

Southwest Idaho's Employment Outlook and Occupations in Demand

Career Information Systems
Fall Workshop
CWI Meridian
October 9th and 16th 2015

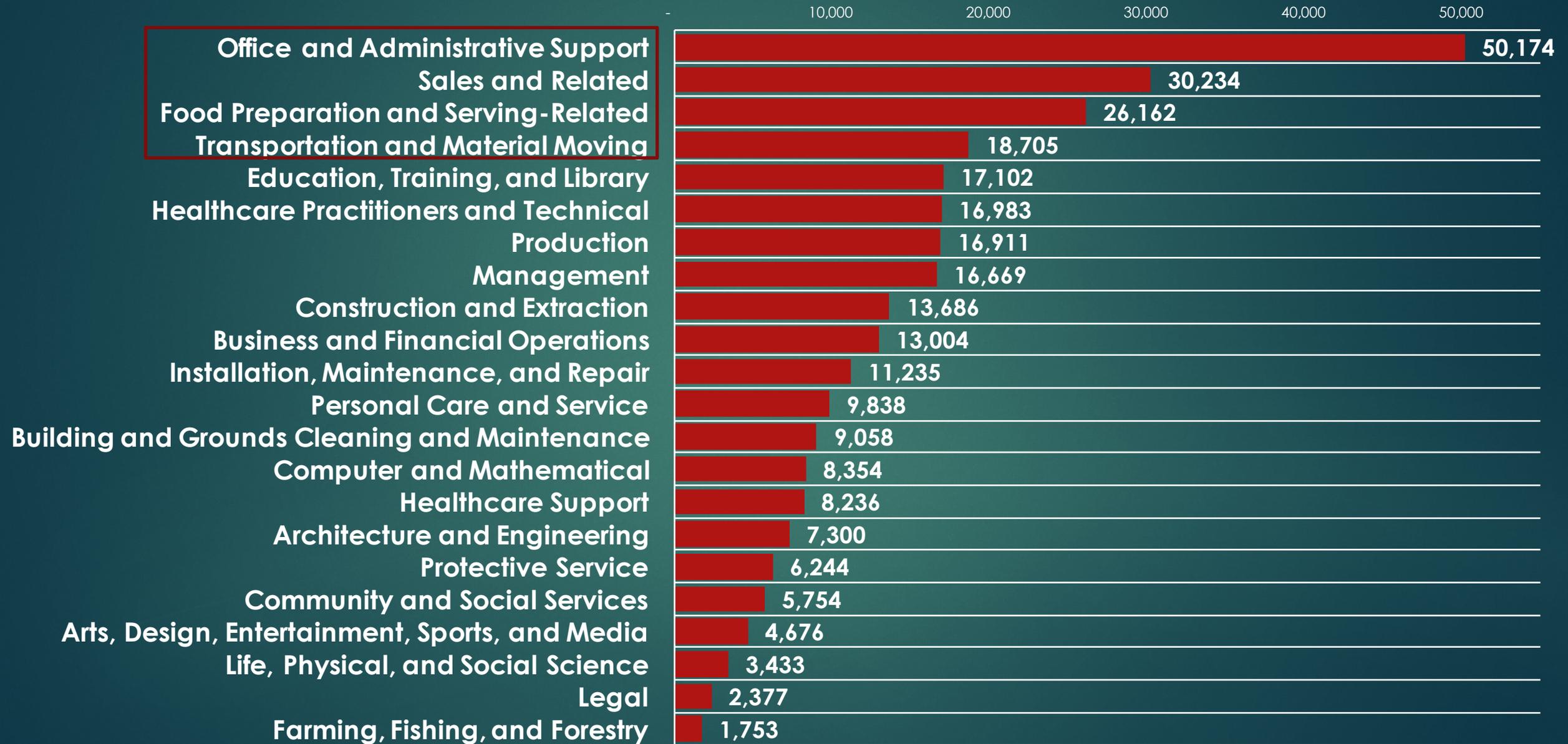


Ethan Mansfield
