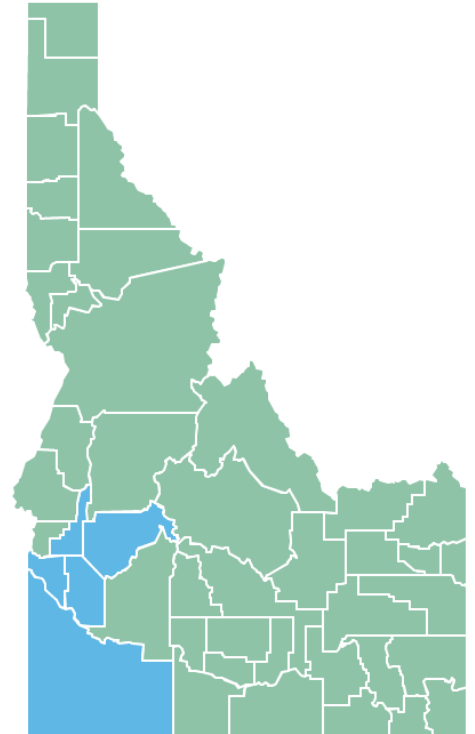


Boise-Nampa MSA Labor Force And Economic Profile

Last Updated: November 2025

Boise-Nampa MSA Economic Overview

| | |
|-----------------------------------|----------|
| Civilian Labor Force (Nov 2025) | 452,077 |
| Unemployment Rate (Nov 2025) | 3.7% |
| Population (2024) | 845,877 |
| Median Household Income (2023) | \$72,926 |
| Per Capita Personal Income (2023) | \$54,358 |
| Poverty Rate (2023) | 9.1% |



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1. Boise-Nampa MSA Demographic Characteristics, 2023 5-Year ACS

| | Boise-Nampa MSA | Boise-Nampa MSA (%) | State of Idaho (%) | United States (%) |
|--|--------------------|------------------------|-----------------------|----------------------|
| Total Population | 790,640 | 100.0% | 1,893,296 | 332,387,540 |
| Race and Ethnicity | | | | |
| White alone, not hispanic | 644,151 | 81.5% | 83.3% | 63.4% |
| Black or African American alone, not hispanic | 8,212 | 1.0% | 0.7% | 12.4% |
| Native American alone, not hispanic | 6,263 | 0.8% | 1.1% | 0.9% |
| Asian alone, not hispanic | 15,117 | 1.9% | 1.3% | 5.8% |
| Hispanic, or Latino (of any race) | 116,033 | 14.7% | 13.3% | 19.0% |
| Gender | | | | |
| Male | 397,370 | 50.3% | 50.3% | 49.5% |
| Female | 393,270 | 49.7% | 49.7% | 50.5% |
| Age | | | | |
| Median age | 41.5 | - | 37.1 | 38.7 |
| Under 18 years | 188,644 | 23.9% | 24.5% | 22.2% |
| Over 18 years | 601,996 | 76.1% | 75.5% | 77.8% |
| 21 years and over | 531,687 | 67.2% | 65.7% | 68.7% |
| Over 65 years | 123,827 | 15.7% | 16.6% | 16.8% |
| Educational Attainment (Population 25 years and Over) | | | | |
| Less than 9th grade | 15,815 | 2.0% | 2.1% | 3.2% |
| High school graduate (with equivalencies) | 123,930 | 5.8% | 17.0% | 18.0% |
| Some college, no degree | 127,408 | 16.1% | 16.3% | 13.3% |
| Associate's degree | 45,959 | 5.8% | 6.4% | 6.0% |
| Bachelor's degree | 129,077 | 16.3% | 13.7% | 14.6% |
| Graduate or professional degree | 65,538 | 8.3% | 6.8% | 9.4% |
| Median Household Income | \$72,926 | - | \$74,636 | \$78,538 |

