

Projections of Idaho Jobs by Industry and Occupation 2012 to 2022



Outline of Presentation

- Overview of Projections & Total Employment



- Industry Projections



- Occupations



- Analysis of sub-group occupations



- Education Attainment

Guidelines:

- Produced every two years
- Decade timeframe projected
- Starting point of 2012 for this round
- Minimum level of industry projected

Primary Goal:

Provide information for individuals that are:

- Entering the job market
- Seeking to change careers
- Researching the paths to job success

Additional Goals:

Provide information on the labor market for:

- Policymakers
- Education and training officials
- Researchers

Projections Concepts:

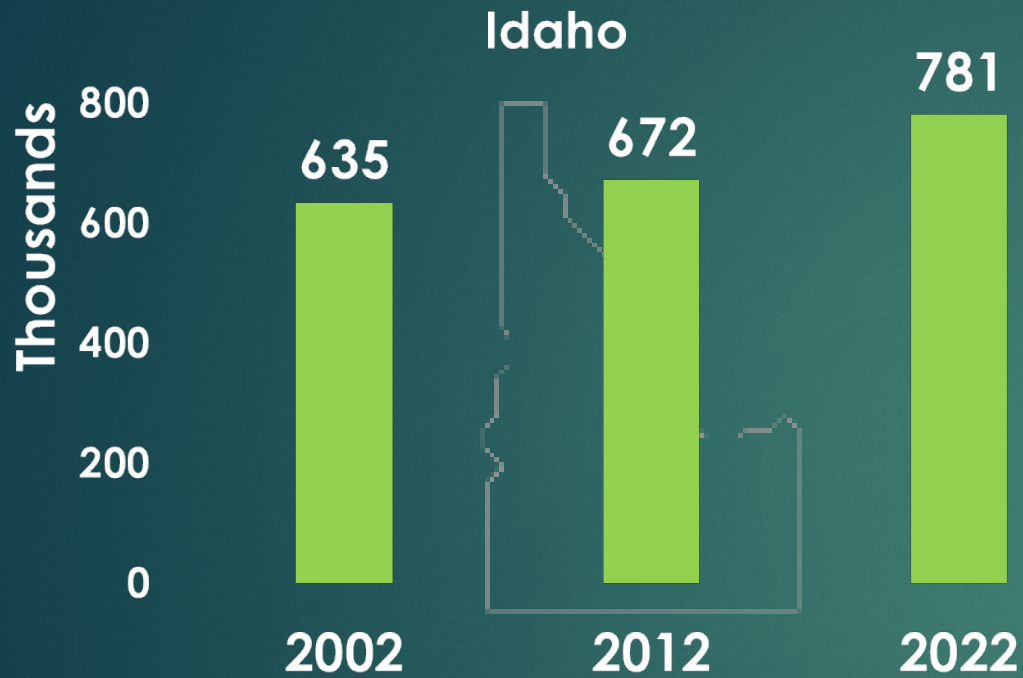
- A forecast of the labor market a decade from now, if it were to run at full capacity.
- Produced using the best information available about the past and the present.
- Count of jobs, not people
- Are not a prediction of the future.

Projection Model Exclusions:

- Business cycle
- Dynamic pace of technological or other innovation
- Economic bubbles
- Crises
- Policy decisions and proposals
- Uncertainty natural to human endeavors

