

Understanding Idaho's hiring indicators



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Discussion points

- How long does it take for Idaho businesses to fill a position?
- What Idaho industries experience the most turnover?
- Are job advertisements a good indicator of demand?
- Do data sources differ on their conclusions?



Hiring-demand data sources

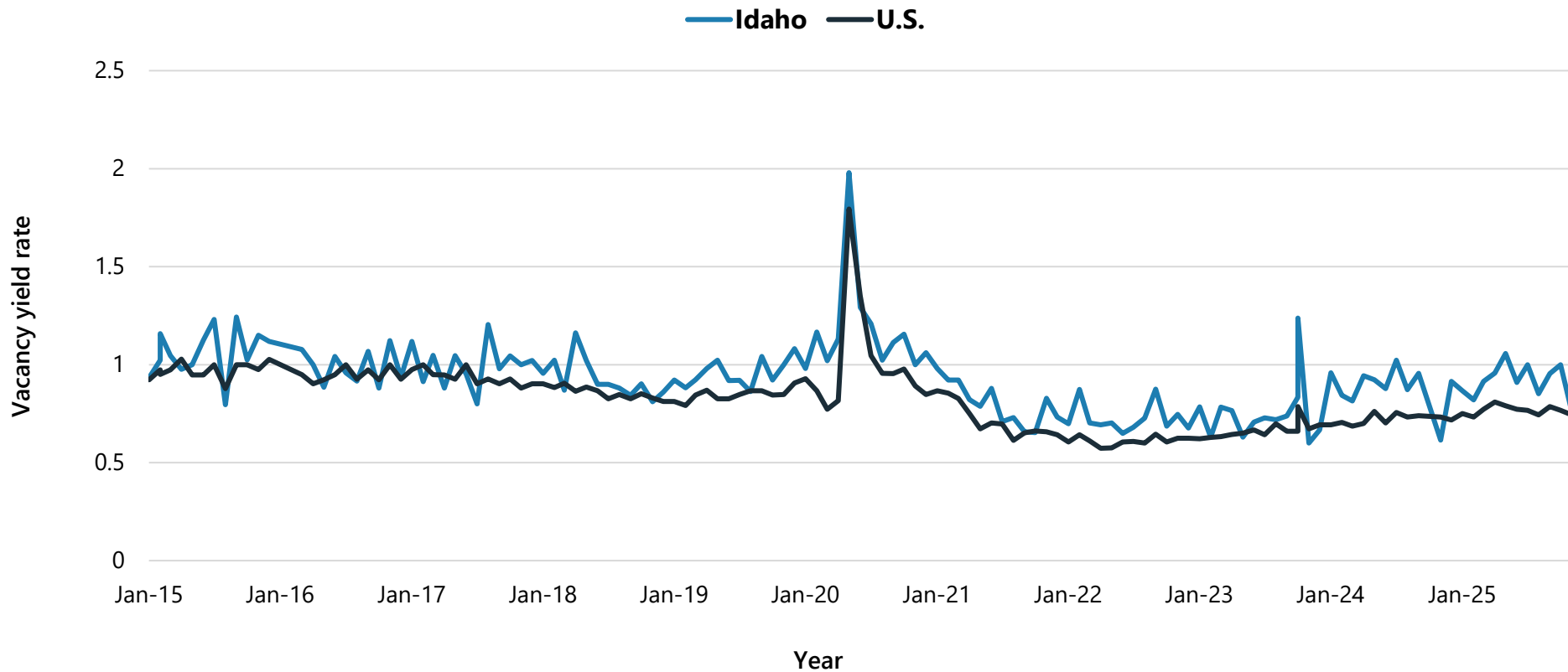
- **Job Openings and Labor Turnover Survey (JOLTS)**
 - Source: Bureau of Labor Statistics
 - Focus: job openings
- **Quarterly Workforce Indicators (QWI)**
 - Source: U.S. Census Bureau
 - Tracks: hires, separations
- **Job-to-Job Flows (J2J)**
 - Source: U.S. Census Bureau
 - Tracks: movement of workers to primary employment
- **Help Wanted OnLine (HWOL)**
 - The Conference Board; Lightcast
 - Focus: online job postings

What is JOLTS?

- Job Openings and Labor Turnover Survey
- U.S. Bureau of Labor Statistics program
- **Vacancy yield rate** – hires and openings
- **Inverse yield** – months to fill jobs

Idaho employers fill openings more easily than employers nationally

Figure 1. Job vacancy yield rate, seasonally adjusted, 2015 – 2025, Idaho and U.S.

