
Idaho Workforce Information

Annual Progress Report

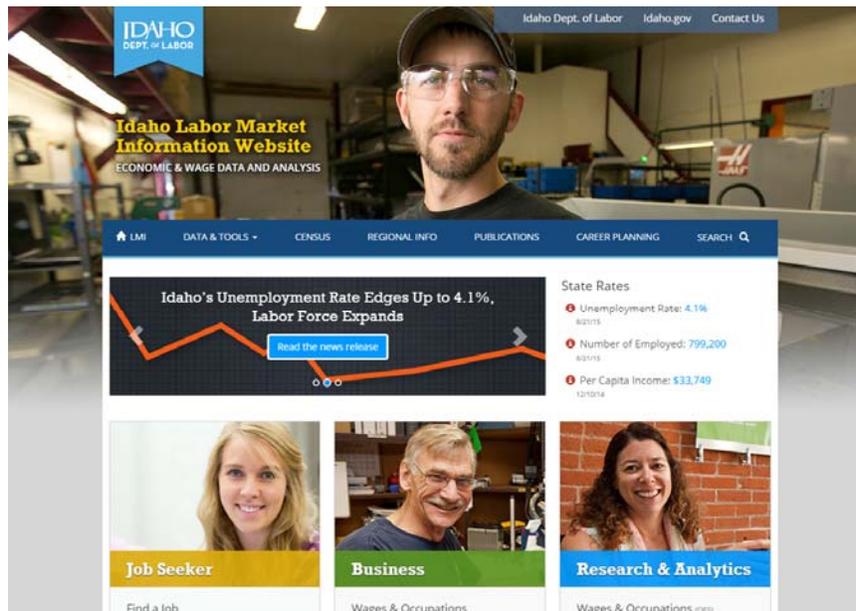
July 1, 2015 to June 30, 2016

The Idaho Department of Labor's Communications & Research Division completed all core deliverables as outlined in the PY 2015 Workforce Information Plan.

Four quarterly economic updates are delivered to the Idaho Workforce Development Council each year. Council members are asked for input on adjustments, additions and enhancements to the state's Workforce Information Plan, which is used to guide staff in development and dissemination of workforce information.

As the primary messengers and disseminators of local workforce information, Idaho's six labor market economists are located throughout the state. They serve as a major conduit to local political, civic, academic, business and labor leaders and meet regularly with various associations, economic developers businesses and individuals. These stakeholders come from the spectrum of job seekers, occupations and industry. Whenever possible, ad hoc requests are answered immediately or forwarded to central office staff for disposition. These same requests are reviewed monthly for possible projects in the plan's annual deliverables or sometimes used to leverage funding other grants and resources.

Idaho's new website for workforce information was launched in mid-2015. A significant portion of the WIA-LMI grant was used for the rebuild.



The same data elements are available to the customer, but easier to navigate. Much of Idaho's labor market information data is now available through dashboards. This includes Occupation Employment &

Wage Survey data; Quarterly Census of Employment & Wages; Current Employment Statistics; Long-Term Occupation Projections and Industry Projections.

i. Workforce information database (WIDb)

Idaho follows the Workforce Information Database protocols under the 2.6 format as outlined by the Employment and Training Administration. Labor market and career information are delivered from the WIDb to dynamic delivery tools embedded on the website. While feedback indicates customers value local community data more than statewide, regional or national data, there are occasions when state comparisons are necessary and vital. These data need to be standardized for comparison purposes. Federal Employment and Training Administration funding and the Workforce Information Database ensures data platforms are uniform and allows for valid state-to-state comparisons. Idaho's database is updated weekly, monthly and annually as soon as data becomes available so customers have prompt access to the most current information. The database continues to meet all of the Workforce Information Database guidelines pursuant to the PY2015 Workforce Information Plan and BLS protocols.

The Internet provides our customers with independent access outside regular business hours to current census, economic and labor market information data and increases the efficiency of data storage, population and dissemination.

Idaho updates the core tables on a weekly, monthly, quarterly and annual basis as set forth in the ETA Workforce Information Grant for the associated data records. All core tables are uploaded, current and listed below:

- **Idaho & Substate Long-Term Occupational Projections** - <http://lmi.idaho.gov/projections>
- **Idaho Short-Term Industry Projections** - <http://lmi.idaho.gov/projections>
- **Idaho Short-Term Occupational Projections** - <http://lmi.idaho.gov/projections>
- **Occupational and Employment Statistics** - <http://lmi.idaho.gov/oes>
- **Current Employment Statistics** - <http://lmi.idaho.gov/ces>
- **Local Area Unemployment Statistics** - <http://lmi.idaho.gov/laus>
- **Wages** – There are two sources for wage data: OES & QCEW - <https://lmi.idaho.gov/oes> & <https://lmi.idaho.gov/qcew>

The LMI website provides access to additional data that is important to customers that are making career and business choices. These are:

- **Career and Professional Licensing Information** - <https://labor.idaho.gov/dnn/idl/IdahoCareerInformation.aspx>
- **Population, Demographic and Local Employment Dynamics Data** - <http://lmi.idaho.gov/census>
- **Job Gains & Losses** - <https://lmi.idaho.gov/bed>
- **Farm Employment** - <https://lmi.idaho.gov/farm-labor>
- **Consumer Price Index** - <https://lmi.idaho.gov/cpi>
- **Business Listings** - <https://lmi.idaho.gov/business-listings>
- **JobScope Career Search Tool** - <https://labor.idaho.gov/jobscope>
- **Census Demographic Data** - <https://lmi.idaho.gov/census>
- **Regional Information** - <https://lmi.idaho.gov/region>

Examples of dashboards include:

Nonfarm Employment / CES Dashboard - Allows the customer to select the area, industry and various employment types as raw data or a graph.

