



Idaho Workforce Development Council

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Economic and Workforce Analysis

Idaho Combined State Plan for the Workforce Innovation and Opportunity Act

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Economic and Workforce Analysis: Purpose

- Ensures data-driven decision making
 - Labor reports
 - ACS/Census data
- Promotes alignment across programs
 - Provides foundation for common strategy across Idaho's workforce partner programs
- Helps identify/address discrepancies between Idaho's workforce and the anticipated needs of Idaho's employers



Economic and Workforce Analysis

- Employment/Unemployment Trends
 - What available pool of workers do we have/are we predicted to have?
- Labor Market Trends
 - Where are the jobs now and where will the jobs be in the near future?
- Education and Skill Levels of the Workforce
 - To what degree is Idaho's workforce equipped to meet the current and emerging needs of employers?



Economic and Workforce Analysis

- Skill Gaps

- Where are the gaps between current education/skill levels of the workforce and the competencies required to meet the predicted need?

- Quality Jobs

- What occupational categories that pay higher wages are anticipated to experience growth in the future?
- How can Idaho's workforce development system help address skill gaps in order to meet the competency requirements of employers in these emerging areas?



Existing Demand

- Analysis of Existing Demand Industry Sectors and Occupations
 - Current economic snapshot
- Idaho's In-Demand Occupations (higher volume)
 - 54% of all jobs in Idaho are contained within: Healthcare, retail, trade, local government, manufacturing, accommodation/food service
 - 100 or more annual openings
 - 8 of 10 pay under \$13/hr
 - Correlated with higher turnover, lower wages, and low educational requirements (contrasted with):



IDOL's Target Sectors/Hot Jobs

- Idaho's Target Sectors

- IDOL's current target sector strategy incorporated into combined plan
- Target industries represent ~30% of current jobs in Idaho
- Predicted higher demand, growth, and wages
 - (Advanced manufacturing, aerospace, food manufacturing, high-tech, health care, and power & energy)

- Idaho's Hot Jobs

- Top 50 jobs as defined by IDOL's Research Division
- Better wages, anticipated growth
- 35 of 50 require at least some postsecondary education



Common Sector Competencies

- Section addresses skills and competencies required for Target Sectors by sector and domain in order to generate a general range of common requirements to enter a given sector
- Competency Domains:
 - Tier 1: Personal Effectiveness
 - Tier 2: Academic
 - Tier 3: Workplace
 - Tier 4: Industrywide Technical
 - Tier 5: Industry Sector Technical
 - Tier 6: Management Competencies and Occupational-Specific Requirements



Understanding Skill Gaps

- Skill Gaps
 - Where are the gaps between current skill level of the workforce and the competencies required to meet the predicted need? (identifies focus areas)
 - Aligning Career Pathways with Target Sectors
 - Addressing youth in the workforce
- In conjunction with workforce development, education and training activities analysis:
 - Looks at Idaho's capacity to address these gaps

