Labor Market Projections for Idaho
Industries and Occupations: 2016-2026
Total Employment Growth
Projected Ten-Year Growth

Idaho: +14.4%

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2026</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thousands</td>
<td>735</td>
<td>840</td>
</tr>
</tbody>
</table>

USA: +7.7%

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2026</th>
</tr>
</thead>
<tbody>
<tr>
<td>Millions</td>
<td>156</td>
<td>168</td>
</tr>
</tbody>
</table>

Source: Idaho Department of Labor and US Bureau of Labor Statistics
Idaho’s Total Employment

- Historical Estimate
- Projected Employment
- US Recessions

Source: Idaho Department of Labor and Author Calculations
Employment Growth by Region

- **Northern**: +16k
- **North Central**: +4k
- **Southwest**: +47k
- **South Central**: +12k
- **Southeast**: +5k
- **Eastern**: +12k

Source: Idaho Department of Labor
Employment Growth by Region
Share of Total Statewide Growth

- Northern: 17%
- North Central: 5%
- Southwest: 12%
- South Central: 12%
- Southeast: 12%
- East: 4%

Source: Idaho Department of Labor
Industries
Projected Industry Annual Growth Rates

- Health Care and Social Assistance: 2.1%
- Trade, Transportation, and Utilities: 1.7%
- Construction: 1.7%
- Financial Activities: 1.5%
- Leisure and Hospitality: 1.4%
- Information: 1.3%
- Retail Trade: 1.2%
- Education: 1.1%
- Ag, Forestry, Fishing & Hunting: 1.1%
- Other Services (except Government): 1.1%
- Professional and Business Services: 1.0%
- Manufacturing: 0.9%
- Public Administration: 0.2%
- Mining: -0.1%

Source: Idaho Department of Labor
Employment Growth by Industry

- **Trade, Transportation, and Utilities**: +24k
- **Health Care and Social Assistance**: +21k
- **Professional and Business Services**: +9k
- **Leisure and Hospitality**: +11k
- **Manufacturing**: +6k
- **Education**: +7k
- **Public Administration**: +1k
- **Construction**: +8k
- **Financial Activities**: +5k
- **Natural Resources & Mining**: +3k
- **Other Private Services**: +2k
- **Information**: +1k

**Source**: Idaho Department of Labor
Occupations
Employment Growth by Occupation
Projected Annual Growth Rate

- Personal Care and Service: 2.4%
- Healthcare Practitioners: 2.1%
- Healthcare Support: 2.1%
- Managers: 1.5%
- Food Prep and Serving: 1.5%
- Transportation and Materials: 1.4%
- Construction and Extraction: 1.4%
- Installation and Repair: 1.4%
- Business and Finance: 1.3%
- Education and Training: 1.3%
- Sales: 1.2%
- Production: 0.8%
- Office and Administrative: 0.7%

Source: Idaho Department of Labor
Employment Growth by Occupation

- Current Employment
- Projected Growth

1. Office and Administrative: +8.1k
2. Sales: +8.3k
3. Food Prep and Serving: +9.2k
4. Production: +4.5k
5. Transportation and Materials: +6.8k
6. Education and Training: +5.6k
7. Construction and Extraction: +5.8k
8. Managers: +6.2k
9. Healthcare Practitioners: +8.4k
10. Installation and Repair: +4.5k
11. Business and Finance: +3.6k
12. Personal Care and Service: +6.5k
13. Healthcare Support: +3.9k

Source: Idaho Department of Labor
Employment Demand by Occupation

- **Food Prep and Serving**: +9.2k
- **Healthcare Practitioners**: +8.4k
- **Sales**: +8.3k
- **Office and Administrative**: +8.1k
- **Transportation and Materials**: +6.8k
- **Personal Care and Service**: +6.5k
- **Managers**: +6.2k
- **Construction and Extraction**: +5.8k
- **Education and Training**: +5.6k
- **Installation and Repair**: +4.5k
- **Production**: +4.5k
- **Healthcare Support**: +3.9k
- **Business and Finance**: +3.6k

Source: Idaho Department of Labor
Employment Demand by Occupation

- Food Prep and Serving
- Healthcare Practitioners
- Sales
- Office and Administrative
- Transportation and Materials
- Personal Care and Service
- Managers
- Construction and Extraction
- Education and Training
- Installation and Repair
- Production
- Healthcare Support
- Business and Finance