Nonfarm Employment

Current Employment Statistics (CES)

CES Reports Updated 09/16/16

CES by Area Updated 09/16/16

Monthly Report ↗

CES Monthly Statistics ↗

CES 1990 to Present ▾

CES Dashboard

CES Areas CES Industries

Industry: 00000000-Total nonfarm - Employment
Area(s): All

Area: Idaho (Statewide) Boise City, ID MSA Coeur D'Alene, L... Idaho Falls, ID M... Lewiston, ID-WA... Pocatello, ID MSA

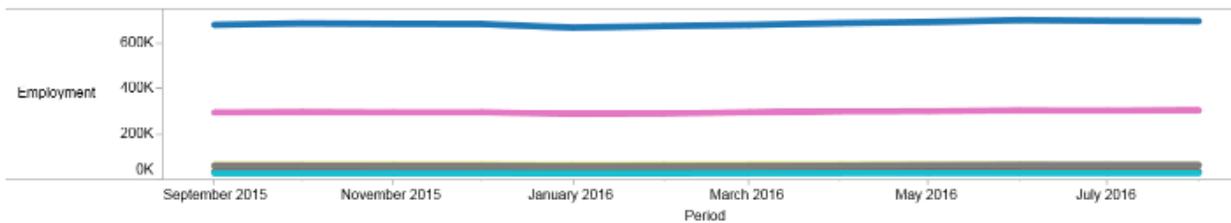
Area: (All) Idaho (Statewide) Boise City, ID M... Coeur D'Alene,... Idaho Falls, ID... Lewiston, ID-W... Pocatello, ID MSA

Period: August 2015 August 2016

Type: Employment

Seasonal Adjustment: Not Seasonally Adjusted Seasonally Adjusted

Series Selection: 00000000-Total nonfarm



Area	Type	September 2015	October 2015	November 2015	December 2015	January 2016	February 2016	March 2016	April 2016	May 2016	June 2016	July 2016	August 2016
Idaho (Statewide)	Employment	683,000	689,500	687,400	688,600	670,600	677,600	682,700	690,600	695,500	703,500	700,600	699,300

Industry Wages Dashboard – Featuring data from the Quarterly Census of Employment & Wages (QCEW) customers can select the year, quarter, ownership, employment, establishments, wages and average weekly wage for the United States, state, county and region.

Industry Wages

Quarterly Census of Employment & Wages (QCEW)

QCEW Dashboard

US State County Region

Ada County - 2016 QTR 1
Ownership: Private - Table

Table
 Graphic

Year: 2016
 Quarter: QTR 1

Ownership:
 All Ownership
 Private
 Local Govt.
 State Govt.
 Federal Govt.

County: Ada


NAICS Level:
 (All)
 Total
 Sector (2 digit)

NAICS Title:
 (All)
 Accommodation and Food Services
 Administrative and Waste Services
 Agriculture, Forestry, Fishing & Hunting
 Arts, Entertainment, and Recreation
 Construction
 Educational Services

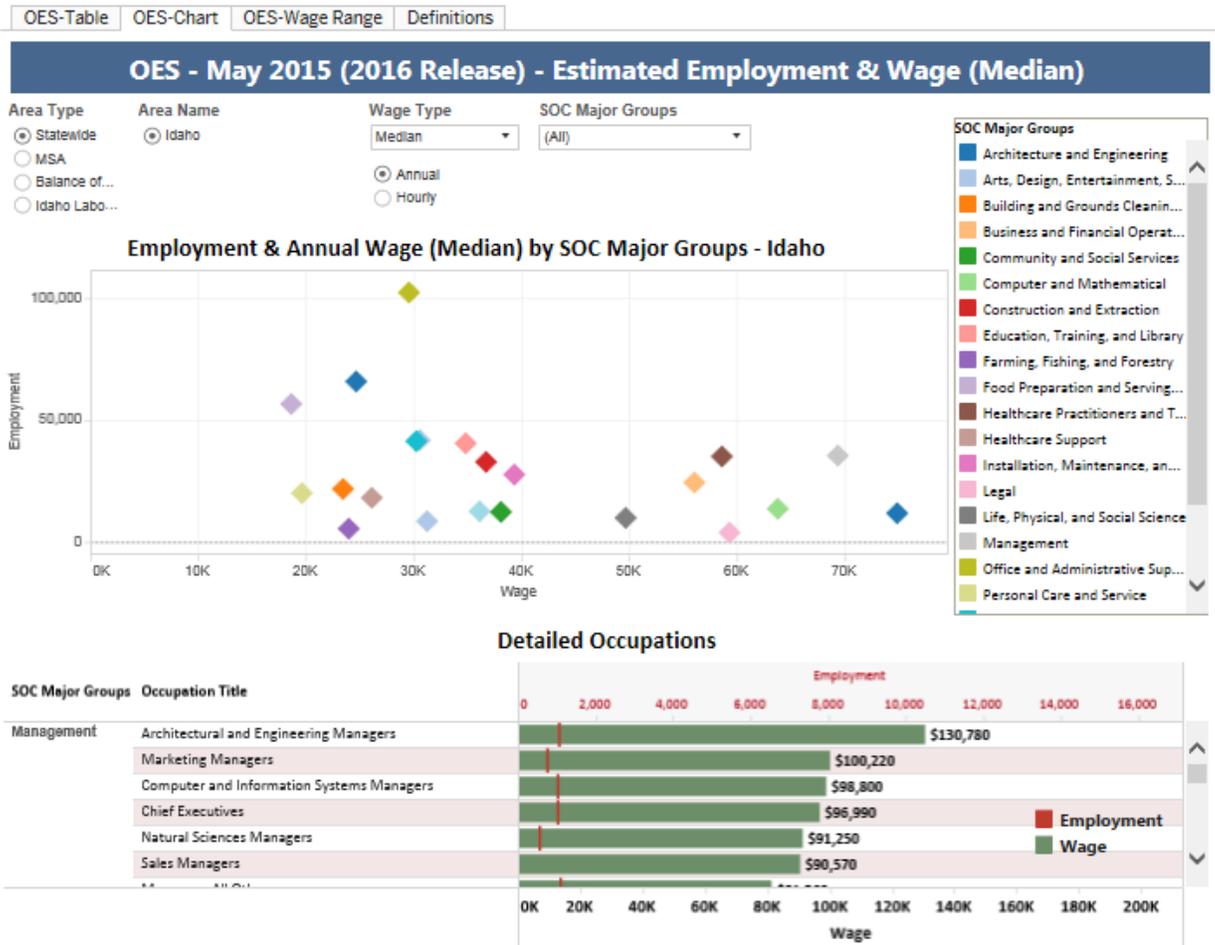
Updates on Graphic Only:
 Avg. Employment
 Establishments
 Total Wages
 Avg. Weekly Wage

