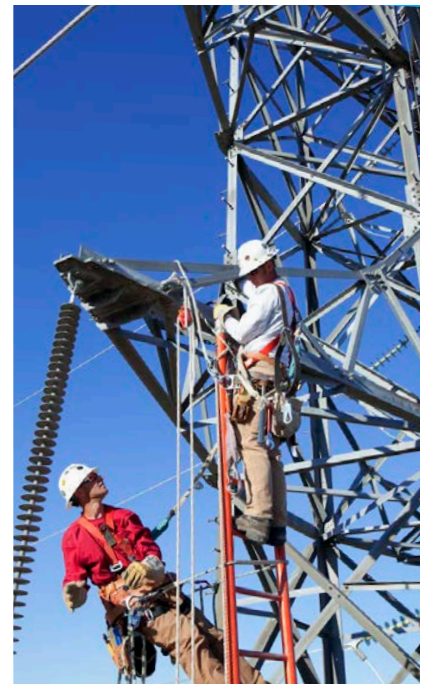


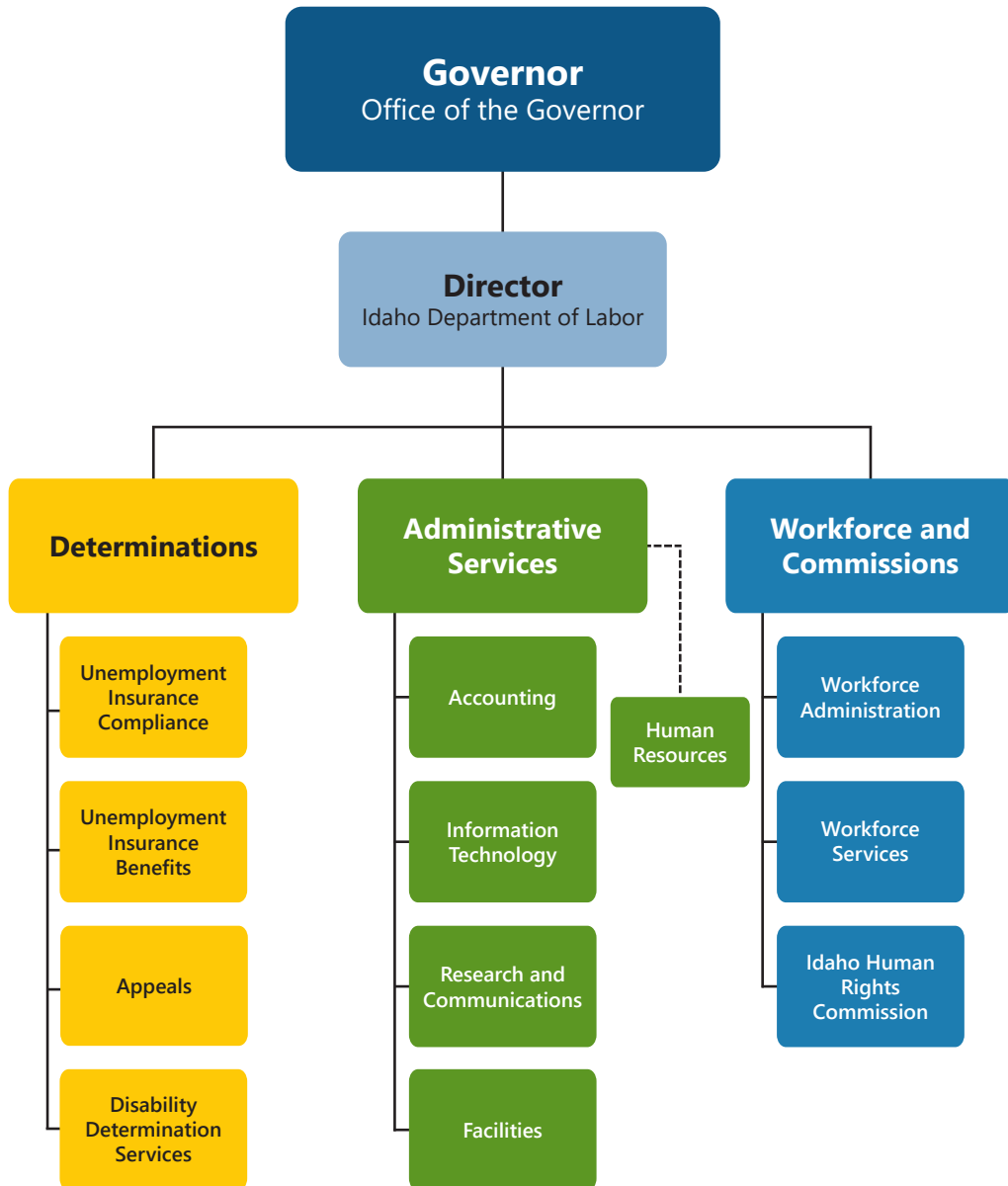
IDAHO
DEPARTMENT OF LABOR

2024

Year in Review



01 WHO WE ARE



Our mission

The Idaho Department of Labor **connects** job seekers with employment opportunities, **supports** workers through career and life transitions, and **administers** state labor laws.

Our core values

At the Idaho Department of Labor, our strength is found in professionalism, respect, kindness and collaboration. We cultivate a work environment where excellence is upheld in every aspect of our organization, fostering trust and credibility with our co-workers and customers.



A message from the director

Idaho's economy continues to be very strong, with low unemployment, increasing wages and an increasing workforce. Yet, there are still people who need help connecting to jobs or training, applying for their benefits, or access to economic information. We have employees across the state ready to provide that assistance.

People come to our offices to use computers to look for work or apply for unemployment insurance benefits, obtain one-on-one assistance or attend job fairs or workshops. Our buildings must be easily accessible and have spaces large enough for a job fair and small enough for a job interview. We need to have computers available for those that don't have easy access. There is a lot that goes on in a Labor office, and we need the flexibility to adjust to changing circumstances.

I am excited that we have broken ground on a new building at 458 Park View Loop in Twin Falls. We anticipate completion of construction by the end of 2025. This larger facility will allow us to better meet the needs of the community and surrounding area.

We are also fortunate that the Legislature has invested in the backlog on maintenance at state government facilities. We will be using these funds to upgrade all our buildings across the state in the

coming years. Improvements range from a complete remodel of our Pocatello office to bathroom upgrades in Lewiston to sidewalk repair in Caldwell to address tripping hazards.

These improvements will help us better serve our customers by making our buildings more accessible and mitigating wear and tear.

Throughout these locations and from our central location in Boise in 2024, we served 46,790 unemployment insurance claimants, 43,068 job seekers, 3,934 businesses and listed 177,130 jobs.

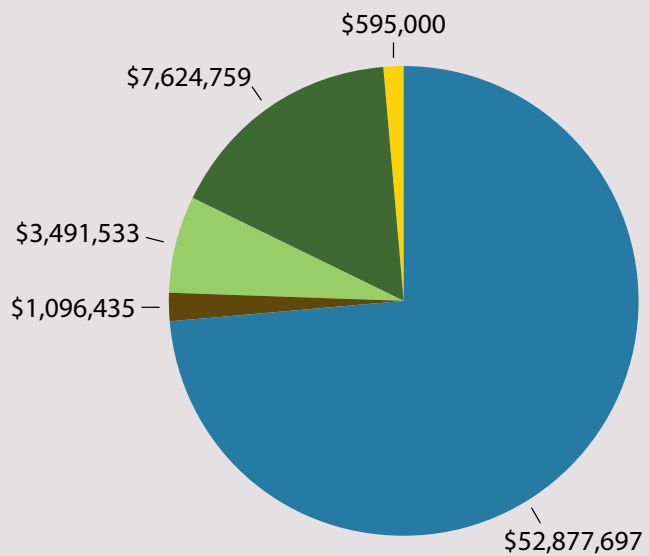
This publication provides a look into who we are and who we serve and includes an update on Idaho's economy. The success stories give a look at how our programs and services have touched the lives of Idahoans. Thank you for your trust in our staff in 2024. We will continue to work to earn that trust in 2025 and beyond.





Department operating revenue SFY 2024 revenue by funding source

- Federal
- Special admin.
- General
- State miscellaneous
- Penalty and interest



Our commitment

Idaho Department of Labor Director Jani Revier leads a team of 572 employees who work to make a positive difference in the lives of job seekers, employers, government officials and Idaho citizens.

Labor staff are committed to ensuring job seekers and employers have access to a wide array of quality employment-related services and economic information.

Department of Labor staff also

- Pay unemployment insurance (UI) benefits to eligible claimants.
- Protect the UI trust fund integrity by preventing

unemployment insurance fraud and recovering claimant overpayments.

- Support national service and volunteer programs around the state.
- Prevent and remedy illegal discrimination.
- Work with Idahoans applying for disability benefits through the Social Security Administration.

Labor is comprised of three divisions: Administrative, Workforce and Commissions, and Determinations.

