
Idaho Workforce Information

Annual Progress Report

Reference Period ~ July 1, 2010 to June 30, 2011

Idaho completed the all of core deliverables as outlined in the PY10 Workforce Information Plan abstract. Adjustments and additions/enhancements were made to accommodate customer inquiries and needs and to make Idaho's workforce information system more effective and sustainable. Idaho's economic volatility over the last two fiscal years has put immense pressure on LMI staff to closely monitor Idaho's economy and publish insight on directional changes and shifts in the economy as the 4th quarter of 2008 is now the worst economic performance on record in Idaho. 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 and attempts expand.

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 workforce information research that meets the needs of the state and local workforce 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 workforce information within all industries, occupations and business sectors. Requests are immediately answered when data or research findings are available. When they are not currently available they are forwarded to central office staff for disposition or consideration as future workforce information research projects under the Workforce Information Plan or other leveraged workforce information funding.

The regional economists are the primary messengers and disseminators of local workforce 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. In PY2010 Idaho completed more ancillary or secondary research projects than in any previous year through leveraging, partnerships and collaborations. 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. The strict standards and specifications outlined in this grant require states to develop and populate data that is directly comparable between states and other geographies.

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 continues to meet all of the Workforce Information Database guidelines pursuant to the PY10 workforce information plan and federal protocols.

The Workforce Information Database was expanded to include data gathered from the American Recovery and Reinvestment Act of 2009 grant to research green industries and occupations. Grant money was leveraged to expand an interactive Web component developed last year to encompass the state's six regional labor market areas and the state. The tool is designed to help make employment trends, job projections, wages, current job openings and other labor market information for each labor market region and the state more accessible to the public. The following appears on each of the six regional pages so the customers will have easy access to a variety of occupational and industrial labor market information. These new web tools also identify green occupations and industries.

Data Tables & Reports

Data Toolbox New!



Jobseekers and Employers use the Occupation Explorer for regional and statewide information on wages, tasks, projections, current job openings, schools and training.

[Start Occupation Explorer](#)



Researchers and Analysts use the Industry Explorer for regional and statewide information on employment trends, projections and shift-share analysis.

[Start Industry Explorer](#)

The availability of the data on the Internet at lmi.idaho.gov gives customers access to information outside regular business hours and without direct workforce 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 workforce 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. Estimated aggregated expenditures for database management and maintenance are \$30,000.

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 workforce 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 2010-2012 short-term projections were released for the first time and posted on the website in December 2010 for the 2011 legislative session. The official 2010-2012 short-term projections were completed in June 2011 and posted on the LMI website in July 2011.
- The 2008-2018 long-term statewide industry and occupation projections were completed in June 2010 and available on the LMI website in September.
- A new tool was developed, once again leveraging green grant dollars, to more easily update the LMI website with the most current short- and long-term projections. The new tool is called Workforce at a Glance. The tool allows 180 static reports to be loaded online from the WID, creating interactive reports. The main menu of the new tool is displayed on the next page. The customer can choose whether they want short- or long-term projections and then occupation or industry projections. A number of reports will be available for each of the six regions and the state.



Below is an example of the report. The report identifies those occupations that are green, hot jobs and have job openings available. The data in the report are loaded directly from the WID.

HIGH DEMAND OCCUPATIONS

Ranked by Annual Openings

IDAHO

Page 1 of 11 1 2 3 4 5 6 7 8 9 10 11 > >>

Showing Results 1 to 50 of 530

Filter by: Green

Download Report: 