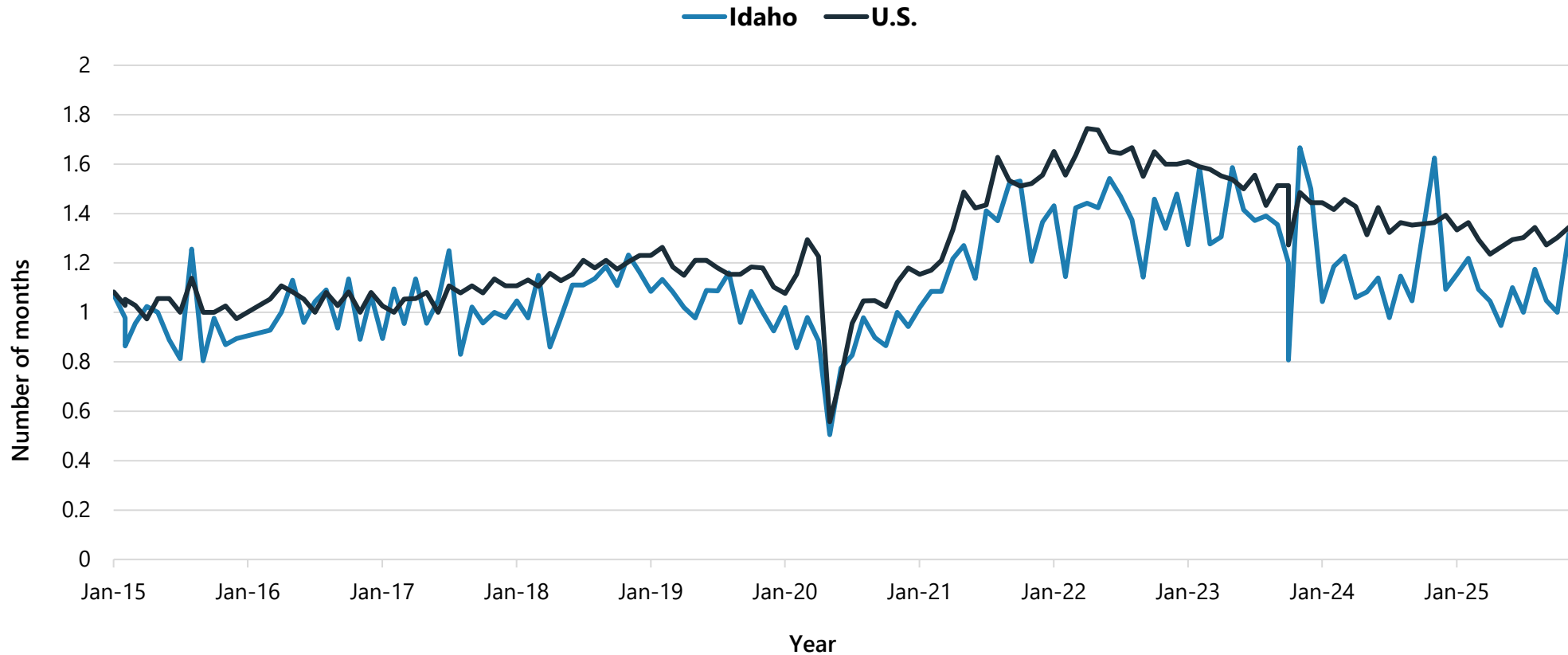


Source: U.S. Bureau of Labor Statistics

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Time taken to fill jobs

Figure 2. Implied vacancy yield rate, seasonally adjusted, 2015 – 2025, Idaho and U.S.

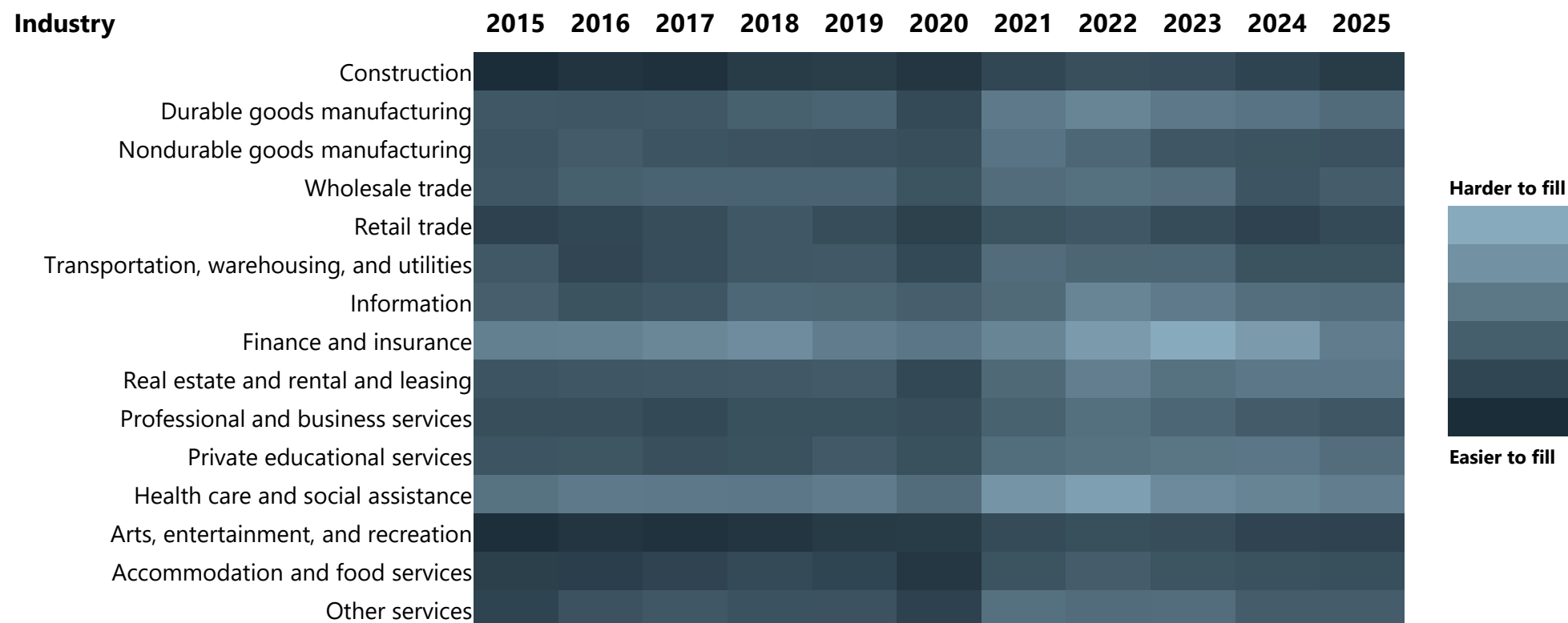


Source: U.S. Bureau of Labor Statistics

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Industry job vacancy yield, U.S.