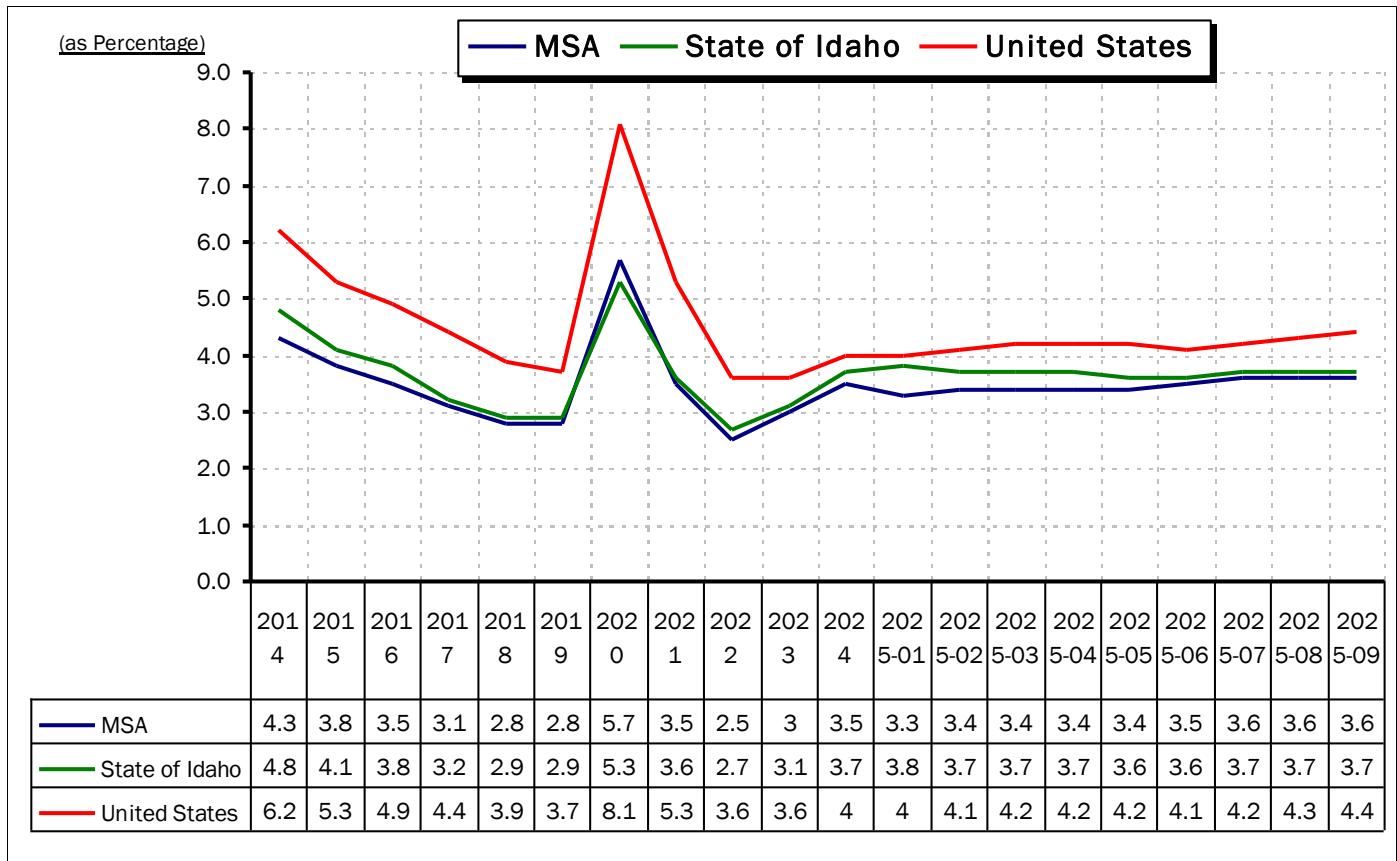
Source: US Census Bureau, American Community Survey 5-Year Estimates

2. Labor Force Growth, November 2024 to November 2025

| | Labor Force | Employment | Unemployed | Unemployment Rate |
|---------------------|-------------|-------------|--------------|-------------------|
| November 2024 | 452,077 | 435,657 | 16,420 | 3.7% |
| November 2023 | 424,595 | 411,117 | 13,478 | 3.1% |
| YoY % Change | 6.5% | 6.0% | 21.8% | 0.6% |

