

Workforce pathways where Idaho women excel

Lisa Grigg, labor economist
March 10, 2026



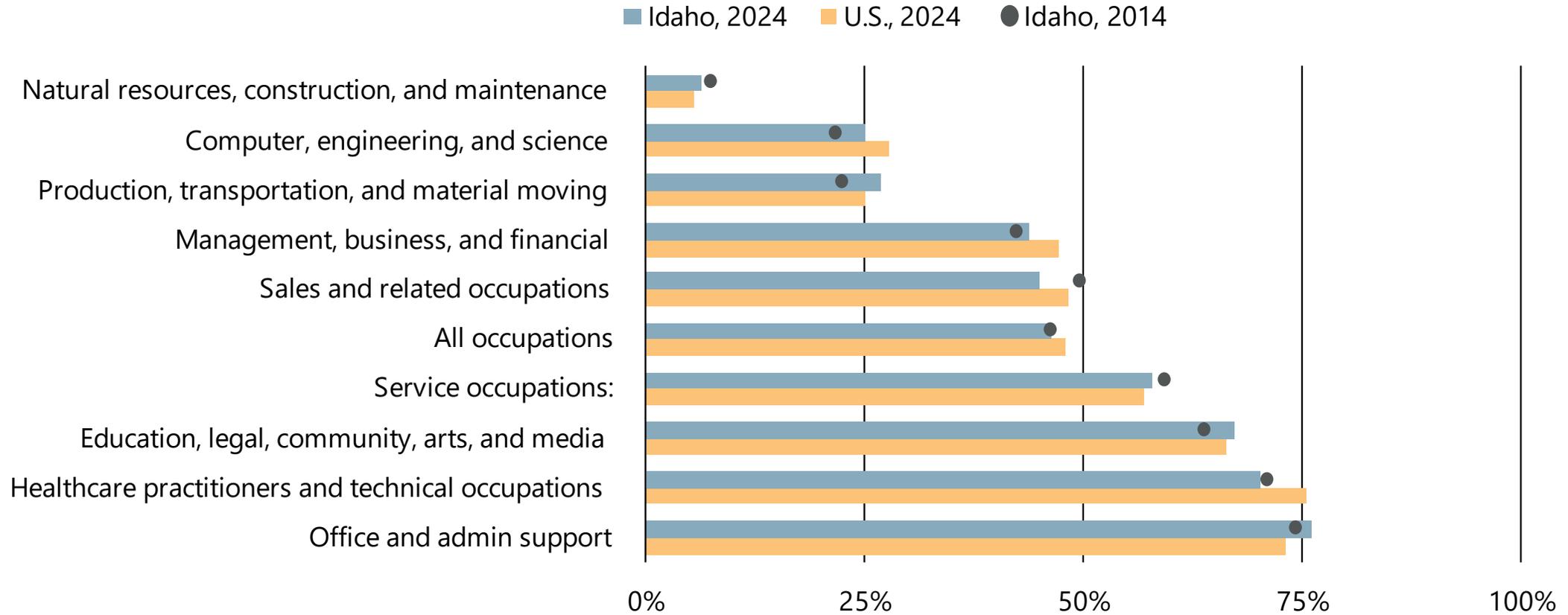
Topics to be covered

- Current occupational employment by sex
- The purpose of workforce preparation
- Link between educational attainment, wages and unemployment rates

Female focus:

- Primary and secondary opportunities, as well as graduation rates
- Postsecondary education enrollment and completions
- Apprenticeships
- Labor force participation

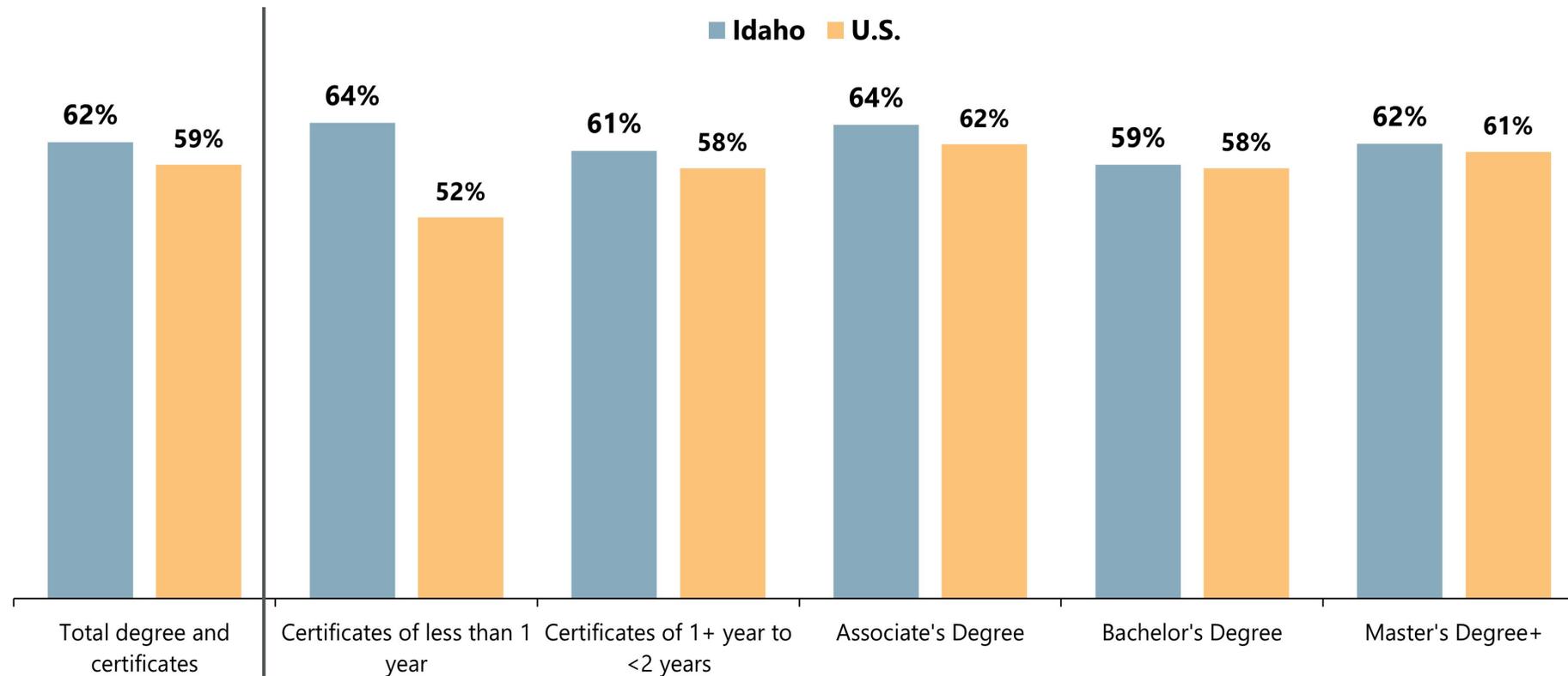
Share of occupational employment held by women, 2024



Source: U.S. Census Bureau, "American Community Survey, 2024."

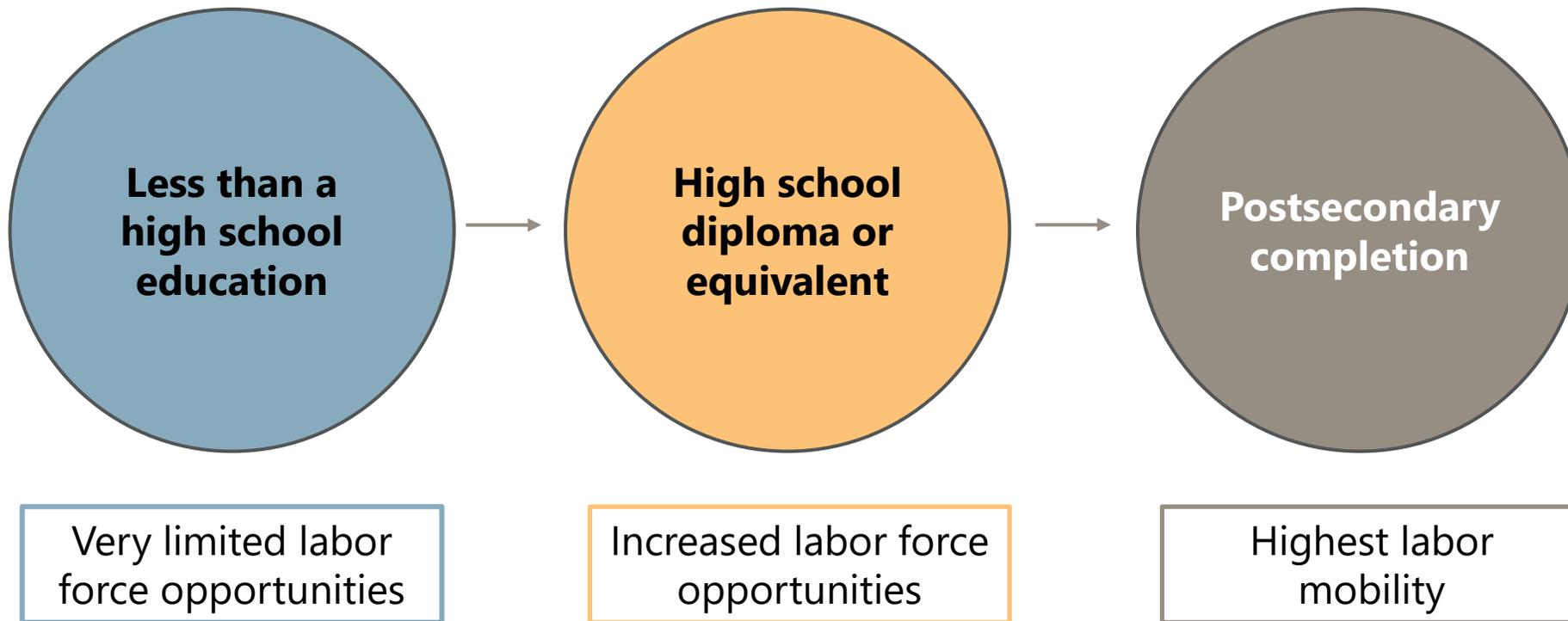
Women degree and certificate completions, 2023-2024

