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# Idaho Workforce Information - FINAL

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## Annual Progress Report

Reference Period ~ July 1, 2007 to June 30, 2008

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Idaho's PY2007 Workforce Information Plan produced all deliverables as planned. Slight adjustments were made to accommodate customer inquiries and needs and to make Idaho's work force information system more sustainable in coming years. For a comprehensive review of all deliverables as planned see the Idaho PY2007 Workforce Information Plan.

To meet customer needs, the Idaho Department of Labor and the Workforce Development Council are fully engaged in planning and implementing the Workforce Information Plan. The department works regularly with the council to identify the labor market information needs of communities and regions throughout the state. The department also presents current research at each council meeting and gains feedback on changes to the current plan to better serve customers and stakeholders.

Idaho's regional economists regularly meet with various associations, colleagues, economic developers and other business customers about the needs for work force information within all pertinent industries, occupations and business sectors. Their requests are immediately answered when possible or forwarded to central office staff for disposition or consideration as future work force information research projects under the Workforce Information Plan or other leveraged work force information funding.

Collaboration with local officials is integral to the effectiveness of planning, developing and implementing work force information research that meets the needs of the state and local work force investment systems.

Idaho's out-stationed regional economists are the primary messengers of local work force information and the major conduit to local political, civic, academic business and labor leaders. They monitor the needs and requests of all local stakeholders, either acting immediately on questions, concerns and feedback or relaying them to those who can respond. More detailed, though unplanned, requests are also designated as projects, and all requests are reviewed monthly by planning and evaluation staff for possible inclusions to the annual deliverable in the abstract submitted for the next Workforce Information Plan.

## **A. Continue to populate the Workforce Information Database with state and local data**

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 Education and Training Administration funding ensures data platforms are uniform, allowing comparability across state lines. The Workforce Information Database allows valid state-to-state comparison of data. As federal funding shrinks, states will follow the dollar and conduct research with more autonomy to meet the immediate needs of local customers. Idaho's database is currently up to date and meets all of the guidelines pursuant to the PY07 work force information plan.

The availability of the data on the Internet at LMI.IDAHO.GOV gives customers access to information outside regular work hours and without work force information staff assistance. It is imperative that the department consolidate census, economic and labor market information databases in order to improve efficiency of data storage, data population and data dissemination.

The department continues pursuing a Web infrastructure that will consolidate all databases into one that will push supporting data to the Web delivery system. This effort will improve speed and accuracy, enhancing distribution of work force information to those customers and stakeholders needing it. At this point the database does not include the properties required to push a single source database to multiple sites. The states of Oregon and Washington are collaborating on a tool that may improve Idaho's use of the database as well as allow Oregon, Washington and Idaho to share and push the data across our separate platforms.

## **B. Produce and disseminate industry and occupational employment projections**

Idaho continues to produce and disseminate industry and occupational employment projections. These projections and wage data are the most sought after and impactful data we provide to our customers. Financial, business and other economic decisions require this indispensable work force information. The following listing below outlines the products associated with the projections deliverable and the dates published and the locations where they are currently found. Depending on the currency of the information some of the links below may be replaced with the most updated information from PY08.

### **2006-2008 Short-term industry projections**

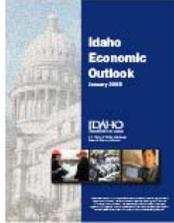
- Deliverable completion date: 8/14/07
- Publishing date: 9/07  
<http://lmi.idaho.gov/Projections/ShortTermProjections/tabid/814/Default.aspx>

### **2006-2008 Short-term occupational projections**

- Deliverable completion date: 8/17/07
- Publishing date: 9/07  
<http://lmi.idaho.gov/Projections/ShortTermProjections/tabid/814/Default.aspx>

### **PY 2007-2009 Short-term industry projections for Idaho Legislature**

- Deliverable completions date: 12/19/07
- Publishing date: 1/3/08 presentation to Legislature



### **2006-2016 Long-term industry projections**

- Deliverable completion date: 5/13/08
- Publishing date: 9/3/08  
<http://lmi.idaho.gov/Projections/LongTermProjections/20062016LongTermProjections/tabid/2091/Default.aspx>

### **2006-2016 Long-term occupational projections**

- Deliverable completion date: 6/27/08
- Publishing date: 9/3/08  
<http://lmi.idaho.gov/Projections/LongTermProjections/20062016LongTermProjections/tabid/2091/Default.aspx>