NAICS Code	NAICS Title	Suppressed	Establishments	Average Employment	Total Wages	Average Weekly Wage
10	Total, All Industries	No	14,004	187,683	\$2,040,118,968	\$836
11	Agriculture, Forestry, Fishing & Hunting	No	92	648	\$4,731,585	\$561
21	Mining	No	23	103	\$1,673,400	\$1,246
22	Utilities	No	34	1,065	\$28,589,188	\$2,064
23	Construction	No	1,560	12,199	\$134,215,239	\$846
31-33	Manufacturing	No	539	16,018	\$280,262,556	\$1,346
42	Wholesale Trade	No	931	10,787	\$179,668,785	\$1,281
44-45	Retail Trade	No	1,482	26,031	\$197,306,471	\$583
48-49	Transportation and Warehousing	No	316	5,387	\$84,147,912	\$773
51	Information	No	228	3,567	\$48,416,163	\$1,044
52	Finance and Insurance	No	964	9,827	\$169,768,505	\$1,329
53	Real Estate and Rental and Leasing	No	686	2,858	\$25,725,899	\$692
54	Professional and Technical Services	No	1,932	12,695	\$174,841,915	\$1,059
55	Management of Companies and Enterprises	No	122	3,249	\$72,930,098	\$1,727
56	Administrative and Waste Services	No	936	19,028	\$138,954,755	\$562
61	Educational Services	No	212	1,972	\$15,384,024	\$600
62	Health Care and Social Assistance	No	1,674	33,591	\$383,388,176	\$878

Occupational Employment & Wages Survey Dashboard - Allows the customer to select the area, occupation and wage type types as raw data or a graph. Below is an example of the employment and wage data by major occupation code.

Occupational Employment & Wages Survey

OES Dashboard



Idaho Occupational & Industry Projections Dashboard - allows data users to access hot jobs, educational attainment, detail and summary occupation projections, net change, percent change, openings and wage for long-term projections at the state and regional level. Information for statewide short-term projections also is available via dashboard and can be downloaded as a workbook or PDF file. (For additional details, see section ii.)

Occupational & Industry Projections

Projections 2014-2024 Updated 8/10/2016

Long-Term Occupations (Excel) 

Industry (Excel) 

Projections Dashboard

OCCUPATIONAL PROJECTIONS

INDUSTRY PROJECTIONS *

Click on the buttons above to switch between Occupational and Industry Projection* dashboards.

* View Industry Projections workbook with Chrome, Safari or Internet Explorer 9+ browsers

Hot Jobs Tables

Top 20 Hot Job Tables

Select the group of Hot Jobs to review:

Overall Rank

Overall Rank Growth

SOC Code	SOC Code Title	Hot Job Ranking	2014 Employment	Projected 2024 Employment	Expected Growth in Positions	Total Expected Growth	Expected Annual Growth Rate	Annual New Openings	Annual Replacement Openings	Total Annual Openings
15-1999	Software Developers and Comput...	1	5,094	6,969	1,875	37%	3.2%	188	71	259
23-1011	Lawyers	2	2,607	3,315	708	27%	2.4%	71	38	109
13-1111	Management Analysts	3	2,202	2,959	757	34%	3.0%	76	31	106
13-2011	Accountants and Auditors	4	4,222	5,385	1,163	28%	2.5%	116	113	229
17-2051	Civil Engineers	5	1,663	2,133	470	28%	2.5%	47	49	96
13-2052	Personal Financial Advisors	6	819	1,141	322	39%	3.4%	32	21	53

As modifications were made to Idaho's new labor market information website, Communications & Research staff took the opportunity to consolidate the state's labor market and career information databases into one access point with the Workforce Information Database playing significant role. During this fiscal year, the Department of Labor developed and added its new JobScape Career Search Tool. JobScape is a snapshot of occupations in Idaho including a description, hourly and annual wages, demand for workers, the current employment numbers and annual job openings by both statewide and regional levels. JobScape development was funded by a U.S. Department of Education grant, leveraging the core LMI deliverables.



The Communications & Research Web delivery team is tasked with developing, updating and maintaining the Idaho's labor market website and strives for speed and accuracy in the distribution of workforce information. It also coordinates labor market products and career information webpages to ensure information is communicated effectively and avoid duplication.

ii. Industry and occupational projections

Idaho continues to produce and disseminate industry and occupational employment projections, going beyond the formal projection deliverables required in the ETA Workforce Information Grant. A number of reports are now available for Idaho and each of its six regions. Employment projections and wage data are some of the most sought after and impactful data available for financial, business and other economic decisions that result in growth in jobs, wages and economy.

Idaho's Occupational and Industry Projections - During FY2015, the state's OES and employment projections pages received nearly 1,200 visitors. All visitors were seeking occupation or industry data. The projections page provides long-term and short-term occupational projections, wages, current openings, educational requirements, school providers, necessary skills and industries that provide employment opportunities. The industry page provides current and projected employment net change, percent change and annualized growth rate. Customer access to the data is increasingly user-friendly with the LMI website enhancements as more dashboards become available online.

Short-term industry projections are produced once a year in keeping with the ETA grant deliverables. In addition to the standard deliverable, these projections are a key deliverable from the Idaho Department of Labor to the Idaho state legislature which convenes in early January. The 2015-2017 short-term industry projections provided Legislators with up-to-date fiscal year data for the state for it to use in its

revenue and budget considerations. The data delivered to the legislature is available as part of the annual report made available to the public at:

http://labor.idaho.gov/publications/economic_outlook_and_revenue_assessment_committee.pdf.

The Idaho Department of Labor uses methodology, software and guidelines from the Projections Workgroup and Projections Managing Partnership in the development of its projections. Idaho data is also available at <http://lmi.idaho.gov/projections> and includes:

- State and Substate long-term 2014-2024 biennial industry and occupational projections, completed and posted on the LMI website in June 2015.
- The official 2015-2017 short-term industry and occupation projections, completed and posted on the LMI website in June 2015.

Long-term projections are accessed through a dashboard that includes data for the state and six labor market regions. Short-term projections are also available on the dashboard at a state level. The following list outlines the products associated with the projections deliverables including the dates published and locations where the data can be found:

- Occupation Projections
- Hot Jobs
- Net & Percent Change
- Annualized Growth Rate
- Annual Openings Due to Replacement
- Annual Openings Due to Growth
- Occupations by Education
- Occupations by Training Level
- Median Hourly Wage

All required data elements are loaded to the Workforce Information Database.