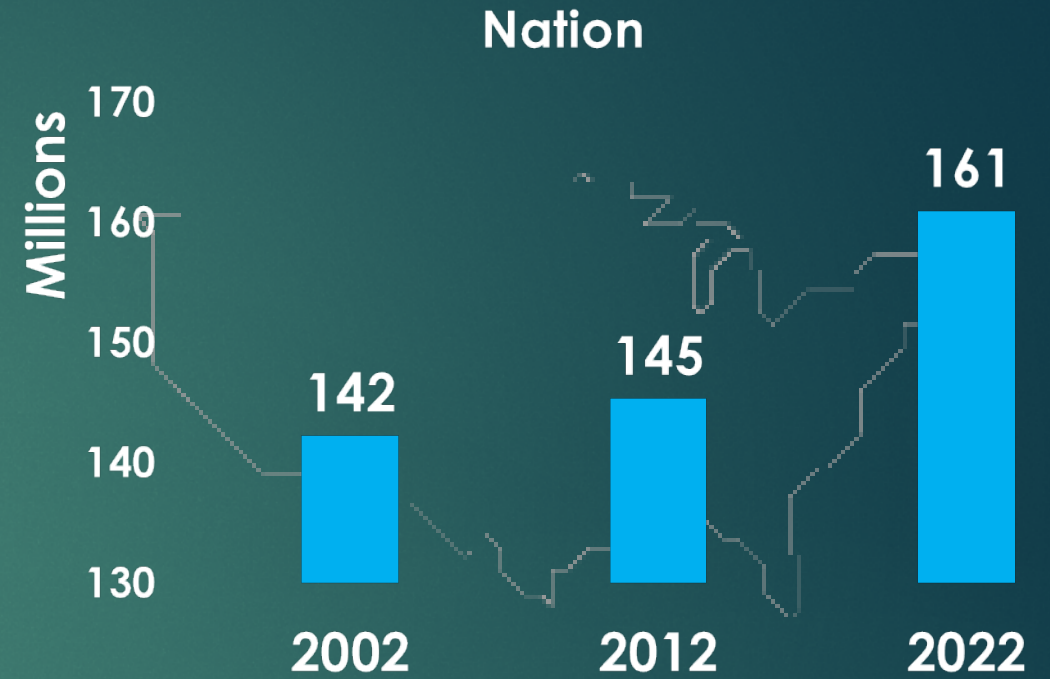
Projections Results 2012 to 2022

Total Employment



Idaho

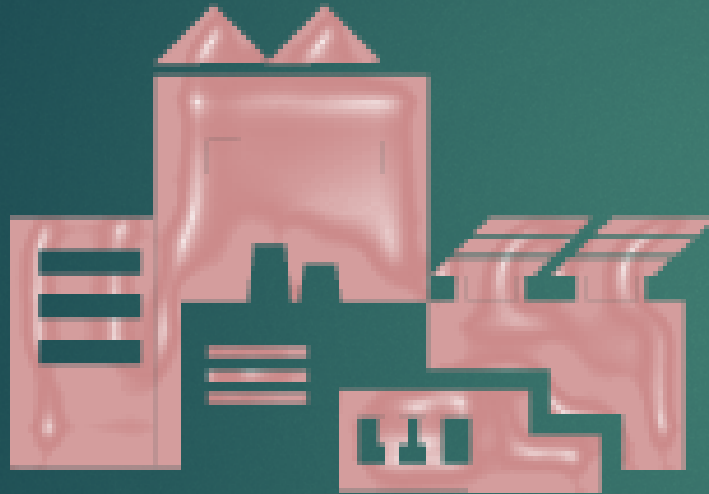
- From **2012 to 2022**, projected to add 109,000 jobs, **16% over the decade**, 1.5 % annualized.
- Growth of 37,000 jobs **from 2002 to 2012**, **5.8%** increase over the decade, 0.6% annually.