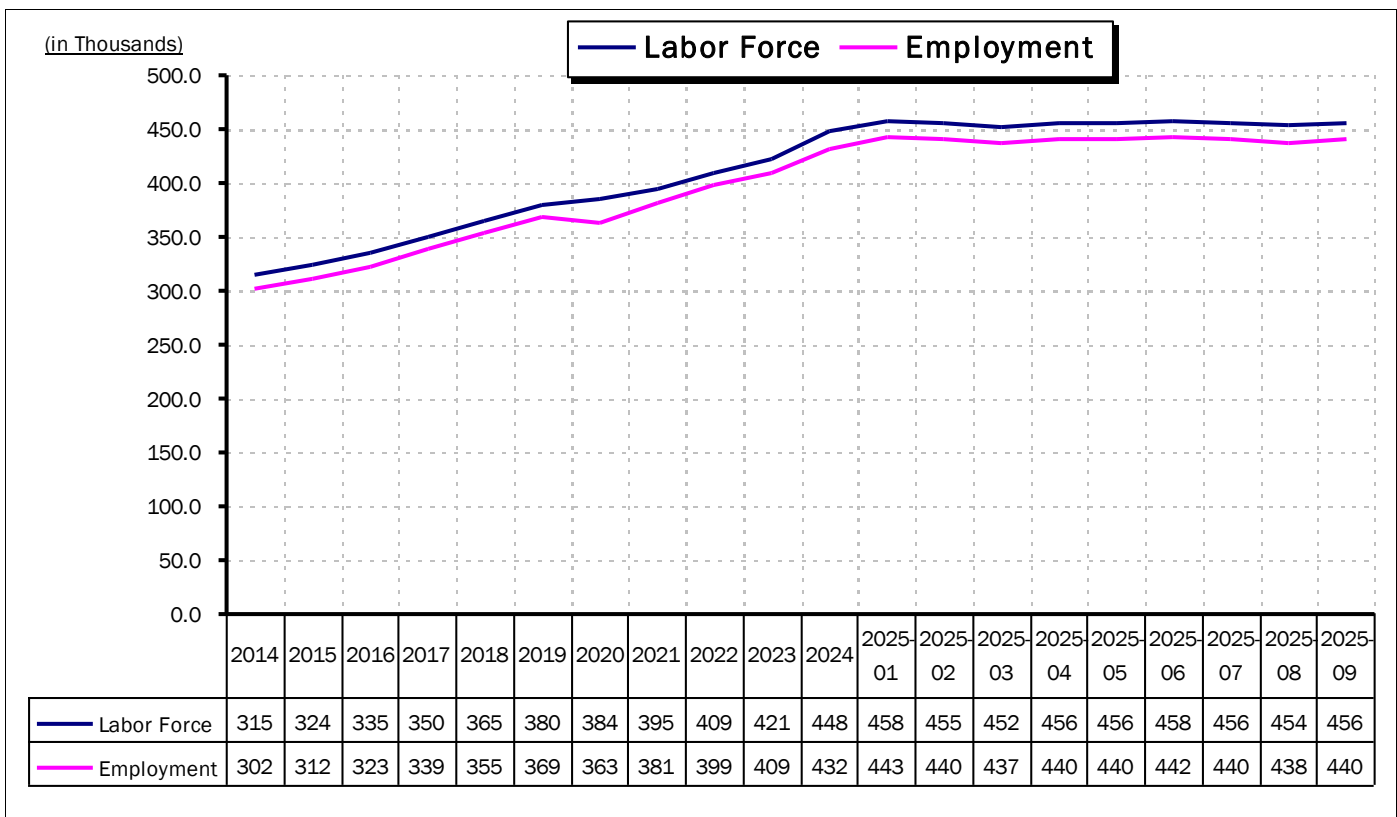
Source: Idaho Department of Labor- Local Area Unemployment Statistics (LAUS)

3. Seasonally-Adjusted Unemployment Rate, 2014 to November 2025



Source: Idaho Department of Labor- Local Area Unemployment Statistics (LAUS)

4. Seasonally-Adjusted Labor Force and Employment, 2014 to November 2025



Source: Idaho Department of Labor- Local Area Unemployment Statistics (LAUS)