Share of degrees and certificates awarded to women, 2023-2024



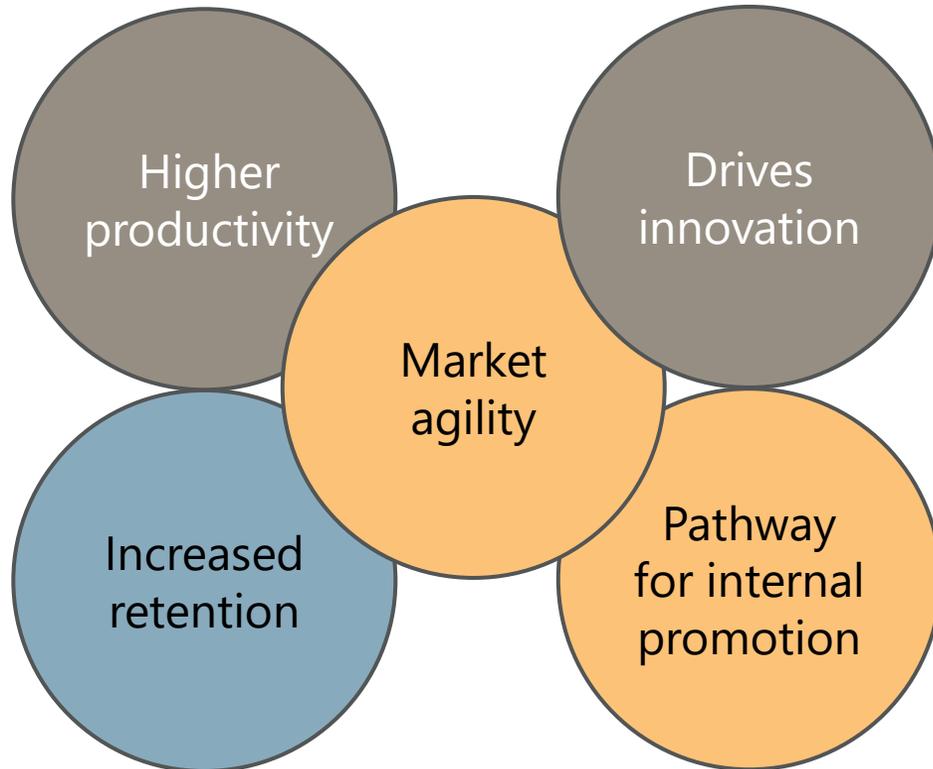
Source: National Center for Education Statistics, "Degrees and certificates by gender, 2023-2024."

Workforce pathways increase mobility

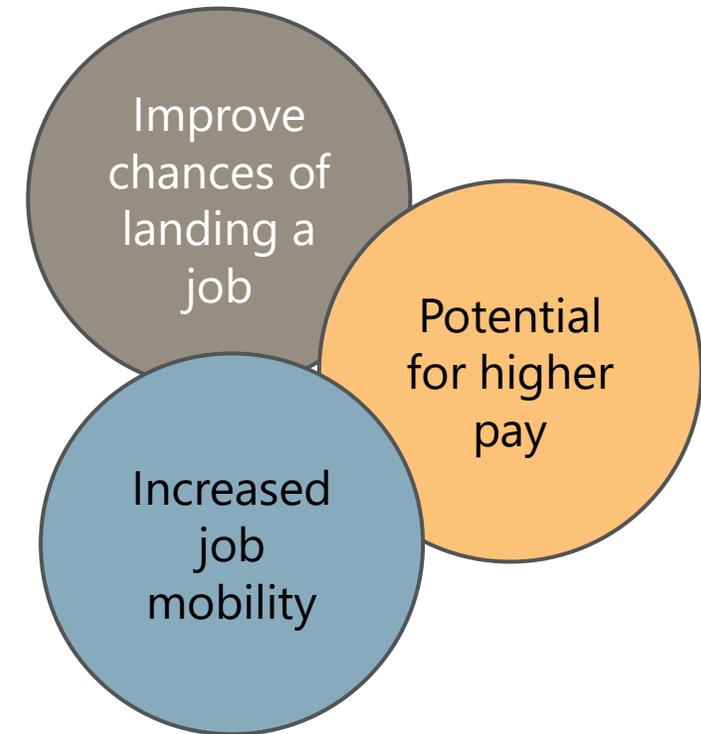


How does preparation add value?