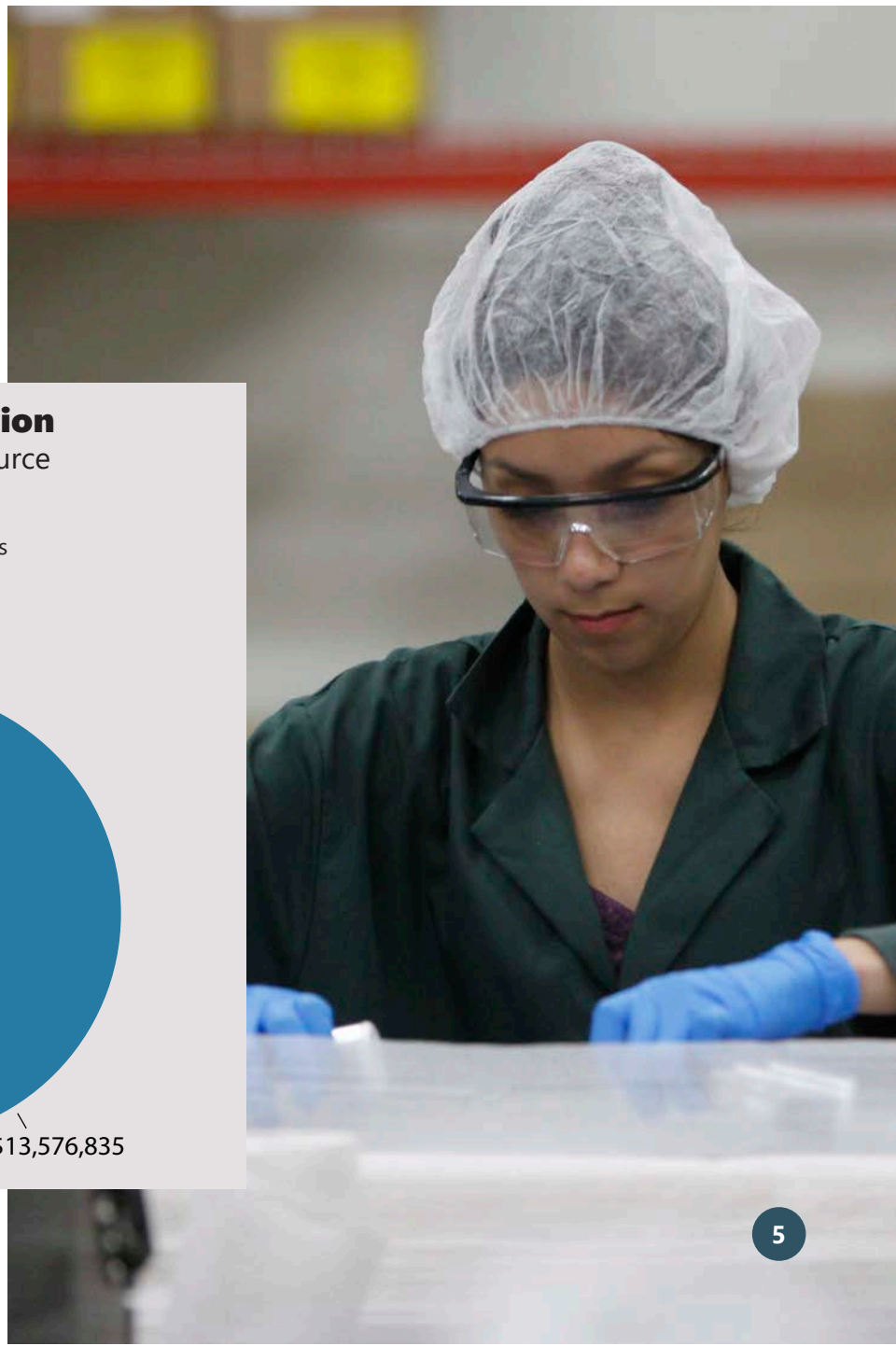
Administrative services

The administrative services division provides support to other programs and the public in the areas of accounting, information technology, facilities, communications and research.

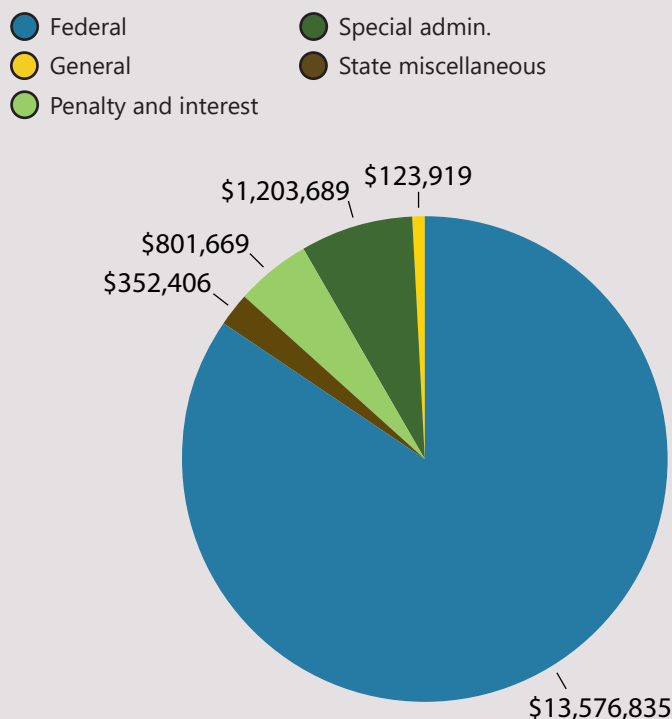
In 2024, Labor participated in Gov. Brad Little’s IT Modernization initiative, designed to increase efficiency in technology support across state agencies and to improve cybersecurity for Idaho government. Labor IT transitioned all customer support, network systems and engineering, and security staff to ITS.

In addition, the IT team also successfully converted from Skype for Business to Microsoft Teams for the

agency’s enterprise phone system. The overhaul of the phone system allows customers to reach the services they need much more efficiently by having fewer connections required. Staff can now transfer customers directly to the unemployment insurance claims phone line. Previously, customers had to hang up and call a different phone number.



Administrative services division SFY 2024 expenditures by funding source





Workforce and Commissions

Workforce and Commissions consists of local offices across the state that provide employment and training services, workforce administration that provides technical assistance and monitoring of all workforce grant programs, Idaho Human Rights Commission and Serve Idaho.

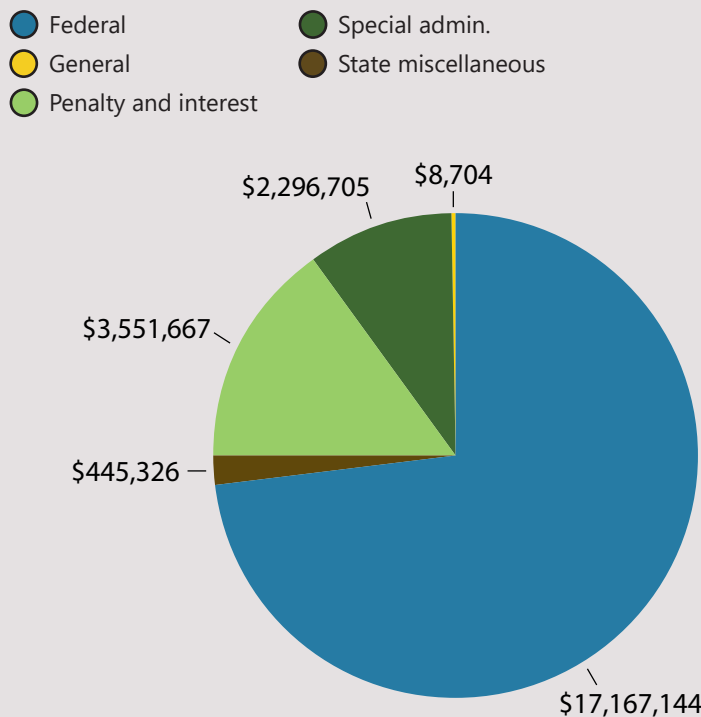
Eight local Labor offices and 28 mobile locations deliver a broad range of workforce development services to help connect and prepare workers for Idaho jobs in demand.

The Idaho Human Rights Commission (IHRC) works to prevent and remedy illegal discrimination in employment, housing, education and places of public accommodation.

Through the Serve Idaho program, the Governor’s Commission on Service and Volunteerism promotes collaborative efforts among the public and private

sectors to advance community service programs and activities throughout the state. Serve Idaho also administers Idaho AmeriCorps grants.

Workforce and Commissions division SFY 2024 expenditures by funding source



Determinations

The determinations division includes the unemployment insurance (UI) benefits bureau, UI tax, UI compliance and integrity, UI benefits adjudication, appeals, Disability Determination Services (DDS) and wage and hour. UI programs for eligible workers are administered through federal and state cooperation, including unemployment compensation for federal employees or ex-service members, disaster unemployment assistance and Trade Adjustment Assistance.

The UI benefits bureau helps customers file claims, answers questions from customers and determines eligibility under state law and rule for unemployment insurance benefits.

The compliance bureau protects the integrity of Idaho’s UI trust fund by making sure all Idaho citizens abide by the statutes and rules as set forth

by the Legislature. This encompasses enforcement, education, recovery and audit. Staff make every effort to discover and prevent UI fraud, provide resources to businesses and claimants to see that all Idaho citizens are on a level playing field, recover monies owed when an overpayment occurs and audit and educate business to make sure wages are being properly reported and that taxes owed are being paid.

Claimants and employers may file an appeal if they disagree with an unemployment insurance determination issued by the benefits or compliance bureau. When an appeal is received by the Labor appeals bureau, a telephone hearing is scheduled, and all interested parties are mailed a notice of the hearing. During the hearings, the parties to an unemployment insurance appeal may present

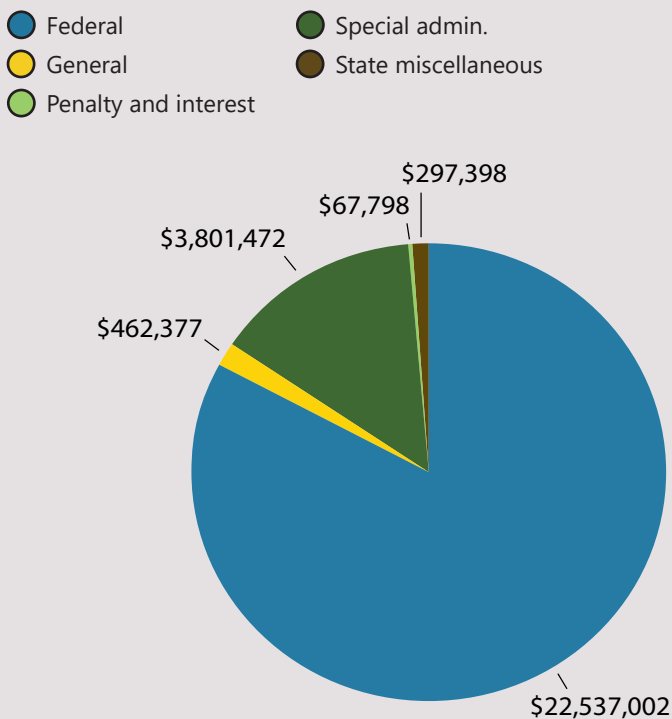
evidence and sworn testimony to a hearing officer and receive a fair and unbiased decision. During state fiscal year 2024, the appeals bureau conducted 2,934 hearings.

The wage and hour group is responsible for administering Idaho’s minimum wage law, wage payment law and farm labor contractor licensing law. This is the only Labor program that receives monetary support from the state’s general fund.