Table 1. Industry job vacancy yield rates, 2015 – 2025, U.S.



Source: U.S. Bureau of Labor Statistics

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Difficulty for employers to fill jobs

Table 2. Pre-to-post-pandemic industry job vacancy yield rates, U.S.

Industry	2015	2019	2020	2021	2022	2025
Accommodation and Food Services	0.83		0.85		1.11	
Arts, Entertainment and Recreation	0.57		0.83		0.91	
Construction	0.59		0.74		0.89	
Durable Goods Manufacturing	1.24		1.35		1.72	
Finance and Insurance	1.93		1.83		2.27	
Healthcare and Social Assistance	1.73		1.87		2.06	
Information	1.28		1.39		1.71	
Mining and Logging	0.76		1.09		1.22	
Nondurable Goods Manufacturing	1.13		1.33		1.19	
Other Services	1.05		1.20		1.4	
Private Educational Services	1.11		1.29		1.64	
Professional and Business Services	1.00		1.18		1.36	
Real Estate, Rental and Leasing	1.18		1.19		1.73	
Retail Trade	0.97		0.94		0.97	
Transportation, Warehousing and Utilities	1.09		1.23		1.25	
Wholesale Trade	1.31		1.31		1.38	

Source: U.S. Bureau of Labor Statistics

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Filling job vacancies

Table 3. Pre-to-post-pandemic implied months to fill a job vacancy by industry, U.S.

Industry	2015	2019	2020	2021	2022	2025
Accommodation and Food Services	1.21		1.28		0.90	
Arts, Entertainment and Recreation	1.78		1.24		1.11	
Construction	1.77		1.40		1.15	
Durable Goods Manufacturing	0.81		0.81		0.59	
Finance and Insurance	0.52		0.55		0.45	
Healthcare and Social Assistance	0.58		0.55		0.49	
Information	0.79		0.72		0.59	
Mining and Logging	1.39		0.97		0.84	
Nondurable Goods Manufacturing	0.89		0.80		0.85	
Other Services	0.96		0.94		0.72	
Private Educational Services	0.90		0.80		0.61	
Professional and Business Services	1.00		0.87		0.75	
Real Estate, Rental and Leasing	0.85		0.89		0.58	
Retail Trade	1.05		1.09		1.05	
Transportation, Warehousing and Utilities	0.94		0.87		0.82	
Wholesale Trade	0.76		0.79		0.74	

Source: U.S. Bureau of Labor Statistics

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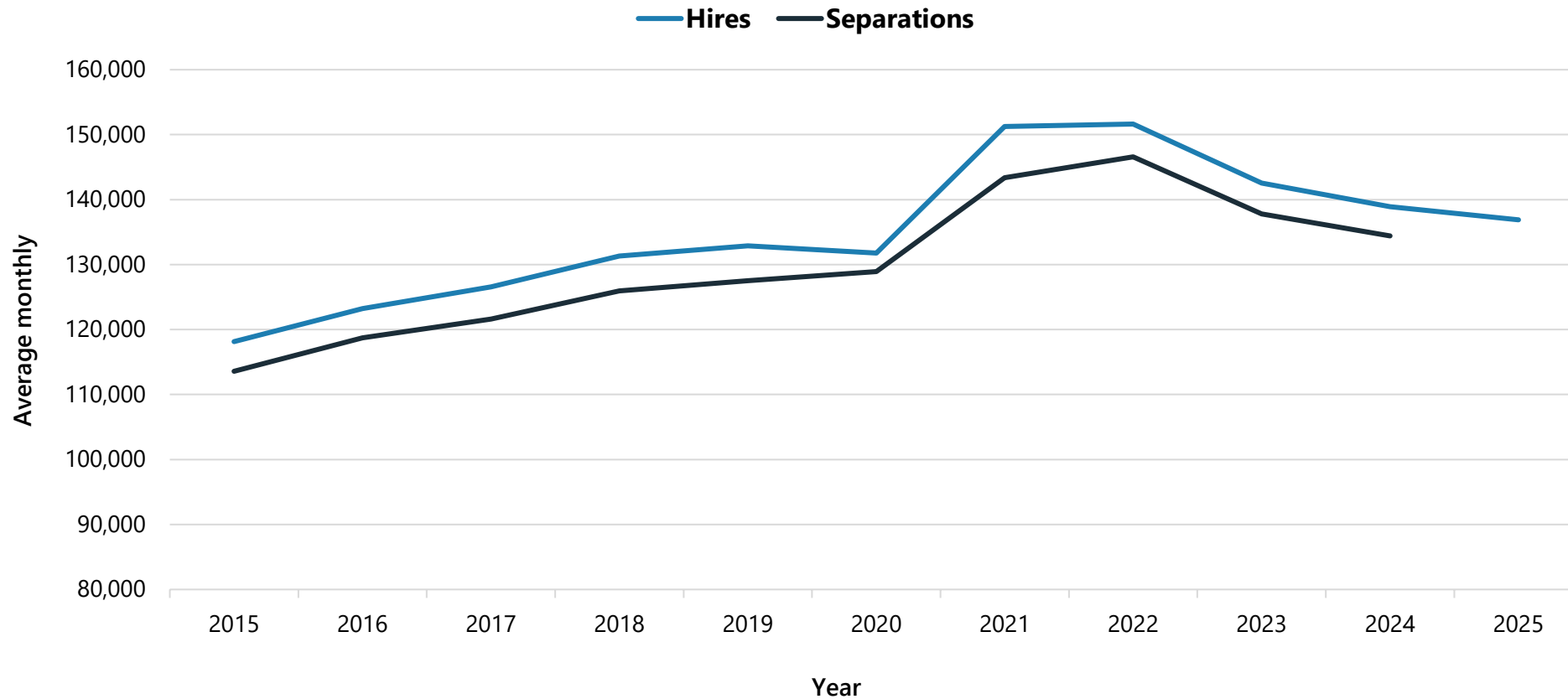
What is QWI?