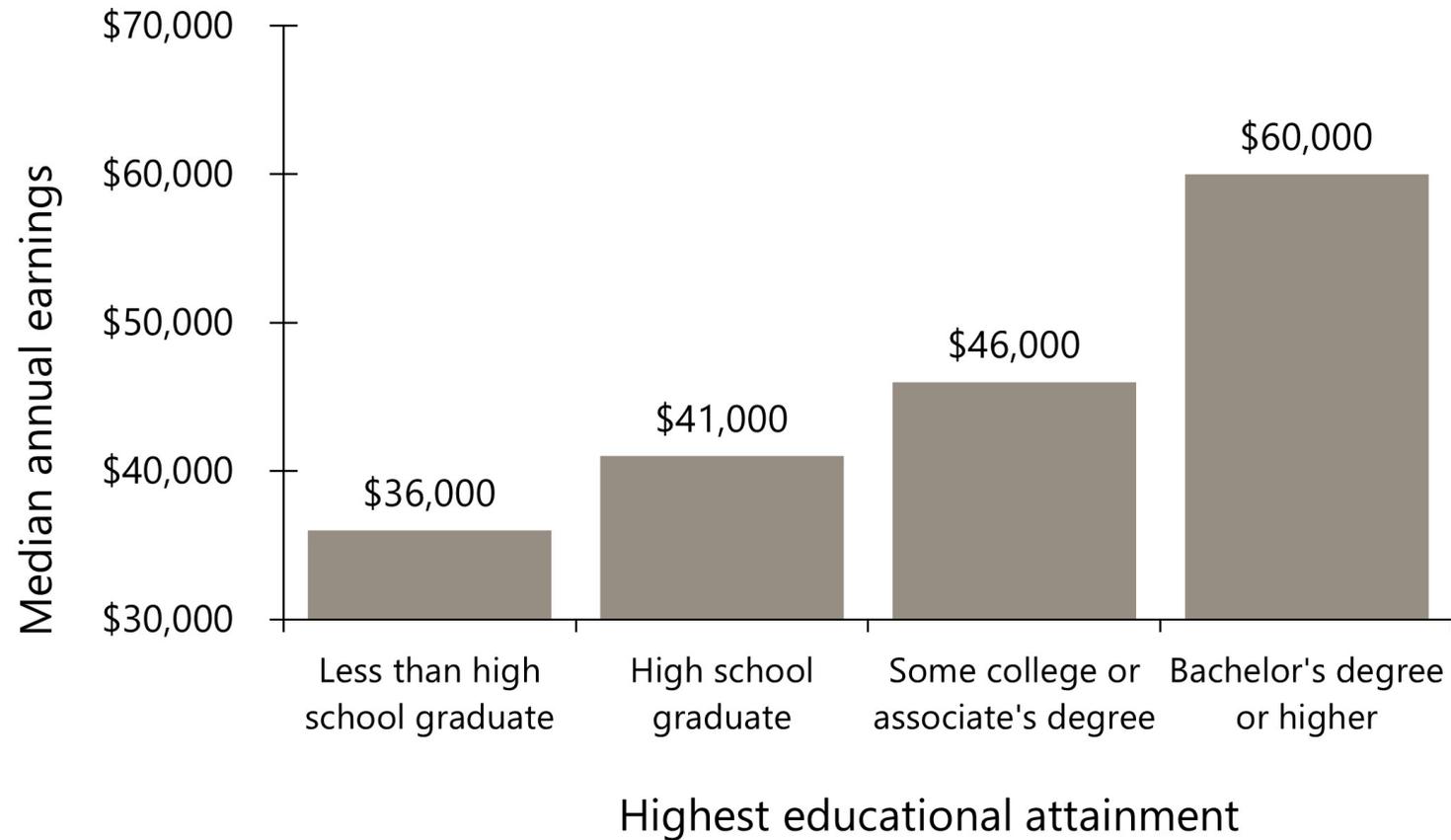
Value to the employer



Value to the participant

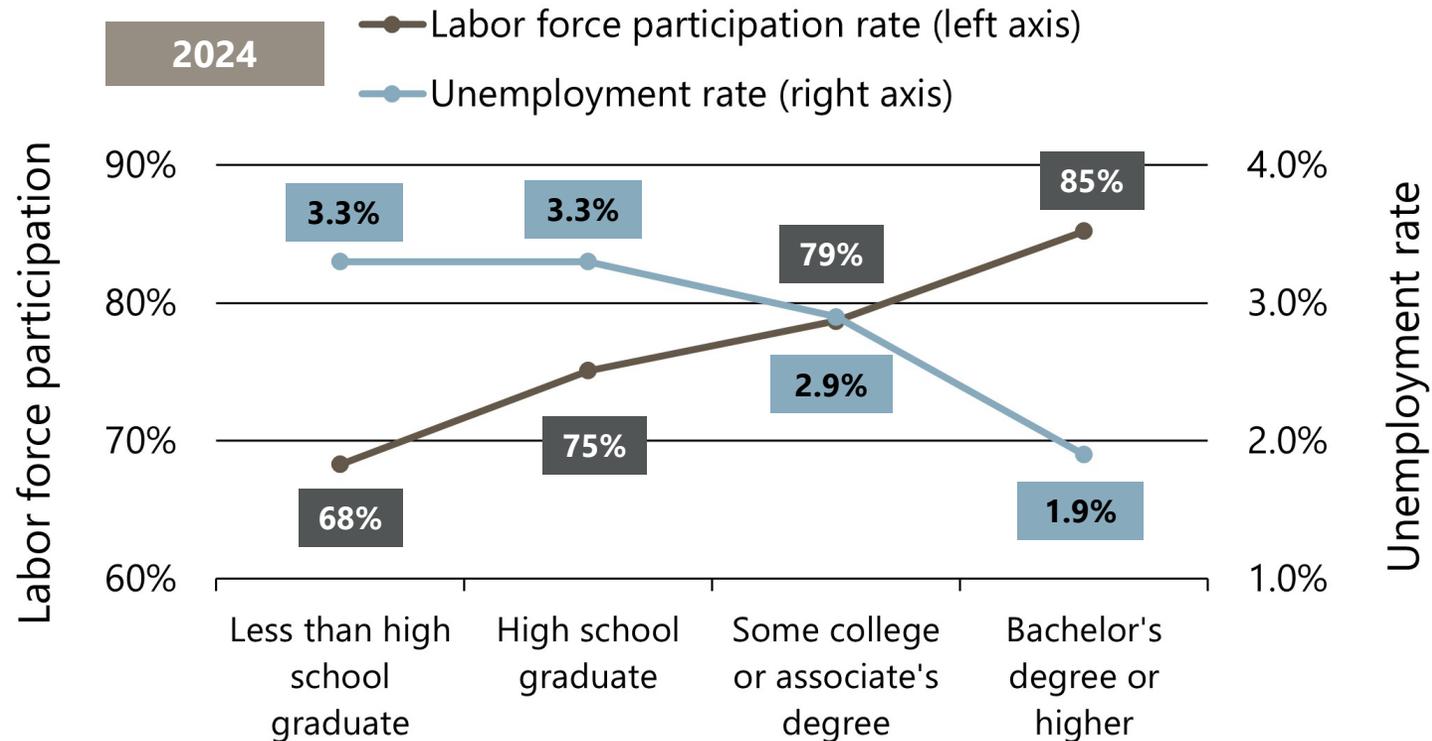


Idaho median earnings by educational attainment for men and women, 2024



Source: U.S. Census Bureau, "American Community Survey, 2024."

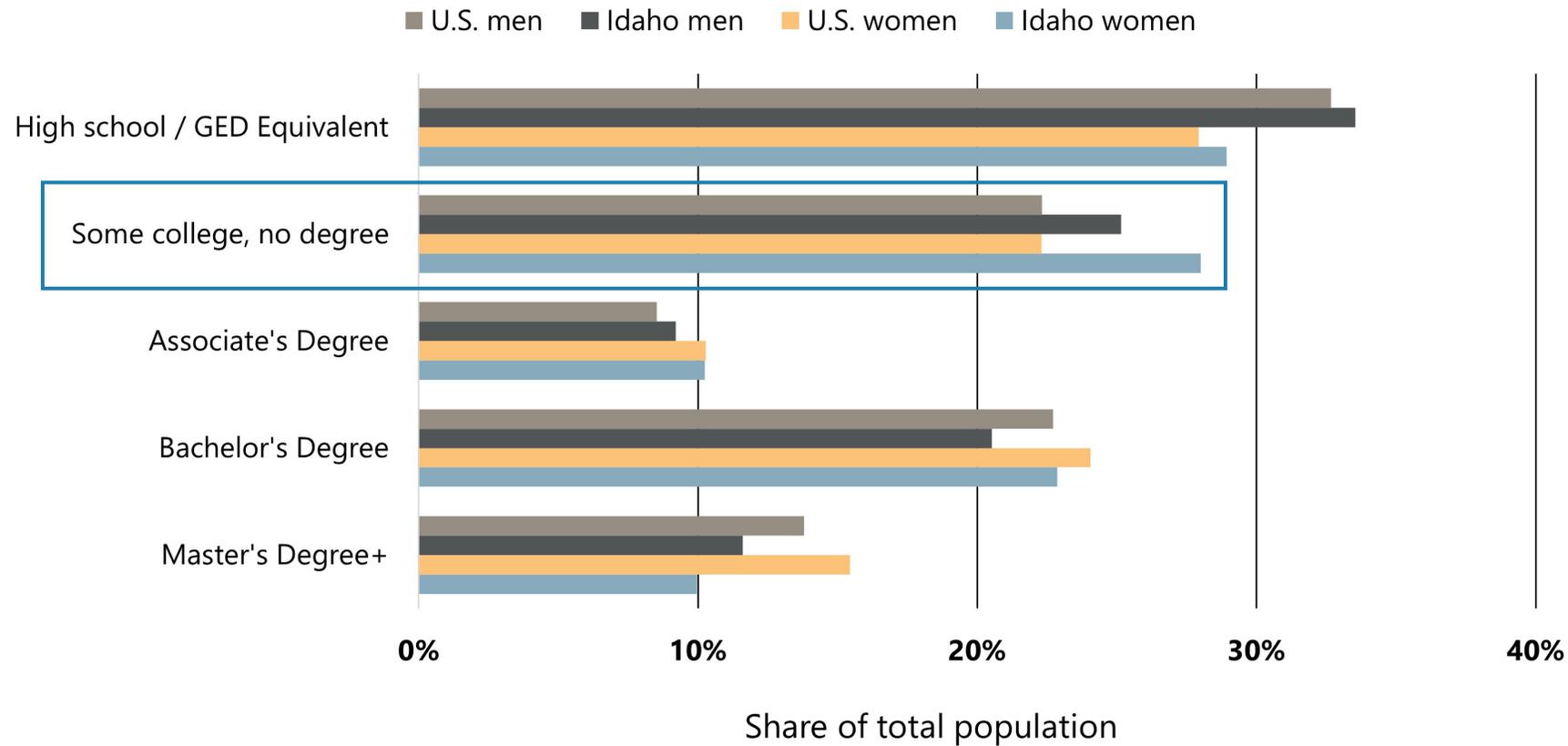
Idaho education, labor force participation and unemployment rates



Source: U.S. Census Bureau, "American Community Survey, 2024."