Nation

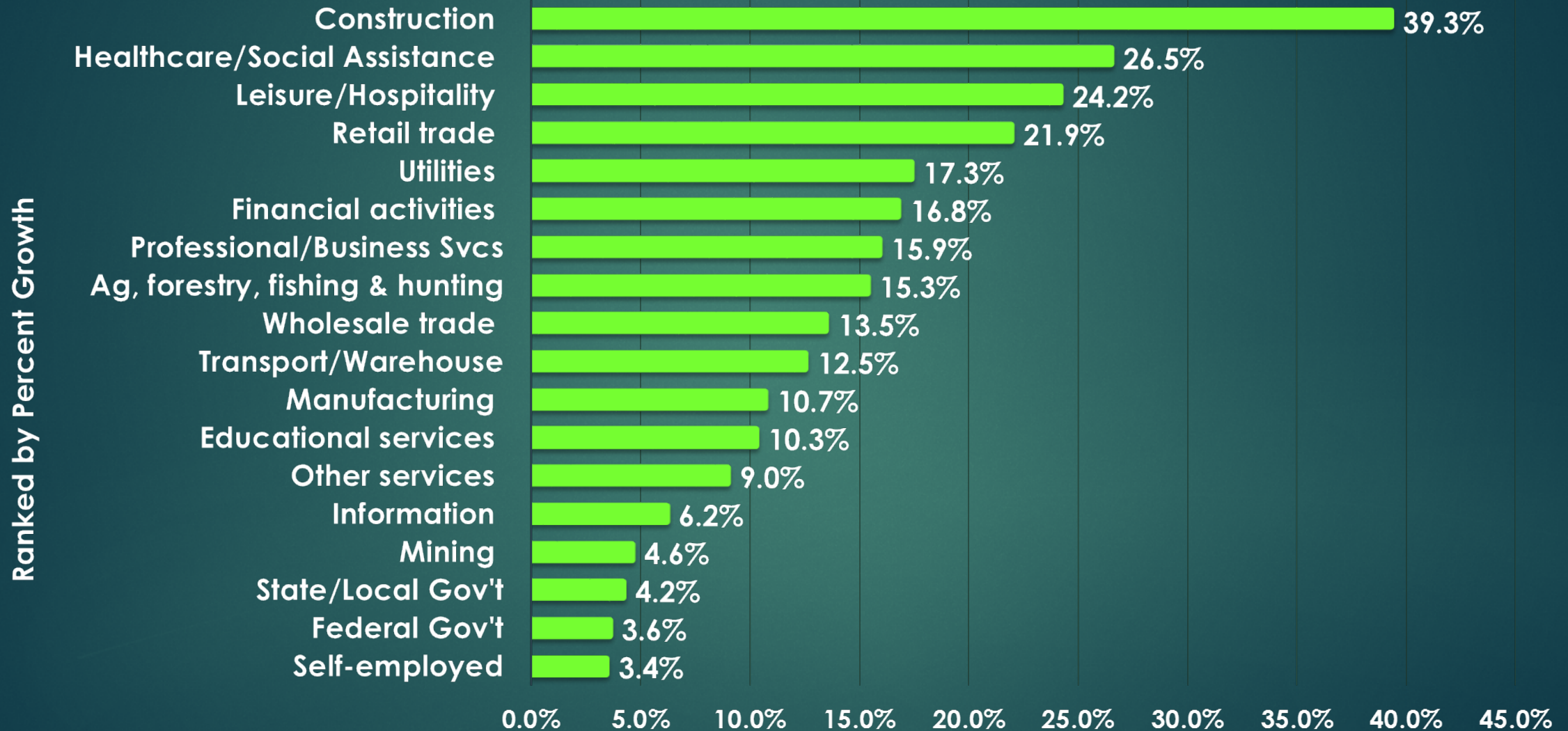
- Total employment is projected to grow **10.8%** from **2012 to 2022**, or 1.0% annualized.
- From **2002 to 2012**, **2.2% growth** over 10 years, 0.2% annually.