Regional Economist, Southwest Region
Idaho Department of Labor

Outline

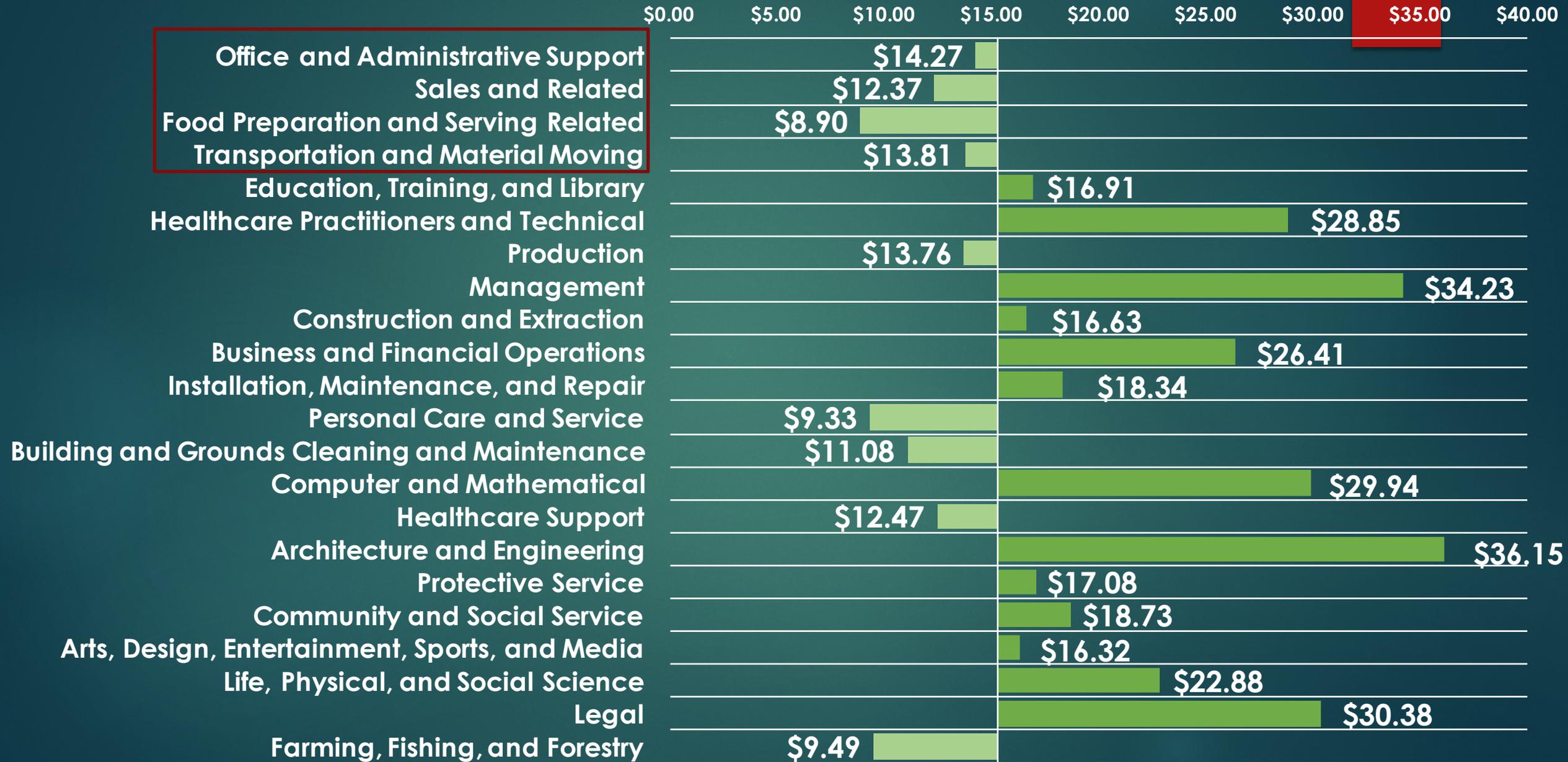
- SW Idaho Employment by Occupation
- Occupational Projections
- Hot Jobs
- Help Wanted Online Real-Time Demand