Idaho DDS helps the Social Security Administration process disability claims by determining whether individuals applying for Social Security disability benefits meet the criteria for medical severity and ensuring fair and timely consideration for those individuals.

Determinations services division

SFY 2024 expenditures by funding source



02 WHO WE SERVE



Businesses

Labor supports businesses and their employees through several programs and services.

Employer training

Over the course of the year, the workforce services division held a series of webinars to provide an overview of programs and services on topics including tax compliance, unemployment insurance, wage and hour and labor market information. More than 550 employers attended these sessions.

The Idaho Human Rights Commission (IHRC) also provides free employment trainings to businesses, agencies and organizations around the state. IHRC staff have trained small- to medium-sized businesses on the topics of harassment prevention, respectful workplace and disability accommodations. They provided dozens of trainings online and in-person throughout the state.

IHRC staff offered a joint webinar and training with the Equal Employment Opportunity Commission (EEOC) for employers regarding both commissions' services and procedures, as well as employer best practices to avoid discrimination and retaliation in the workplace. Commission staff also have presented at several regional human resources network events, including the Snake River SHRM (Society of Human Resource Management) chapter and the Human Resource Network of North Idaho's employer forum, with more than 50 employers represented. IHRC provides more than 60 of these trainings annually.

Apprenticeships

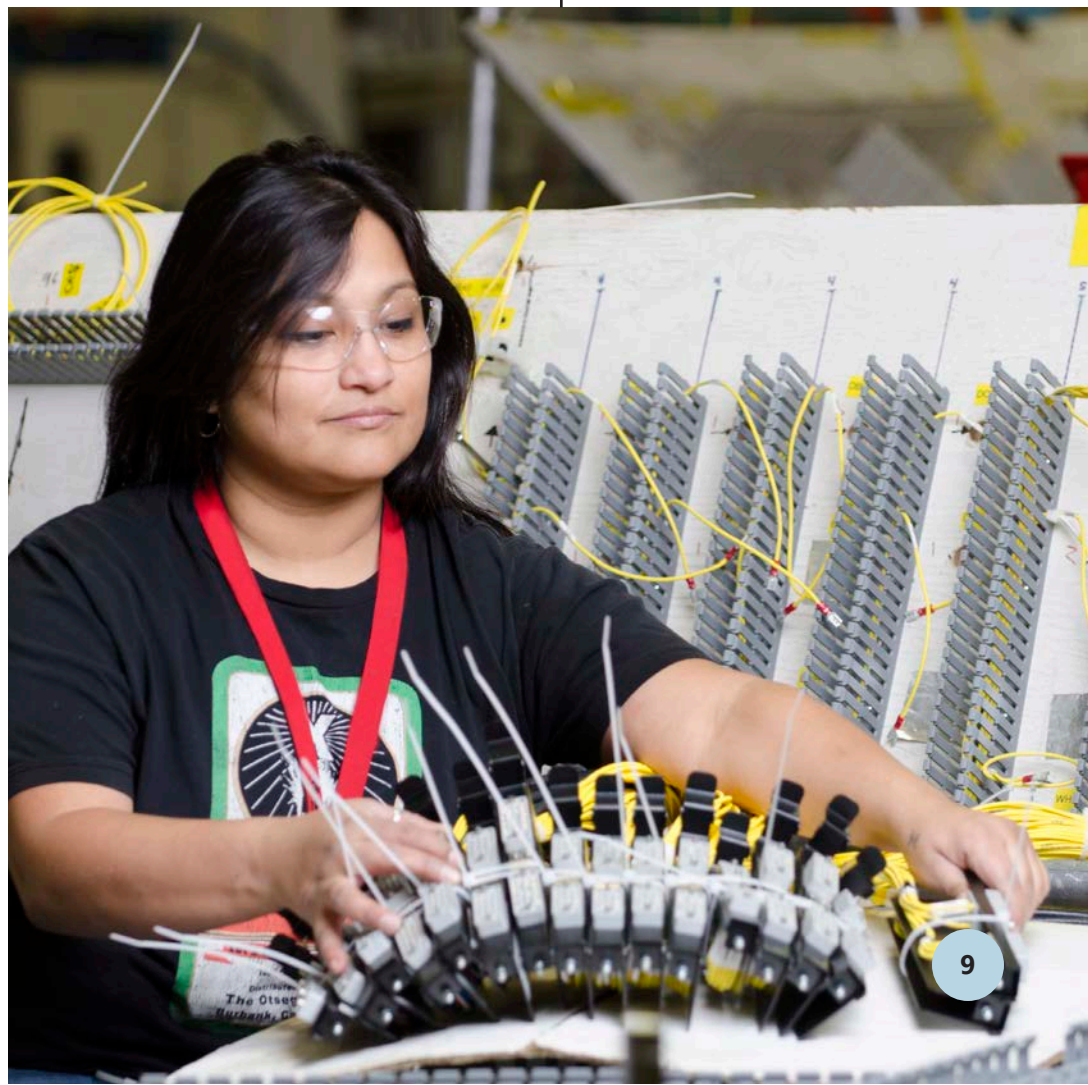
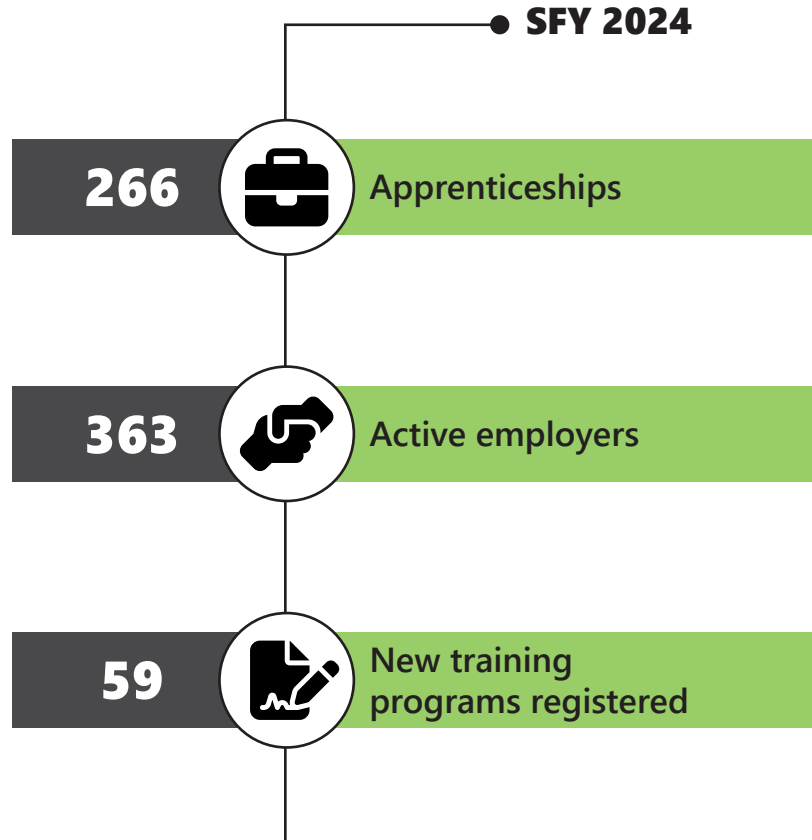
The Apprenticeship Idaho program assists employers and organizations in the development and administration of Registered Apprenticeship Programs (RAPs). RAPs are a business investment with associated costs and benefits.

On average, employers realize an average return on investment of \$1.47 for every \$1 invested and as much as a 30% drop in workplace injuries through the employee’s career when trained under an apprenticeship program. Additionally, every \$1 invested in apprenticeships leads to a public return of approximately \$28 in benefits.

SIDES

SIDES (State Information Data Exchange System) allows employers to respond to unemployment claims electronically, which saves them time and money. In 2024, Idaho went live on the Decisions and Determinations exchange. This allows employers enrolled in the program to receive unemployment determinations electronically through SIDES. Employers are also able to request an appeal through SIDES if they disagree with the determination. Idaho was the sixth state to go live with this exchange. Additionally, Labor deployed single sign-on for SIDES and the agency’s Employer Portal, meaning employers will no longer need two different credentials to use each platform.

In 2024, 659 employers signed up for SIDES bringing the total number of employers signed up to 12,401.





Economic information

The department's six labor economists are stationed around the state to provide labor market insight that is used by employers in strategic decision-making around business expansions, job creation and wage increases.

During 2024, they continued to share their expertise with free labor market webinars for Idaho businesses and workforce development professionals the public could attend for free or access their recordings on the department's YouTube channel accessible via lmi.idaho.gov. Topics included the state's economic resilience, trends in housing development, labor force seasonality, the power of apprenticeships and more.

The economists launched the second annual Idaho Business Climate Survey in late August to gauge the challenges and opportunities facing businesses in a tight labor market and the results of which published in December.

New hire program

The unemployment insurance compliance bureau worked with Labor's IT developers to modernize the system for reporting new hires so that employers can now report their new hires through the Employer Portal. This means one fewer login spot for employers when they need to connect to Labor. Reporting new hires quickly helps prevent individuals from continuing to receive benefits after they begin working at a business, which helps prevent fraud.

● SFY 2024



Recruiting

With eight local offices and 28 mobile locations, local office staff provide a variety of services to assist Idaho employers with their recruitment efforts. We list jobs on the IdahoWorks website, coordinate hiring events on site and at off-site locations and refer qualified applicants to job openings. In state fiscal year 2024, more than 3,934 employers were assisted by Labor staff, and the IdahoWorks job search program listed 207,807 job postings.

Foreign Labor Certification

Idaho experienced a more than 9% increase in the number of federal H-2A temporary labor certification program applications during PY23. This accounted for 982 applications over PY22's activity. A total of 627 Idaho employers requested more than 7,413 foreign workers, or 3% above the previous year, all to help with agricultural crop production. Labor also processed an additional 418 applications for interstate clearance orders needing 8,402

workers to fill the existing need.

Training played a significant role in the program this year. Labor FLC staff took the opportunity to:

- Provide housing inspection training to local housing inspectors with USDOL Wage and Hour.
- Provide insight on program rules and regulations to an employer group, reaching 150 employers across the state.

Additionally, we conduct housing inspections to ensure that employers are adhering to federal and state regulations for foreign workers. Labor staff completed 1,877 inspections in PY2023.