Green  SOC Occupation Hot Jobs  Job Openings  	Employment		2008 - 2018					Education or Training Level 
	2008	2018	Net Change	Annual Openings	Percent Change	Median Hourly Wage	Mean Hourly Wage	
00-0000 All Occupations	714,539	823,542	111,303	28,140	15.58 %	\$16.43	\$18.22	
41-2031 Retail Salespersons  	23,644	38,652	5,908	1,161	21.18 %	\$9.44	\$11.31	ST
41-2011 Cashiers 	14,538	17,166	2,628	916	18.08 %	\$8.44	\$8.88	ST
43-4051 Customer Service Representatives  	11,802	15,957	4,155	787	35.21 %	\$12.05	\$13.06	MT
15-3031 Waiters and Waitresses 	10,695	12,250	1,555	746	14.54 %	\$7.82	\$9.00	ST
43-9061 Office Clerks, General  	18,494	22,088	3,594	394	18.16 %	\$11.61	\$12.29	ST
15-3021 Combined Food Preparation and Serving Workers, Inc...  	12,262	15,063	2,801	540	22.84 %	\$7.90	\$8.46	ST
53-3032 Truck Drivers, Heavy and Tractor-Trailer  	14,133	16,795	2,662	519	18.84 %	\$15.15	\$16.17	ST
11-1021 General and Operations Managers  	13,621	14,439	818	477	6.01 %	\$30.63	\$36.42	B+
29-1111* Registered Nurses  	10,504	13,337	2,833	467	26.97 %	\$28.04	\$29.45	A
45-2092 Farmworkers & Laborers, Crop, Nursery & Greenhouse... 	9,432	10,897	1,465	401	15.53 %	\$9.92	\$10.95	ST
53-7062 Laborers & Freight, Stock & Material Movers, Hand... 	9,568	10,092	524	360	5.48 %	\$9.75	\$10.88	ST

- The Workforce at a Glance on the LMI website includes the following tables for statewide short-term projections and long-term projections for the state and six labor market regions.
 - Occupation & Industry Projections
 - Hot Jobs & Hot Industries
 - 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 2010 Education & Training Pay poster was posted on the LMI website in September 2010 and printed copies distributed to the schools and Department of Labor local offices. The 2011 poster will be posted in September 2011 when the occupational wage data is released to the public.
- All data was loaded to the Workforce Information Database.

Projections data and publications can be found at www.LMI.Idaho.gov under the occupations or Regional Labor Market tabs. Estimated aggregated expenditures for all aspects of projections are \$35,000.

Special Requests related to projections information

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 includes workforce information derived from the BLS cooperative agreement, unemployment insurance program and most importantly industry and occupational projections data developed from the annual workforce 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 workforce and economy as a whole. The workforce 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 2010-2012 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/Economic_Outlook_2011.pdf.

Members of the Communication & Research Division provided economic analysis and data during PY10. There were three specific 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. These are only a few of the economic status presentations that are made throughout the state on a weekly basis by the chief research officer, regional economists and research staff. Estimated aggregated expenditures for annual economic analyses are \$10,000.

D. Post Products, Information and Reports on the Internet

The Idaho Department of Labor continues to use a DotNetNuke framework for the workforce 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. The current LMI website is in the process of being redesigned. The menu and regional pages were the first to be worked on because some links did not work. The entire website will be redesigned and online by the end of PY11. The redesign is part of a continual effort to provide easy access to labor market data. The look and feel will be very similar to the new Green Job microsite. The general statistics measured by web Matrix indicate that in 2010 there were 1,732 monthly page views.

LMI.IDAHO.GOV	
Average Monthly Page Views	
2010	1732

LMI Home and Wages by Occupation 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. Estimated aggregated expenditures for LMI delivery and dissemination are \$75,000.

LMI.IDAHO.GOV Top 25 Pages	
Page Ranked by Average Usage	
LMI Home	
Wages by Occupation	
Population/Census	
Economic Indicators	
Occupational Employment & Wage Survey 2010	
Civilian Labor Force (LAUS)	
Business Employment Dynamics	
Research Projects	

Covered Wages (QCEW)
Income
Unemployment Insurance Reports
Short-Term Projections
Current Employment Statistics
LMI Release Calendar
Long-Term Projections
Davis-Bacon Act
Regional Labor Market Information
Consumer Price Index
Panhandle Regional Page
Business Listings
2008-2018 Statewide Long-Term Projections
2008-2018 Regional Long-Term Projections
South Central Labor Market Information
Ada County Labor Market Information
Southwestern Labor Market Information

E. Partner and consult on a continuing basis with the Workforce Development Council and key talent development partners and stakeholders

The workforce information team continues to work closely with the state Workforce Development Council 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.