5. Industry Employment and Wages, 2014, 2023, and 2024

| Industry Sector | 2014 | | 2023 | | 2024 | |
|--------------------------------------|--------------------|---------------|--------------------|---------------|--------------------|---------------|
| | Average Employment | Average Wages | Average Employment | Average Wages | Average Employment | Average Wages |
| Total Covered Wages | 273,913 | \$32,474 | 376,266 | \$48,189 | 386,248 | \$51,156 |
| Natural Resources and Mining | 5,363 | \$34,708 | 5,335 | \$48,934 | 5,763 | \$55,118 |
| Construction | 16,245 | \$32,495 | 32,945 | \$46,742 | 34,613 | \$53,506 |
| Manufacturing | 24,242 | \$45,324 | 30,193 | \$59,442 | 30,230 | \$73,764 |
| Trade, Transportation, and Utilities | 55,844 | \$40,469 | 75,391 | \$46,565 | 77,279 | \$50,908 |
| Information | 4,557 | \$35,205 | 4,093 | \$95,524 | 4,199 | \$86,574 |
| Financial Activities | 13,776 | \$43,484 | 20,232 | \$59,131 | 19,878 | \$63,623 |
| Professional and Business Services | 38,800 | \$42,443 | 54,627 | \$53,810 | 55,519 | \$64,246 |
| Education and Health Services | 61,630 | \$29,515 | 82,011 | \$41,800 | 85,849 | \$46,674 |
| Leisure and Hospitality | 27,437 | \$12,177 | 40,475 | \$20,198 | 40,736 | \$21,804 |
| Other Services | 7,458 | \$24,035 | 10,537 | \$39,186 | 10,986 | \$50,946 |
| Public Administration | 18,561 | \$38,936 | 20,427 | \$53,953 | 21,196 | \$60,201 |

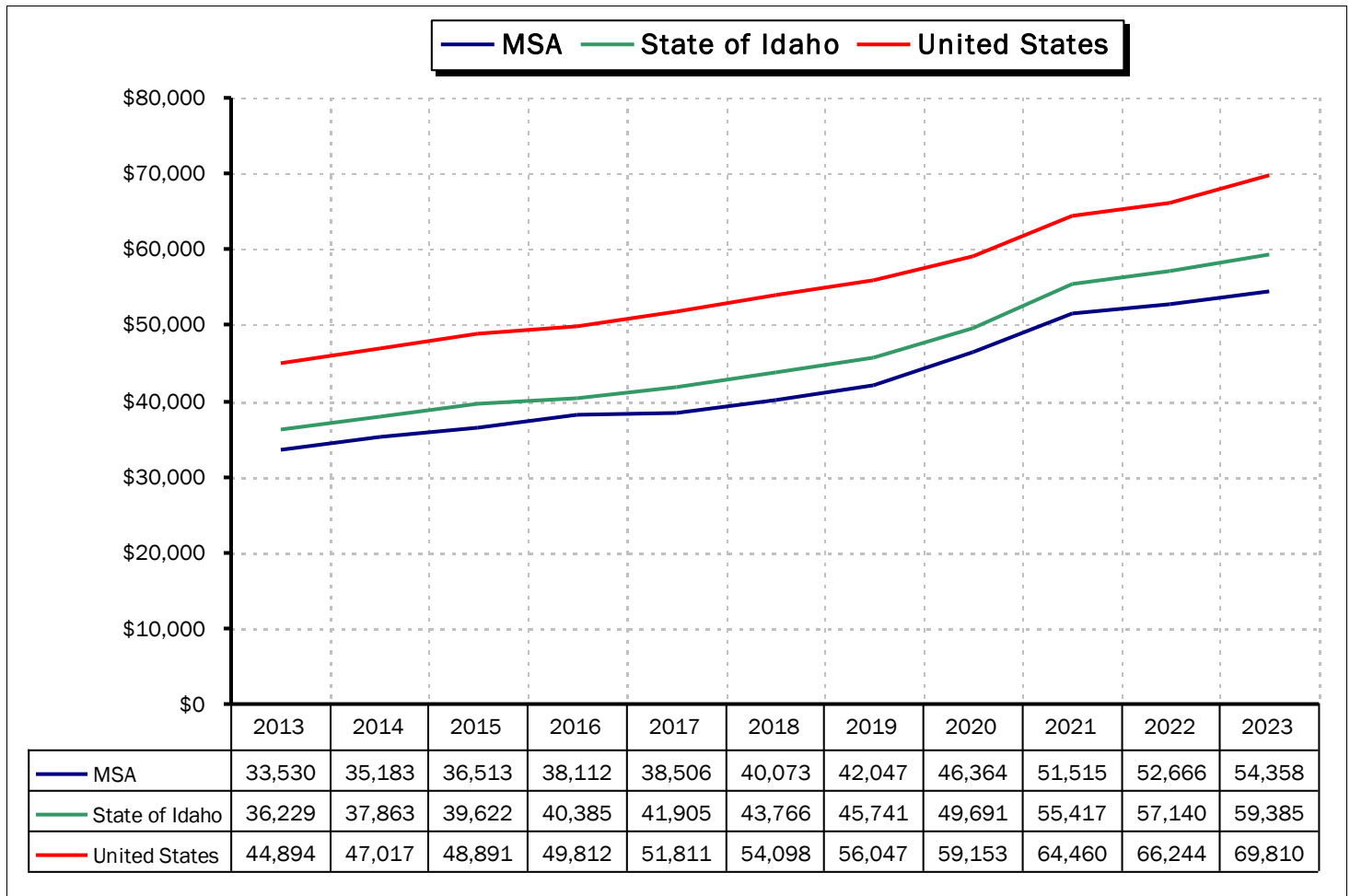
Source: Idaho Department of Labor- Quarterly Census of Employment Wages (QCEW)