Source: Idaho Department of Labor
Employment Demand by Occupation

- **Projected Growth**
- **Projected Openings due to Turnover**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Projected Growth</th>
<th>Projected Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Prep and Serving</td>
<td></td>
<td>114k</td>
</tr>
<tr>
<td>Healthcare Practitioners</td>
<td></td>
<td>30k</td>
</tr>
<tr>
<td>Sales</td>
<td></td>
<td>109k</td>
</tr>
<tr>
<td>Office and Administrative</td>
<td></td>
<td>134k</td>
</tr>
<tr>
<td>Transportation and Materials</td>
<td></td>
<td>63k</td>
</tr>
<tr>
<td>Personal Care and Service</td>
<td></td>
<td>48k</td>
</tr>
<tr>
<td>Managers</td>
<td></td>
<td>38k</td>
</tr>
<tr>
<td>Construction and Extraction</td>
<td></td>
<td>47k</td>
</tr>
<tr>
<td>Education and Training</td>
<td></td>
<td>42k</td>
</tr>
<tr>
<td>Installation and Repair</td>
<td></td>
<td>36k</td>
</tr>
<tr>
<td>Production</td>
<td></td>
<td>67k</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td></td>
<td>25k</td>
</tr>
<tr>
<td>Business and Finance</td>
<td></td>
<td>28k</td>
</tr>
</tbody>
</table>

Source: Idaho Department of Labor
STEM Employment Growth

Historical Growth 2006 to 2016: 24.4%
Projected Growth 2016 to 2026: 10.9% (USA), 11.4% (Idaho)

Source: Idaho Department of Labor and US Bureau of Labor Statistics
Routine vs. Complex Employment

Source: Idaho Department of Labor
Workforce Education
Projected 2026 Educational Requirements for Idaho

- High School Diploma or Lower: 38%
- Some College, no degree: 22%
- Associate’s Degree: 10%
- Bachelor’s Degree: 20%
- Advanced Degrees (MA, PhD): 10%

Source: Idaho Department of Labor and US Bureau of Labor Statistics
Projected Idaho Growth

- Employment
- Labor Supply
- Population

Source: Idaho Department of Labor
Labor Force Participation Rates

- All Adults
- 25-54 Year Olds

Source: Bureau of Labor Statistics
## Idaho’s Hot Jobs

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation Title</th>
<th>2026 Employment</th>
<th>Annual Openings</th>
<th>Percent Change</th>
<th>2014 Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>17,045</td>
<td>1,148</td>
<td>29.3%</td>
<td>$30.79</td>
</tr>
<tr>
<td>2</td>
<td>Software Developers, Applications</td>
<td>2,639</td>
<td>208</td>
<td>30.2%</td>
<td>$41.19</td>
</tr>
<tr>
<td>3</td>
<td>Nurse Practitioners</td>
<td>890</td>
<td>60</td>
<td>35.1%</td>
<td>$48.96</td>
</tr>
<tr>
<td>4</td>
<td>Physician Assistants</td>
<td>818</td>
<td>58</td>
<td>32.8%</td>
<td>$47.89</td>
</tr>
<tr>
<td>5</td>
<td>Information Security Analysts</td>
<td>671</td>
<td>55</td>
<td>30.3%</td>
<td>$39.39</td>
</tr>
<tr>
<td>6</td>
<td>Industrial Machinery Mechanics</td>
<td>2,927</td>
<td>282</td>
<td>23.2%</td>
<td>$25.26</td>
</tr>
<tr>
<td>7</td>
<td>Market Research Analysts</td>
<td>1,798</td>
<td>192</td>
<td>27.7%</td>
<td>$24.18</td>
</tr>
<tr>
<td>8</td>
<td>Pharmacists</td>
<td>1,825</td>
<td>98</td>
<td>16.7%</td>
<td>$58.42</td>
</tr>
<tr>
<td>9</td>
<td>Physical Therapists</td>
<td>1,120</td>
<td>64</td>
<td>26.3%</td>
<td>$36.86</td>
</tr>
<tr>
<td>10</td>
<td>Loan Officers</td>
<td>3,339</td>
<td>300</td>
<td>20.3%</td>
<td>$26.59</td>
</tr>
</tbody>
</table>
Decelerating topline growth rate
  • Projected growth rate of 1.4%, compared to 2.4% over the last five years.
  • This implies a slowly tapering expansion, not an imminent recession.

Continued growth across a diverse range of industries

Strong demand for skilled workers
  • Construction, Manufacturing, Healthcare, IT, and Financial Services
  • Complex work accounts for roughly 60% of expected new jobs