The H-2B program, like H-2A, permits employers to temporarily hire foreign workers to perform nonagricultural labor or services in the United States. The H-2B program has grown significantly in PY23, with 257 job orders and 142 Idaho employers seeking foreign nationals to fill their nonagricultural positions across the state.

Why we serve

SiteCrete Concrete Now was a new company just getting off the ground in the Caldwell area and needed drivers. The owners attended an "Employer Meet N Greet" in Labor's Caldwell local office to discuss their hiring needs and their company culture with the staff. The meet and greets provide an opportunity for employers to learn how Labor staff can partner with them to help with skill building, recruiting strategies, job fairs and more.

Labor workforce consultants took the information provided by SiteCrete and connected job seekers to the company as well as provided details about available training programs such as Idaho Launch. One of the new SiteCrete employees was able to

use Idaho Launch for assistance getting his CDL license.

SiteCrete was pleased with the quality of job seekers recommended by Labor staff and shared that one of the new hires has turned out to be a key player with a great attitude who provides excellent customer service.

"During a very difficult time in hiring drivers and qualified personnel, the Idaho Dept. of Labor office in Caldwell was an amazing resource for assisting us in finding skilled workforce for SiteCrete."

Determinations

Unemployment insurance claimants

Unemployment insurance (UI) benefits replace part of the income lost when a person becomes unemployed. It is a benefit for workers who are out of work through no fault of their own.

UI benefits are paid through a tax on employers. Labor places collected taxes in a federal trust fund. Money from that fund can be used for unemployment benefits only. In Idaho, employees don't pay into the unemployment fund, and nothing comes out of employee paychecks to support UI.

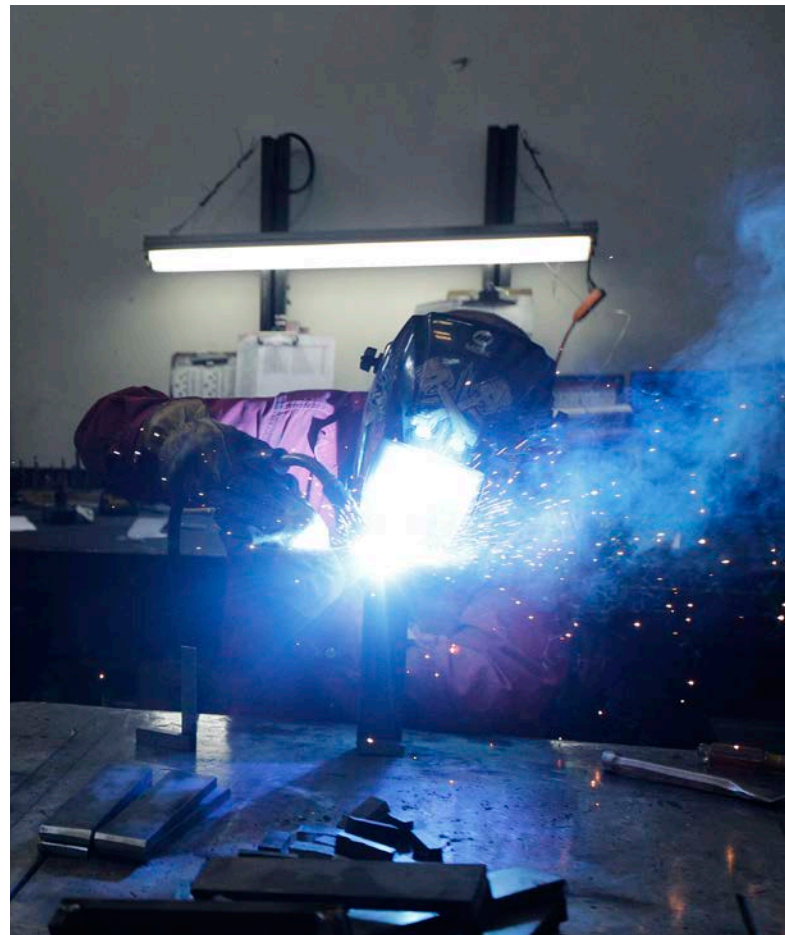
One of the requirements for UI claimants to be paid is to do a weekly certification – either online or with a paper form – telling us about their availability for work and their work search activities for the past week. Beginning this year, all claimants are allowed to request payment on a weekly basis instead of biweekly. Previously, claimants with technology issues, literacy or language barriers often needed to fill out a paper form which was only available biweekly. Thanks to system upgrades, the claimants can now fill out a paper form weekly, allowing them to receive payment more frequently.

A new law in July 2024 requiring unemployed claimants to do five work search actions each week,

up from two previously. Submitting a resume or job application to an employer or attending a job fair or workshop are examples of acceptable work search actions. The increase from two to five work search actions required per week is an outcome of House Bill 686, which passed during the 2024 legislative session and was signed into law by Gov. Brad Little.

Labor staff verify claimant work searches. In the first nine months of 2024, staff verified 856 claimant work contacts. We found that 92% of the time, claimants are making reasonable attempts to obtain employment.

Navigators are stationed in local communities to help claimants understand the filing steps. Several navigators are bilingual and able to assist claimants in Spanish. These experts also help our customers through our identity verification process to prevent fraudulent claims.



● FFY 2024



46,790

Total claimants served



\$117,642,005

Total payments

Idaho Disability Determination Services (DDS)

The Social Security Administration (SSA) funds Idaho's DDS to process disability claims for its residents. The DDS collects and evaluates medical, educational, vocational and personal information to determine if a claimant meets the medical eligibility requirements for disability benefits.

DDS has begun implementation of Intelligent Medical Language Analysis Generation (IMAGEN) – a transformational way of analyzing and viewing claimant medical and related evidence digitally. IMAGEN transforms evidence in real-time into machine-readable text that enables enhanced search capabilities and intelligent analysis of medical record content.

The medical evidence is analyzed to identify key clinical findings using a robust clinical vocabulary specialized for SSA's disability adjudication needs. This enables the identification of severe medical impairments which are then mapped directly

to SSA's established diagnosis codes and SSA's disability listings. IMAGEN currently supports initial, reconsideration and continuing disability review level disability claims for adult and children.

In the federal fiscal year 2024, DDS surpassed the goal for initial claims by 1.6%, the reconsideration goal by 12.3% and exceeded the continuing disability determination reviews by 1.4%. The bureau outperformed its overall production goal by clearing 3.5% more cases than expected.

Additionally, the Idaho DDS achieved significant milestones, such as eliminating its case backlog and reducing the number of pending cases per adjudicator from 113 to 59. Idaho concluded the year with the shortest processing times — 69.8 days for initial claims and 57.8 days for reconsiderations — compared with the national average of 207.4 days.

Why we serve

Emily left high school in 2019 after completing 10th grade. In late 2022, she was referred to the WIOA program. Her goal was to complete her GED and find a career path.

Over the course of the next 18 months, Emily worked with her career planner and our mobile services staff member. Emily completed career interest assessments, financial literacy training, and studied for her GED exams. She enrolled in dental assistant training through Idaho Launch in May 2023 and interned at a dental office for two months. Emily graduated, worked with Labor staff to develop a resume and was hired as an orthodontist assistant. This allowed Emily to move out of her

parents' home and become self-sufficient. When asked about the impact of the WIOA program, Emily said she was grateful that the workforce consultant in the Boise office believed in her.

"The program was a huge help to me, and I really appreciate it. The chance that they gave me was the opportunity of a lifetime that I never would've had otherwise. I am now working full time as an orthodontist assistant, thanks to WIOA."



Job seekers

Labor has multiple programs to help job seekers get the assistance and training they need.

Apprenticeships

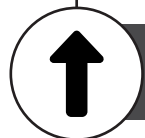
U.S. Department of Labor Registered Apprenticeships are an alternative pathway to a meaningful career. Apprenticeship Idaho focuses on serving underrepresented populations and expanding access to untapped talent pools. Through on-the-job training and classroom instruction, Apprenticeship Idaho helps individuals gain the experience and credentials needed for long-term success while supporting Idaho's growing economy.

In state fiscal year 2024, Apprenticeship Idaho grew apprenticeship opportunities in the public sector,

green energy, health care, advanced manufacturing, technology, education and construction.

In honor of National Apprenticeship Week, Apprenticeship Idaho hosted a webinar in November focused on women in advanced manufacturing. The webinar featured a panel of advanced manufacturing professionals in Idaho and representatives from the U.S. Department of Labor to discuss the growing role of women in the industry and the opportunities available through a Registered Apprenticeship Program.

● SFY 2024



1,907

New apprentices registered



3,557

Active apprentices

Workshops

Local offices across the state offer four in-person job seeker workshops on a rotating basis.

These workshops include:

- **Maximize Your Job Search.** The workshop covers the labor market, how to look for work and the tools available at Labor to enhance employment opportunities.
- **Resume Workshop.** Attendees learn to write a compelling resume for a competitive edge.
- **Practice Interviewing.** Attendees learn how to successfully prepare for an interview and participate in a mock interview.
- **Computer Basics for job seekers.** This workshop provides an introduction into computer basics needed to apply for jobs online through websites, create an email account and create word documents.

In addition, the Boise local office is now providing online workshops for job seekers statewide, beginning with the first virtual resume workshop in

“Workshops create a supportive community where job seekers can share their own experiences, encourage one another, and I think they sometimes help them feel less alone in the process.” - Workforce consultant

April. Staff use Microsoft Teams to deliver a modified version of the in-person workshop. The workshop allows for Q&A with the presenter but differs from the in-person version by eliminating a hands-on “resume sort” activity. Since its introduction, the workshop has had an average of attendance of 23 job seekers.

Because of the success of the resume workshop, a second virtual workshop was added in June – an interview workshop. The interview workshop has had an average attendance of 13 job seekers and continues to grow in popularity. Job seekers are introduced to an additional online resource, Big Interview, which is available to any job seeker registered in IdahoWorks.

Why we serve

Michael is a Coast Guard veteran living in Lewiston with his wife and children. Michael was receiving unemployment insurance benefits and reached out to the local office for resume, job search and mock interview assistance.

Michael worked with a Labor veteran representative, who as a military veteran himself, was knowledgeable in translating his work experience and military skills into a civilian resume. The vet rep also helped Michael connect with veteran service officers who helped him with other benefit forms.