The Career Information System is now part of the Communication and Research Division, giving the workforce 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. This partnership provided the LMI program to updated and expand IPED data with current completer data, schools and educational programs. The actions were another byproduct of green job grant dollars. Below is an example of the data currently available through the WID on schools and training providers. Note the green leaf indicating the green job programs available for the Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician program.

Schools and Training Providers ▲ Back to Top

The training providers listed below offer one or more of the following programs:
 » Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician

Provider	Program	Award	Completers	Year
Boise State University 1910 University Dr Boise, ID 83725 Phone: (208) 426-1011	Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician (4)	Postsec. Awards/Cert./Diplomas; 1-2 yrs.	1	2009
		Postsec. Awards/Cert./Diplomas; 2-4yrs.	3	2009
		Associate's Degree	1	2009
North Idaho College 1000 West Garden Avenue Coeur d'Alene, ID 83814-2199 Phone: (208) 769-3300	Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician (7)	Postsec. Awards/Cert./Diplomas; 1-2 yrs.	7	2009
		Associate's Degree	3	2009
		Postsec. Awards/Cert./Diplomas; 1 yr.	4	2009
Lewis-Clark State College 500 8th Ave Lewiston, ID 83501-2698 Phone: (208) 792-5272	Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician (1)	Associate's Degree	1	2009
		Associate's Degree	3	2009
College of Southern Idaho 315 Falls Ave. Twin Falls, ID 83301-1238 Phone: (208) 733-9554	Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician (7)	Postsec. Awards/Cert./Diplomas; 1 yr.	4	2009
		Associate's Degree	3	2009
		Associate's Degree	3	2009

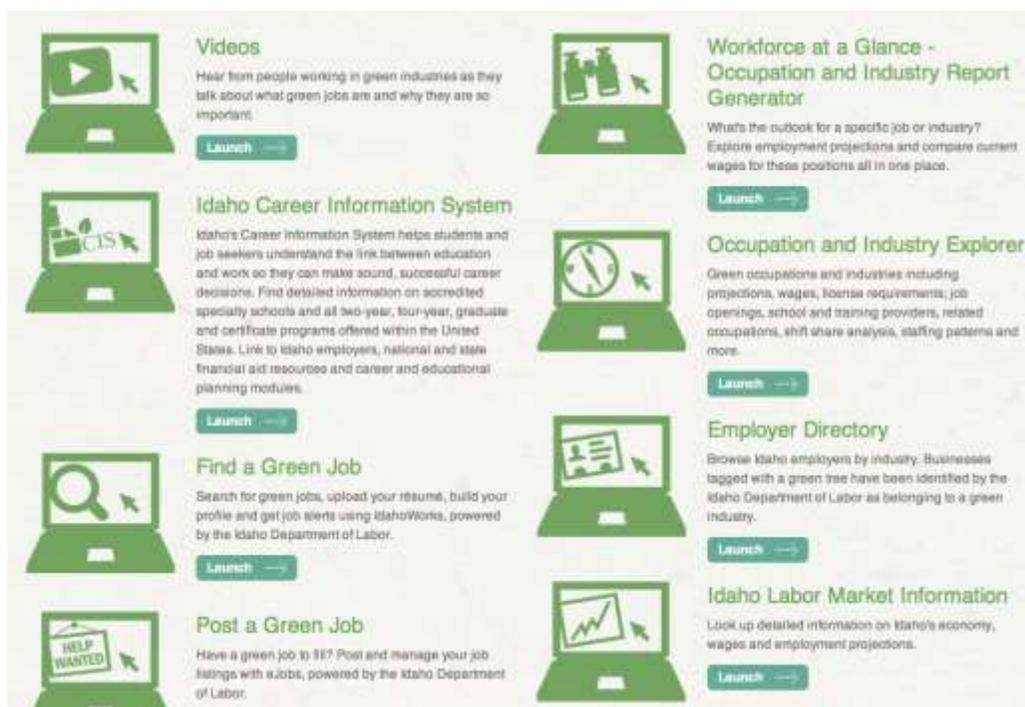
A sector strategy analysis for each of the six regions was undertaken by the regional economists. The purpose of the study was to identify not only what industries are important to the region's economy, but what industries can be grown to expand and help maintain a viable economy. The results are on the LMI website at <http://lmi.idaho.gov/ResearchProjects.aspx>, Idaho's Future: Where the Next Jobs Come From - Engines of the Next Expansion.