- Quarterly Workforce Indicators
- U.S. Census Bureau dataset
- Measures variables including:
 - **Hires**
 - **Separations**
 - **Turnover**

$$\text{Turnover} = \frac{1}{2} \times \frac{\text{Separations} + \text{Hires}}{\text{Employment}}$$

Idaho hires versus separations

Figure 3. Hirings vs. separations, 2015 – 2025, Idaho



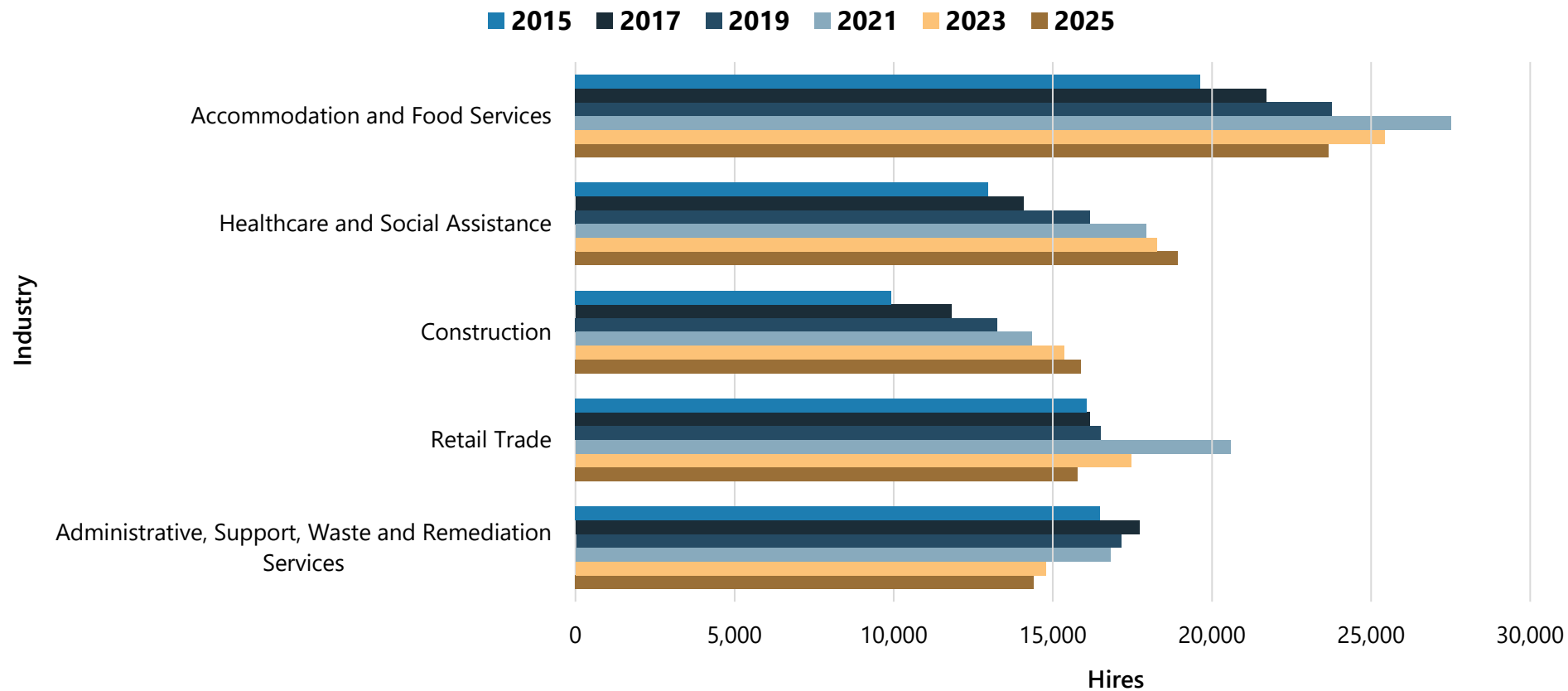
Source: U.S. Census Bureau

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Hires by industry, Idaho