### **2007-2009 Short-term industry projections**

- Deliverable completion date: 8/13/08
- Publishing date: October 2008

### **2007-2009 Short-term occupational projections**

- Deliverable completion date: 8/18/08
- Publishing date: October 2008

### **PowerPoint Presentation to the Idaho Work force Development Council (using 2006-2008 stip)**

- Title: Short-term Employment Projections 2006-2008
- Deliverable completion date: 10/3/2007
- Publishing date: 10/4/2007 (date of presentation)



<http://lmi.idaho.gov/Projections/ShortTermProjections/tabid/814/Default.aspx>

### PowerPoint Presentation to the Idaho Nursing Work force Council

- Title: Nursing Outlook 2006-2008
- Deliverable completion date: 11/13/2007
- Publishing date: 11/14/2007 (date of presentation)



### PowerPoint Presentation to the Idaho State Rehabilitation Council, Idaho Division of Vocational Rehabilitation

- Title: Short-term Employment Projections 2006-2008
- Deliverable completion date: 10/3/2007
- Publishing date: 1/17/2008 (date of presentation)



<http://lmi.idaho.gov/Projections/ShortTermProjections/tabid/814/Default.aspx>

### PowerPoint Presentation to the University Provosts

- Title: Idaho's Economy: The link between Education and Work Force Needs
- Deliverable completion date: 3/5/2008
- Publishing date: 3/6/2008 (date of presentation)



### PowerPoint Presentation at the 2008 Idaho Department of Labor Manager's meeting

- Title: Idaho's Work Force Outlook
- Deliverable completion date: 4/7/2008
- Publishing date: 4/9/2008 (date of presentation)



[http://intranet.labor.idaho.gov/Portal/ICL/alias\\_Intranet/tabID\\_5991/DesktopDefault.aspx](http://intranet.labor.idaho.gov/Portal/ICL/alias_Intranet/tabID_5991/DesktopDefault.aspx)

### 2008 Idaho Health Care Summit Brief

- Title: Idaho Healthcare Work Force Outlook
- Deliverable: 4/9/08
- Publishing date: 4/10/08 (given out to at summit by Cheryl Brush)



### 2006-2008 Short-term projections brief

- Deliverable completion date: 9/14/08
- Publishing date: 9/08



<http://Imi.idaho.gov/Projections/ShortTermProjections/tabid/814/Default.aspx>

### 2006-2008 Long-term industry brochure

- Deliverable completion date: 8/29/08
- Publishing date: 9/3/08



<http://Imi.idaho.gov/Projections/LongTermProjections/20062016LongTermProjections/tabid/2091/Default.aspx>

### 2006-2008 Long-term occupational brochure

- Deliverable completion date: 8/29/08
- Publishing date: 9/3/08



<http://Imi.idaho.gov/Projections/LongTermProjections/20062016LongTermProjections/tabid/2091/Default.aspx>

### Special Requests related to projections information:

**University Provosts** requested health care occupational outlook using 2004-2014 industry and occupational projections. -Date of request: 3/6/08

**Ritter Consulting** requested national and statewide comparisons for RN and LPNs through 2016. - Date of request: 7/20/08

**Idaho's Nursing Workforce Council** requested the department assist it with developing statewide and regional projections for nursing demand. The foundation for these projections is the department's industry and occupational projections. - Date of request: 11/14/07

**EMSI** uses Idaho's industry and occupational projections as the backbone for its economic forecasting tool. - Date of request: ongoing

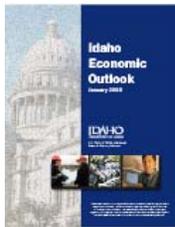
Idaho continues to develop independent regional projections models to improve the statistical validity of the specific regional models to ensure the overall state growth rates by industry do not override regional industry growth rates. We see this as a tremendous improvement over recent years.

Also, Idaho has been fortunate in that many of the Projections Managing Partnership trainings over the last several years have been held in Idaho. Below is a list of those projections training sessions crucial to Idaho and the rest of the nation that were held in Idaho during PY07. It should be noted the majority of the cost for these trainings was covered by the partnership.