Industry Projections 2012 to 2022



Industry Job Growth: 2012-2022

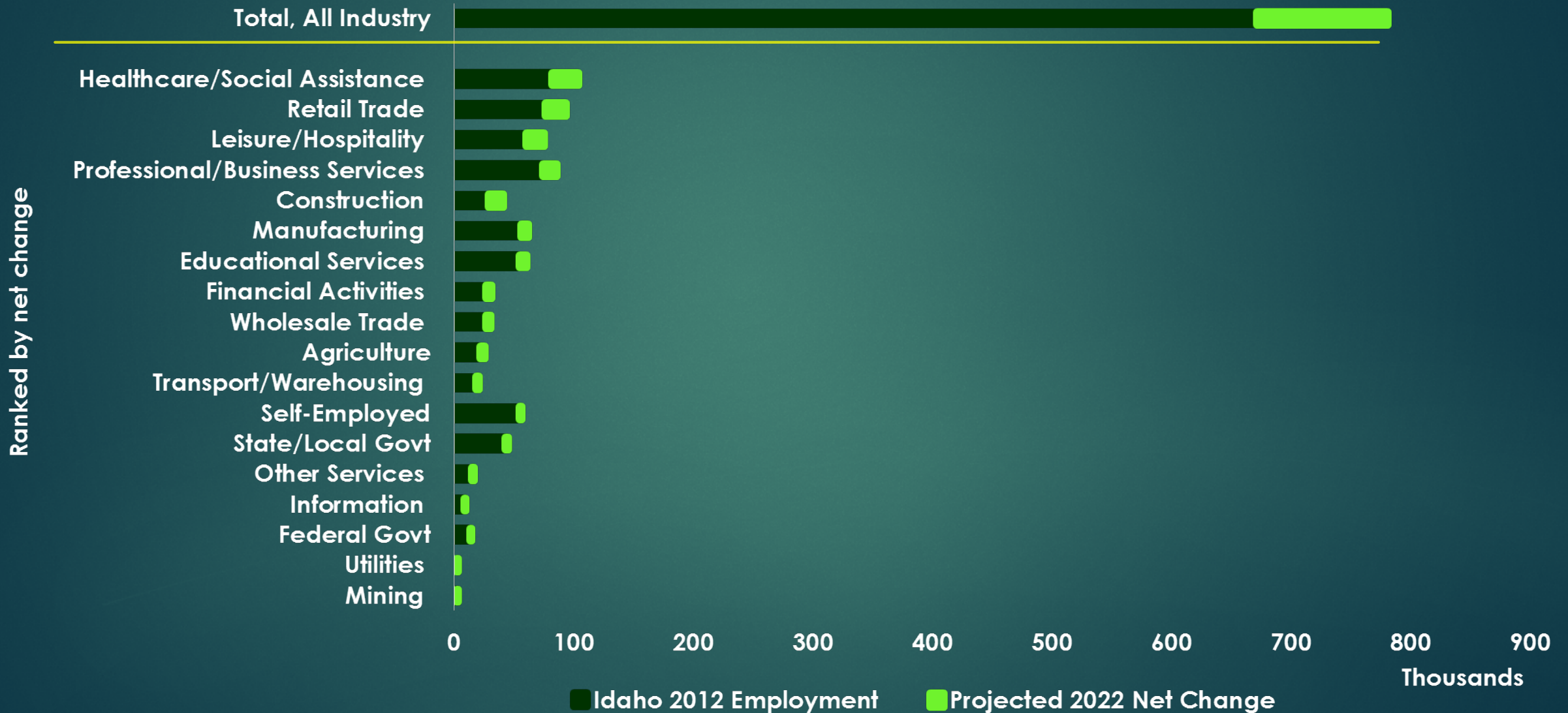
Projected 2022 Percent Change



Idaho Industry: Job Growth ~ 2012-2022



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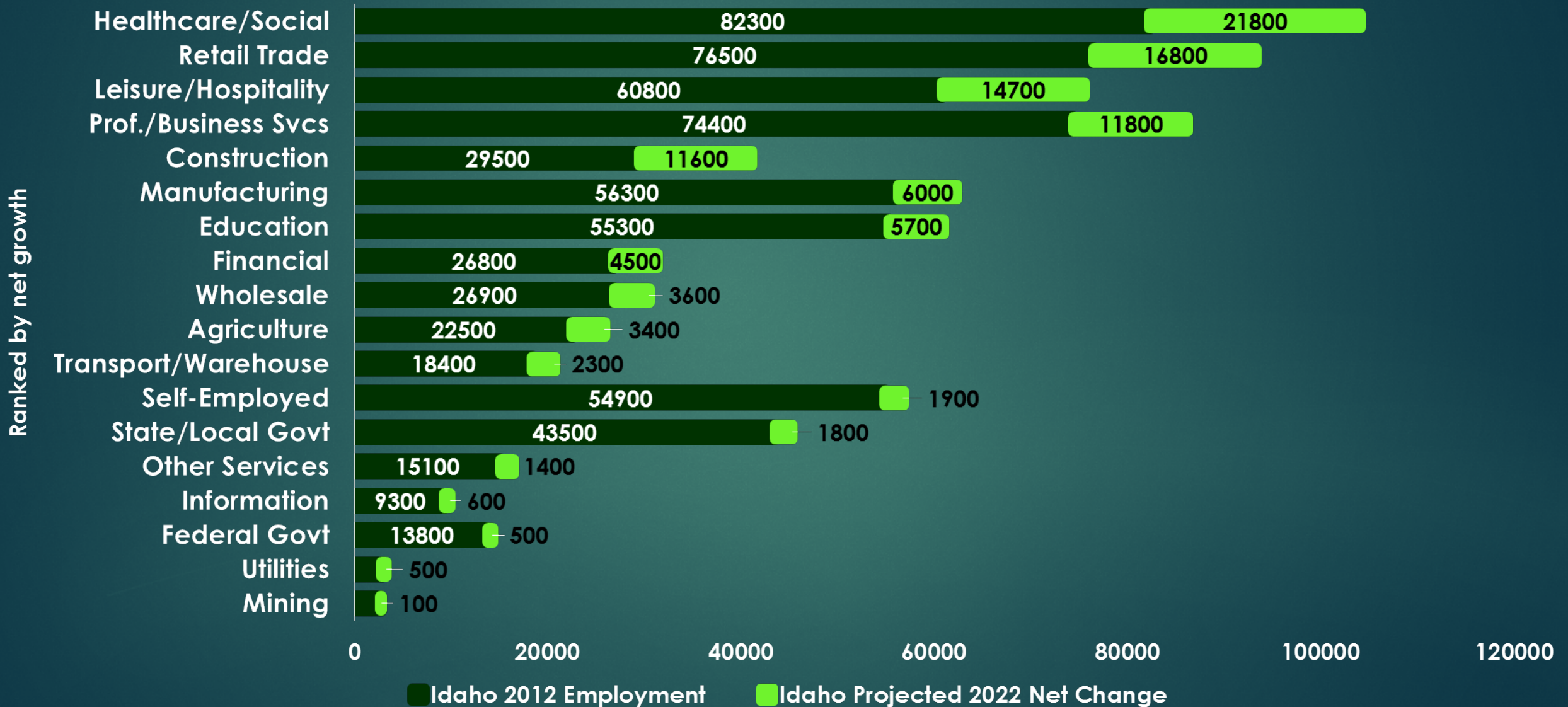
Sources: Idaho Department of Labor and US Bureau of Labor Statistics