- State-level long-term biennial industry and occupational projections were completed and posted on the LMI website in June 2015.
- The PowerPoint Presentation is available online at <http://labor.idaho.gov/publications/2024-Idaho-Projections.pdf>

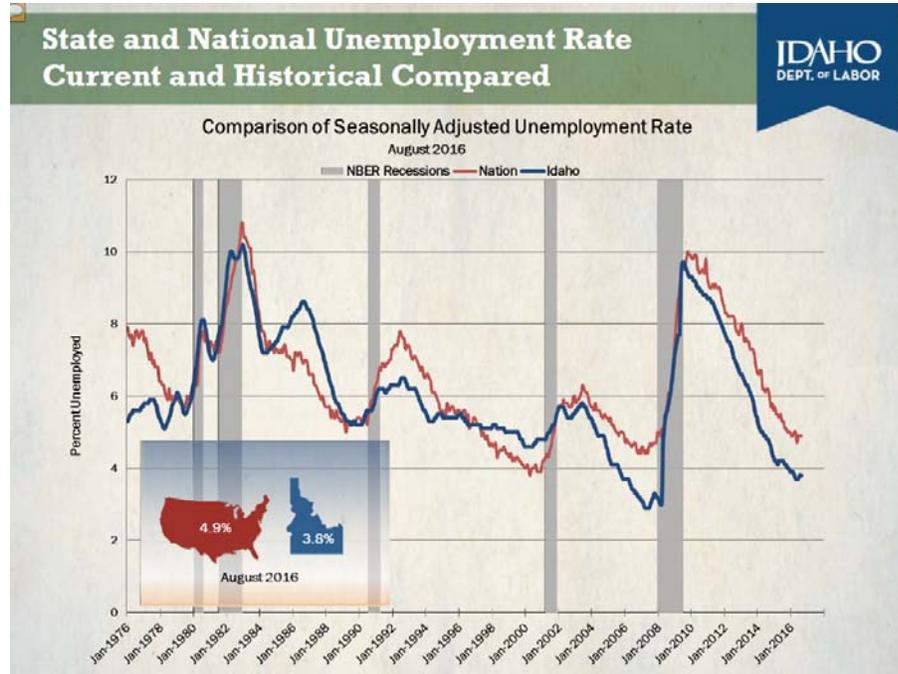


- Regional projections data and publications can be found at <http://lmi.idaho.gov/projections> using the appropriate region or Regional Labor Market tabs.

iii. Annual economic analysis and other reports

Idaho's Annual Economic Outlook - Compiled and presented to the 2016 Idaho Legislature in early January, this annual outlook includes workforce information derived from the BLS Cooperative Agreement, unemployment insurance program and industry and occupational projections data developed from the annual ETA Workforce Information Grant. Along with other finance and economic experts, department officials are invited to present Idaho's Annual Economic Outlook to the Legislature's Economic Outlook and Revenue Assessment Committee each year. This effort is designed to provide customers and stakeholders with an unbiased analysis and a statistically valid outlook on Idaho's workforce. Projections are front and center in this effort every year and provide the foundation for the department's economic report to the Legislature. Quick and volatile changes in the business cycle can be identified and measured earlier. This extra effort to provide current and accurate information is vital to businesses and stakeholders as they try to anticipate dynamic economic changes. A copy of this report is available at http://labor.idaho.gov/publications/economic_outlook_and_revenue_assessment_committee.pdf

Idaho Economic Situation Report – Produced and released monthly, this invaluable report is released and can be viewed at: <http://labor.idaho.gov/publications/econsitrep.pdf>. Below is a page from the publication.



Idaho's Labor Market and Career Information Website - Idaho continues to maintain and use the Internet as its primary avenue for distributing career and labor market information. ETA Workforce Information Grant

funds have been and will continue to be integral to Idaho's ability to publish and disseminate research to its customers and stakeholders. The Communication & Research Web development team continues to seek areas where databases and information can be leveraged to develop and disseminate workforce information most effectively.



The department continues to use a DotNetNuke framework for its labor market information website. All updates including data and content are controlled in-house. The benefits include reducing the time to upload content and increasing control of the design, making it easier to adapt to trends and changes in user needs, reducing potential downtime, curbing programming time when adding inexpensive features, improving Web statistics of downloads and most popular pages and, most importantly, reducing security risks. Our delivery system is secure and allows customer access to workforce information 24 hours a day, seven days a week.

Idaho Employment - Funds from the ETA Workforce Information Grant directly support the transformation of complex Bureau of Labor Statistics data into a form that is understandable and has utility to the department's labor market information customers and stakeholders. *Idaho Employment* is a monthly electronic newsletter that features articles about the labor market conditions of the state's six regions. The newsletter is designed to be specific to the needs of local partners and customers by culling data from department programs and applications that staff deliver by region. The articles are written by the department's regional labor economists and others and distributed to its readers via email and social media posts on Twitter and Facebook, as well as to a larger and more public audience through a standalone section on the agency blog, Idaho@work. (<http://idaholabor.wordpress.com/category/employment-news/>). The blog also has articles relevant to other activities of the Idaho Department of Labor. Previous newsletters are still available in an archive file at <http://labor.idaho.gov/dnn/idl/Archive.aspx>.

During PY2015 the department's economists wrote articles featuring in-depth analysis of key labor market issues on a variety of topics related to Idaho's economy at the state and regional levels. Examples include:

- Mechanics and Auto Techs in Great Demand
- Border Cities Affected by Minimum Wage Differences
- Job Growth Struggles in Rural Idaho
- Recession, Recovery in Northern Idaho Recounted
- Idaho Workers Led Nation in Real Per Capita Personal Income Gains in 2013