Employment by Major Occupation Group SW Idaho 2014



SW Idaho Wages, Sorted by Employment

SW Idaho Median Wage = \$15.29

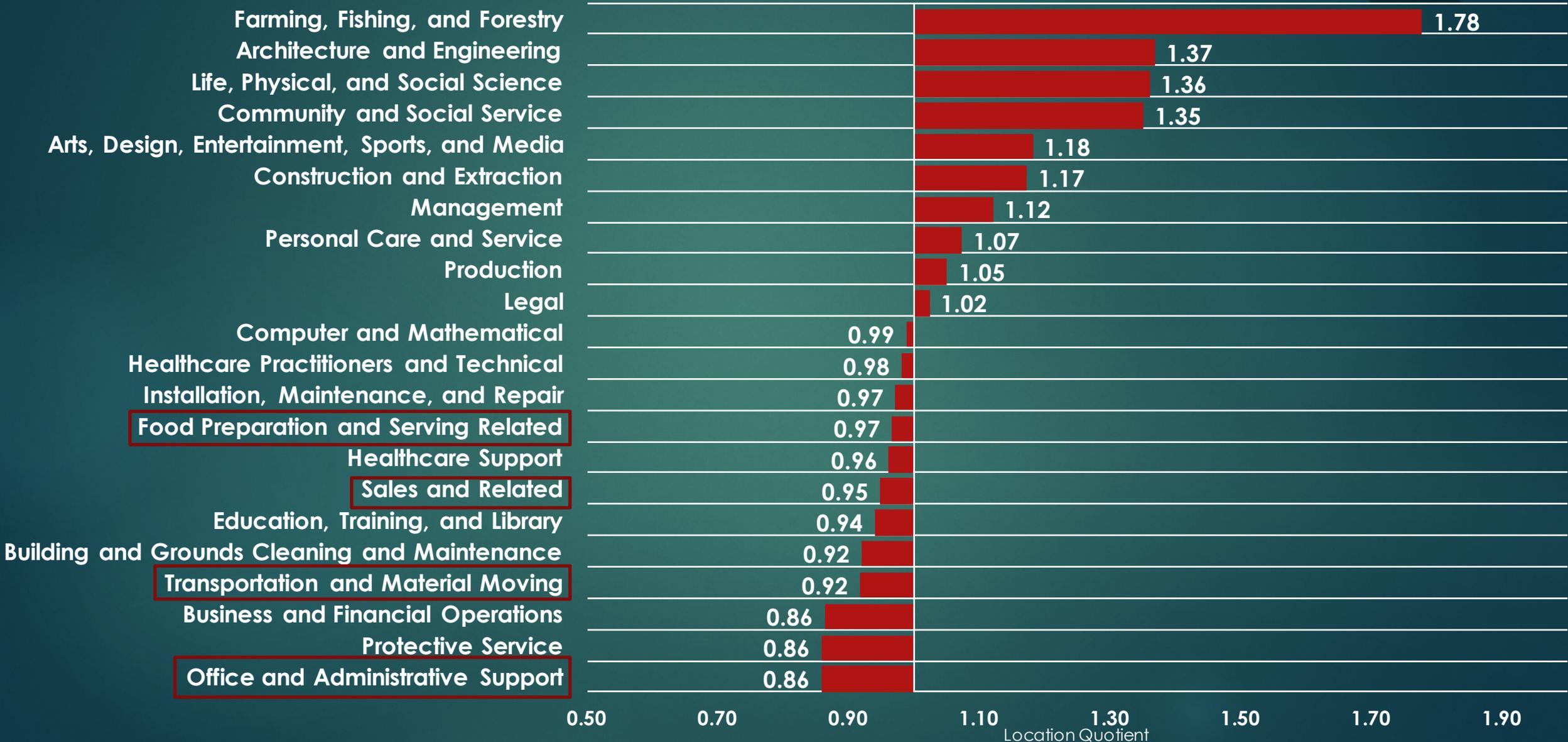


Relative Employment Share (Concentration) and Median Wages

SW Idaho

2014

■ Employment Concentration



Occupation	Percent Difference from National Median	SW Idaho Median Wage	Occupation	Percent Difference from National Median	SW Idaho Median Wage
Office and Administrative Support	-9%	\$14.27	Personal Care and Service	-9%	\$9.33
Sales and Related	1%	\$12.37	Building and Grounds Cleaning and Maintenance	-1%	\$11.08
Food Preparation and Serving Related	-3%	\$8.90	Computer and Mathematical	-22%	\$29.94
Transportation and Material Moving	-3%	\$13.81	Healthcare Support	-2%	\$12.47
Education, Training, and Library	-25%	\$16.91	Architecture and Engineering	-1%	\$36.15
Healthcare Practitioners and Technical	-3%	\$28.85	Protective Service	-4%	\$17.08
Production	-10%	\$13.76	Community and Social Service	-6%	\$18.73
Management	-27%	\$34.23	Arts, Design, Entertainment, Sports, and Media	-25%	\$16.32
Construction and Extraction	-16%	\$16.63	Life, Physical, and Social Science	-23%	\$22.88
Business and Financial Operations	-15%	\$26.41	Legal	-18%	\$30.38
Installation, Maintenance, and Repair	-9%	\$18.34	Farming, Fishing, and Forestry	-3%	\$9.49

Summary

- ▶ Most abundant occupation groups are **Office and Administrative Support** (1 in every 6 jobs), **Sales and Related** (1 in every 10 jobs) and **Food Preparation and Serving** (1 in every 11 jobs)
- ▶ Occupation Groups that have the highest share in Idaho relative to the nation (most concentrated jobs) are **Farming, Fishing and Forestry** (78% higher than national concentration), **Architecture and Engineering** (37% higher than national concentration) and **Life, Physical and Social Science Occupations** (36% higher than national concentration)
- ▶ Occupation Groups with the highest wages are **Architecture and Engineering** (\$36.15/hour), **Management** (\$34.23/hour) and **Legal Occupations** (\$30.38/hour)
- ▶ Our High-Wage, Competitive Occupation Groups are **Health Care Practitioners** and **Architecture and Engineering Occupations**