Educational attainment, 2024

Highest educational attainment for high school graduates by sex, 2024

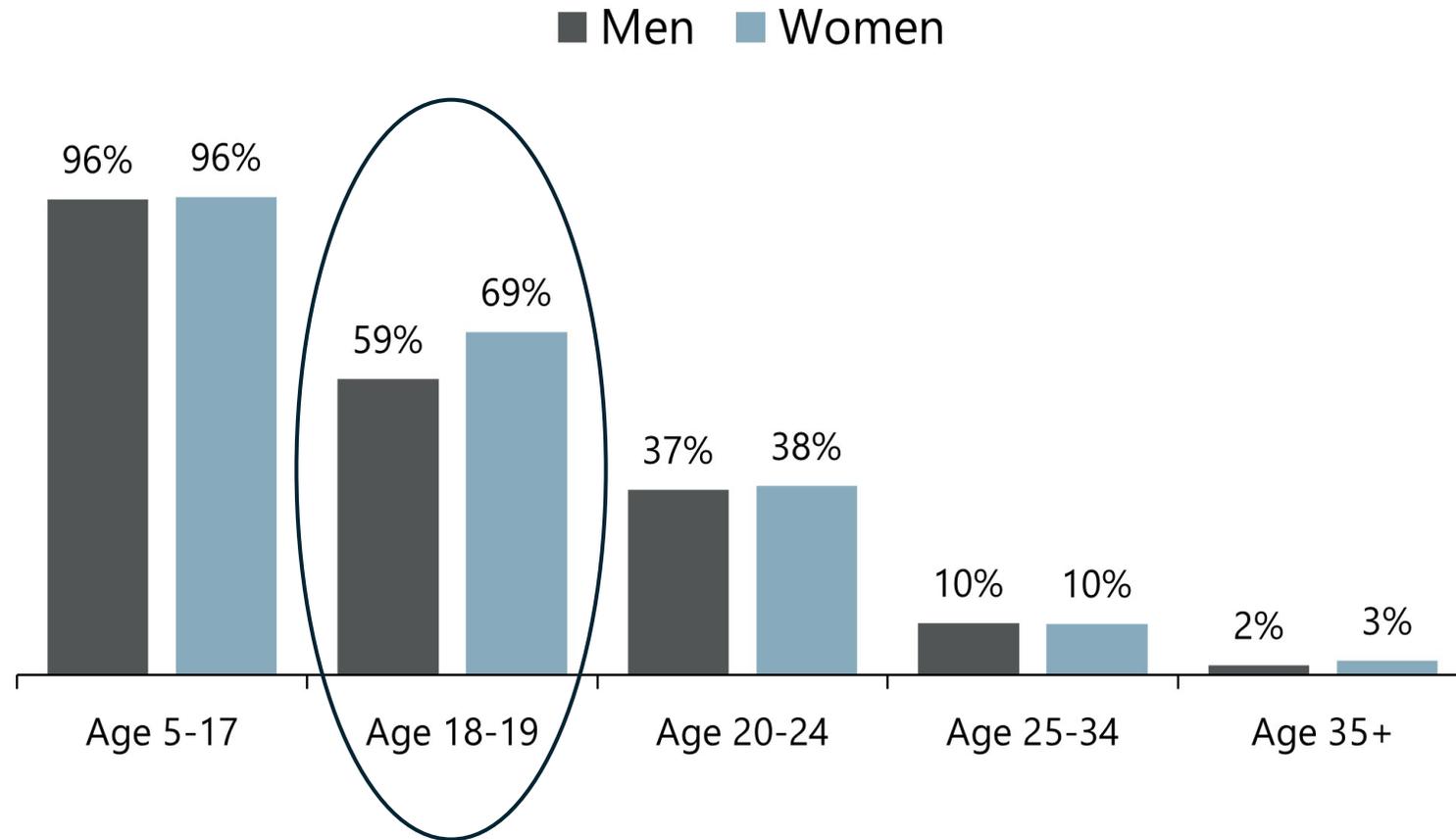


Source: U.S. Census Bureau, "American Community Survey PUMS, 2024."

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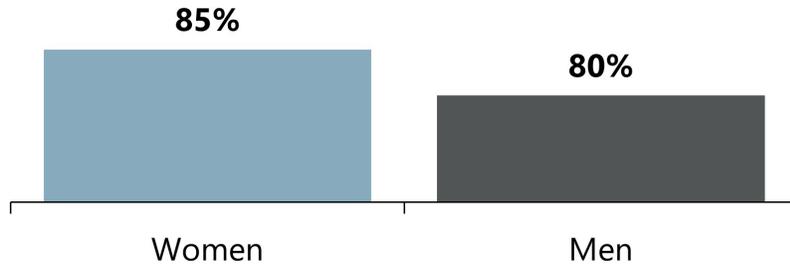
Idaho school enrollment by age, 2024



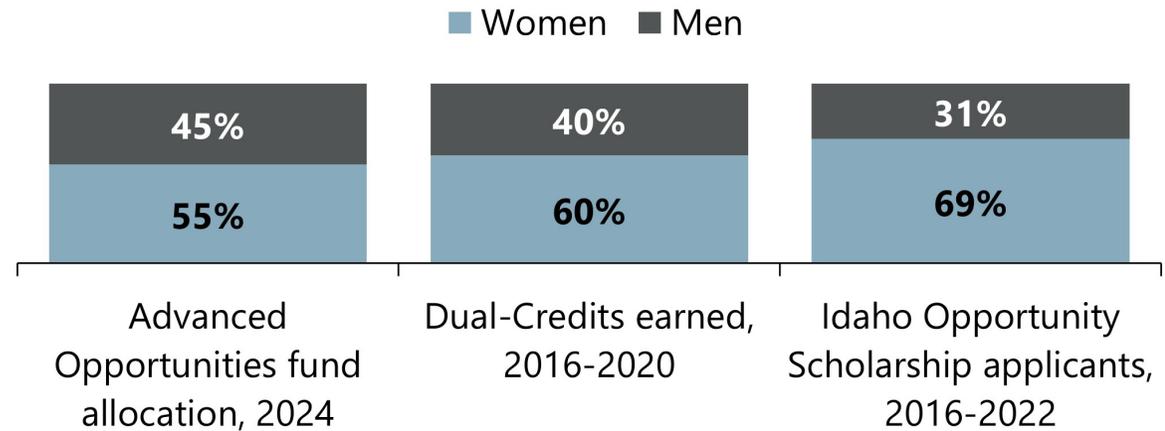
Source: U.S. Census Bureau, "American Community Survey, 2024."

Idaho secondary education milestones

4-year graduation rate, 2019-2025



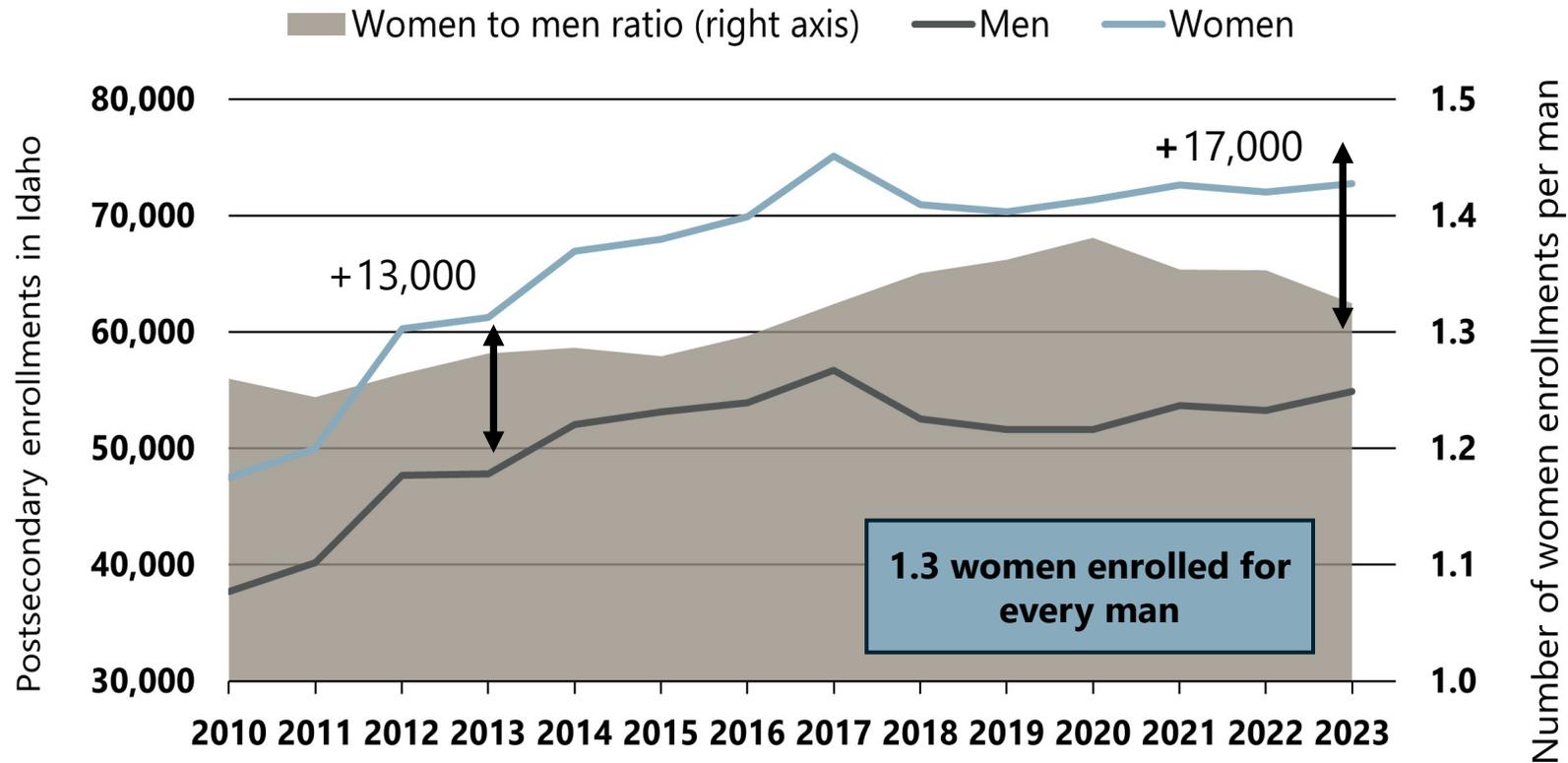
Workforce preparation program participation