- Mix of Occupations Influences Idaho's Median Wage
- Manufacturing Driving Idaho's Expanding Economy
- Wildfires Expose Idaho's Vulnerability
- Considering a College? Rate Them on Your Own Terms
- Government Jobs Promote Economic Health in Rural Idaho
- Confidence Increasing in Idaho's Economic Recovery
- Workforce Equality Still a Challenge for Women in U.S., Idaho
- Small Businesses Play a Big Role in Idaho's Economy
- Idaho's Income More Equally Distributed than Most States
- Millennials Bring Different Expectations to Work
- Tapping the Power of Idaho's Wage and Occupation Data
- Data Plays Important Role in Shaping Idaho's Economy
- Balanced Growth Driving Factor in Idaho's Recovery
- 34 Work-Related Deaths Recorded in Idaho in 2014
- Job Growth Anticipated in Long-Term Employment Projections
- Wages Key When Attracting Talent
- Most Idahoans Postponing Retirement
- Signs Point to Positive Growth in Southeastern Idaho
- In-Migration Boosts Economy on Many Levels
- Study Shows Uneven Wage Growth in Idaho
- Examining Idaho's Strong Job Growth from Industry/Wage Perspective
- Older Workers in Idaho
- Economic prospects for college graduating class of 2016
- Rail Freight in Idaho
- Current Business Conditions in Idaho
- Rising Turnover Costs

iv. Customer consultations

As a measure of customer needs, Idaho's Communications & Research team uses Web metrics to analyze what data customers are accessing. General website statistics indicate in PY2015 Idaho's labor market information website saw 86,480 total visitors and received more than 202,718 page views. The Occupational Employment Statistics page received the largest number views at 1,061. From all indications, wage data is the most requested information not only via website metrics but in the large number of information requests fielded by staff. The LAUS page received 298 views, projections received 89 visitors, census had 411 views and the CES page had 47 visitors.

Idaho Employment is designed to cull data from the programs and applications previously mentioned and deliver regional labor market information specific to the needs of local partners and customers. Funds from this grant directly support this compilation of complex Bureau of Labor Statistics data into a form that is understandable and has utility to customers and stakeholders.

The Internet is Idaho's primary outreach and dissemination tool for its workforce information products. Keeping the state's labor market information website updated and current to new and emerging internet standards ensure the technology is leveraged to its maximum potential, allowing Idaho to stay relevant to its customers and stakeholder needs.

During PY 2015, Communication & Research staff delivered economic analysis and data on specific industries as part of the department's demand-driven business services initiative. Idaho's Workforce Development Council also receives quarterly economic updates prior to making decisions on programs and dollars.

Business Sector Research & Analysis – The regional economists are involved in several research projects. In addition to the ETA Grant, statewide longitudinal data system (SLDS) funds were leveraged to complete the research. The three projects are works in process but the results will be published before the end of calendar 2016. Using Help Wanted Online and the Occupation Employment Statistics data for vacancy rates, an online tool has been developed for producing monthly data for the state, six labor market regions. In May, at the request of the Governor's office the report added hard to fill jobs, those jobs are defined as open 90 days or more. The data has been used in the monthly unemployment rate release and recently added to the online publication. The three research projects in progress are:

- **End-Points of Idaho's Education Pipeline:** This research project examines and analyzes the end-points of workers trained or educated at Idaho educational institutions and their employment outcomes at a 30,000 foot level. The study aims to answer several broad questions that include: where are students employed two years after graduation from high school and post-secondary levels; what are their wages; where did they go; and what degree did they get awarded? Research is nearly finished and a targeted date of publication is November 2016.
- **Food Processing:** A food processing survey was conducted to garner wage, benefit and turnover information on select occupations from a panel of large food processors. The sample covers almost 4,000 workers across the southern Idaho. OES and O'Net data is being used to compare standardized occupations and wages. The findings will be published in October 2016.
- **Population Projections:** A population model was developed using data from the Census Bureau and the Center for Disease Control to project detailed population cross-sections to 2025. The research enables the state to project population by age and gender for all counties in Idaho. The data is used routinely to assist stakeholders and answer data requests, as well as provide the labor and regional economists a sophisticated new dataset to draw on when conducting research and analysis projects. The data is only available internally.
- **Analytical Tool for Job Listings Data:** <https://labor.idaho.gov/publications/software-occupations-in-demand.pdf>
- **Idaho Occupations in Demand – Help Wanted Online Job Posting Data:** The site provides a real-time listing of job vacancies to its customers for the state, the six regions and the United States. This year an additional page was added, Jobs Open 90 Day or More (hard to fill jobs).

Top 50 Occupation Vacancy Rates in Idaho							
Job Listings	Sorted	SOC Code	* Vacancy Rate June 2016	Total Openings June 2016	Total Openings June 2015	Idaho Total Employment (OES)	Idaho Median Wage (OES)
			By Vacancy Rate - June 2016				
Total All Occupations		00-000	4%	25,833	33,559	642,700	\$ 40,810
1	Occupational Therapists	29-1322	56%	230	277	410	\$ 71,065
2	Demonstrators and Product Promoters	41-9011	37%	188	177	510	\$ 26,223
3	Marketing Managers	11-2021	25%	185	159	750	\$ 101,009
4	Advertising Sales Agents	41-3011	24%	145	149	600	\$ 36,652
5	Insurance Sales Agents	41-3021	22%	312	291	1,400	\$ 44,292
6	Physical Therapists	29-1323	22%	225	286	1,010	\$ 78,295
7	Computer Occupations, All Other	15-1199	19%	206	189	1,090	\$ 75,303
8	Family and General Practitioners	29-1062	18%	147	108	820	\$ 181,579
9	Securities, Commodities, and Financial Services Sales Agents	41-3031	15%	167	207	1,150	\$ 41,964
10	Executive Secretaries and Executive Administrative Assistants	43-6011	14%	229	307	1,640	\$ 40,081
11	Computer User Support Specialists	15-1151	14%	337	346	2,460	\$ 39,849
12	Food Service Managers	11-9051	13%	150	117	1,160	\$ 33,601
13	Registered Nurses	29-1141	12%	1,504	1,356	12,190	\$ 60,937
14	Computer Systems Analysts	15-1121	12%	152	183	1,250	\$ 77,356
15	Medical and Health Services Managers	11-9111	12%	212	269	1,770	\$ 76,962
16	Network and Computer Systems Administrators	15-1142	12%	178	163	1,490	\$ 60,902
17	Helpers—Production Workers	51-9198	12%	149	264	1,260	\$ 26,054