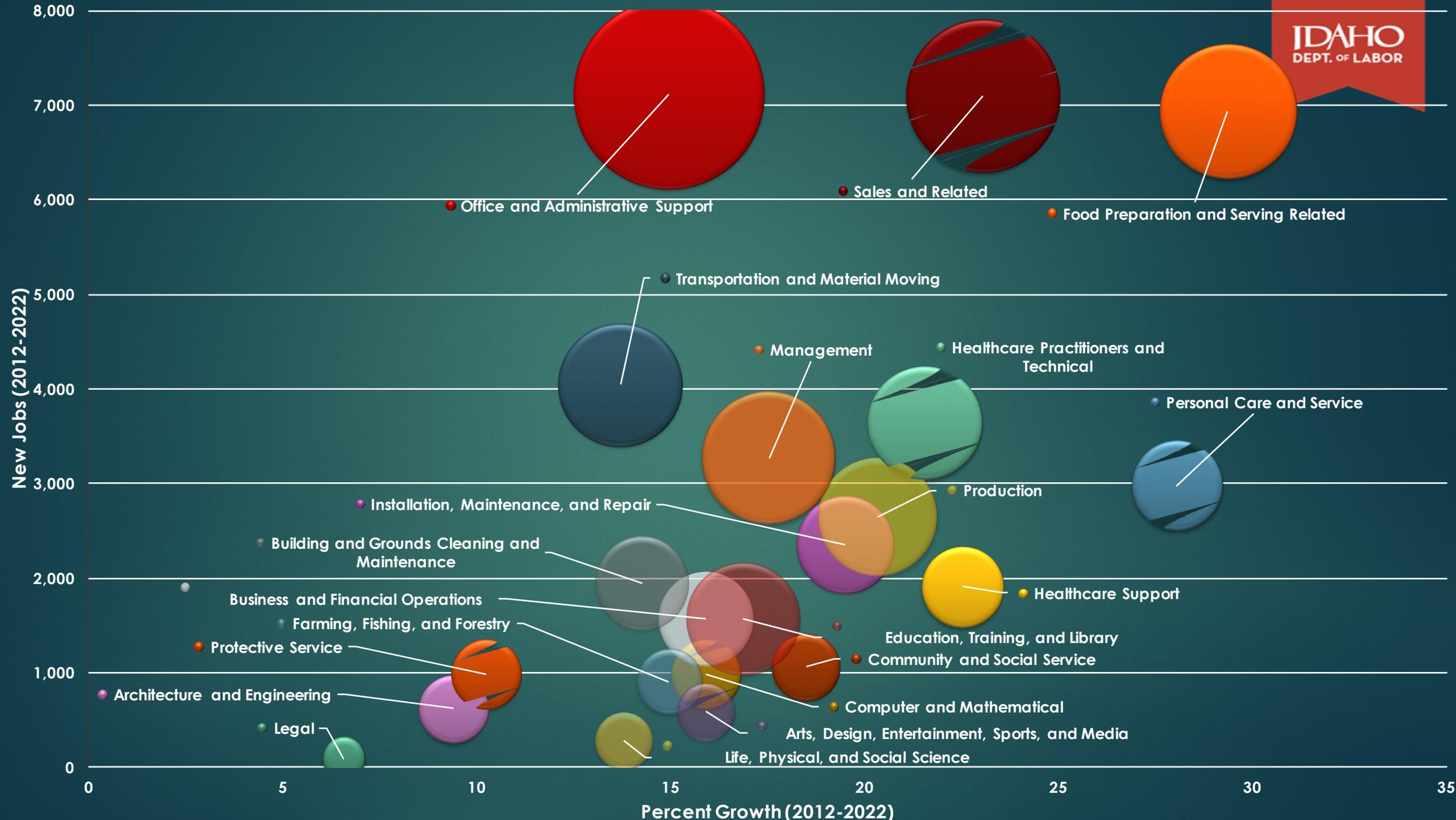
Source: Bureau of Labor Statistics, Occupational Employment Statistics

Projections Are:

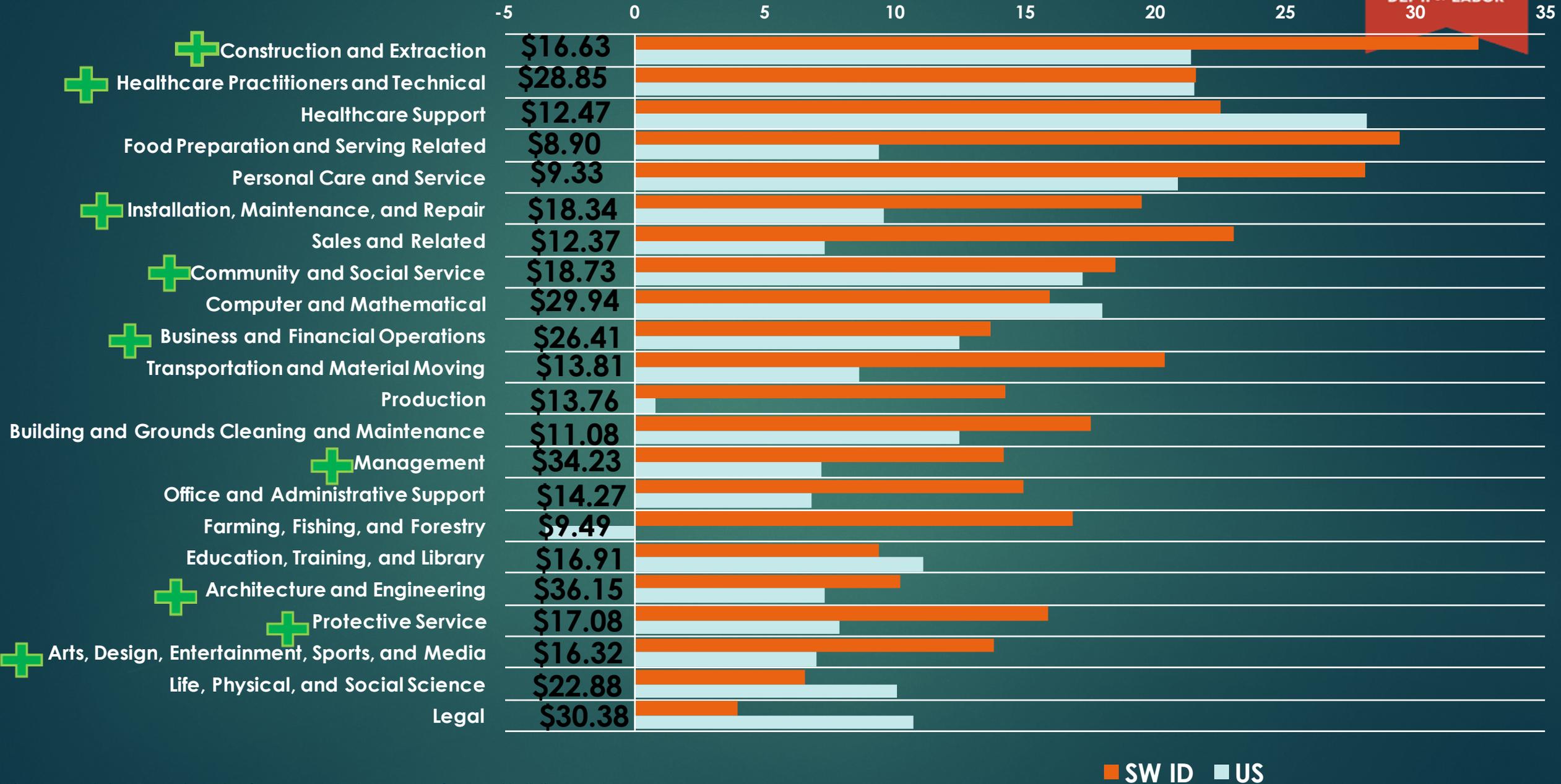
- Created every 2 years
- A count of jobs, not people
- A best guess at the future assuming a “business as usual” approach
- Demand Side, NOT Supply Side