Figure 4. Hirings by industry, 2015 – 2025 biannually, Idaho

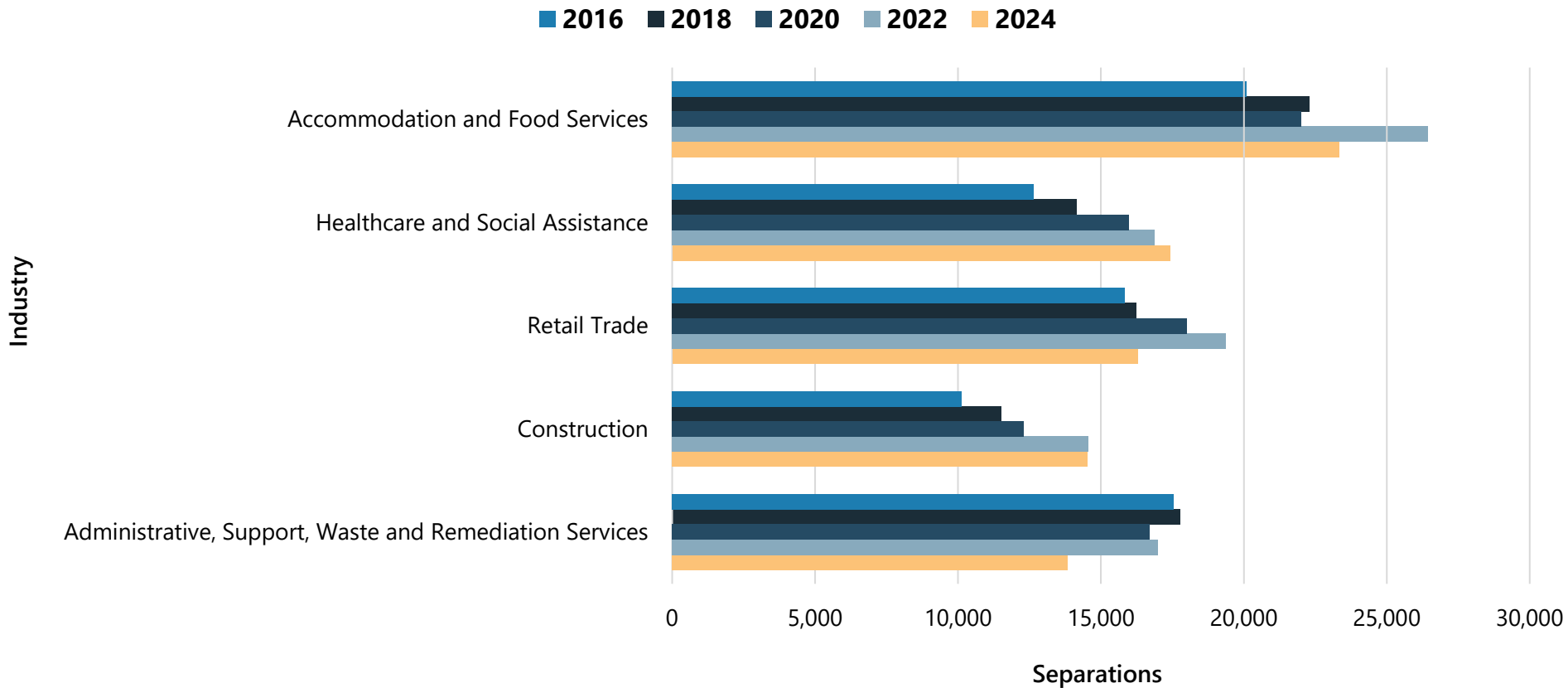


Source: U.S. Census Bureau

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Job separations by industry, Idaho

Figure 5. Job separations by industry, 2016 – 2024 biannually, Idaho

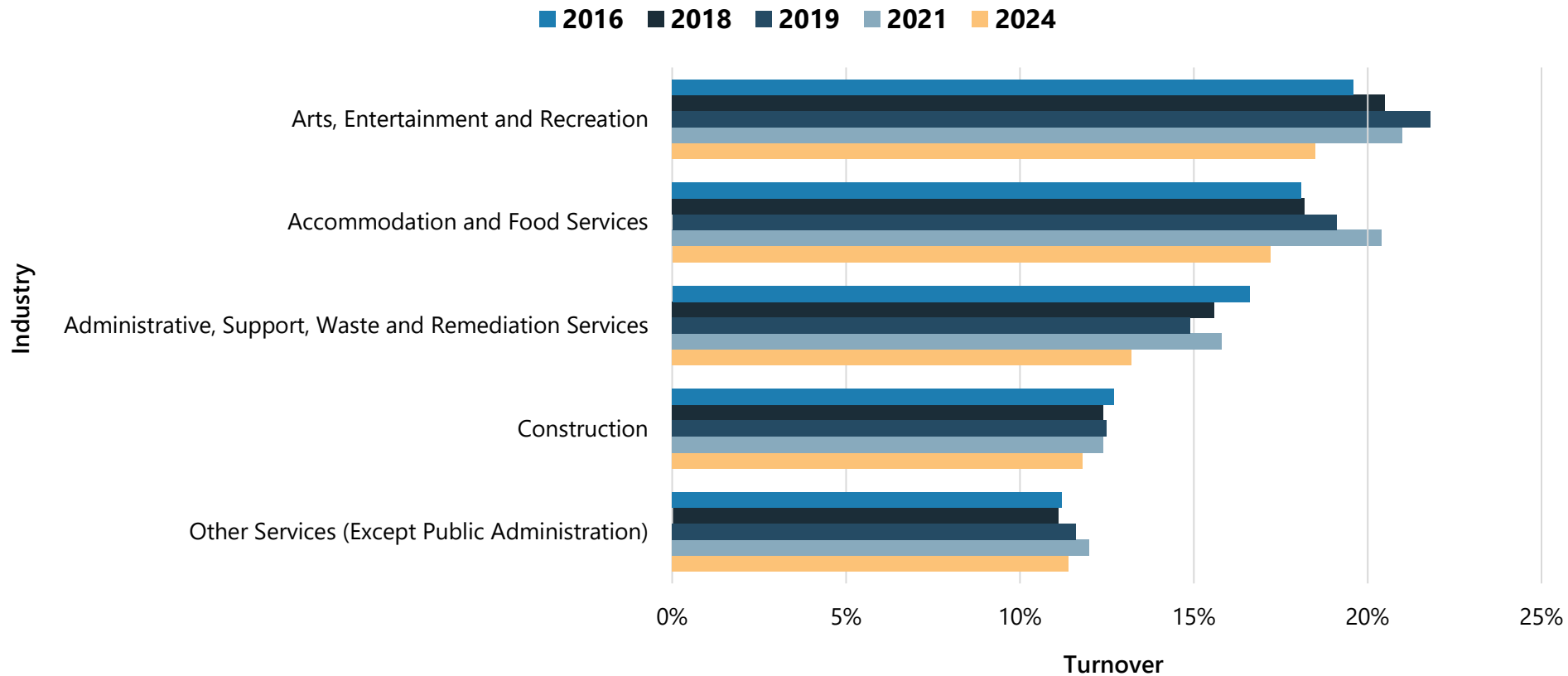


Source: U.S. Census Bureau

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Industry turnover rates, Idaho