Job Openings 90 Days or More: June 2016 - 4,552 Jobs							
Occupational Title	Occupation Code	June 2016	June 2015	OES Employment	OES Wage	Year-Over-Year Change	Rank
Registered Nurses	29-1141	288	278	12,190	\$60,937	10	1
Heavy and Tractor-Trailer Truck Drivers	53-3032	229	308	12,920	\$36,825	-79	2
Retail Salespersons	41-2031	143	178	23,110	\$22,218	-35	3
Customer Service Representatives	43-4051	101	130	16,430	\$26,704	-29	4
First-Line Supervisors of Retail Sales Workers	41-1011	92	99	5,800	\$34,576	-7	5
Physicians and Surgeons, All Other	29-1069	82	51	**	*	31	6
Physical Therapists	29-1123	79	106	1,010	\$78,295	-27	7
Computer User Support Specialists	15-1151	79	40	2,460	\$39,849	39	8
Occupational Therapists	29-1122	76	75	410	\$71,065	1	9
Light Truck or Delivery Services Drivers	53-3033	75	29	3,260	\$27,774	46	10
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	74	62	3,430	\$25,351	12	11
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	74	45	1,650	\$20,091	29	12
Family and General Practitioners	29-1062	66	66	820	\$181,579	0	13
Cashiers	41-2011	57	74	15,360	\$19,027	-17	14
Maintenance and Repair Workers, General	49-9071	54	57	5,820	\$32,103	-3	15
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	54	65	11,350	\$17,992	-11	16
Nursing Assistants	31-1014	51	37	7,010	\$23,704	14	17

Projections Dissemination - Idaho developed and disseminated data that synthesized occupational employment data with long-term projections data through a dashboard that displays the state's hot jobs, which combines the fastest growing, most abundant and highest-paying jobs. Projections in their entirety are published via Idaho's Workforce Information Database at <https://lmi.idaho.gov/projections>.

Idaho Occupational Employment Statistics Wage Publication - Idaho continues to maintain and publish occupational employment statistics, the department's top requested product featuring both wages and employment estimates at the state and substate levels. The 2016 publication was posted on the LMI website in June 2016: <https://lmi.idaho.gov/oes>.

A screen shot of the dashboard is on page 5. This dashboard enables the customer to connect and visualize data in minutes. This tool is extremely helpful in providing occupation employment and wage data for the state, metropolitan statistical areas and the non-metropolitan regional areas. The data are included in a host of other research projects and publications. The data is also available to be downloaded in an Excel or PDF format.

Statewide & Metropolitan Statistical Areas - May 2015 (Released June 2016)

 <p>State of Idaho Excel PDF</p>	 <p>Coeur d'Alene Excel PDF Includes Kootenai County</p>	 <p>Lewiston ID-WA Excel PDF Includes Nez Perce Coun and Asotin County, Washington</p>
 <p>Boise City Excel PDF Includes Ada, Boise, Canyon, Gem and Owyhee counties</p>	 <p>Pocatello Excel PDF Includes Bannock County</p>	 <p>Idaho Falls Excel PDF Includes Bonneville, Butt and Jefferson counties</p>

Employer Database - Idaho will continue to use the Infogroup Directory sponsored by the Employment and Training Administration.

Idaho Business Directory and Business Lists ~ Idaho leverages funds with other resources to support, develop and maintain the Idaho Business Directory and associated business lists. Idaho is currently developing a protocol and business plan for customers and stakeholders seeking business lists that will serve workforce or economic development purposes and support the department's mission to serve its job seekers and business customers as a career and workforce resource. This partnership furthers the department's commitment to generating quality jobs and maintaining a skilled and educated workforce.

The state currently provides two employer databases to customers – The Idaho Business Directory and InfoGroup. These employer databases are more widely available through the workforce information Web portal and the Career Information System interface. The department produces a directory file to fit its Internet platform needs. Currently Idaho has nearly 24,000 releases from 54,300 private employers with one or more location. That includes consent release forms from 122 of the top 149 employers – those with more than 500 employees – both public and private, and 76 of the top 96 private firms. This effort will continue in PY2015 along with research on alternative lists to provide the information to stakeholders, policy makers and planners, who can put this information to work <http://lmi.idaho.gov/business-listings>.

With the Internet serving as the primary outreach and dissemination tool for Idaho's workforce information products, keeping the system updated and current to new and emerging Web standards ensures this technology is leveraged to its maximum potential, allowing the state to stay relevant to its customer and stakeholder needs.

v. Activities undertaken to meet customer needs

Idaho's Communications & Research staff continue to work closely with the state Workforce Development Council as it guides research to best serve customers and stakeholders. Team members share research findings at each Workforce Development Council meeting and seek direction on future research for the greatest impact on the state and its local communities.

The division's workforce information team will continue to work closely with the Workforce Development Council and other partners, filling statistical, data and research needs on projects. Research conducted in PY2015 was referenced earlier in Section IV as business scans.

Customer feedback demands data and research at the most granular levels – county, city and in some cases census blocks. The cost of getting down to this detail exceeds the federal funding the department currently receives.

Idaho also provided ten community and county profiles and briefing reports for *Capital for a Day* visits conducted by the governor during PY2015. These reports include a perspective on the communities' current and historical economic landscape as well as business, economic and unemployment insurance data.

More than 1,000 presentations, data requests and research briefs are delivered to thousands of customers and stakeholders each year by Idaho's six out-stationed regional labor economists. These economists serve as a local link and labor market data resources for local chambers, business associations, policy makers, planners and a host of other customers and stakeholders. Their credibility adds relevance and weight to the department's efforts to disseminate localized economic information to regions throughout the state.

The following examples represent just a few of the economic presentations made throughout the state by the state's regional labor economists, chief research officer and research staff.

Data Requests:

- Hundreds of requests for occupational wages from employers, individuals and government agencies
- Labor availability data from current and prospective companies
- Largest employers in state, region, labor market area, county or city
- Occupation demand WDTF Apprenticeship grant
- Labor market Information for school districts and post-secondary institutions
- Occupational projections for sector grants
- Sales tax and economic outlook information for Challis, ID
- Advanced Manufacturing Industry trends data
- Population and demographics for the state, county, region and cities
- Size of specific industries
- SOC Code or NAICS Code to match descriptions
- Matching job titles to SOC codes and OES wage data.
- Staffing patterns, SOC Codes and descriptions for specific companies
- Personal income data
- Economic and Demographic summary for Youth RFP project.
- Comparison of employment to economic activity (QCEW to BEA's gross regional product figures)