Source: Idaho Department of Education, "Idaho Report Card, 2024-2025."

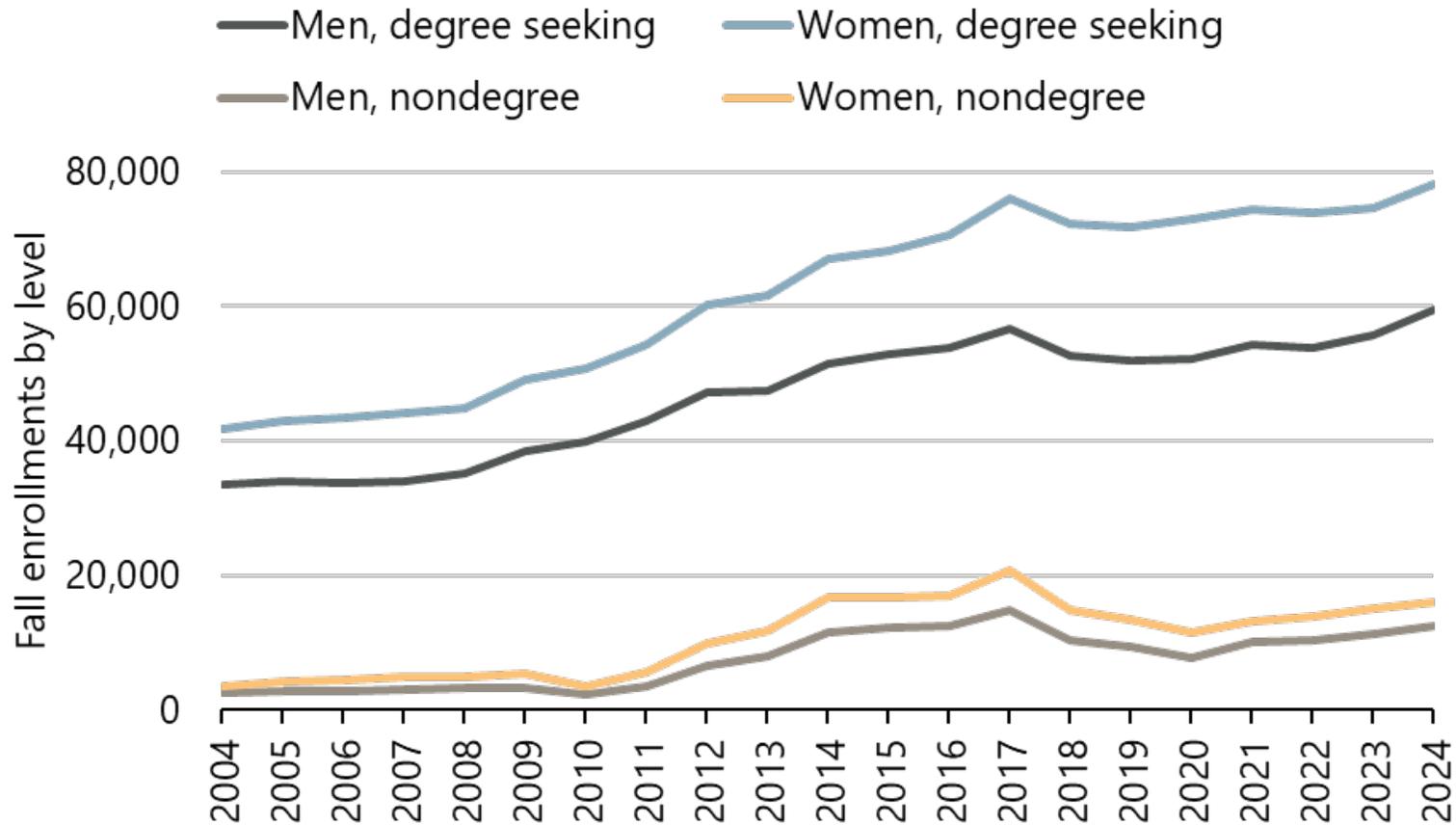
Idaho's postsecondary enrollments, 2010-2023

Fall enrollment in Idaho's postsecondary institutions, 2010-2023



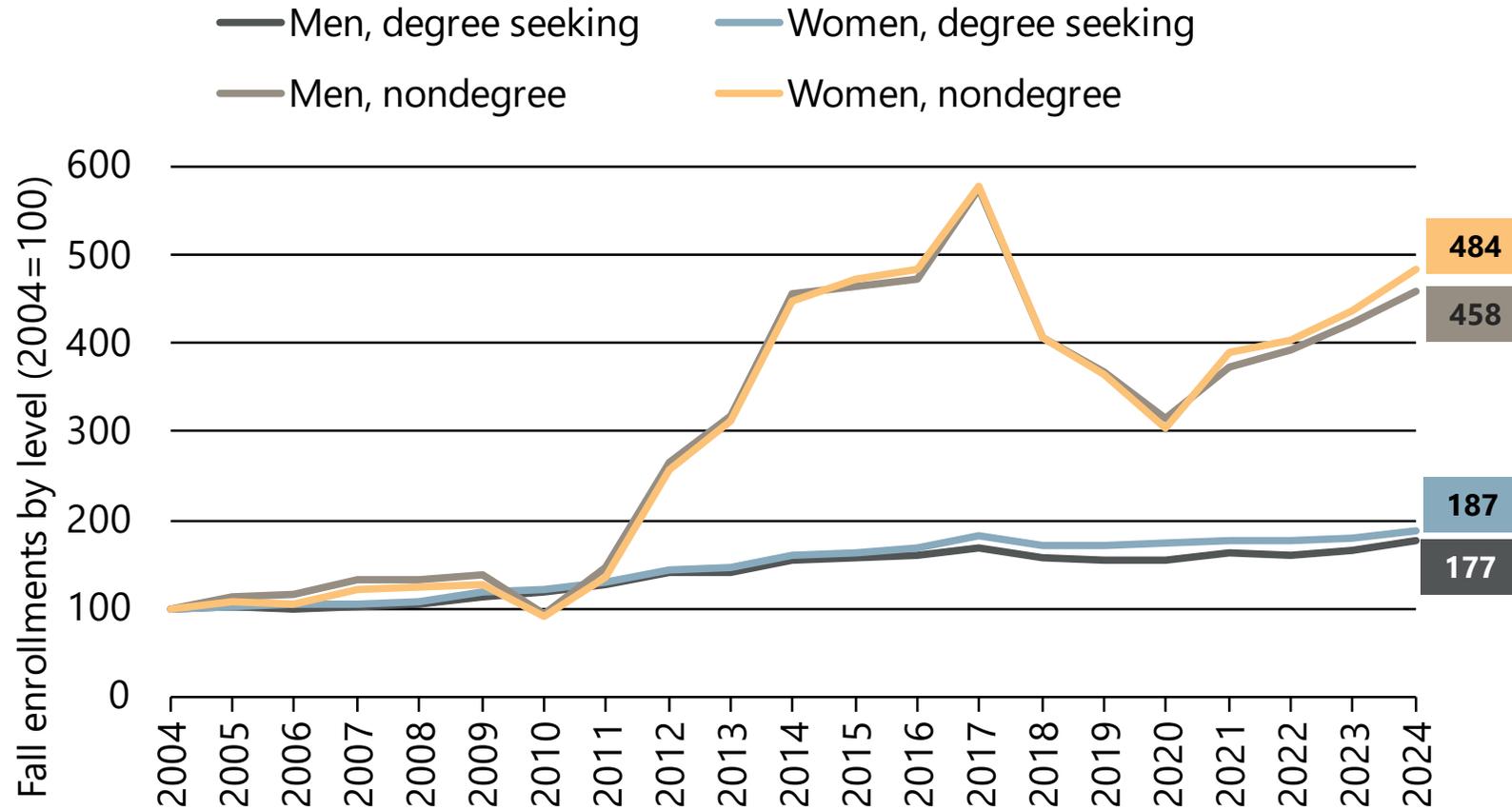
Source: National Center for Education Statistics, "Enrollment trends by gender, 2010-2023."

