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# Idaho Work Force Information

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## Annual Progress Report

Reference Period ~ July 1, 2009 to June 30, 2010

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Idaho completed the all of core deliverables in the PY2009 Work Force Information Plan abstract. Adjustments and additions/enhancements were made to accommodate customer inquiries and needs and to make Idaho's work force information system more effective and sustainable. Idaho's economic volatility over the last fiscal year has put immense pressure on LMI staff to closely monitor Idaho's economy and publish insight on directional changes and shifts in the economy. The economic climate during this period made it imperative that the staff listen to department customers and provide the data that suit their needs as Idaho navigates through a deep economic recession.

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 directly with the council to identify the labor market information needs of communities and regions throughout the state. The department also presents current research at council meetings and always uses member feedback to changes to the current plan to better serve customers and stakeholders.

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 six out-stationed regional economists regularly meet with various associations, colleagues, economic developers and other business customers about the needs for work force information within all industries, occupations and business sectors. 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.

The 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 inclusion in the annual deliverable outlined in the abstract submitted for the next Workforce Information Plan. A few of these research endeavors are listed and summarized later in this review.

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

Idaho continues to fully follow the Workforce Information Database protocols as outlined by the Employment and Training Administration. The department seeks areas within its Web infrastructure where it can continue to imbed the database and further use the data in data delivery tools. 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 continues to slide, states will follow the dollar and conduct research with more autonomy to meet the immediate needs of local customers. Idaho's database is updated weekly, monthly and annually as soon as the data are available so that the customers may access to the most current information available. The database meets all of the Workforce Information Database guidelines pursuant to the PY2009 work force information plan and federal protocols.

During PY09 Idaho added a regional component to the database. The Regional Occupation and Industry Reports component integrates Workforce Information Database and IdahoWorks employment availability information. This interactive Web component is designed to help make employment trends, job projections, wages, current job openings and other labor market information about south central Idaho more accessible to the public. Database tables for completer data, schools and education were added to enhance both the Report Builder and Regional Occupation and Industry Reports. This feature was developed using WIRED grant money. It is the intent to duplicate the component for each region during PY2010.

The availability of the data on the Internet at [lmi.idaho.gov](http://lmi.idaho.gov) gives customers access to information outside regular business hours and without direct 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 Workforce Information Database will continue to play a big part in LMI dissemination as 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. Idaho recommends that the database be more flexible and adaptable to allow for a more comprehensive database that will include economic data from other existing 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 provided to department customers. Financial, business and other economic decisions require this indispensable work force information. The list below outlines the products associated with the projections deliverable and the dates published and the locations where they are currently found. Idaho goes beyond and exceeds the formal projection deliverables required in the Workforce Information Grant. The short-term industry projections are produced twice a year in order to provide the Idaho legislature with data that is current and update for the state fiscal year in time for the legislative session opening in January. The earlier release is vital to the state legislative budget and appropriations committees.

- The 2009-2011 short-term projections were released for the first time and posted on the website in December 2009 for the 2010 legislative session. The official 2009-2011 sort-term projections were completed in June 2010 and posted on the LMI website in August 2010.
- The 2008-2018 long-term statewide industry and occupation projections were completed in June 2010 and available on the LMI website in September.
- The LMI website for both short-term and long-term projections include the following tables:
  - Occupation & Industry Projections
  - Hot Jobs & Hot Industries
  - Highest Wages by Occupation
  - Fastest Growing Occupations & Industries
  - Highest Employment Occupations & Industries
  - High Demand Occupations & Industries
  - Declining Occupations & Industries
  - Occupations by Education
  - Occupations by Training Level
  - Occupational Supply & Demand Matrix
- The Education & Training Pay poster will be posted on the LMI website in September and printed copies distributed to the schools and Department of Labor local offices.
- All data was loaded to the Workforce Information Database.

Projections data and publications can be found at [www.LMI.Idaho.gov](http://www.LMI.Idaho.gov) under the occupations tab.

## **Special Requests related to projections information**

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

In September 2009 the Idaho Economic Analysis was released. Earlier in 2009, the depth and impact of the national recession on Idaho was underestimated. This eight-page release focused on the impact and the reality of the recession on Idaho's job market, labor force and wages.