Figure 6. Industry turnover rates, 2016-2024, Idaho



Source: U.S. Census Bureau

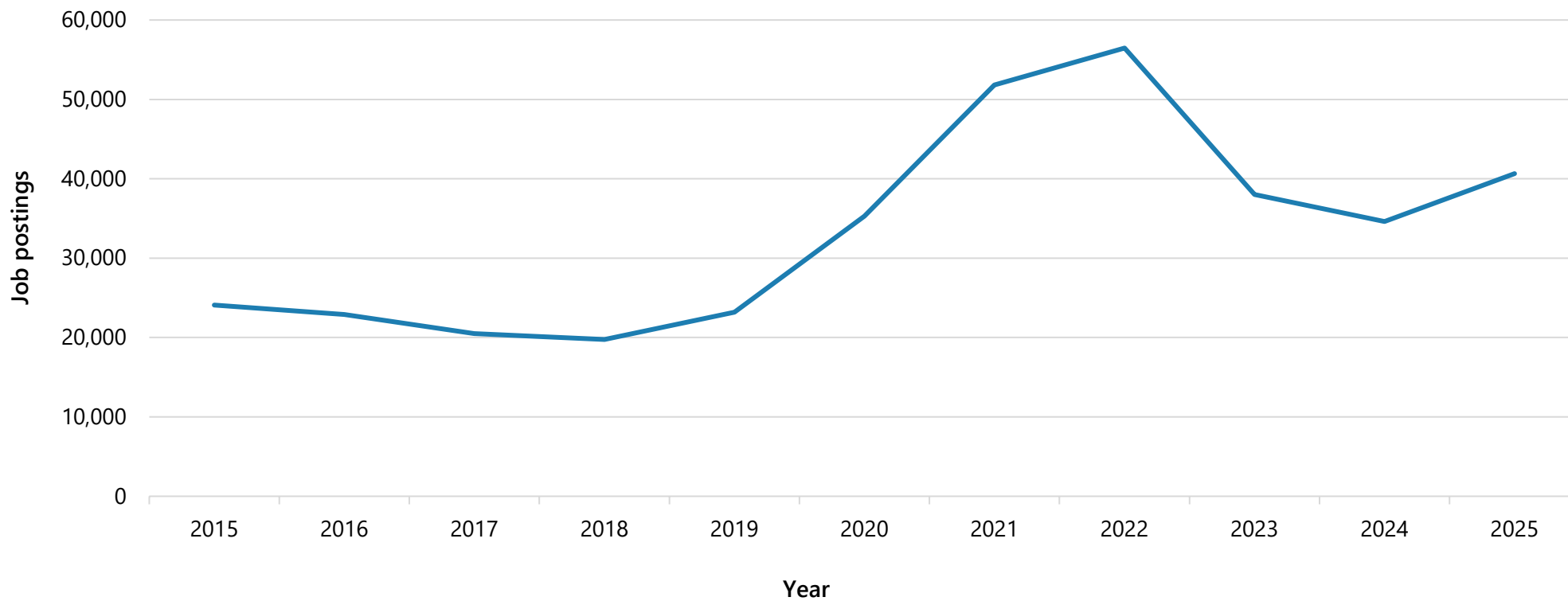
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What is HWOL?

- Help Wanted OnLine
- Index created by The Conference Board
- Measures – **job postings**