- Data on the share of workforce employed at/near minimum wage.
- Healthcare total employment trends, demographic data, etc.
- Factors affecting wages for entry-level manufacturing jobs
- Comparing economic growth in Idaho's regions 2000 to 2015
- Labor Force (employment and unemployment) trends for the state, region, metropolitan statistical area, counties and cities as requested by businesses, economic development organizations, private individuals, media, schools and government of officials
- Supply chain analysis for wine industry
- Data for federal and state grants for a various agencies and government entities
- Career fairs at high schools
- Supply and demand analysis for many occupations, such as machinists, CNC, CAD programmers, auto mechanics, electricians, etc.
- Data on the tourism industry in the various regions and some counties
- Nez Perce Tribe – wages for various positions, factors affecting wage growth in region, economic development assistance, workforce data, and assisting grant writers
- Data on the economic impact in the area as an industry looks at expanding operations in a city, county or region
- Factors that might affect the number of women who need adult basic education services
- Comparing demographics and socioeconomic conditions in one location to another city, county, etc.
- Labor market information for the Governor's for Capital for a Day program (10)
- Labor market information concerning training programs at Idaho's various educational institutions
- Labor force, employment and major business for school districts bonding
- Developed and disseminated essential state and local LMI data to stakeholders using BLS technical standards and methodologies. This included processing requests through the OES LEWIS software and enhancements to products found on lmi.idaho.gov.
- With assistance from Idaho's Career Information System (CIS) assistance, submitted the licensing and certification information which is due at least every two years
- Provided WID and other support to data outreach projects like Idaho JobScape
- Requests for labor market information for Project--these are project requests from Idaho Department of Commerce, economic development associations and other entities that are engaged in recruiting specific businesses.
- Labor market information for Valley Regional Transit Mobile Village
- STEM (science, technology, engineering and mathematics) Action Center data requests
- Provided labor market information for and participated in community reviews
- Labor market information for local businesses
- Bootstraps Solutions Geospatial Analysis
- Labor market information for cities
- Labor market information for state agencies
- Labor market information for various occupations (welders, plumbers, masons, truck drivers, etc.)
- Labor market information and demographic data for hospitals
- Labor market information for institutions of higher learning
- Agriculture statistics for research
- Multipliers for a variety of industries
- Idaho At A Glance – Hispanics in Idaho
- Wage analysis for businesses
- CPI report on health care

- Analysis of a variety of industries, i.e., plastics workforce, ethanol plant, expansion of food processing plant
- Labor force participation rates for a region and counties
- Commuting Patterns
- Hispanic Workforce by County
- Recreational activity & job analysis
- Idaho Industrial Commission industry growth update
- List of retailers hiring for local offices
- Data on low-skill workers transitioning to middle skill jobs
- Transportation equipment manufacturing – analysis and comparison between regions
- Turnover rates between regions
- Land use analysis of timber & federal payment & ownership in counties
- Hispanic population growth & those speaking English as second language & teaching ESL
- Workforce information for youth
- Research on completers at four-year universities in 2013 – 2015
- Extrapolated participation rates for Idaho counties
- Economic analysis for community block grants
- Idaho Power site readiness form for several communities
- Data from visitor center and population per recreational sports establishments on average
- Covered wages – average change year over year
- Data on exports and what is impacting change
- Employment projections for county
- LMI Project renaissance
- Data of agricultural establishments

Projects:

- Economic Profile of the Shoshone-Bannock Tribes of the Fort Hall Reservation
- Your future in Technology (YOURFIT) survey analysis
- Economic Impact of International Students
- Restaurant Saturation in Idaho
- Home Health Care Services in Idaho
- Regional Industry Agglomeration/Clustering
- Nursing Report and Nursing Director's Survey
- Idaho Driver's Licenses Tableau Workbook
- Physician Workforce in Idaho – Age, Specialties and Distribution
- Motive Power NEG Application
- WIOA Youth RFP Application
- Downtown Boise and Paylocity Research and Analysis
- Computer Workers Employer Demand Survey
- Metro/State Migration by Age & Education Level
- Rapidly Growing Industries and their Wages
- Boise Metro Year in Review
- Wages and Cost of Living
- What Millennials Want in a Job and a Community

Presentations:

- Idaho Workforce Development Council quarterly
- Idaho's Rural Partnership – Idaho's Rural Economy
- Mountain Plains Adult Education Association - Our Aging Population and Workforce and its Impact on Idaho's Regional Economy
- Idaho Career and Technical Education, Professional Development Summer Conference – Idaho's Workforce and Economic Challenges and Opportunities
- WIOA/LMI Western States – Annual Meeting in San Francisco
- Idaho Power – Customer Relations Spring Meeting – Idaho's Changing Workforce
- Energy Connected - Idaho Technology Council – Technology and Idaho's Workforce and Economic Challenges
- Idaho Economic Development Association Annual Conference – Idaho's Workforce
- Idaho Legislature - Economic Outlook Revenue Assessment Committee
- Idaho Legislature - Joint Finance and Appropriations Committee
- Youth: An Increasingly Valuable Resources
- North Central Idaho's and Southeast Washington's Manufacturing Sector
- Who Are the Poor in North Central Idaho?
- Growth of Region's Recreational Technology Sector
- Multiple presentations on the economic outlook and situation in the economic development areas, regions, counties and cities
- Think Like a Demographer
- Labor Market Information as part of the Career Information System Fall Workshops
- Panelist at the IEDA Fall Conference, Idaho Business Review breakfast series ("Forum on the Future"), Idaho Career Development Association Annual Conference,
- Idaho Health Professions Education Council Valley County Economic Development Presentation
- Idaho Nursing Action Coalition Conference
- Idaho Association of Trio Professionals Annual Conference
- Upward Bound College Prep Classroom
- American Association of Medical Colleges Workforce Pre-Conference Presentation
- Boise CodeWorks Computer Workers Overview
- Business Educators Exchange Conference
- Career Technical Education Annual Conference
- The Future of Work
- Elmore County Economic Development Presentation
- Teton County Economic Development Presentation
- SIEDO Annual Meeting Presentation
- McCall Business Summit Presentation
- Governors Panel on Health Care Presentation
- Idaho Business Educators Association Presentation

Training:

- LMI 101 for new regional economists – sources, concepts, computer programs, websites, etc.
- LMI and industry projections to a representative of Care Connection of Idaho
- LMI 101 for local office staff
- LMI 101 for schools
- E-mail reports sharing articles about labor market conditions, job search and occupational decision-making with local office staff
- LMI 101 for UI Adjudicators Presentation

Media

- Monthly television and radio interviews on labor force, occupations, jobs and population trends and challenges
- Press releases on labor force trends, unemployment rate, new hires and various additional economic topics
- Graduating class of 2016 employment outlook
- International
- Jobs as a result of construction of new hospital
- Dairy worker wages
- Shift work and employer practices
- BLS Alternative measures of unemployment
- Age shift – Aging and Young Population Projected to Grow Fastest – Not Middle Years

vi. New tools and resources

Updates, maintenance and enhancements of the department's labor market information website will continue to be a top priority during PY2015, but the enhancement portion will be dependent on budget constraints.