Idaho's postsecondary enrollments, 2004-2024



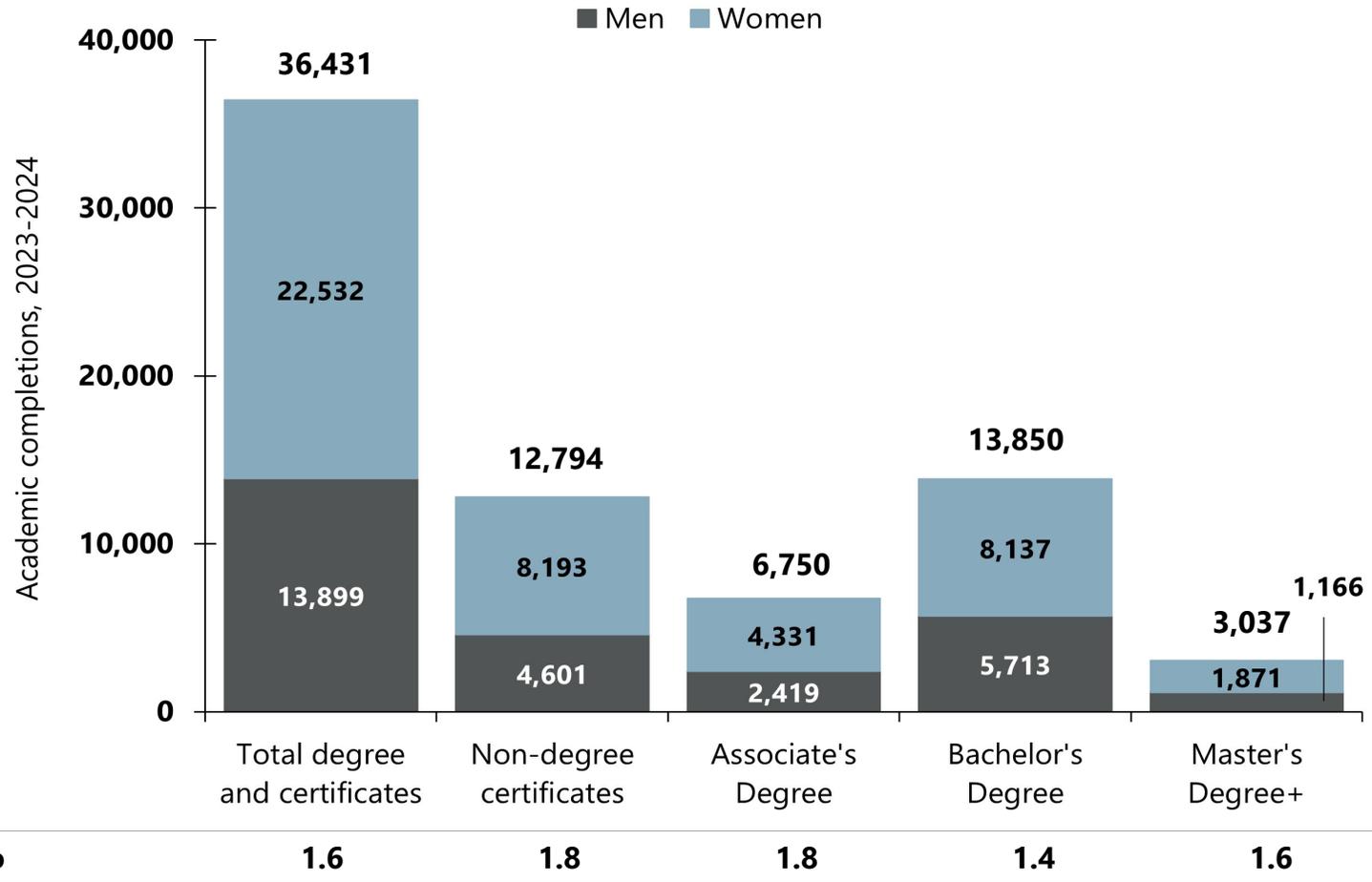
Source: National Center for Education Statistics, "Enrollment trends by level of student, degree/certificate-seeking status, and gender, 2004-2024."

Idaho's postsecondary enrollments, 2004-2024, 2004 baseline (2004=100)



Source: National Center for Education Statistics, "Enrollment trends by level of student, degree/certificate-seeking status, and gender, 2004-2024."

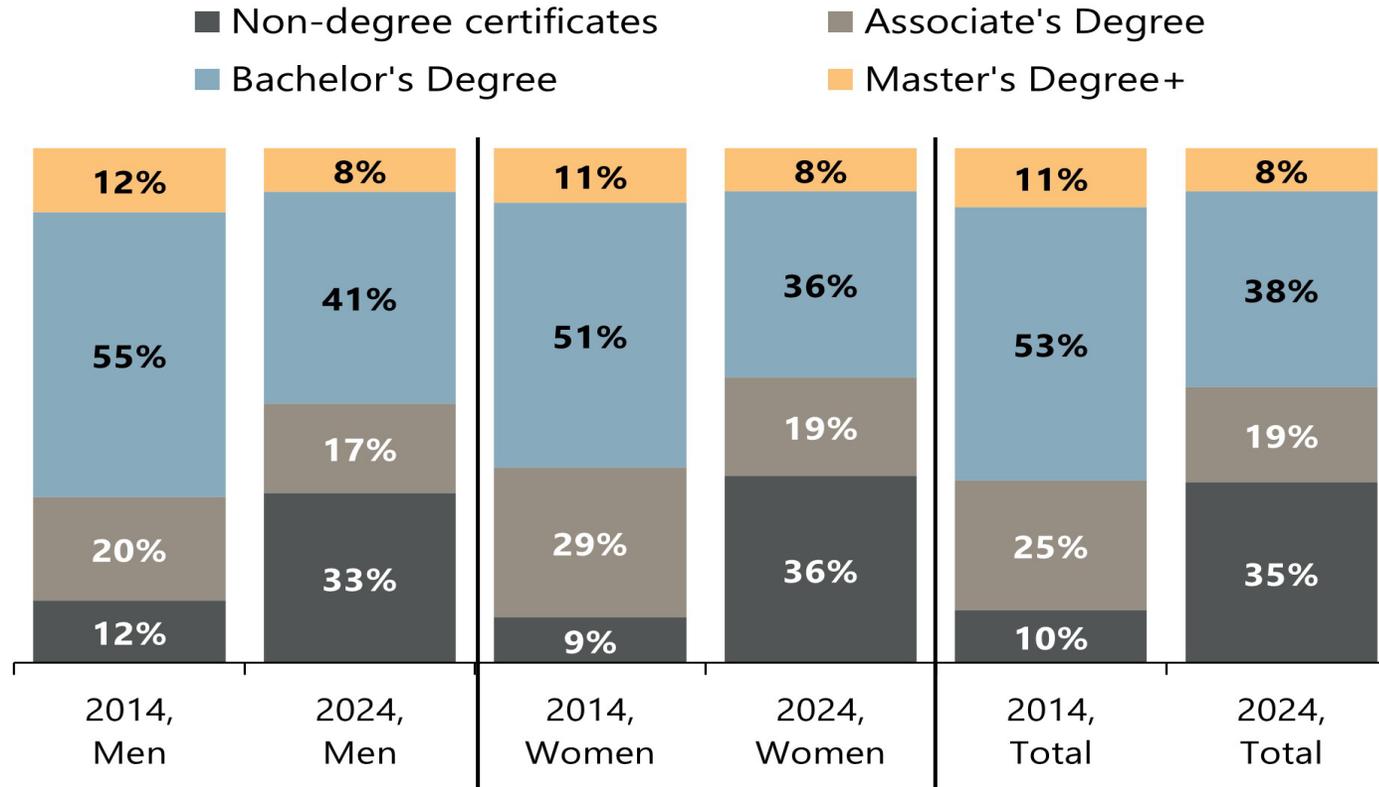
Idaho degree and certificate completions, 2023-2024



Source: National Center for Education Statistics, "Degrees/certificates by gender, 2023-2024".

Idaho degree and certificate completions, 2023-2024

Completions by level and sex, 2014 and 2024



Source: National Center for Education Statistics, "Degrees/certificates by gender, 2023-2024."