- Long-term Industry training - December 4-6, 2007
- Short-term Industry training - December 10-13, 2007
- MicroMatrix Occupational training - March 18-20, 2008
- MicroMatrix Occupational training - April 22-24, 2008
- EDS (occupation and wage extraction from OES data) - June 17-18, 2008

### **C. Publish an Annual Economic Analysis Report for the Governor and the state Workforce Investment Board**

Idaho presents its annual Idaho Economic Outlook to the Legislature each legislative session. This report consists of pieces of work force information derived from the BLS cooperative



agreement, unemployment insurance program and most importantly projections data developed from the annual work force information grant, to mention a few. Each year the Legislature invites department officials to present Idaho's Economic Outlook in accordance with other finance and economic pundits. This effort is designed to provide customers and stakeholders with an unbiased analysis and the best statistically valid information on Idaho's work force and economy as a whole. The work force information team's short- and

long-term projections are front and center in this effort every year. This research effort is presented for the Joint Economic Outlook and Revenue Assessment Committee during the first week of January. New projections are updated regularly and are available for the coming session at [LMI.IDAHO.GOV](http://LMI.IDAHO.GOV).

## D. Post Products, Information and Reports on the Internet

ILMI Web Traffic TOP 25 Pages	
Page	Average Daily Usage
Total Entire Site	1,205
LMI Home	243
Wages by Occupation	64
EEO Statistics	53
Population/Census	52
Civilian Labor Force (LAUS)	43
Unemployment Insurance Reports	41
Income	40
Underemployment	38
Consumer Price Index	31
Occupational Employment & Wage Report 2008	30
Alien Labor Certification	30
Report Builder	28
Davis-Bacon Act	27
2006-2016 Long-Term Projections	27
Business Directory	24
Search Results	24
About Us	22
Glossary	21
Covered Wages (QCEW)	20
LED Program	19
Site Map	18
Request Notification	18
How are we doing?	17
Economic Indicators	17
Long-Term Projections	17
* Average Daily Unique Visitors = 215	
131 Links Equaled 9,735 Downloads over a 4 month period	

The Idaho Department of Labor switched its work force information Web site from a private vendor to in-house operation in September 2007. That changed the operating platform from .ASP technology to .Net, using the open source application framework DotNetNuke.

The benefits for the department include reducing the time to upload content, increasing control of the look and feel, making it easy 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.

The benefits for our users include reducing the number of clicks to receive content and data, receiving requested updates on new data, multiple choices on data delivery and less downtime. LMI.IDAHO.GOV has stayed constantly available through all the security interruptions other states have experienced.

## E. Partner and consult on a continuing basis with Workforce Investment Boards and key talent development partners and stakeholders

The work force information team continues to work closely with the state Workforce Investment Board as it guides our research in the direction that best serves our customers and stakeholders. The team presents research findings at each Workforce Development Council meeting and gain tremendous feedback on the direction of future research that will have the greatest impact on the state and its local communities.

Idaho's regional economists also have an active role in the WIRED and RIG processes. They provided labor market information to each entity developing a proposal. This included labor force data, detailed industry data, demographics, wages, skills, occupation projections, population and employers.

Currently the state has one WIRED grant and two RIG grants. The WIRED grant is administered by the Workforce Development Alliance. The regional economist in south central Idaho works closely with this group, which includes Region IV Economic Development, South Central Idaho Economic Development, the College of Southern Idaho and the Idaho Department of Labor. She meets with members of the alliance on a regular basis and provides labor market information as requested. One of the requests was the number of businesses and employment levels by ZIP code within the eight-county area. This particular grant is focused on residential construction and manufacturing.

The regional economist in south central Idaho is also working with the Mini-Cassia Economic Development Commission on a special Business Retention and Expansion survey. The survey was funded by the WIRED grant as part of transforming the workforce delivery system. The process involves surveying 24 businesses each year. The first round will occur in the fall of 2008. The economist has provided valuable input on the questions concerning the labor market. She will also be participating in the survey training process.

Two RIG grants have been awarded to Idaho – one in northern Idaho and one in eastern Idaho. The regional economist in northern Idaho has provided labor market information to the Kootenai County Workforce Taskforce and the Idaho Department of Labor local offices as they worked on various aspects of the grant. The grant will focus on advanced manufacturing, aerospace, biomedical and bio technology.

The eastern Idaho grant will focus on coordinating labor needs with educational institution training. Because of the presence of the Idaho National Laboratory, much of the industry focus is on energy. Along with the Idaho Department of Labor, Workforce Training at the Idaho State University College of Technology is an active member of the team. One of the first activities that the new director will be encouraged to undertake is to involve the students in a skills study in the 16-county area. The regional economist will be asked for input on the study.