A customer-satisfaction box entitled "We'd like your feedback" is followed by "Please take a moment to fill out a survey about our website." This feature is on every webpage on the state's labor market website. Over the next several years, this feature needs to be enhanced so that more relevant comments can be collected and analyzed to improve the LMI website.

The state's new labor market information website has made use of dashboards that enables customers to connect and visualize data in minutes. As time and budget permits, additional dashboards will be developed and posted. During PY2015, the Occupational Wage and Employment Statistics tableau dashboard was developed and deployed. It is providing our customers with an easier and more meaningful way to access occupational and wage data.

vii. Efforts to create and support partnerships and collaborations

Idaho's Career Information System is part of the department's Communication & Research Division. The department's Web delivery team also includes personnel from research, communications and the Career Information System. This partnership helps the agency have a better understanding of the mutual use and mission of labor market and career information data. The division continues to provide core data products and has expanded the collaborative partnership to include printed materials and website access. This partnership will be strengthened and enhanced with Web delivery team activities and other pertinent workforce information deliverables that can be leveraged.

When responding to requests for labor, economic and demographic data the Idaho Department of Labor continues to enrich the analysis provided via Bureau of Labor Statistics and Idaho's unemployment insurance program data through the data tools that include Local Employment Dynamics, Economic Modeling Specialists International and Help Wanted Online. Without workforce information funding, these analytical tools would not be available for localized economic research.

viii. Activities to leverage LMI-WI funding

Economic Multiplier Application – Economic Modeling Specialists Inc. - The Idaho Department of Labor will continue to purchase and use the Economic Modeling Specialists Inc., or EMSI, an application that integrates census, labor and other economic data along with input/output models specifically designed for Idaho and its substate regions. This product allows staff and regional labor economists to research and answer questions concerning the impact on occupations, industry and other economic factors from forecasted economic expansions and contractions in real time. The strength of the EMSI product is the data it uses from alternative sources to estimate confidential cells allowing a measure of flexibility when communicating with the public.

Communications & Research staff have also used this tool to leverage other department and federal funds to publish a comprehensive high-tech research project allowing Idaho to compare its economic position in high tech with 49 other states. Idaho was the lead in a consortium that worked on developing a new taxonomy for the high-tech industry and EMSI was one of the tools used to develop the industrial and occupational composition of the high-tech sector for internal Idaho reports.

Data Analytics and Visualization - Idaho's new suite of data dashboards are being created with the assistance of Tableau Web Services, a family of interactive [data visualization](#) products focused on [business intelligence](#).

Job Listings/Scraping Services – This online tool allows real-time listing of job and is the integral part of the Department's vacancy data. It also provides economists with job listings by employers, job type, occupations and age of openings not only for the states, regions and counties but also cities. It has become a valuable tool in the economic analysis tool chest.

IMPLAN (Impact for Planning): The Idaho Department of Labor purchased a license for IMPLAN. This tool is an economic impact assessment software system. It combines a set of extensive databases concerning economic factors, multipliers and demographic statistics with a highly refined and detailed system of modeling software. It has allowed economists to do a more in depth analysis of the economic impact of changes in wages and taxes on local economies.

Idaho continues to use portions of its ETA grant to leverage and partner with a wide variety of other state funding sources. One example is working with the Idaho Board of Nursing and the Education Analytic System of Idaho on its annual education survey and the Idaho Leaders in Nursing in support of its workforce data needs. This grant has also been used to leverage Workforce Development Training Funds and research Idaho's targeted industry clusters.

The state's six regional labor economists are vital to the dissemination of workforce information and serve as the feedback channel for improving data products at the local and community level. From the comprehensive list above, it is evident "stakeholders and partners" cover a broad swath of customers who access the state's labor economists for help with workforce information and research.

Opportunities for leveraging traditional workforce information data with education related data are coming to fruition as Communications & Research staff work with staff from the Office of the State Board of Education on its statewide longitudinal data system. Enriching labor market information with educational data and resources provides a powerful tool for measuring educational outcomes as well as other associated research opportunities.

As federal, state and local funding sources continue to shrink, the value of leveraging dollars through partnerships and collaborations is critical for future sustainability.

ix. **Recommendations to ETA for changes and improvement to WIGS requirements**

The public has become more reliant on real-time job listing data to augment existing labor market information products. Idaho's **Occupations in Demand** (http://labor.idaho.gov/publications/Idaho_September2015_Job-Posting-Summary-Report.pdf) tool coalesces traditional labor market data with real-time listings to provide a valuable tool for delivering workforce information to its customers and stakeholders down to local sub-state geographies. Continued efforts to assist states in the funding and acquisition of these innovative tools will continue to advance customer's use of real-time local level listing's data to measure workforce demand in their communities. The current information can be accessed by changing the month in the link.

ETA's continued support of the Local Employment and Wage Information System (LEWIS) and other associated products provided by the Analyst Resource Center (ARC) provides analytical opportunities for leveraging data at sub-state and even community levels. The findings and products produced and supported by ARC are often the most sought after by our workforce customers.

Going forward it is paramount that the ETA continue to be engaged in the NASWA Labor Market Information committee and the Bureau of Labor Statistics Oversight Committee (BLOC) as it continues to study and measure the benefits of wage record sharing and enrichment gained by leveraging unemployment insurance records. The universe and quality that these administrative records provide can augment existing labor market information by providing new data sets and researching opportunities that were previously fiscally and intellectually untenable.

Finally, Idaho currently is participating in a six-state (ID, LA, NM, OR, TX and WA) pilot program to study the efficacy of partnering with the US Department of Labor on enriching traditional labor market data sets with state administrative records. Over the next decade, these kinds of partnerships could ultimately result in robust quantitative data that will better inform all consumers of labor market information.

Your continued financial and intellectual contribution to these efforts are encouraged and appreciated.



Director, Idaho Department of Labor
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