Projections **DO NOT**:

- Factor in technological change or innovation
- Include policy decisions (eg. new laws or policies)
- Include economic bubbles, crises, or even business cycles
- PREDICT THE FUTURE



2012-2022 Projected Percent Job Growth and Median Wage



SW ID US

Summary:

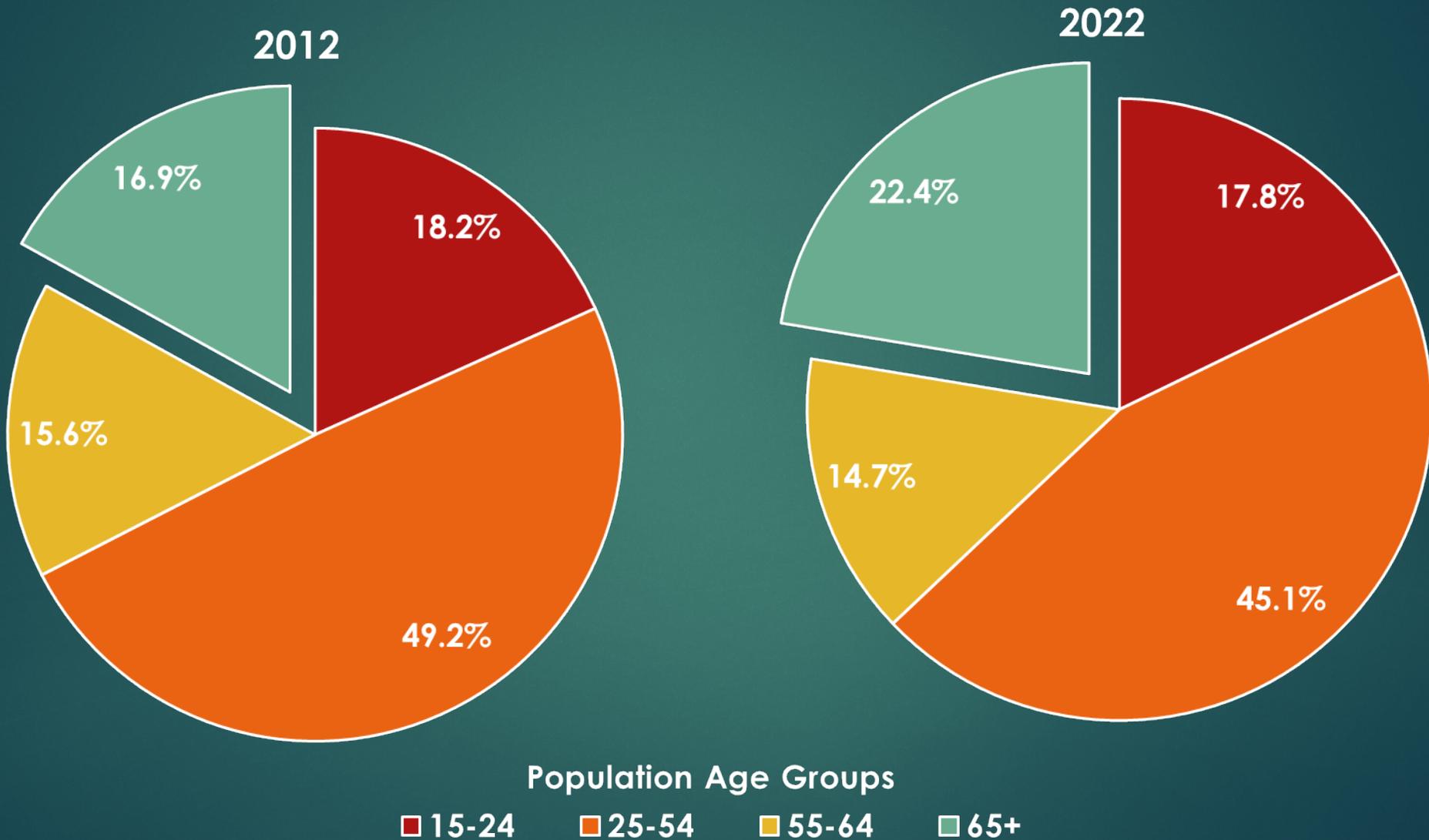
Idaho occupations

- ▶ Diverse opportunities exist in the future labor market.
- ▶ Occupation Groups growing faster than the nation with a higher wage than the SW Idaho median:
 - ▶ Construction
 - ▶ Healthcare Practitioners
 - ▶ Installation, Maintenance and Repair
 - ▶ Community and Social Services
 - ▶ Business and Financial
 - ▶ Management
 - ▶ Architecture and Engineering
 - ▶ Protective Services
 - ▶ Arts, Design, Education, Media