Both of the RIGs were just recently awarded so they are in the organization stages. The regional economists will continue to provide specific labor market information as requested. We anticipate that they will be very busy in the next few months as the plans to accomplish the specific objectives of the grants become more firm.

A RIG application in north central Idaho is being developed. The regional economist has worked with representatives of the Idaho Department of Labor and the Clearwater Economic Development Association, providing the necessary labor market information. The focus is light manufacturing and health care with an emphasis on allied health opportunities. This RIG will not focus on nursing, timber, agriculture, energy or construction.

The primary focus of the RIG grants in northern Idaho is to help workers transition from contracting forest products occupations to other those in growth areas that are in high demand.

The work force information team will continue to work closely with our WIRED and RIG partners as these projects move forward.

## **F. Conduct Special Studies and Economic Analyses**

The Communications and Research Division continues to promote the use of the **Local Employment Dynamics** program and the Economic Modeling Specialists Inc. economic impact tool along with our existing data and research provided by our Bureau of Labor Statistics programs and our unemployment insurance program in responding to requests for labor, economic and demographic data at the community level.

As previously mentioned, the department continues to contract for the Economic Modeling Specialists Inc. economic impact tool to assess a variety of projects for planners, economic developers and policy makers. This tool provides quick and efficient use of the input/output matrix to develop multipliers for each industry. Idaho is now in the second year of a recently extended four-year contract with 10 licenses.

In PY07 the department enhanced this relationship in collaborating with EMSI and the Idaho Department of Commerce in conducting a high-tech research brief that compared the concentration of high tech industries and occupations in each of the 50 states. We are considering conducting this research again in November 2009 in order to evaluate how states' high-tech components either increased or declined over the year.

Idaho has also developed significant research evaluating a variety of cluster analyses, both by industry and occupation. The department is embarking on training to use cluster analyses to help improve our services to employers and job seekers. The work force information team has also been the primary resource for these endeavors.

Customer feedback and evaluation demand we continue to pursue data and research that measure the work force and economy at the most granular levels – county, city and in some cases the census block level. Getting down to this detail is significantly more expensive than the federal funding the department currently receives.

Each Occupational Employment Statistics wage report was published pursuant to the Workforce Information Plan. But publication will now occur only once a year because of Bureau of Labor Statistics budget cuts. However, OES data continues to be collected biannually. Idaho also continues to use the Estimates Delivery System to publish this updated data as quickly as possible. We are partnering with our contiguous states in sharing OES data so regional comparisons and research between states and other geographies can be conducted.

Idaho continues to provide two employer databases to customers – maintaining and expanding Idaho's Business Directory as well as InfoUSA, which includes over 73,000 Idaho businesses. Via the work force information Web portal and the Career Information System interface, the employer databases are more widely available. They are also integrated into ancillary systems

that complement LMI and CIS. The department produces a directory file to fit its Internet platform needs. Efforts to improve the size and currency are under way.

Idaho continues to use portions of LMI 215 funding leveraged with other state funding sources to conduct a wide range of work force information research as described in the list below, funded at least in part by the PY2007 work force information grant:

- Survey and analysis of nursing supply, demand and wages (leveraging state funding research with demand projections from the work force information plan)
- High-Tech Sector Analysis/Taxonomy – wages, units and gross state domestic product
- Software industry analysis
- Fringe Benefits Study (planning for survey to be conducted in PY09)
- Annual Report on Idaho's Economy to the Idaho Legislature
- Job creation and economic impact of Governor's proposed \$240 million road investment
- Assisted the Idaho Commission on Hispanic Affairs with its Snapshot of Idaho's Latino Community report by providing estimates for demographics, labor force, occupations and buying power
- Publish and disseminate Occupational Wage & Employment report
- 2006-2016 long-term industry and occupation projections
- 2007-2009 short-term industry and occupations projections
- Begin research on wage and occupation for Idaho Department of Correction's needs for additional health care professionals
- Wired / RIG research projects

Also other research leveraged by work force information funding conducted or partnered by our five regional economists –