Idaho presents its annual Idaho Economic Outlook to the Legislature each legislative session. This report includes work force information derived from the BLS cooperative agreement, unemployment insurance program and most importantly industry and occupational projections data developed from the annual work force information grant. Each year the Legislature invites department officials to present Idaho's Economic Outlook along with other finance and economic experts. 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. The 2009-2011 short-term projections provide the bases for the economic report for the Legislature. It is an advantage of Idaho's approach of producing short-term projections in a bi-annual fashion. Quick and volatile changes in the business cycle can be determined and measured earlier than ever before. This extra effort to provide current, accurate information is vital to businesses and other customers and stakeholders as they weather the economic realities caused by the recession. A copy of this report is available at [http://labor.idaho.gov/publications/2010\\_EORAC\\_Present.pdf](http://labor.idaho.gov/publications/2010_EORAC_Present.pdf).

Members of the Communication & Research Division provided economic analysis and data during PY2009. There were three economic presentations to the Workforce Development Council, which included data, talking points and PowerPoints. It was vital that the council be kept abreast of Idaho's economic climate as it made decisions that effected programs and dollars. Idaho hosted the National Rural States Conference in June, and a presentation was given about Idaho's economy.

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

The Idaho Department of Labor continues to use a DotNetNuke framework for the work force information website. All updates, including data and content, are controlled in-house. 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. Our delivery system is not only secure but allows customers access 24/7.

In order to comply with the state of Idaho website format, the LMI website began its redesign process in June 2010. The new format not only complies with state specifications but has reduced the vertical number of tabs on the home pages. As more data elements became available, the list had grown to exceed the visual space on a screen. During PY10, the redesign will continue in an effort to provide easy access to labor market data.

The general statistics measured by web Matrix indicate that in PY2009 there were 38,487 visitors and 646,085 views. The website delivery system has shown increases in the average page views yearly since 2008 when such data became available.

LMI.IDAHO.GOV Average Page Views	
2008	279
2009	567
2010	672

LMI Home and Occupational Employment Statistics pages have consistently been the most requested by our customers throughout the years. The table below displays the top 25 page rankings by average usage for lmi.idaho.gov.

<b>LMI.IDAHO.GOV Top 25 Pages</b>
<b>Page Ranked by Average Usage</b>
LMI Home
Wages by Occupation
Economic Indicators
Population/Census
Occupational Employment & Wage Survey 2010
Consumer Price Index
Occupational Employment and Wage Survey 2009
Long-Term Projections
Unemployment Insurance Reports
Davis-Bacon Act
Civilian Labor Force (LAUS)
Income
LMI Release Calendar
Short-Term Projections
Idaho Nonfarm Jobs
Twin Falls County
Regional Labor Markets
Farm Labor
Covered Wages (QCEW)
Bannock County

Research Projects
Southeastern
Business Employment Dynamics
Franklin County
EEO Statistics

**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 research to best serve customers and stakeholders. The team shares research findings at each Workforce Development Council meeting and seeks feedback on the direction of future research so it will have the greatest impact on the state and its local communities. Deliverables, deadlines and scope are tweaked in order to meet these needs.

Idaho’s regional economists also had an active role in the WIRED grant in south central Idaho and RIG grants in northern and eastern Idaho. They provided labor market information to each entity developing the proposal and are part of the solution as the projects are implemented. For the most part, the WIRED and RIG grants were completed during PY2009. The regional economist in south central Idaho also continued to work with the Mini-Cassia Economic Development Commission on a special Business Retention and Expansion survey.

The Career Information System is now part of the Communication and Research Division, giving the work force information team a closer tie with the CIS staff. We continued to provide the core data products but have expanded the collaborative partnership to include printed materials and website access.

The work force information team partnered with the Idaho Technology Council to provide data and analysis on the high technology industry in Idaho. The research compiled data on business types, numbers, employment and payrolls for analysis of trends by industry, region and size and develops two-year and 10-year industry and occupation projections that can assist policy makers as they plan for the future. The results are on the LMI website at <http://lmi.idaho.gov/LinkClick.aspx?fileticket=9PLkmgd2HJI%3d&tabid=2407>

The work force team continued to work with the health care sector as it updated the PY08 report, compiling data on business types, numbers, employment and payrolls for analysis of trends by industry, region and size and developed two-year and 10-year industry and occupation projections that can assist policy makers as they plan for the future. Organizations included university health care faculty, Idaho Hospital Association and Board of Nursing. The results are on the LMI website at <http://lmi.idaho.gov/LinkClick.aspx?fileticket=QCeHy00z8io%3d&tabid=2407>

The work force information team will continue to work closely with our Workforce Investment Board and other partners fulfilling the statistical, data and research needs of the projects. Some of the research conducted in PY2009 will be referenced in the following sections of this review.