Challenge: Aging Idaho

- ▶ Growth in Retiree Cohort means more Health Care jobs
 - ▶ People require more care as they age
- ▶ Growth in Retiree Cohort also means more service jobs
 - ▶ If retirees don't work but support service jobs, then as a percent of the economy, service jobs will dominate

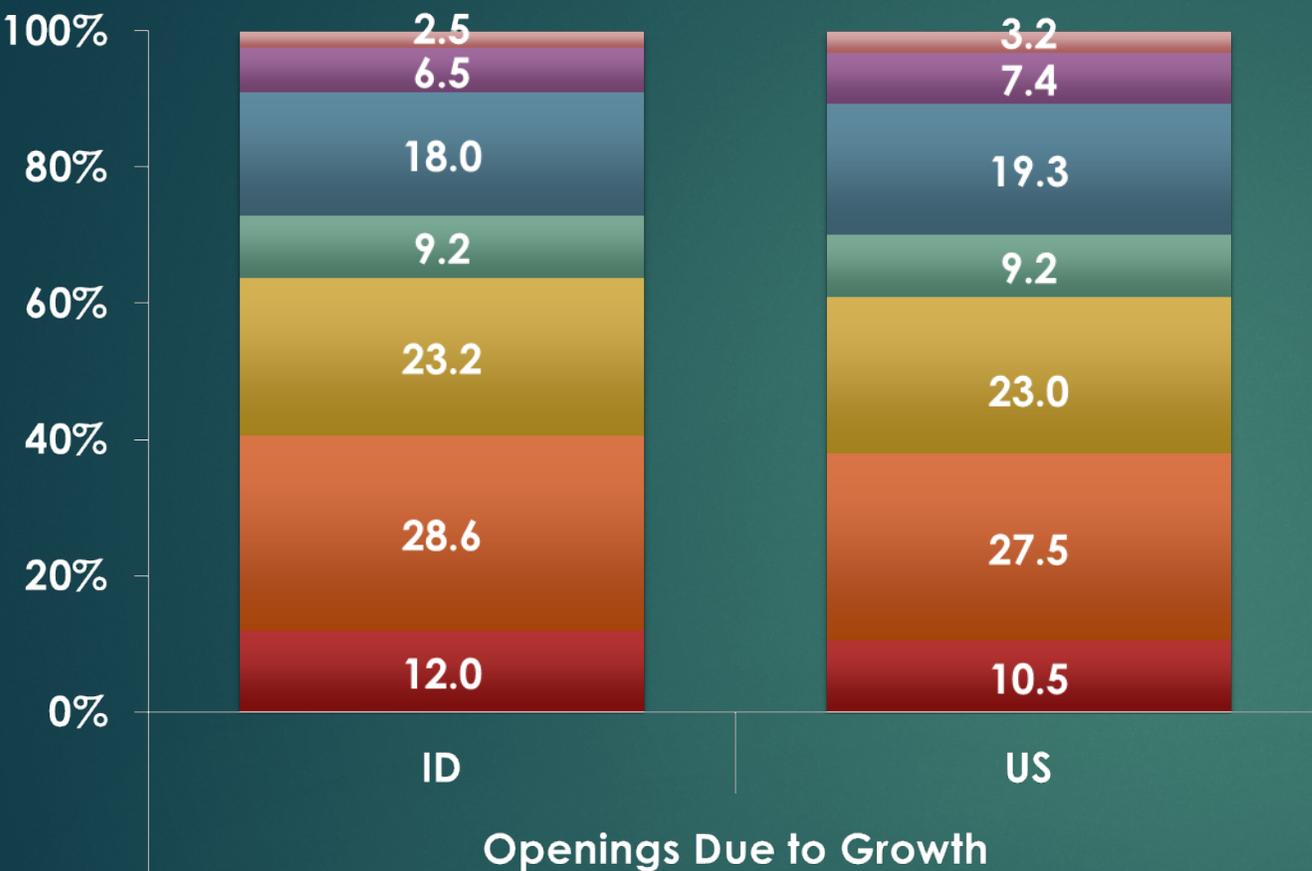
Challenge: Aging Idaho



Challenge: Educated Workforce

- ▶ Economies with a skilled workforce attract firms that demand a skilled workforce.
 - ▶ And Vice Versa: Firms that require a skilled workforce attract a skilled workforce
 - ▶ Chicken and egg problem
- ▶ Hiring high-skill workers is expensive, but companies are willing to pay to attract the best workers.
 - ▶ Idaho's high-skill workforce is limited, thus attracting firms that do not demand a highly-skilled workforce

Share of Projected Openings due to Growth 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