6. Top Employers, 2024

| Employer | Ownership | Employment Range |
|------------------------------------|------------------|------------------|
| St. Luke's Regional Medical Center | Private | 10,000+ |
| St. Alphonsus Health System | Private | 5,000 - 9,999 |
| Micron Technology | Private | 5,000 - 9,999 |
| Boise State University | State Government | 5,000 - 9,999 |
| West Ada School District | Local Government | 5,000 - 9,999 |
| Albertsons | Private | 2,500 - 4,999 |
| Wal-mart | Private | 2,500 - 4,999 |
| Boise School District | Local Government | 2,500 - 4,999 |
| J. R. Simplot Company | Private | 2,500 - 4,999 |
| City Of Boise | Local Government | 1,000 - 2,499 |

NOTE: Only employers that have given the Department permission to release employment range data are listed.
Source: Idaho Department of Labor- Quarterly Census of Employment Wages (QCEW)

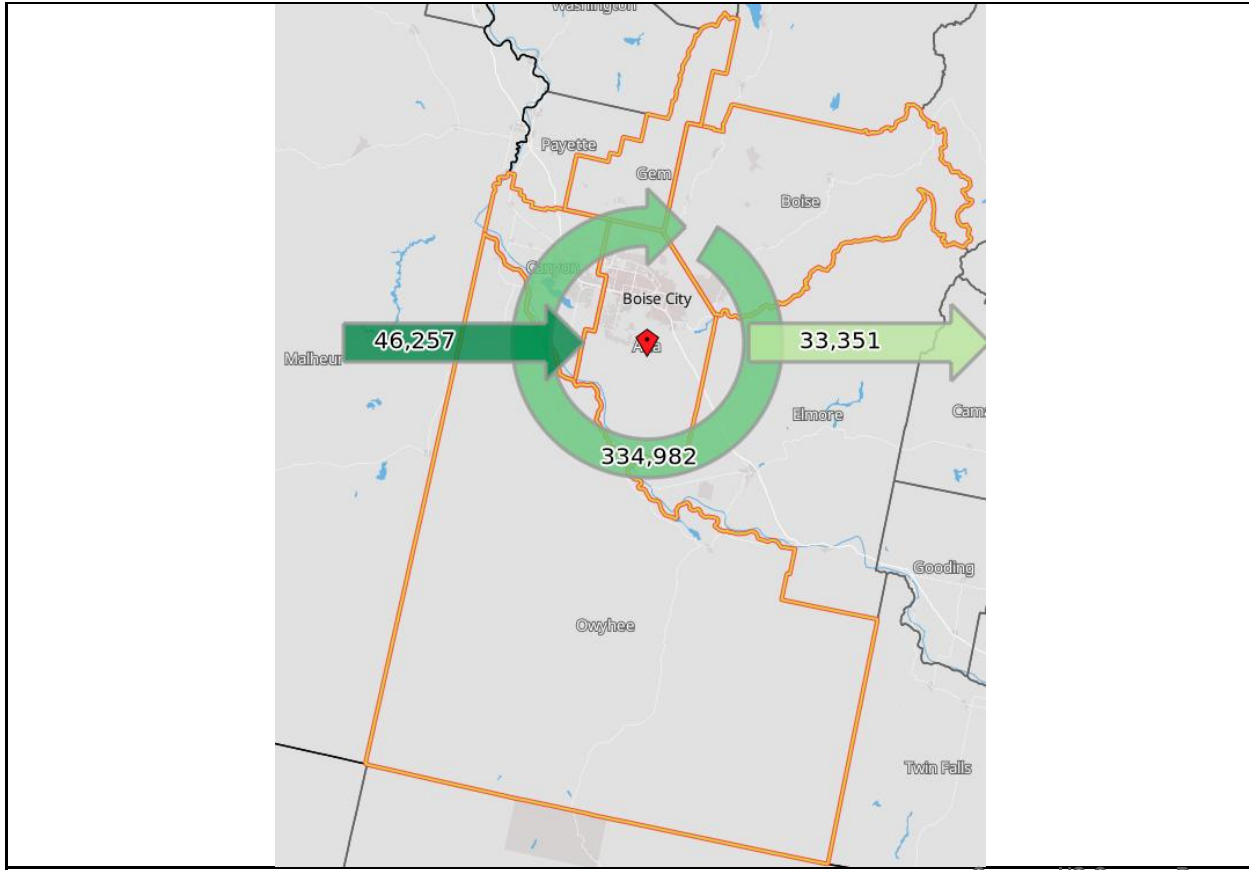
7. Real Per Capita Income, 2013 to 2023



Source: U.S. Bureau of Economic Analysis

8. Labor Force Commuting Patterns, 2022

It is estimated that 334,982 workers lived and worked in the Boise-Nampa MSA in 2022. Another 46,257 workers were employed in the Boise-Nampa MSA but lived outside, while 33,351 workers lived in the area but commuted outside for work.



Source: US Census Bureau

9. Top 10 Cities Where People Who Work in the Boise-Nampa MSA Live, 2022