HWOL job postings

Figure 7. HWOL job postings, 2015 – 2025

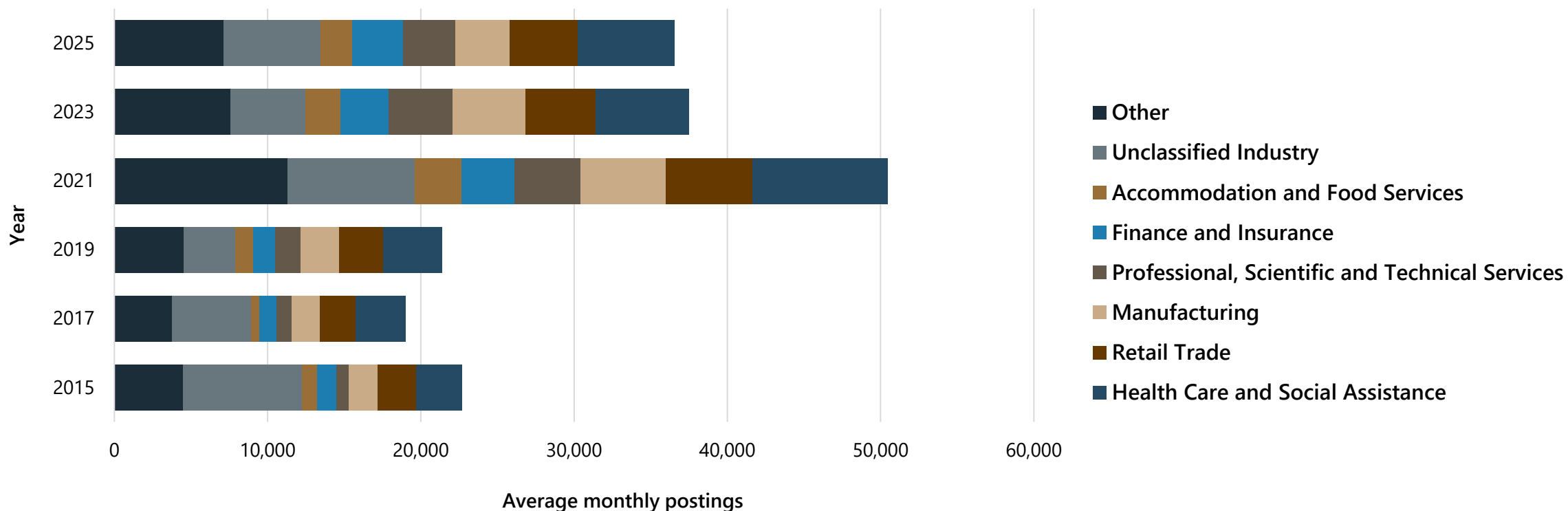


Source: Help Wanted OnLine via Lightcast

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Idaho HWOL industries

Figure 8. HWOL industries, 2015 – 2025, Idaho



Source: Help Wanted OnLine via Lightcast

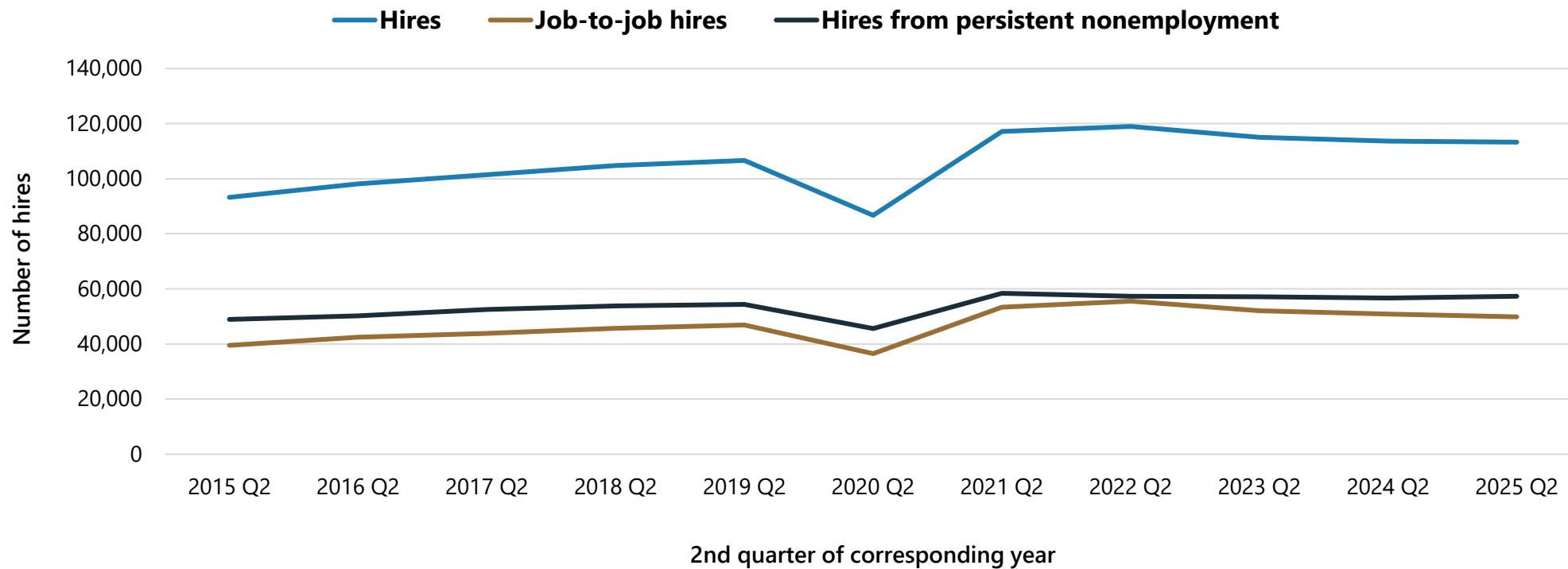
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What is J2J?

- Job-to-Job Flows
- U.S. Census Bureau dataset
- Variables
 - **Hires**
 - **Job-to-job hires**
 - **Hires from persistent nonemployment**