Very quickly, Michael was on his way to seeking

relevant job prospects and subsequent interviews thanks to the tools and templates that the vet rep provided. The vet rep helped Michael change the format of his federal applications to fit the requirements, and he saw positive progress after making the changes.

He described working with the Lewiston office now as “caring, personable and dedicated staff with a welcoming environment.”

Rapid Response services

Our Rapid Response teams provide valuable information about programs and services that will help laid off workers through a difficult transition time, including career counseling and job search assistance, resume preparation and interviewing skills workshops, unemployment insurance and education and training opportunities. From Jan. 1, 2024, to Oct. 31, 2024, Labor Rapid Response teams provided information to nine employers of 1,158 affected workers, hosting seven events to meet this need.

Veterans

Labor is proud to serve Idaho's veterans. Two specialized roles are designed to provide direct assistance to veterans.

- Local Veterans' Employment Representatives (LVER) are responsible for promoting veterans as a valuable workforce and building relationships with employers, training programs and community organizations. The LVER's primary role is to advocate on behalf of veterans to help them secure meaningful employment.
- Disabled Veterans' Outreach Program Specialists (DVOP) focus on providing intensive case management and employment services to eligible veterans with employment barriers, including disabled veterans. Their goal is to help these veterans overcome challenges and find suitable employment opportunities.

Our staff attend events at Gowen Field Air National Guard Base, coffee chats, American Legion meetings and the Veterans of Foreign Wars organizations. Staff meet veterans in rural areas at libraries, government offices, coffee shops and other public places to help with job-seeking tasks. Veterans who subscribe receive emails put together by Labor staff every two weeks with announcements and job opportunities.

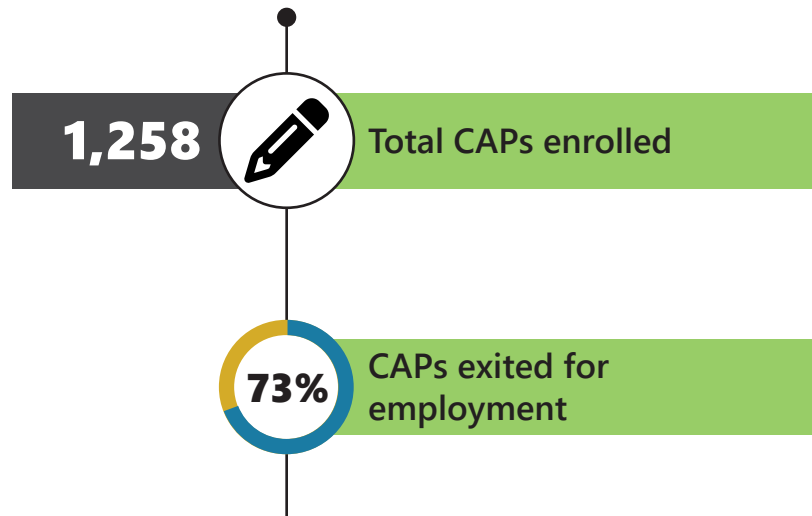
Staff also assist veterans who are in homeless shelters, jails and prisons, and they attend the stand down events where organizations serve homeless veterans. In 2024, staff enrolled 36 vets into the Homeless Veterans Reintegration Program (HVRP) to help homeless vets prepare to go back to work.



Career Acceleration Program

The Career Acceleration Program (CAP), which began in 2021, is designed to help those who are ready and willing to go to work but would benefit from ongoing, individual guidance without any additional financial or training assistance. Staff and job seekers both benefit as staff can provide more individualized advice and job seekers have a champion they can trust. For Labor, this is a way to make quality referrals for businesses and enhance accountability for individual outcomes as staff track the job seekers to employment.

July 2023-June 2024



Services for youth

Idaho's youth program under the Workforce Innovation and Opportunity Act (WIOA) serves out-of-school youth and young adults who are between 16 and 24 years old and have been identified as needing additional assistance to complete an educational program or to secure and hold employment.

Through individual plans, WIOA prepares these participants for success in education or training and the world of work, by connecting them with the skills and knowledge to be successful members of Idaho's future workforce. Eligible youth have access to many services including career counseling, tutoring, temporary work experience or internship opportunities, assistance with obtaining their GED or on-the-job or classroom training. Between July 1, 2023, and June 30, 2024, the staff provided services to 616 youth.

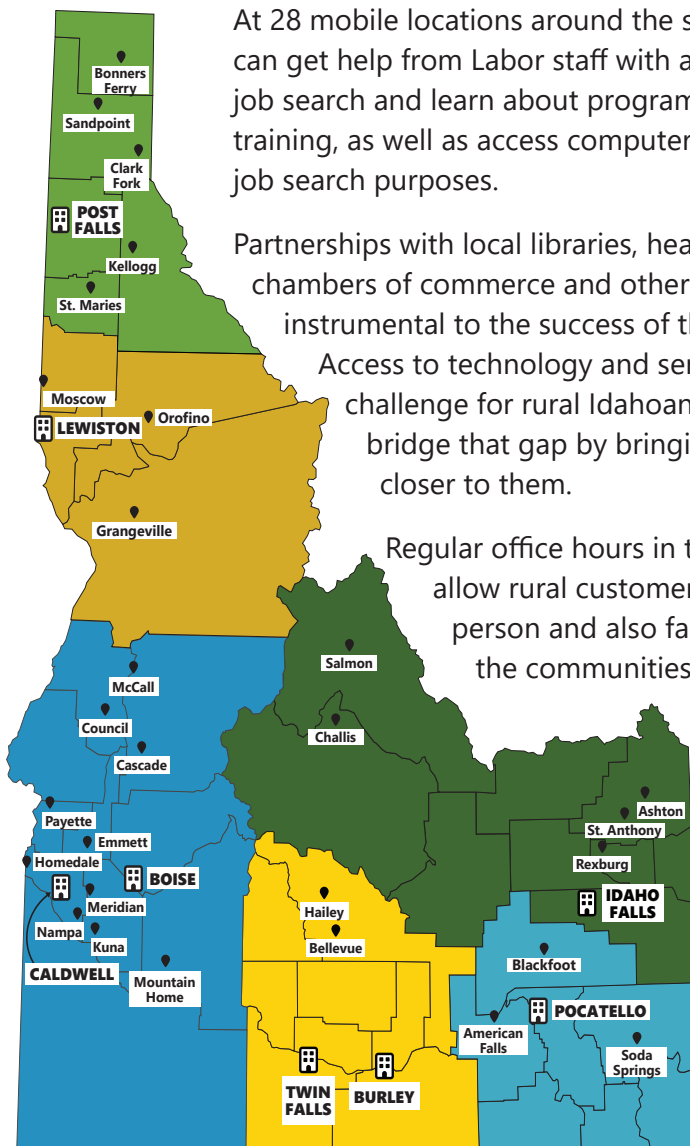
Mobile locations

At 28 mobile locations around the state, job seekers can get help from Labor staff with all aspects of their job search and learn about programs to help with job training, as well as access computers and internet for job search purposes.

Partnerships with local libraries, health districts, chambers of commerce and other groups are instrumental to the success of the mobile model. Access to technology and services can be a challenge for rural Idahoans and Labor helps bridge that gap by bringing the services closer to them.

Regular office hours in these communities allow rural customers to get help in-person and also familiarize staff with the communities they are serving.

Understanding the different challenges faced by rural residents allows staff to serve them more effectively.





Community

Idaho Human Rights Commission

The Idaho Human Rights Commission (IHRC) received and processed nearly 500 filings of discrimination and retaliation in federal fiscal year 2024 and maintained significantly lower processing times for investigations when compared with the federal Equal Employment Opportunity Commission. Cases before the Commission are investigated and adjudicated through a process of factfinding by investigative staff and final determination by the nine commissioners appointed by the governor.

This year, the Commission concluded more than 15% of all cases through mediation and conciliation between the parties. Staff trained in mediation facilitated numerous settlement negotiations, resulting in the settlement of more than 50 cases before the Commission. This process saved businesses, organizations and individuals

the high costs associated with protracted legal disputes in the courts and resolved many complaints through the Commission's administrative processes.

IHRC simplified and streamlined the initial inquiry and intake processes for individuals filing a claim with the Commission. Commission staff reduced the processing time from more than two weeks on average to less than five business days from initial inquiry through the preparation of legal documents for a complainant's signature and filing. The Commission also instituted several technological tools to reduce barriers in the filing process, such as an electronic signature service. This process improvement has reduced waiting times, expedited service provision and further reduced the average length of cases before the Commission.

Serve Idaho

Serve Idaho fosters collaboration between private and nonprofit organizations, schools, and state and local government agencies to enhance national service programs and promote volunteerism across the state.

The first executive order establishing Serve Idaho was signed by Gov. Cecil D. Andrus in 1994, following the passage of the National and Community Service Trust Act of 1993 and the creation of AmeriCorps. Initially, Serve Idaho operated within the governor’s office. Over time, it was moved to the Idaho State Board of Education and later to the Idaho Department of Corrections. In July 2009, Serve Idaho became part of the Idaho Department of Labor, which now acts as the host agency for the administration of the Serve Idaho Commission.

In 2024, the program:

- Increased its portfolio to expand opportunities to new host sites in Idaho, with AmeriCorps members focusing on environmental

stewardship and economic opportunity.

- Continued the strong partnership with Gov. Brad Little and the Idaho Nonprofit Center to recognize Idaho’s outstanding volunteers at the Idaho Capitol for a Day events.
- Worked with the governor’s office to appoint three new commissioners from across Idaho who will help expand volunteerism and national service.

Across Idaho in 2024



394

AmeriCorps members served in programs



4.7 million

AmeriCorps funds used for programs

Why we serve

As a member of the Gem State AmeriCorps program, I serve at the Institute of Rural Health (IRH), focusing on mental health and suicide prevention. In addition to providing suicide intervention training, we work in various public health fields to support rural and underserved communities. One of my most impactful experiences was collaborating on a community needs assessment with a local tribe, where I helped create outreach materials. My AmeriCorps service has been transformative, enhancing my skills, deepening my commitment to underserved populations and reaffirming my belief in the power of collective action to bring about meaningful change.

-Winter D.