Idaho certificates and associate degree completions, 2023-2024 (first majors)

Women – Top program completions, 2023-2024

Program	Completions	% total, women
Total completions, women	12,524	64%
Business, Management, Marketing	2,472	59%
Liberal Arts, General Studies, Humanities	2,197	66%
Health Professions	1,833	79%
Family and Consumer Sciences	1,606	93%
Culinary, Entertainment, Personal Services	1,299	91%

Men – Top program completions, 2023-2024

Program	Completions	% total, men
Total completions, men	7,020	36%
Business, Management, Marketing	1,700	41%
Computer and Information Sciences	1,261	85%
Liberal Arts, General Studies, Humanities	1,155	34%
Mechanic and Repair Technologies	480	95%
Health Professions	477	21%

Source: National Center for Education Statistics, "Degrees/certificates by gender, 2023-2024."

Idaho Bachelor's degree and completions, 2023-2024 (first majors)

Women – Top program completions, 2023-2024

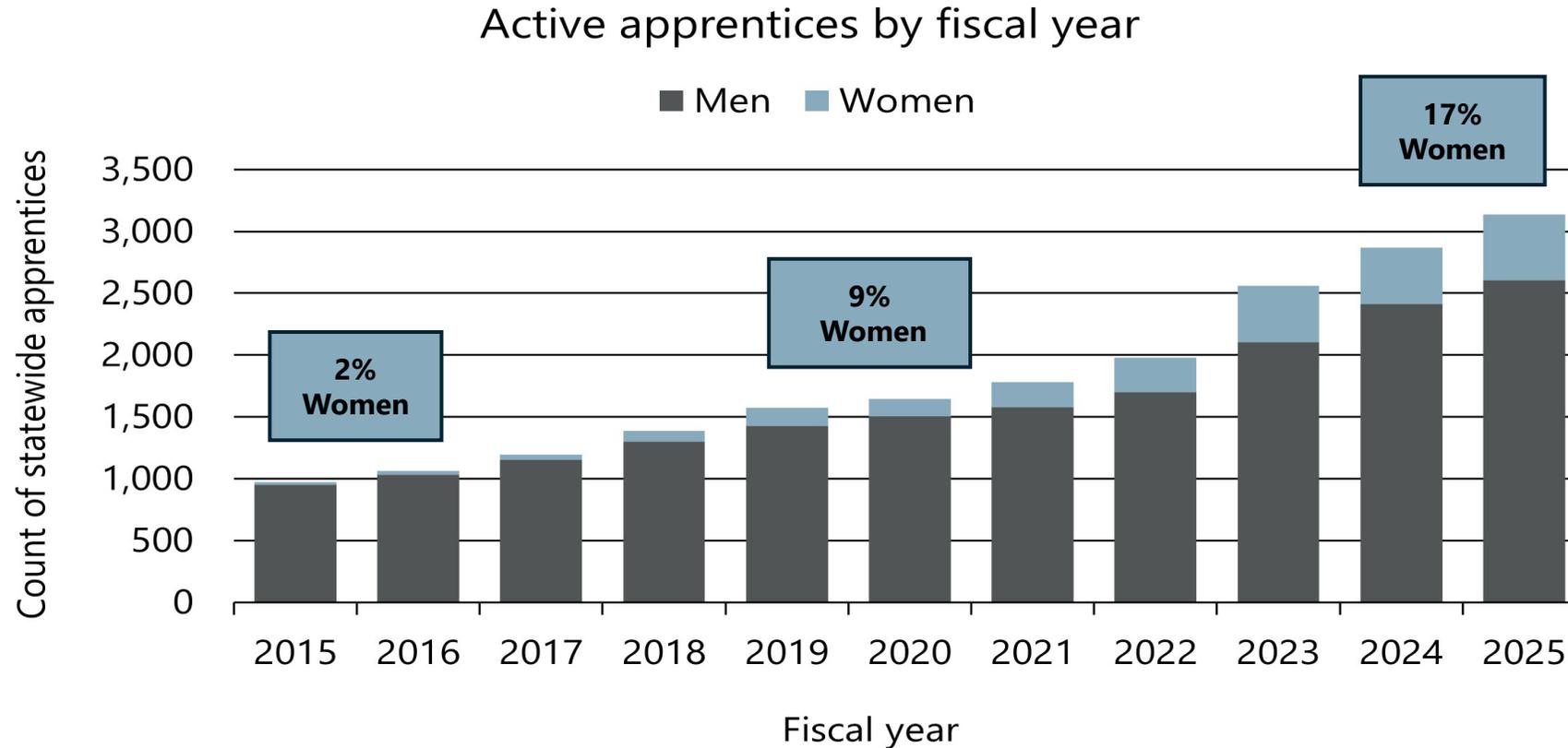
Program	Completions	% total, Women
Total completions, women	10,008	59%
Health Professions	2,259	76%
Business, Management, Marketing	1,188	42%
Education	980	80%
Multi/Interdisciplinary Studies	809	65%
Family and Consumer Sciences	602	93%

Men – Top program completions, 2023-2024

Program	Completions	% total, Men
Total completions, men	6,879	41%
Business, Management, Marketing	1,630	58%
Health Professions	713	24%
Computer and Information Sciences	712	90%
Engineering	592	80%
Biological and Biomedical Studies	483	48%

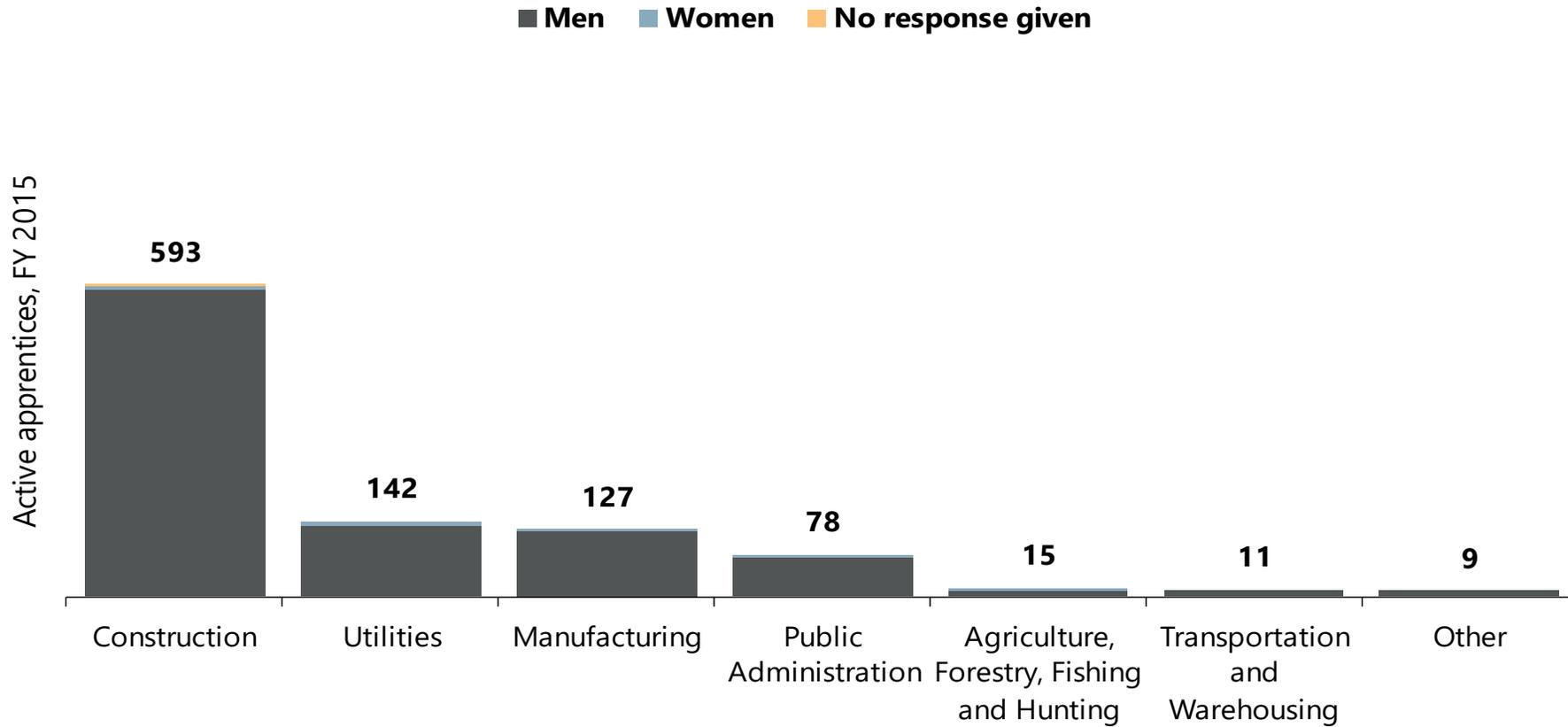
Source: National Center for Education Statistics, "Degrees/certificates by gender, 2023-2024."