J2J Flows and hiring, Idaho

Figure 9. Number of hires, 2015 – 2025 second quarters, Idaho

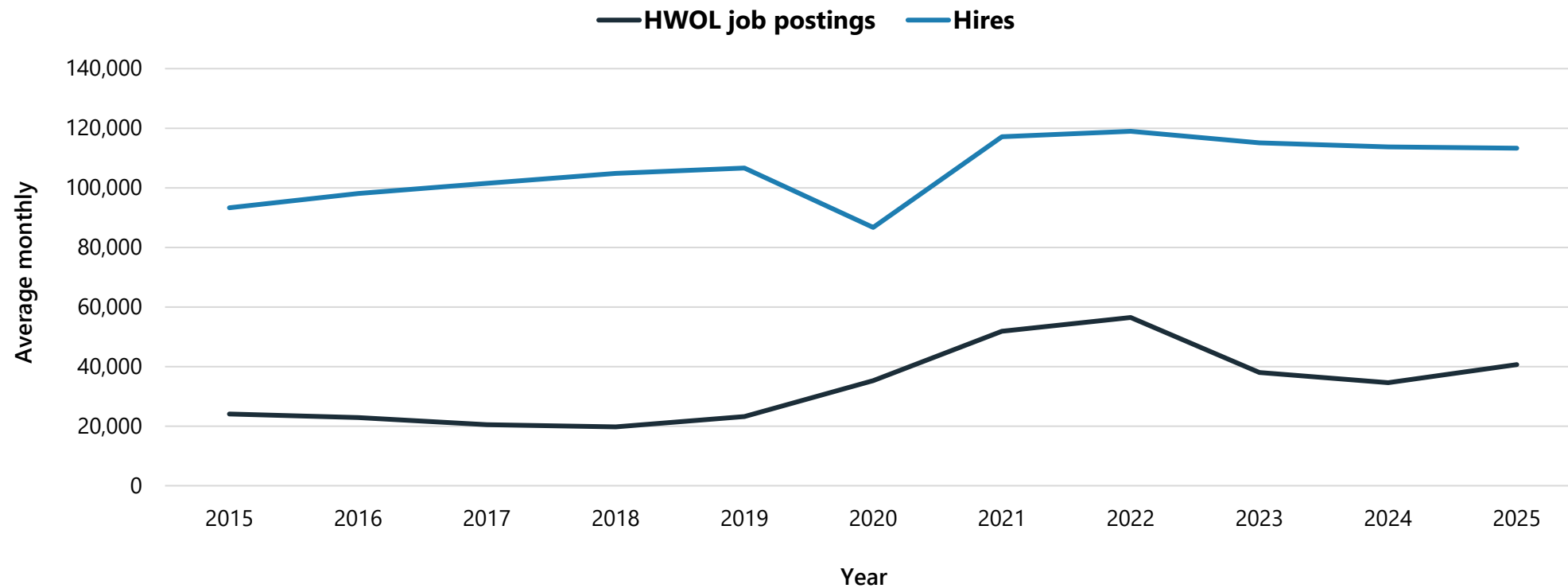


Source: U.S. Census Bureau

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Idaho HWOL versus J2J

Figure 10. Average monthly job postings and J2J hires, 2015 – 2025, Idaho

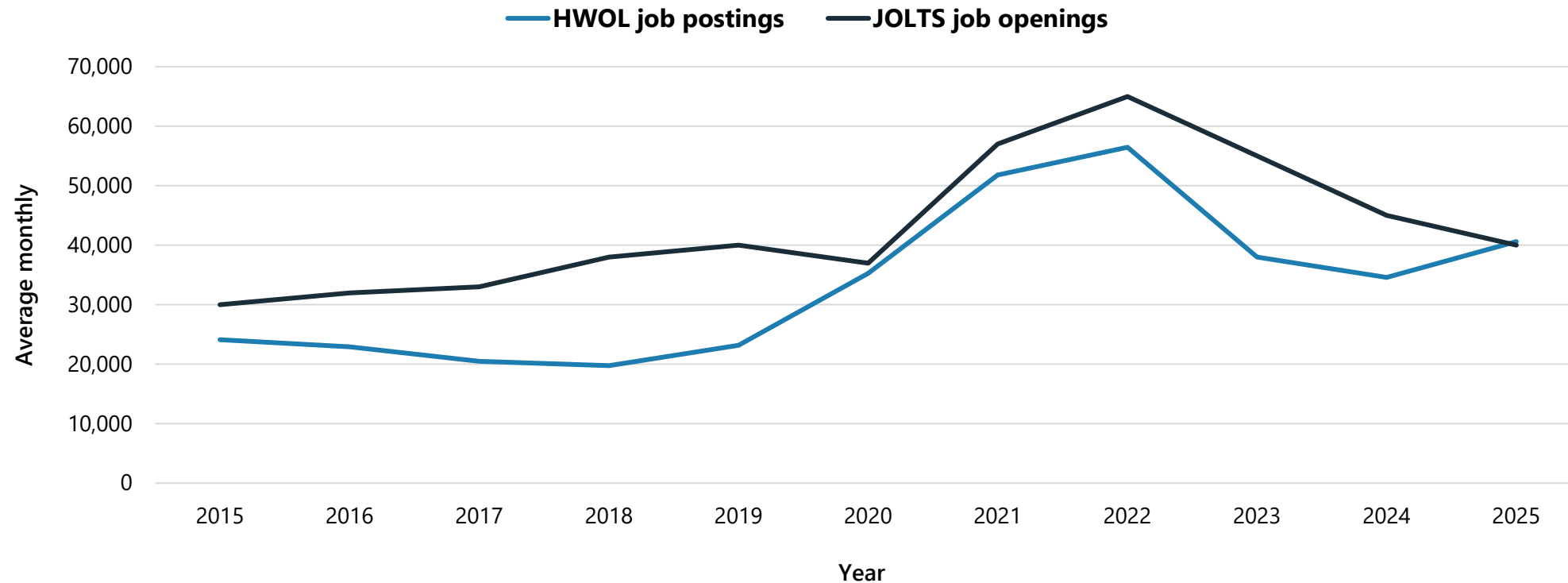


Source: Help Wanted OnLine via Lightcast; U.S. Census Bureau

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Idaho HWOL versus JOLTS

Figure 11. HWOL average monthly job postings and JOLTS average monthly openings, 2015 – 2025, Idaho



Source: Help Wanted OnLine via Lightcast; U.S. Bureau of Labor Statistics

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Key takeaways

- Idaho employers fill job openings more successfully than employers nationwide.
- Sectors with lower wages, seasonal work and high part-time employment (food service, arts and administrative services) experience the highest and most volatile turnover rates.
- Professional, utility and manufacturing sectors have much lower turnover, reflecting greater job stability.
- Different sectors have different demand depending on data source.
- Sources find agreement in the overall trend of Idaho labor demand.

Thank you. Any questions?

Need more information?

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