After a career in aviation with the FAA and network administration for hospitality companies, Joyce moved to Jerome to be closer to her children. Not ready to fully retire, she discovered an AmeriCorps position as a Reading Corps tutor at Horizon Elementary. Drawing on her experience volunteering at her kids’ school, she now helps K-3 students improve their reading skills. Joyce finds joy in small successes such as seeing a student read their first sentence or hearing from teachers about improved test scores. For her, the most rewarding part of tutoring is building students' confidence and love for learning.

-Joyce S.

03 IDAHO ECONOMY



Statewide

The year 2024 marked another year of nation-leading changes for Idaho as the state continued to thrive.

Idaho state capitol; Images © / Adobe Stock in this section.

Idaho led the nation in year-over-year job growth in September and March and month-over-month job growth in May.

1

Idaho's economy continued to gather strength from the population increase as more new residents moved into the state. The latest Census estimates show Idaho added 25,730 new residents in 2023, a 1.3% increase, ranking 4th nationally. From 2020 to 2023, Idaho's population grew by 125,609 (6.8%), the largest percentage change in the country.

2

The seasonally adjusted unemployment rate averaged 3.4% from January to September this year. It held steady at 3.3% from January to May before rising to 3.6% by September. This increase has allowed employers to find workers more easily, as seen in the labor force participation rate rising from 62.6% at the start of 2024 to 63.2% by September — an influx of 9,000 to 10,000 additional workers.

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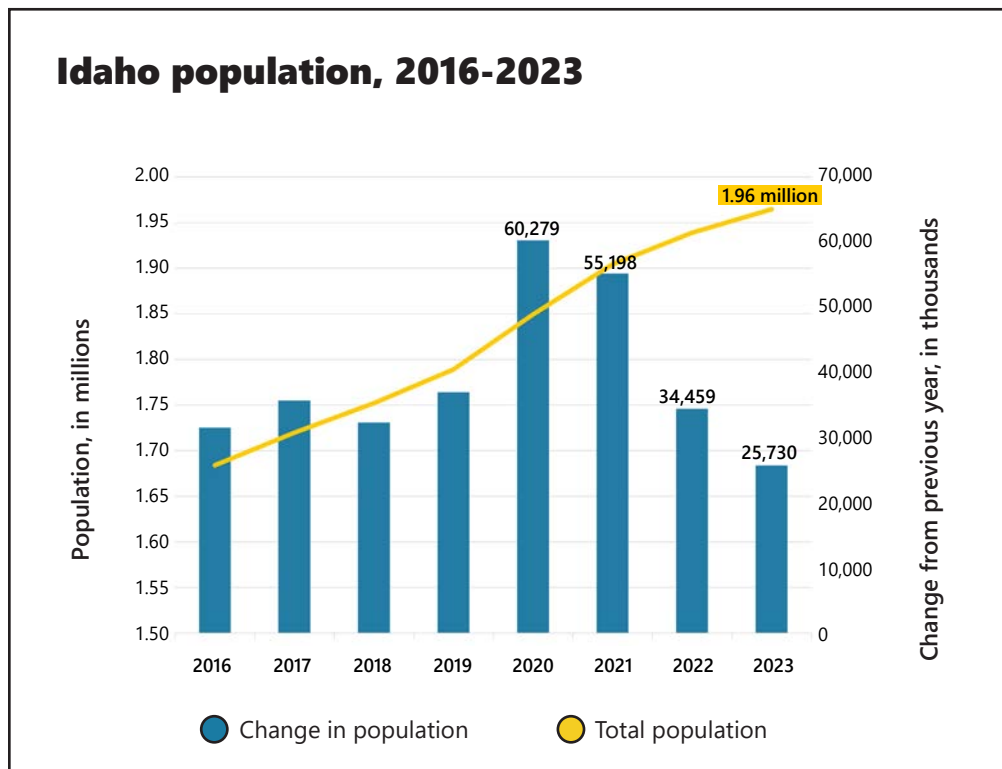
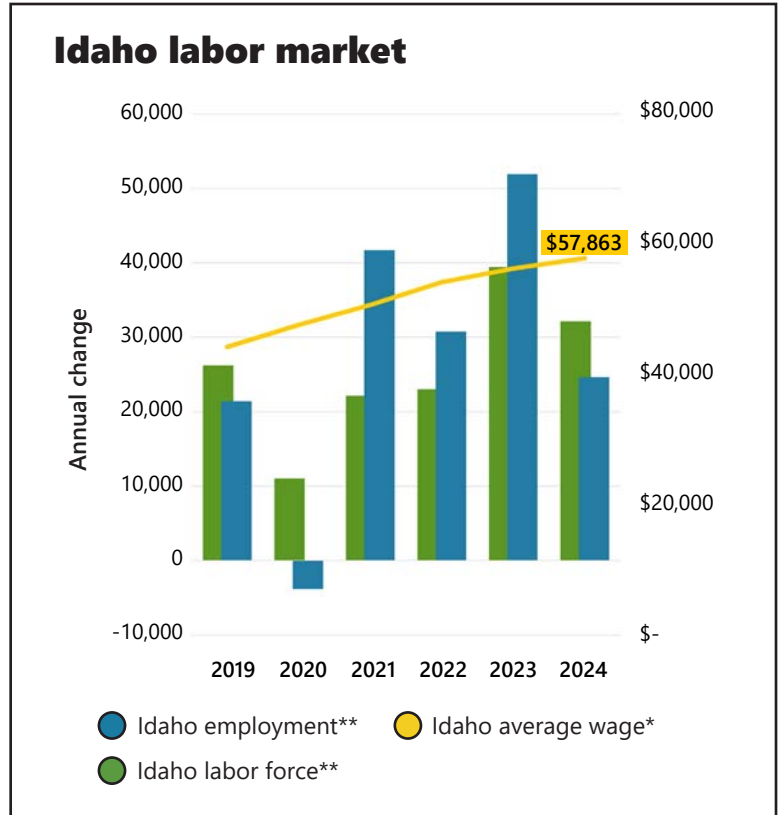
September's unemployment rate of 3.6% is higher than last year's 3.1% average and the 3.3% rate at the start of 2023. The number of unemployed people increased from 32,264 in January to 35,771 in September, the highest since March 2021. However, the 3.6% unemployment rate still indicates a relatively tight labor market.

It's important to note that not all unemployed individuals

receive unemployment insurance. From January to September 2024, an average of 9,900 unemployed Idahoans received unemployment insurance, just 30% of the state's average unemployed population during that period.

The labor force continued to grow in 2024. The year-over-year change from September 2023 to September 2024 saw an increase of 22,847 people for a total of 989,690. Employment grew by 18,986 to 953,923 over the same time period.

Idaho remains a leader in post-pandemic job growth, with a 13.6% increase in jobs since the previous peak in February 2020. From September 2023 to September 2024, Idaho added 29,200 jobs, a 3.4% increase. Key contributors to this growth include the education and health services sector, which added 11,600 jobs (9.3%) and the manufacturing sector, which added 3,800 jobs (5%).



Source: Idaho Department of Labor

* 2024 labor force data is averaged from January-September data.

** 2024 wage/employee is extrapolated from 2024 Q1/Q2 employer wage data, dividing total wages by the total number of workers.



Region 1

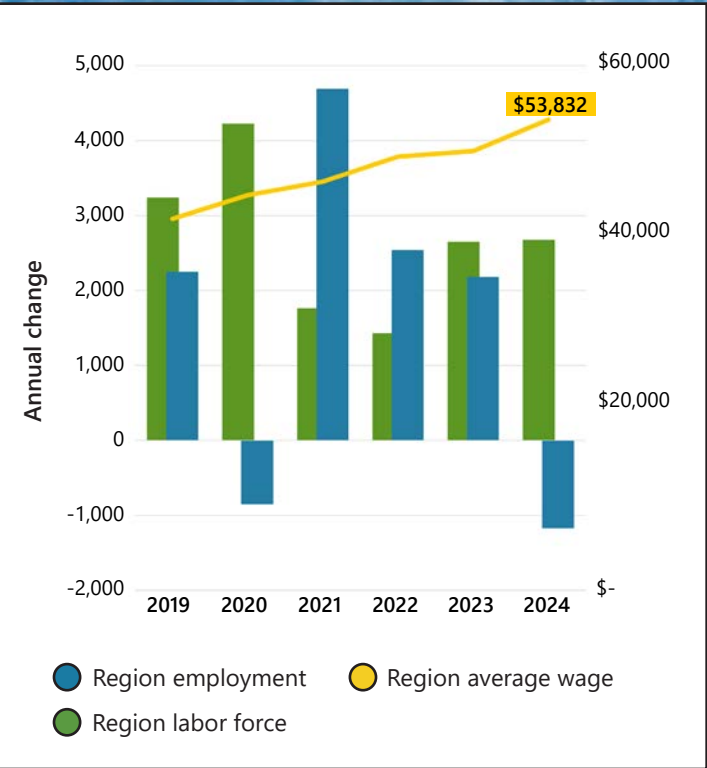
Upper Priest Lake

Benewah, Bonner, Boundary, Kootenai and Shoshone counties

Northern Idaho’s population continued to grow in 2023, increasing by 1.2% and adding more than 3,000 new residents to reach 275,500. Although the broad trend of population growth continued, this represented a deceleration of growth both in the rate of change and the absolute increase.

The net population increase of 3,314 was the lowest that the region has seen in the past decade, and less than half of the average growth seen over the prior five years: from 2018 to 2022, Northern Idaho’s population grew by an average of more than 7,500 per year. Almost all of the regional population growth occurred in Bonner County (+1,140 residents) and Kootenai County (+1,720), with the remaining rural counties growing by less than 500 residents combined.

Despite the slowing population growth, the regional labor force has continued to grow, with total labor force growing by 2,676 in 2024, reaching nearly 128,500. However, this labor force growth coincided with a softening of the labor market, with regional



employment declining by 1.2%

in 2024, falling from 98,900 to 97,700. The increasing labor force occurring alongside a slight decline in employment resulted in an elevated unemployment rate, which rose to 4.8% regionally in September 2024, compared with just 4.1% in September 2023.

Northern Idaho remains a highly sought after destination for relocating households, with the total population growing by more than 12% - nearly 30,000 new residents – in the past five years alone. This growth continues to fuel a robust regional demand for healthcare services, new housing and infrastructure improvements to serve the growing population.