There were three business scans were conducted during the past year. The purpose of each scan was to define the industry at the 6-digit NAICS and bring all relevant statistical data for each industry together. The results of the High Technology Business Scan were posted on the website in January. The findings of

the Power & Energy Business Scan were recently present to staff and should be on the website by September 2011. Preliminary work for the Advanced Manufacturing Business Scan began in January but was placed on hold due to reorganization due to the lead being reassigned. Efforts are underway to restart this scan with the results anticipated to be available next summer. Findings of the business scans are posted on the research project website: <http://lmi.idaho.gov/ResearchProjects.aspx>.

The workforce team continued to work with the health care sector as it updated previous studies with the *Idaho Nursing Overview – 2011* published and placed online in February 2011. The updated focuses on supply and demand, education capacity and faculty issues. The Idaho Nursing Overview was produced with collaboration from the Idaho Board of Nursing, Boise State University, Brigham Young University-Idaho, Carrington College, College of Southern Idaho, College of Western Idaho, Eastern Idaho Technical College, Idaho State University, ITT Technical Institute, Lewis-Clark State College, North Idaho College, Northwest Nazarene University and Stevens-Henager College. This publication is available online at <http://lmi.idaho.gov/researchproject>.

The LMI team collaborated CIS and the Employment Services Bureaus to develop a green micro website as part of the green jobs grant. Below is a snapshot of the website. All of the data elements are populated through the WID – a one stop LMI database. Estimated aggregated expenditures for collaborations and partnerships are \$40,000.



The workforce information team will continue to work closely with our Workforce Development Council and other partners fulfilling the statistical, data and research needs of the projects. Some of the research conducted in PY10 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 workforce information funding, these analytical tools would not be available to LMI staff as they assist customers in localized economic research. Estimated aggregated expenditures for special studies and adhoc economic analysis are \$130,000.

The department once again collaborated with EMSI on the high-tech and power & energy business scans that compared the concentration of high-tech industries and occupations in each of the 50 states. The purpose of the high-tech study was to evaluate how states' high-tech components either increased or declined over the past two years. The power & energy data was able to show how Idaho compared to the other 50 states.

Customer feedback demands that the department continue to pursue data and research that measure the workforce 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. The new Workforce at a Glance tool went live in July 2011 providing an easy access to the data. The Occupational Employment and Wage data will be posted in the WID and available online in September 2011. The Workforce at a Glance will be updated to include the new wage data in the fall of 2011. 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 InfoGroup. Via the workforce 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 16,000 of the 50,500 private employers in Idaho. To date the department has consent release forms from 94 of the top 116 employers (more than 600 employees), both public and private, and 37 of the top 50 private firms. The effort will continue in PY11 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 eight communities in Idaho chosen by the governor for his **Capital for a Day** visits during PY10. 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 two 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 PY10:

