projected to have a high school diploma or less.

Educational attainment defined by the education of workers in occupations that are 25 years or older. Source: American Community Survey, Bureau of Labor Statistics, Idaho Department of Labor.
Share of US Projected Competitive Education Level: 2012-2022

- 61% of workers 25 years and older are projected to have more than a high school education.
- 32% will have a bachelor’s or higher.
- 39% will have a high school diploma or less.

Educational attainment defined by the education of workers in occupations that are 25 years or older.
Share of Projected Openings by Education Level: 2012-2022

Idaho:
- 27% Bachelor’s or greater
- 32% With some college or an Associates degree
- 41% High School or less

Nationwide:
- 30% Bachelor’s or greater
- 32% With Associates degree or some college
- 38% High School or less

Educational attainment as defined by the education of workers in occupations that are 25 years or older. Source: American Community Survey, Bureau of Labor Statistics, Idaho Department of Labor.
# Idaho Competitive Educational Attainment: 2012-2022 Hot Jobs

Educational attainment defined by the education of workers in occupations that are 25 years or older.

Hot Jobs: Jobs that on average rank high in three major criteria — the abundance of jobs in the economy, jobs that are growing the fastest and jobs with the highest pay.


<table>
<thead>
<tr>
<th>Occupation</th>
<th>Less than high school</th>
<th>Associate’s degree</th>
<th>Bachelor’s degree</th>
<th>Some college, no degree</th>
<th>Master’s degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmacists</td>
<td>11.7%</td>
<td>41.7%</td>
<td>50.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>11.9%</td>
<td>38.1%</td>
<td>46.0%</td>
<td>7.7%</td>
<td></td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>11.8%</td>
<td>38.2%</td>
<td>29.9%</td>
<td>23.1%</td>
<td></td>
</tr>
<tr>
<td>Software Developers,...</td>
<td>11.8%</td>
<td>50.3%</td>
<td>29.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>11.8%</td>
<td>27.1%</td>
<td>33.4%</td>
<td>13.8%</td>
<td></td>
</tr>
<tr>
<td>Industrial Machinery Mechanics</td>
<td>10.9%</td>
<td>42.6%</td>
<td>28.6%</td>
<td>12.3%</td>
<td></td>
</tr>
<tr>
<td>Electricians</td>
<td>7.2%</td>
<td>39.5%</td>
<td>32.5%</td>
<td>13.6%</td>
<td></td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>6.3%</td>
<td>54.8%</td>
<td>32.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Analysts &amp; Specialists</td>
<td>12.3%</td>
<td>50.9%</td>
<td>22.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>12.7%</td>
<td>77.8%</td>
<td>12.7%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Summary:
Idaho Educational Attainment

For projected Idaho total job openings from 2012 to 2022:

- Almost 60% of total projected openings will require some college, training or certificate beyond a high-school diploma.
- About a third, 27%, of job openings will require job seekers to hold a Bachelor’s degree or greater to be competitive.
- Occupations for that require a high school diploma or less will comprise 40% of the total openings.
Idaho trails national trends of educational attainment:

- Nationally, 19.3% of projected openings will require a bachelors’ degree, in Idaho 18.0% will require the same level of education.

- Advanced degrees are projected to comprise 10.6% of national job opening and 9.0% for Idaho.

- Idaho is almost at parity with US for openings for associate’s degrees and some college with 32.4% compared to 32.2% respectively.
Online Resources

Visit labor.idaho.gov for Idaho’s best source for:

- **Projections data**:
- **Labor Market Information**:
- **Career Information**:
Thank you!
Addendum:

Population context:
- Population Growth
- Demographics
- Labor Force

Methodology
- Projection funding and administration
- Projecting industry
- Model exclusions
- Projecting occupations

Concept
- \textit{total employment = industry jobs = occupation jobs}
Challenge: Idaho’s Supply of Labor

Jobs and Workforce Growth

Population Forecasts - EMSI August 2014 and Jobs Forecast - IDOL August 2014
Challenge: Population Growth

Population Forecasts - EMSI August 2014 and Jobs Forecast - IDOL August 2014
Challenge: Population Growth

Under 15 Years Old: 21,030
15 to 64 Years Old (Workforce): 13,770
65 or Older: 91,609

Workforce Gap: 95,230

Population Forecasts - EMSI August 2014 and Jobs Forecast - IDOL August 2014
Challenge: Population Growth

Idaho Population

2012 = 1.60 million

Forecast by 2022:
1.73 million
0.8% Annualized Growth

Challenge: Aging Idaho


Population Estimates and Forecasts - EMSI, US Census Bureau, IDOL September 2014
Industry and Occupation Jobs

Industry Employment
2012 = 145.4 Million

Healthcare and Social Assistance
2012 = 18.0 Million Jobs in Industry

US Total Employment
2012 = 145.4 Million

Occupational Composition: Healthcare and Social Assistance
33.6%
19.4%

Office and administrative support occupations, 15.5%

Occupation Employment
2012 = 145.4 Million

Computer and mathematical occupations, 2.6%
Life, physical, and social science occupations, 0.9%
Healthcare practitioners and technical occupations, 5.5%
Healthcare support occupations, 2.8%

Sources: Idaho Department of Labor and US Bureau of Labor Statistics
Methodology
Funding and Administration:

- The Idaho Department of Labor develops and published projection of Idaho’s labor market with resource and guidance provided by the US Department of Labor, Employment Training Agency.

- Allows for comparability of Idaho data with that of other states and the nation.
Methodology: Projections of Industry Jobs

Data
- Historical and current industry employment from Quarterly Census of Employment and Wages
- National and state economic variables

Method
- Ordinary Least Square regression models of each industry of sufficient size.
- Shift-Share and time-series for industries that are too small for regression viability, or when statistically sound model is not possible.

Analytical judgment:
- Adjustment of rates or ratios derived from national data base on local factors or conditions
- Search and selection of locally relevant data
- Selecting the most appropriate projections model based on economic assumptions
- Strict mechanical approaches to projections will not achieve the highest level of accuracy.
Methodology: Projection of Occupation Jobs

**Data**

- Completed Industry Projections for relevant time period.
- Staffing pattern for Idaho industries developed from the Occupational Employment Statistics Program (OES).
  - OES is a program funded and directed by the Bureau of Labor Statistics, and the Idaho Department of Labor.
  - A direct survey conducted by dedicated staff at the Idaho Department of Labor.
  - Provides annual analysis and information obtained directly from Idaho employers.

**Method**

- Staffing pattern applied to industry projections to derive occupational projections.