The growth of the healthcare industry is visibly apparent in Kootenai County, with regional anchor hospital Kootenai Health expanding its facilities, and new surgery centers, emergency rooms, urgent cares and outpatient clinics opening across Kootenai’s metropolitan area.

Housing construction continues unabated, with new subdivision projects expanding on the north prairie in Kootenai County and along the Spokane River.



Clearwater, Idaho, Latah, Lewis and Nez Perce counties

North central’s 2023 population increased by 0.8% over 2022 and added 900 new residents to total 115,000. Net migration growth of 1,100 new residents offset a natural population decline as regional deaths exceeded births for the third consecutive year.

This represents half of the region’s 1.5% growth rate recorded in 2022 when it added over 1,600 residents, but it is a faster pace than the 0.5% annual growth rate reported for 2015-2019. Latah County had the highest annual growth of nearly 400 residents, followed by a gain of close to 200 residents each for Idaho and Clearwater counties. Annual population estimates remained relatively flat for both Lewis and Nez Perce counties.

Through September 2024, north central’s labor force gained 1,200 regional participants (+2.3%) over 2023 to over 56,000. The 2024 labor force growth is a result of nearly 900 additional jobs and 400 more unemployed persons. The year-to-date average unemployment rate of 3.6% in 2024 is 0.5% higher than the 3.1% of 2023, but is a result of the combination of slower job growth and more people being unemployed as they join the labor force as opposed to increased levels of layoffs.

North central’s employment increased by 2% in 2024, driven by job gains in education, health care, construction and manufacturing. Average wages per employee increased by nearly 4% to around \$51,000 with some of the largest gains reported in information, construction and professional services.

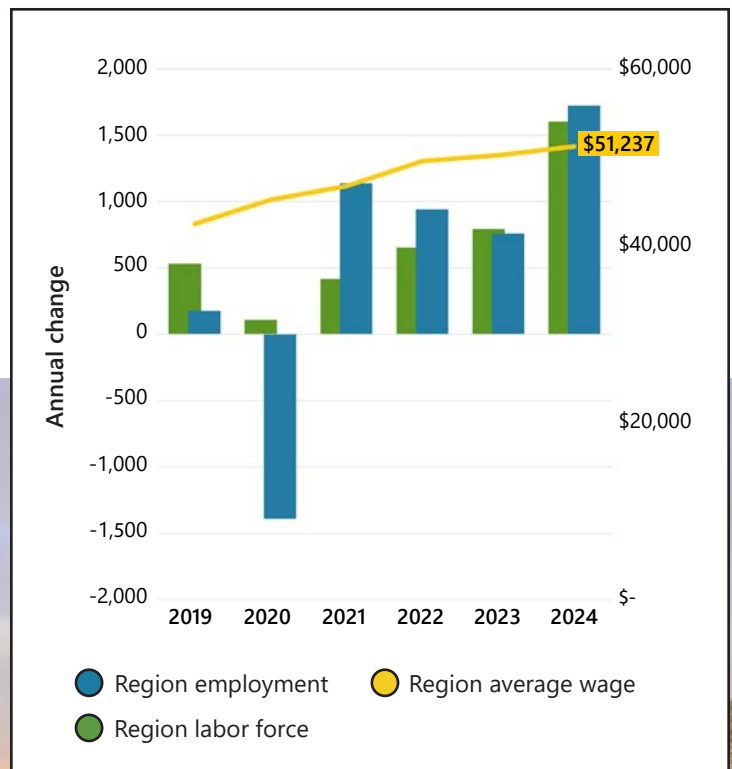
The year began with a bitter cold January freeze event in the Lewis-Clark Valley and continued with damage to Idaho and Lewis counties from April flooding and landslides. Most of the region has experienced a moderate-severe drought situation throughout 2024.

Following nearly two years of construction, the Pullman-Moscow Regional Airport opened its new \$92 million terminal in May 2024. In October, Lewiston High School debuted its new \$10 million sports complex that had been under construction over the past year.



Lewiston-Clarkston bridge

Region 2





Region 3

Owyhee County

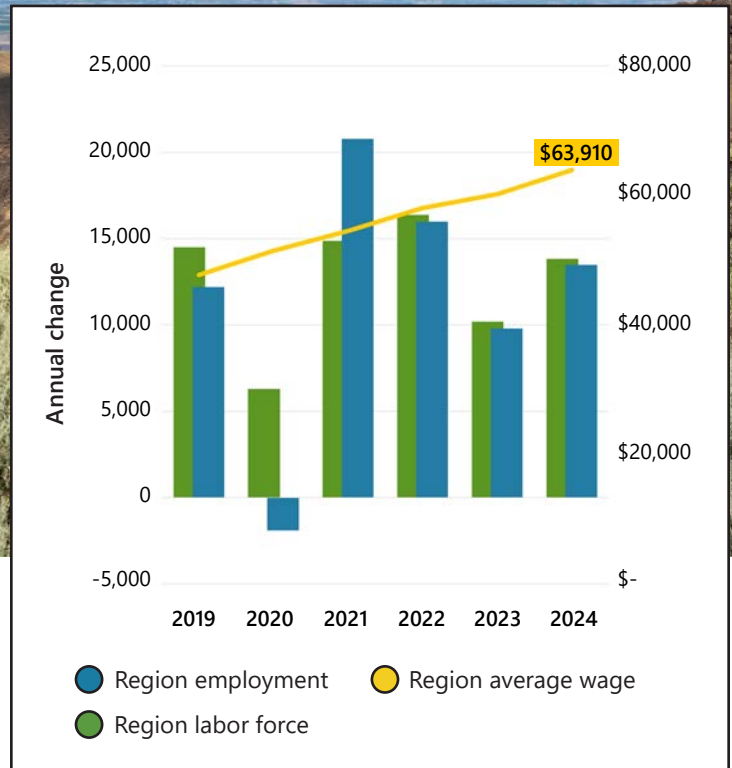
Ada, Adams, Boise, Canyon, Elmore, Gem, Owyhee, Payette, Valley, and Washington counties

Southwestern Idaho grew by 1.6%, an estimated 14,569 increase to its population from the previous year. All 10 counties realized population growth while each experienced slower growth than in previous years.

Canyon County continued to have the greatest numerical growth with an uptick of about 6,800 or 2.7% growth. Ada County added 5,700 residents — a growth rate of 1.2%. Gem County added over 600 people to its community with the highest regional growth rate of 3%. Owyhee County grew the slowest, adding 77 people at a rate of .6%. Southwestern Idaho is home to 46% of the state’s population.

The civilian labor force, comprised of those individuals actively seeking work or already working, grew by 3% or almost 14,000. The southwestern region maintains the largest share of Idaho’s labor force, expanding from 46% last year to 48% this year.

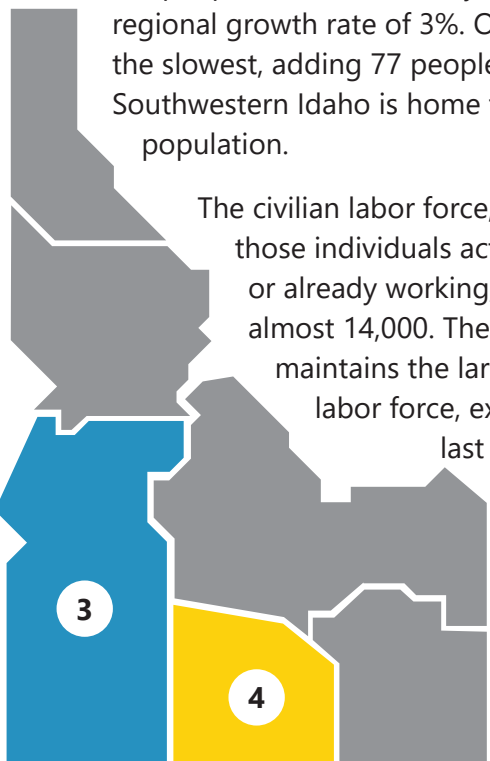
Regionally, transportation and warehousing ranked in the top five



industries for both percentage change at 9% and numerical change at 1,544. Professional, scientific and technical services also ranked in the top five industries growing second fastest at 8% and adding 1,867 to their average employment. Construction ranked 4th in percentage change at 6.8%, adding 2,339 to its average employment estimate. Health care and social assistance ranked first in numerical change, adding 2,977.

Two industries lost employment. Agriculture dropped by .4% while the administrative and support and waste management and remediation services industry was flat. Manufacturing grew by only .1%. The stagnation among select industries is representative of national trends.

Micron’s \$15 billion research and development fabrication plant will begin construction after much ground preparation and construction of a child care center were the focus this year. Kuna’s data center for Meta will be ready to flip the switch in 2025 with 100 new jobs created for the state-of-the-art facility that incorporates renewable energy and has created a water treatment plant that will be operated by the community.



Blaine, Camas, Cassia, Gooding, Jerome, Lincoln, Minidoka and Twin Falls counties

South central’s 2023 population increased by 1.1% over 2022 and added 2,344 new residents to a total of 216,595. Twin Falls County had the highest annual growth of over 1,300 residents, followed by a gain of 272 residents for Minidoka County and 235 residents for Jerome County. Gooding and Blaine County saw modest gains of 182 and 140 residents respectively. Annual population estimates remained relatively flat for Camas, Cassia and Lincoln counties.

Through September 2024, south central’s labor force gained 2,976 regional participants (+1.7%) over 2023 to over 107,000. The year-to-date average unemployment rate of 3.4% in 2024 is 0.4% higher than the 3% of 2023, as indicated by slower job growth and a higher number of unemployed people as the economy begins to slow from the post-pandemic heights of 2021-2022.