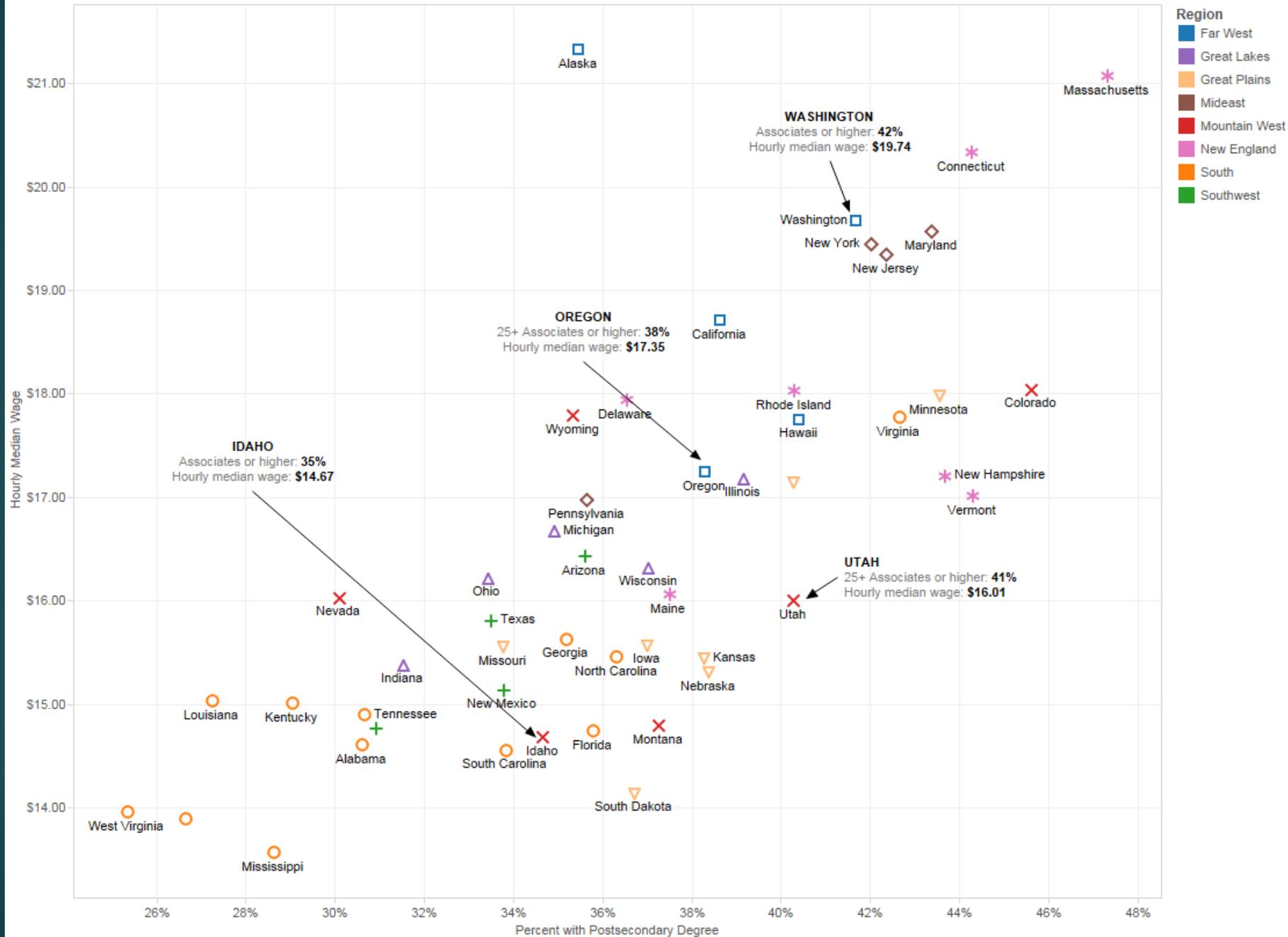
- 30% Bachelor's or greater
- 32% With Associates degree or some college
- 38% High School or less

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.