| City of Residence | Count of All Jobs | Percentage of Total Jobs |
|-------------------|-------------------|--------------------------|
| Boise | 108,677 | 28.5% |
| Meridian | 53,177 | 13.9% |
| Nampa | 45,269 | 11.9% |
| Caldwell | 25,935 | 6.8% |
| Kuna | 11,554 | 3.0% |
| Eagle | 11,271 | 3.0% |
| Garden City | 4,283 | 1.1% |
| Middleton | 3,932 | 1.0% |
| Star city | 3,569 | 0.9% |
| Mountain Home | 2,968 | 0.8% |

Note: "All Jobs" includes private and public sector jobs. It also includes a count of workers with multiple jobs. Source: US Census Bureau- Longitudinal Employer-Household Dynamics (LEHD)

10. Top 10 Cities Where People Who Live in the Boise-Nampa MSA Work, 2022

| City of Employment | Count of All Jobs | Percentage of Total Jobs |
|--------------------|-------------------|--------------------------|
| Boise | 160,593 | 43.6% |
| Meridian | 52,557 | 14.3% |
| Nampa | 44,542 | 12.1% |
| Caldwell | 17,859 | 4.8% |
| Eagle | 11,176 | 3.0% |
| Garden City | 9,216 | 2.5% |
| Kuna | 3,914 | 1.1% |
| Twin Falls | 2,349 | 0.6% |
| Idaho Falls | 2,172 | 0.6% |
| Emmett | 1,413 | 0.4% |

Note: "All Jobs" includes private and public sector jobs. It also includes a count of workers with multiple jobs. Source: US Census Bureau- Longitudinal Employer-Household Dynamics (LEHD)

For more Information, Contact:

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