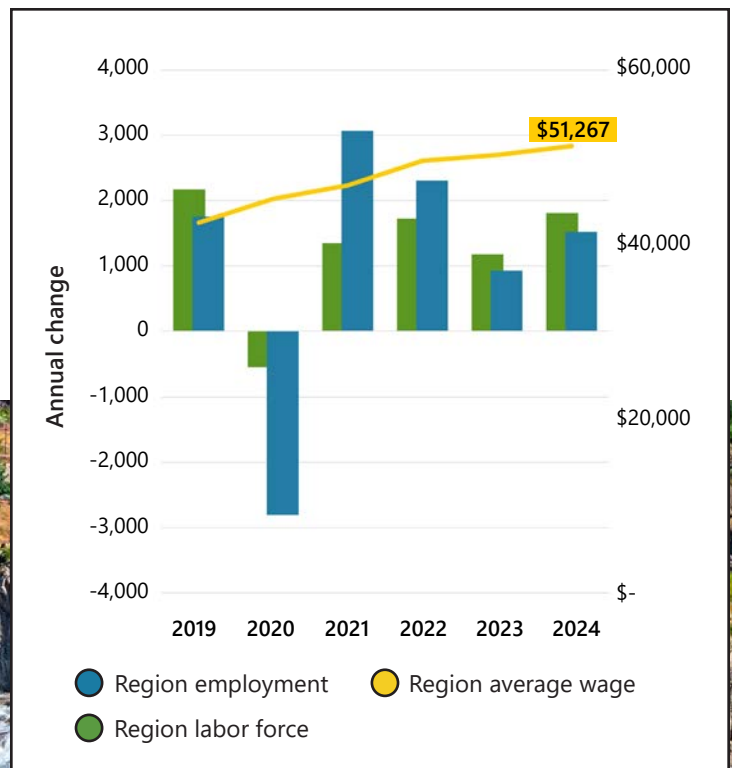
South central’s employment increased by 1.5% in 2024, driven by job gains in construction, manufacturing, healthcare and social assistance and educational services. Average wages per employee increased by 2% to around \$51,267 with some of the largest wage gains reported in information (+\$6,129), professional services (+\$4,854), and construction (+\$3,975).

In January 2024, Twin Falls public transit program, “Ride TFT” has become a permanent city program due to resounding success and popularity of the program. Dot Foods announced a \$22 million dollar investment at its Burley distribution center, adding over 45,000 square feet of warehouse space, with construction planned to be finished by summer 2025.

Nelson-Jameson, a food processing distributor has opened a 45,000 square foot distribution center in May. In September, the Twin Falls School District received grant funding to expand their welding and agriculture CTE programs at Twin Falls High School. Much of the funding will be going towards expanding their current facilities. Mart Group opened a new potato processing plant in Rupert in October. Once the plant is fully functioning, it expects to add 80 jobs to the local economy.

Region 4

Shoshone Falls





Region 5

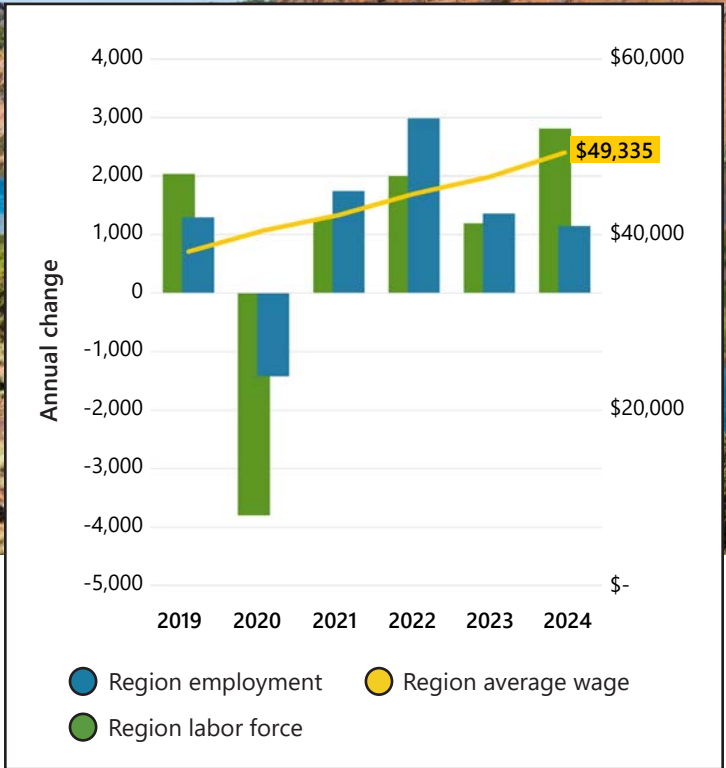
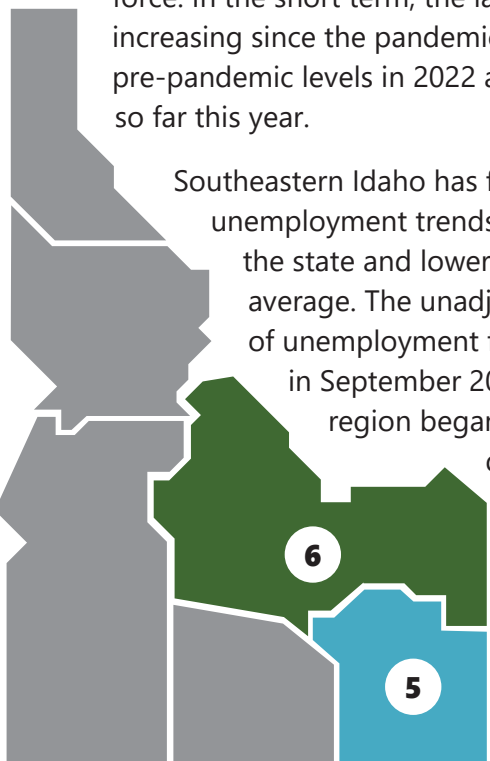
Massacre Rocks State Park

Bannok, Bear Lake, Bingham, Caribou, Franklin, Oneida and Power counties

In 2023, southeast Idaho’s population was at 183,480. Growth surged in 2022, adding over 3,000 people but that has begun to slow to pre-pandemic growth rates. From 2022 to 2023, the population grew 1% down from 1.8% the prior year.

Population growth in the region is expected to increase with a projected 6.7% growth in total population by 2032 and a 7.6% increase in labor force. In the short term, the labor force has been increasing since the pandemic, fully recovering to pre-pandemic levels in 2022 and increasing by 1.8% so far this year.

Southeastern Idaho has followed unemployment trends nearly identical to the state and lower than the national average. The unadjusted minimum level of unemployment for the region was in September 2022, after which, the region began to invert from a downward trend to an upward trend. This is as national unemployment bottomed out



in April 2023. The percent of unemployed for the southeastern region has been steady at 3.5% since July.

Health care has seen extraordinary growth in the region as hospitals and their supporting educational framework continue expansion at 18% and 12%. Health care added over 1,000 jobs since 2018, and education added just under 1,000.

Other areas of growth are in the southeastern construction industries. New permits being taken out for housing, both multifamily and single family, has driven a lot of growth in construction along with recent installation of fiber internet services. This has grown the sector by 67% and added almost 2,000 jobs. Manufacturing has also seen growth with an additional 600 jobs thanks to new facilities.

The information industry has seen a decline in employment by 21% since 2018. The finance and insurance industry has also experienced a 22% decline since 2018, losing almost 500 jobs.

Bonneville, Butte, Clark, Custer, Fremont, Jefferson, Lemhi, Madison and Teton counties

Eastern Idaho’s population in 2023 increased over the year by 2,696 persons to 263,379, a 1% gain. Net population growth has steadily slowed by an average of nearly 2,000 residents per year in the past three years.

The local costs of homeownership and borrowing have factored into this slowing trend. From 2022 to 2023, all counties in the eastern region realized net population growth, except Jefferson and Lemhi counties who lost residents. The counties with the largest population growth over the year have been a pair of the most rural areas in the region — Butte and Custer counties.

Estimated average employment in the eastern Idaho region declined in 2024 by 0.4%, or 482 fewer workers. This recent slowing was preceded by an employment growth surge of 3,456 workers between 2022 and 2023, a 3.2% gain.

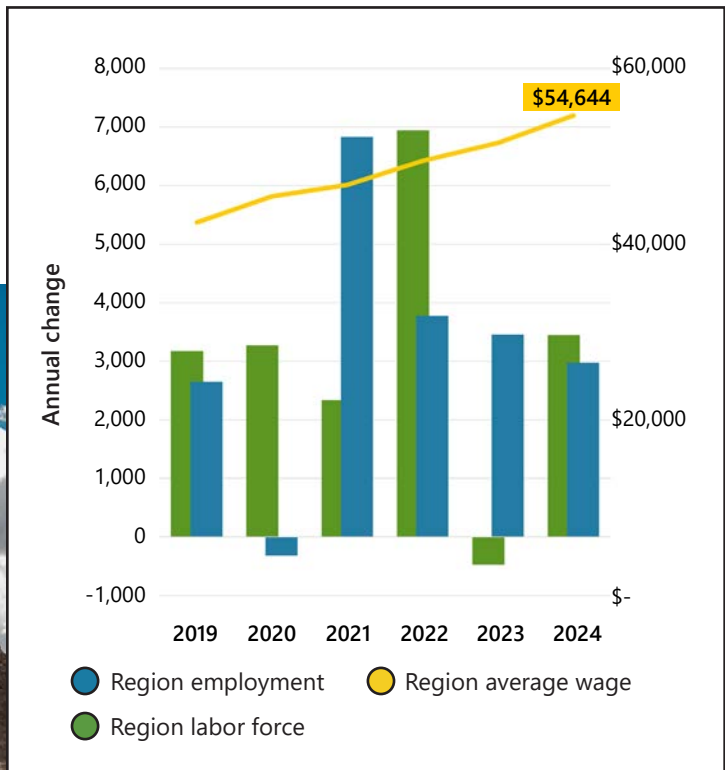
In 2024, the region experienced a strong increase in estimated average yearly wages to \$54,644, or 5.7% over the year.

Regional estimates show that labor force participation increased in 2024 by a percentage point — to 71%. The 2.4% regional unemployment

rate in 2023 edged up to 3% in 2024, but is still the lowest unemployment rate in the state to coincide with the state’s tightest labor market.

Two large regional projects began in 2024. The College of Eastern Idaho broke ground on an 88,000-square-foot Future Technologies Building offering programs in cyber security, mechatronics, battery and solar technology, energy systems technology and nuclear technology, ensuring a well-equipped future workforce.

And as a catalyst for further industry growth, Idaho National Laboratory was awarded \$7.5 million by the U.S. Department of Energy for the buildout and commercialization of the national lab plant and site technologies. This development, in conjunction with the recent creation of the Intermountain-West Nuclear Energy Corridor Technology Hub from U.S. Department of Commerce’s Economic Development Association funding, designate it as the only nuclear energy-focused Technology Hub in the nation.



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