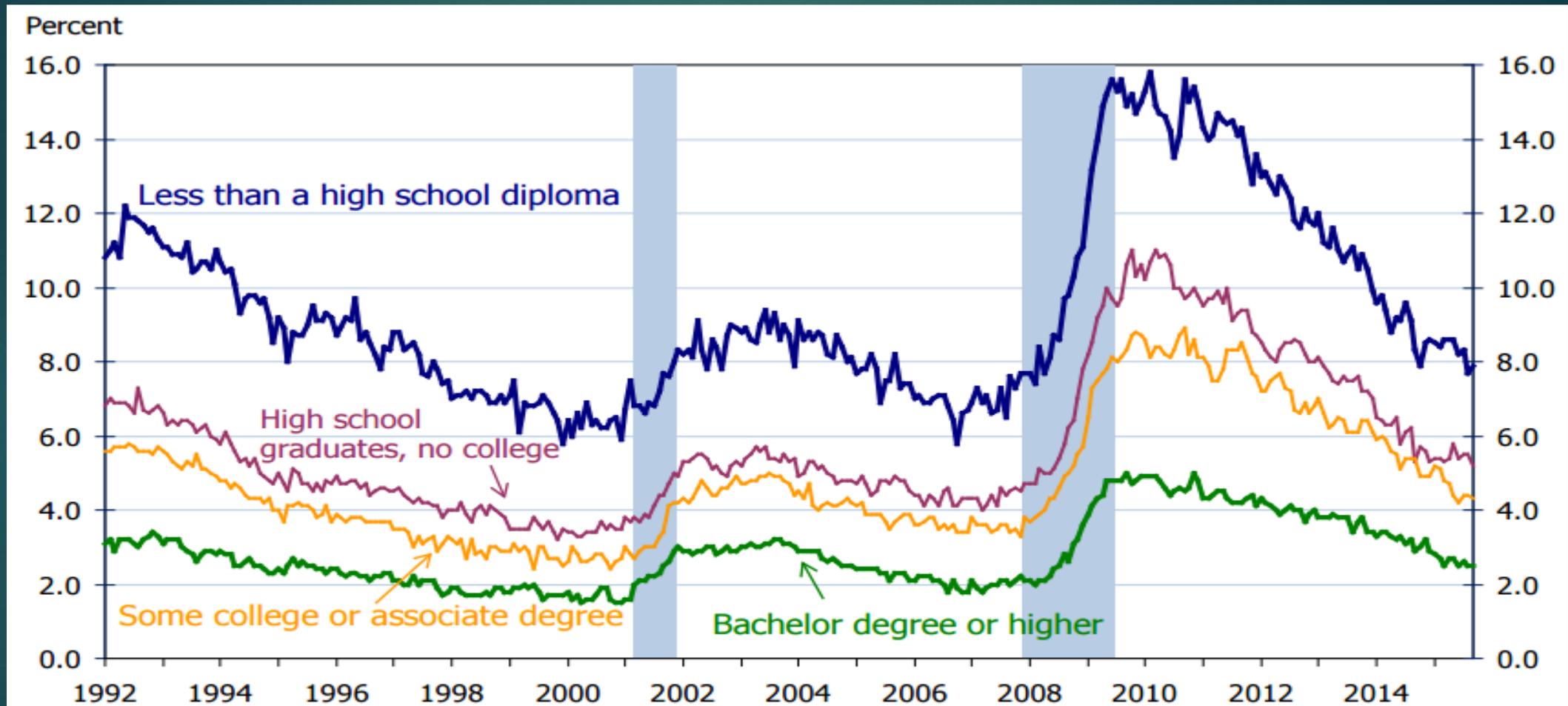
Two Either/Or Stories

- ▶ 1. Current projections show that Idaho doesn't need highly trained labor compared to the nation.
 - ▶ Only 27 percent of new openings due to growth require a Bachelor's degree or higher
 - ▶ 41% require high-school diploma or less
- ▶ 2. Firms make decisions based upon the quality/quantity and cost of the workforce available to them.
 - ▶ Land, Capital and **Labor** are inputs to the production process
 - ▶ Both firms and labor are mobile, and will choose to locate where conditions are optimal
 - ▶ Firms get what they pay for

Percent with Postsecondary Degree and Median Wage by State and Region



Unemployment by Education Level: September 2015



Note: Shaded areas represent recessions as determined by the National Bureau of Economic Research (NBER). Data online at http://data.bls.gov/timeseries/LNS14027659&series_id=LNS14027660&series_id=LNS14027689&series_id=LNS14027662.

Source: Bureau of Labor Statistics, Current Population Survey, October 2, 2015.



“Hot Jobs” in Idaho

- ▶ Goal is to create a list of jobs with high wages that are also in demand
- ▶ List of 100 occupations for each Region
- ▶ Three Criteria:
 - ▶ Jobs that are in abundance in the economy
 - ▶ Jobs that pay well
 - ▶ Jobs that are projected to grow quickly



Idaho Hot Jobs by Degree: 2012-2022

Doctoral or Professional Degree	Master's Degree
Pharmacists	Physician Assistants
Physical Therapists	Nurse Practitioners
Physicians and Surgeons, All Other	Healthcare Social Workers
Health Specialties Teachers, Postsecondary	Occupational Therapists
Lawyers	Rehabilitation Counselors
Dentists, General	Speech-Language Pathologists
Family and General Practitioners	Mental Health Counselors
Clinical, Counseling, and School Psychologists	Nursing Instructors and Teachers, Postsecondary
Optometrists	Nurse Anesthetists
Veterinarians	Instructional Coordinators
Bachelor's Degree	Associate's Degree
Software Developers, Applications	Registered Nurses
Market Research Analysts and Marketing Specialists	Dental Hygienists
Computer Systems Analysts	Diagnostic Medical Sonographers
Cost Estimators	Radiologic Technologists
Electrical Engineers	Respiratory Therapists
Civil Engineers	Physical Therapist Assistants
Management Analysts	Cardiovascular Technologists and Technicians
Accountants and Auditors	Web Developers
Elementary School Teachers, Except Special Education	Medical Equipment Repairers
Personal Financial Advisors	Medical and Clinical Laboratory Technicians

More Labor Market Information on Hot Jobs!

- ▶ List of 100 Hot Jobs for each region
- ▶ Median Wages, Experience Required, Typical Education Required, Projected Growth, etc.

- ▶ <http://lmi.idaho.gov/Projections/OccupationalProjections.aspx>

Help Wanted Online

- ▶ Compiles (scrapes) data from 16,000+ Job Posting Boards across the county
 - ▶ Eg. Monster, Career Builder, Help wanted ads in local online classifieds, Craigslist
- ▶ Continuously scans for new postings
- ▶ Removes duplicate postings
- ▶ Gauge of Real-Time Demand for an occupation
- ▶ Limitations to HWOL: Misclassification of certain occupations – eg. Maverik Adventure Guide = Cashier

Help Wanted Online Tableau Dashboard

- ▶ https://public.tableau.com/views/HWOL/HelpWantedOnlineDashboards?:embed=y&:display_count=yes&:showTabs=y

Thank You!

▶ Questions?

▶ Contact info: ethan.mansfield@labor.idaho.gov

▶ 208-332-3570 ext. 3455

Vacancy Rate Proxy

- ▶ Vacancy Rate Survey: Expensive and Time Consuming
- ▶ Using HWOL, real-time vacancy rate proxy
- ▶ $\text{Total openings} / \text{Total Employment} = \text{Vacancy Rate}$