- Economic impact of flooding in Kootenai County - Made for Idaho Bureau of Homeland Security and the Kootenai County Sheriff's Office on Memorial Day weekend—looked at the possible repercussions of flooding on agriculture and tourism, the two industries most affected.
- Informational handout for the North Central Idaho Workforce Summit sponsored by Idaho Department and Labor and the Clearwater Economic Development Association.
- Presentation and informational handout for Kootenai County Perspectives, an economic development organization of county commissioners, mayors, members of the Idaho Legislature and other customers and stakeholders, on how the U.S. economy is affecting Kootenai County's economy.
- Presentation and two research briefs for 120 people in Bonners Ferry about Boundary County's 2008 economic prospects and long-term labor market issues. Research briefs on economics and demographics of Kamiah, Idaho, for its community review for Ida-Lew Economic Development Council.
- The Labor Market of Today & Tomorrow in Bonner County—a presentation for Kiwanis and for local human resource managers' association.
- History of Kootenai County's economy presentation and informational handout for Kootenai County Young Professionals.
- Analysis of Clearwater County's long-term prospects for growth, at the request of the Clearwater County Commissioners.
- An analysis of the top occupations in seven new Industries that Treasure Valley Community College is targeting at its new campus in Caldwell.
- Wage analysis in conjunction with Stevens Henager College of what students enrolled in its programs can expect to earn upon graduation.

- Presented data to the Valley Adams Planning Partnership on employment and wages and an analysis and predictions for the near future.
- Used Quarterly Workforce Indicators online to provide turnover data by industry for Gem County to a developer.
- Provided detailed cost of living data with graphs to the Idaho Departments of Fish and Game, Parks and Recreation and Lands and the State Police.
- Presented a regional labor analysis on the south central region at a Workforce Summit that was instrumental in initiating the structure of the Workforce Development Alliance, which oversees the WIRED grant.
- Annual regional economic update for professionals at the State Industrial Commission.
- Compiled occupational data and projections on culinary jobs in Blaine County for the College of Southern Idaho.
- Presented to Power of Rural Partnerships “Solutions for Health Occupations Shortages” at the College of Southern Idaho. Presentation included RN wage data and projections on shortages. Wages were based on tracking of completers from CSI’s program and a review of population shift implications and their affect on shortages. Explanations of categories and reasons for high wages ensued.
- Provided zip code average employment for baseline figures for the Workforce Development Alliance’s Business Retention and Expansion committee.
- Provided twice annually prevailing wage data to Magic Valley Rehabilitation Services.
- Several times a year, provided company job growth data to Business Plus in accordance with contractual terms to determine eligibility for financial incentives to new businesses.
- Participated in an economic forum sponsored by the City of Pocatello Planning Department.
- Participated in an economic forum sponsored by the Idaho State University Master of Pubic Administration faculty and students.
- Prepared labor market information for several prospective employers to the area – Akers Metals, Hamton Builders, Petersen Inc., Project Pine, Whisper Creek, On Shore Alliance and Triad.
- Met with representative of Petersen Inc. and their consultant to review labor availability and provided information to assist in developing training programs of both an internal and external nature, which could assist in building a labor force to meet the needs of Petersen.
- Provided labor information and job projection forecasts to Professional-Technical school administrators and gave a presentation to about 30 teachers in School District #25.
- Assisted Pocatello local office manager by preparing labor force information and demographic data for several of her presentations including the area Regional Innovation Grant developers, the transformation process and area management meetings.
- Met with the Idaho State University director of work force training to introduce him the tools we have available and assisted him in several evaluations of class/labor force needs.
- Prepared work force information for Governor Otters “Capital for the Day” at Firth and Malad.
- Provided labor force, demographic, transportation information and unemployment characteristics of six counties in the area to a firm hired by the Yellowstone Business Partnership to evaluate the potential of the county to expand business during traditional slow periods and expand tourism associated with Yellowstone Park throughout the year.
- Initiated the awareness of the need for labor market information specific to energy needs, which has resulted in much research and correspondence to local energy education experts, the Department of Commerce and Labor’s research staff. The project is ongoing.

- Worked with the executive director of economic development for Bear Lake, Caribou, Franklin and Oneida counties to update annual labor information and supplemental information needed for several grant requests

And lastly, Idaho's PY2007 Workforce Information Plan has allowed the state to develop regional work force information needed by local customers and stakeholders. Without work force information funding, the local customers would be limited their ability to acquire data to serve their specific needs. The department continues to work closely with these partners in order provide this vital labor market information in the most impactful and cost-effective manner. To learn more on how we continue to conform to the needs of our customers and stakeholder see Idaho's PY2008 Workforce Information Plan.

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Director, Idaho Department of Labor

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State Workforce Investment Board Chair