## 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 the Bureau of Labor Statistics programs and Idaho's unemployment insurance program in responding to requests for labor, economic and demographic data at the community level. Without work force information funding, these analytical tools would not be available to LMI staff as they assist customers in localized economic research.

The department once again collaborated with EMSI on the high-tech business scan that compared the concentration of high-tech industries and occupations in each of the 50 states. The purpose of the new study was to evaluate how states' high-tech components either increased or declined over the past two years.

Idaho used a revamped fringe benefit survey form in 2009, which allowed data to be compared directly to Washington and Oregon. The survey process began in spring 2009 and was completed and posted on the LMI website in February 2010. The 2009 Idaho Fringe Benefit Survey found the number of employers offering full-time employees medical coverage had fallen to 56 percent last year - down sharply over the last seven years. Idaho's smallest employers – those with fewer than 10 workers – pulled back the most. The percentage of businesses with more than 10 employees offering health insurance was essentially unchanged from 2007. The entire report is available at [http://labor.idaho.gov/publications/Fringe\\_benefits\\_2009.pdf](http://labor.idaho.gov/publications/Fringe_benefits_2009.pdf)

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

The Occupational Employment Statistics wage report was completed in June with the results posted to the website in September 2010. OES data continues to be collected biannually but only published annually. Idaho also continues to use the Estimates Delivery System to publish this updated data as quickly as possible. The Idaho Department of Labor is partnering with contiguous states in sharing OES data so regional comparisons and research between states and other geographies can be conducted.

Idaho provides two employer databases to customers – maintaining and expanding Idaho's Business Directory as well as InfoUSA. 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. A special effort to improve the size and currency is under way. Currently Idaho only has releases for 17,000 of the 50,000 employers in Idaho. An effort to obtain release consent forms from the top 100 employers in the state was launched in the October 2009. To date the department has consent release forms from 71 of the top 91 employers, both public and private, and 33 of the top 50 private firms. The effort will continue

in PY10 along with research on alternative lists to provide the information to stakeholders, policy makers and planners that can put this information to work to expand the economy.

Idaho has also provided research on the seven communities in Idaho chosen by the governor for his ***Capital for a Day*** visits during PY09. The research provided perspective on the communities' current and historical economic landscape. They are packed with business, economic and unemployment insurance data to assist stakeholders as they assess the past and look towards the future.

Over one hundred presentations and research briefs are disseminated to thousands of customers and stakeholders each year by Idaho's six out-stationed regional labor economists. They are the local link to these vital LMI data for local chambers, business associations, policy makers, planners and a host of other customers and stakeholders. Their credibility adds significant relevance and weight to the department's efforts to diffuse localized economic information to regions throughout the state. Below are examples of the training/presentations during PY2009:

- Brigham Young University-Idaho presentation
- Power Point for Rotary Club on Pocatello area and trends
- Madison High School Business Class
- Women in Real Estate on trends and economy
- Rocky Mountain Business Academy on prospects and education in the area
- East Central Idaho Planning and Development Agency board of directors on the economy
- History of Kootenai County's economic development for chamber's Leadership Coeur d'Alene
- Economic conditions in Lewiston area for Lewiston Chamber of Commerce
- Latah County's economy for Moscow Mayor's Economic Summit
- Labor market trends in Quad Cities (Lewiston, Clarkston, Moscow and Pullman) for human resource association
- LED On the Map Webinar for public transportation planners and mobility managers in conjunction with Idaho Region 2 Mobility Manager
- Industrial Commission
- Partners in Business
- Boundary Economic Development Council
- Kiwanis
- DOL - Employer Workshop in Sandpoint and WIA regional staff meeting
- South Central Board of Realty
- Magic Valley High School
- College of Southern Idaho Micro-Econ class
- City of Twin Falls – town hall panel on economic development Southern Idaho Economic Development Organization quarterly meeting and tour
- Burley Rotary Club
- Board of Education Request for Physician data

Below are examples of the training/presentations during PY2009:

- Faith-based Initiative for Roger Madsen and Brent Tolman
- Jerome School District bonding request

- Technology Center work force assessment
- 1,000 Spring State Park economic impact report
- Southern Idaho Tourism update of the regional tourism industry
- The 4Es for Idaho Falls MSA for the Mayor's Day in Idaho Falls and for Department Director Roger Madsen
- Article for Prospectus Magazine on Idaho Falls MSA and Rexburg MicSA
- Project Domus, a financial and insurance firm, for Idaho Falls and Pocatello for economic developers
- Project Roosevelt for Idaho Falls and Pocatello for economic developers
- Economic, demographic, education, work force and industrial trends in north central Idaho for the Clearwater Economic Development Association's economic development strategy
- Economic, demographic and industrial trends in the Lewis-Clark Valley for the Port of Clarkston's economic development plan
- Reports on potential for growth of aerospace, biomass, construction, health care, manufacturing and tourism industries in Panhandle for the regional Workforce Innovation grant project
- Demographic, economic and labor force trends in the nine counties of southeastern Washington and north central Idaho for the Clearwater Economic Development Association and the Southeast Washington Economic Development Organization
- Series of requests from the Nez Perce Tribe on industrial, business growth, work force and demographic trends in nation, region and reservation
- Jobs Plus – Kroc Center Impact Study as well as the several interviews with potential employers
- Lucky Friday mine, Coeur d'Alene Tribe and the Environmental Protection Agency - Impact of Mining industry on Shoshone County, which was also used for another project and the monthly newsletter
- Idaho Small Business Development Center – numerous projects over a long time, mainly comparisons of economic conditions for a wide range of geographic areas including out-of-state areas
- Data collection for testimony in an alimony case
- Silver Valley Economic Development Council - Support data for Job Corps location
- 2010 Boise State University Economic Class – Green Jobs
- 2010 Green Expo – Green Jobs
- 2010 Council on Academic Affairs and Programs presentation "The link between Education and Idaho's Work Force Needs"
- 2010 Professional-Technical Education Summer Conference "Health Care in Idaho: A Journey Through the Data"

Idaho continues to use portions of LMI 215 to leverage other state funding sources to conduct a wide range of work force information research as described in the list below.

Regional labor economists conducted research on the industry clusters for which Idaho has a comparative or competitive advantage in order to facilitate the business services initiative of the department. This effort follows up previous cluster research efforts supported by work force information funding. The research has been completed and the results will be posted on the LMI website in October 2010.

The work force information team was involved in two studies this program year. Idaho conducted its first job vacancy survey. There were 5,000 businesses surveyed with a response from 3,700. The final report will be available on the LMI website in October. The job vacancy survey form added several questions on green jobs to get an indication of how many and what type of green jobs might be out there.

The green job survey was the second research project started this year. The Communications and Research Division received a \$1.25 million grant from the Employment and Training Administration for green job research. The survey began in June 2010 and was completed in September. There were 5,000 surveys sent out and 3,900 returned. The analysis and report will be available in February 2011. The regional economists will be helping with follow-up and focus groups.

Idaho's underemployment data was updated and posted to the LMI website in June 2010. This data was developed in response to requests for available labor force. It is updated annually.

The Communications and Research Division publishes a monthly newsletter that provides economic highlights of the six regions and a variety of special topics that relate to Idaho's labor force.

- Presentations
  - 2010 Boise State University Economic Class – Green Jobs
  - 2010 Green Expo – Green Jobs
  - 2010 Council on Academic Affairs and Programs presentation “The link between Education and Idaho's Work Force Needs”
  - 2010 Professional-Technical Education Summer Conference “Health Care in Idaho: A Journey Through the Data”
- Data Requests
  - Board of Education Request for Physician data

And lastly, Idaho's PY2009 Workforce Information Plan has allowed the state to cultivate partnerships and develop vital localized work force information needed by communities and their customers and stakeholders. Without work force information funding, the local customers would be limited in their ability to acquire data to serve their specific needs. To learn more on how the Idaho Department of Labor continues to develop the infrastructure and expertise to fulfill the demands of customers and stakeholder, see Idaho's PY2009 Workforce Information Plan.

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*Director, Idaho Department of Labor  
Roger B. Madsen*

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*State Workforce Investment Board Chair  
Con P. Paulos*