Idaho apprenticeships, 2015-2025



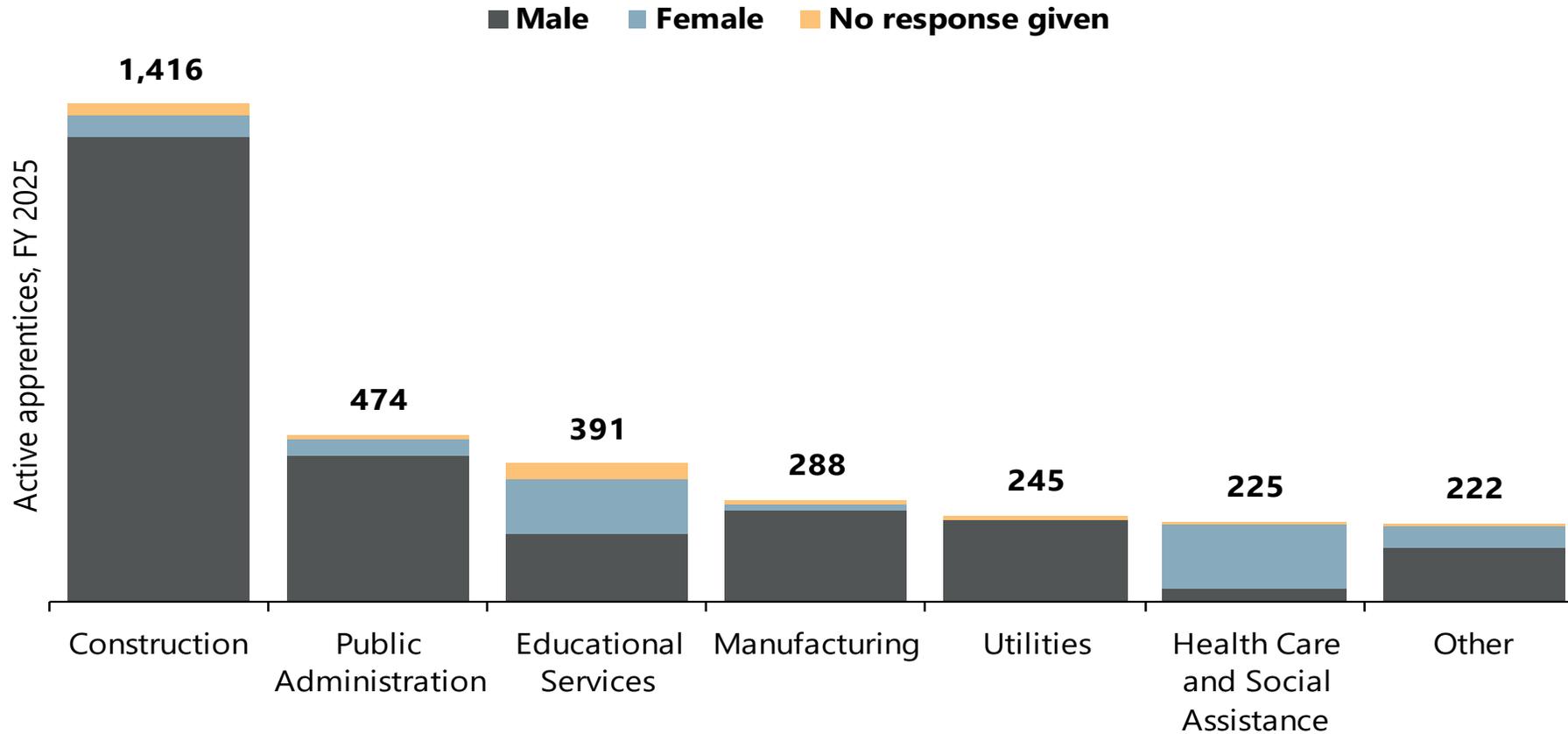
Source: U.S. Department of Labor, "Apprenticeship USA, 2015-2025."

Idaho apprenticeships by industry, 2015



Source: U.S. Department of Labor, "Apprenticeship USA, 2025."

Idaho apprenticeships by industry, 2025



Source: U.S. Department of Labor, "Apprenticeship USA, 2025."

Idaho active apprenticeships, 2025

Women – Top industry concentration, 2025

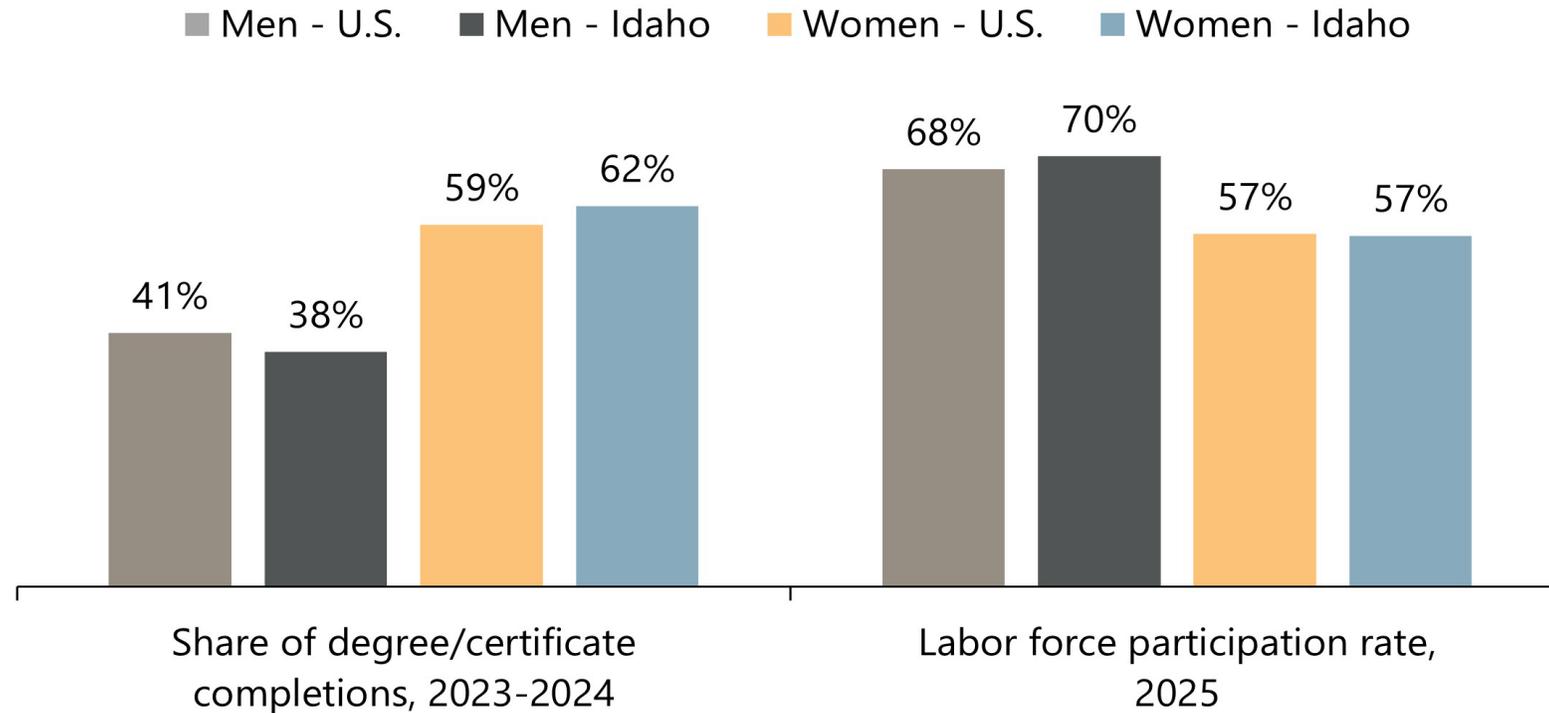
Program	Number of participants	% of total women apprentices	% of industry apprentices that are women
Total apprenticeships, women	530	100%	17%
Health Care	188	35%	84%
Educational Services	160	30%	41%
Construction	60	11%	4%
Public Administration	45	8%	9%
Other Services (except Public Admin)	18	3%	21%

Men – Top industry concentration, 2025

Program	Number of participants	% of total men apprentices	% of industry apprentices that are men
Total apprenticeships, men	2,606	100%	83%
Construction	1,324	51%	96%
Public Administration	417	16%	91%
Manufacturing	258	10%	94%
Utilities	229	9%	99%
Educational Services	191	7%	59%

Source: U.S. Department of Labor, "Apprenticeship USA, 2025."

Postsecondary completions and labor force participation by gender



Source: National Center for Education Statistics, "Degrees/certificates by gender, 2023-2024."

Thank you. Any questions?

Need more information?

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