- Career Skills Class in American Falls
- Blackfoot Alternative High School Careers Class
- High Tech Start-Up Business Seminar
- Idaho Department of Commerce's Farm Export Seminar
- Chamber of Commerce & Rotary & Exchange Clubs
- Local Office Training
- Director's Listening Tour
- Business Solutions Specialist Training
- Economic Development Organizations
- Idaho Economic Advisory Council
- 2011 Spokane-Kootenai Real Estate Forum
- Sandpoint Leadership
- Shoshone County Employer Group
- NIC's Center for New Directions
- Economy of Asotin County
- KID Monthly Radio Show – Idaho Falls 590 AM 92.1 FM
- Career Development Facilitator Presentation
- Idaho Falls Realtors Association Presentation
- Idaho Falls Parks and Recreation Presentation
- Rexburg Prospectus Magazine
- Clark County Commissioners Meeting Presentation
- Bonneville Interagency Council Presentation
- BYU Communications Classes
- Rocky Mountain Business Academy
- Magic Valley High School
- Idaho Women's Council of Realtors - South Central Chapter
- Older Workers Workshop
- Times-News Strategic Planning Committee
- Beautiful Downtown Lewiston committee, business growth over time in Lewiston
- Lewis-Clark State College workforce training staff - changes in manufacturing and construction occupations
- Demographic data for Nez Perce Tribe
- Inland Northwest Partners - economic conditions and expected industry changes
- Port of Whitman - economic conditions in the Quad Cities
- Nez Perce Tribe economic development staff - estimating unemployment on the reservation
- St. Joseph's Regional Medical Center - expected population growth in eight counties
- Nine-County Economic Development Collaborative - how regional economists can assist economic development organizations
- Impact of University of Idaho on Moscow's economy

- Port of Clarkston - location decisions by major retailers
- Northwest Inland Manufacturers Association
- Community Action Partnership - the working poor,
- Labor availability and wages for business recruitment efforts
- LED on the Map, Transportation Planning Groups

Idaho continues to use portions of LMI 215 to leverage other state funding sources to conduct a wide range of workforce 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 workforce information funding. The research has been completed and the results will be posted on the LMI website in October 2010.
- The workforce information team was involved in several studies this program year. The research department collaborated with the Tourism Division of the Idaho Department of Commerce to define the tourism industry in Idaho in more finite terms. The data was produced at a regional level. Preliminary findings were published in July issue of *Idaho Employment* beginning on page 6. The link is: <http://labor.idaho.gov/dnn/Default.aspx?tabid=697>.
- Results from Idaho's first job vacancy survey were compiled and the data posted to the LMI website in October 2010. The results of the survey indicated that nearly after the worst recession in generation ended, the number of job vacancies in Idaho was fractional and only one in five was linked to economic growth. Based on a survey of over 3,400 businesses during April and May, there were only 10,600 job openings across Idaho, which had a total of 590,000 nonfarm jobs last spring. That is a statewide vacancy rate of 1.8 percent. The first survey also leveraged the use of green job grant dollars as vacancies were identified as green or nongreen. The second job vacancy survey began in during the PY10 year and the results will be available in early 2012.
- The research team began its biennial fringe benefit survey in July 2011. The survey will follow the revamped format used for the 2009 survey that allows direct comparisons with Washington and Oregon. The survey results will be available and posted to the LMI website early 2012.
- The green job survey (graphic – next page) 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. During this program year, the analysis and report was available in February 2011. The regional economists helped with follow-up and focus groups. The WID was adapted to include the green job data so that it could be easily posted and updated on the LMI website. A green micro website was created and populated.



- The research team was working with the Department of Corrections to update the 2006 ex-offender report. The purpose of the proposed survey was to study sectors of the economy that are more accepting of ex-offenders as they attempt to re-enter the workforce. Funding for the project was one of the barriers that could not be overcome but the project is still on the table for future consideration.
- 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.

And lastly, Idaho's PY2010 Workforce Information Plan has allowed the state to cultivate partnerships and develop vital localized workforce information needed by communities and their customers and stakeholders. Without workforce 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 PY2011 Workforce Information Plan.

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