Idaho Industry:

2012 Employment & 2022 Projected Net Growth Compared

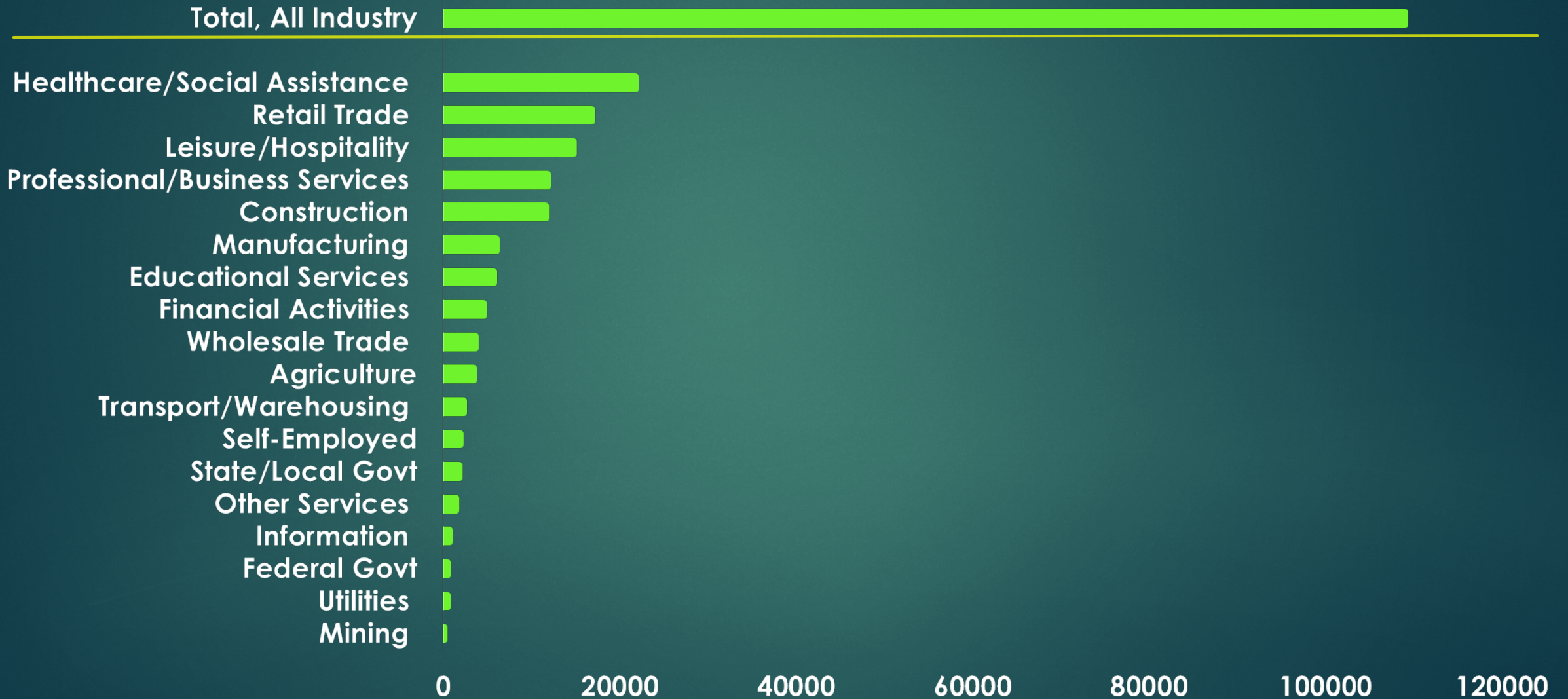


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Industry Job Growth: 2012-2022

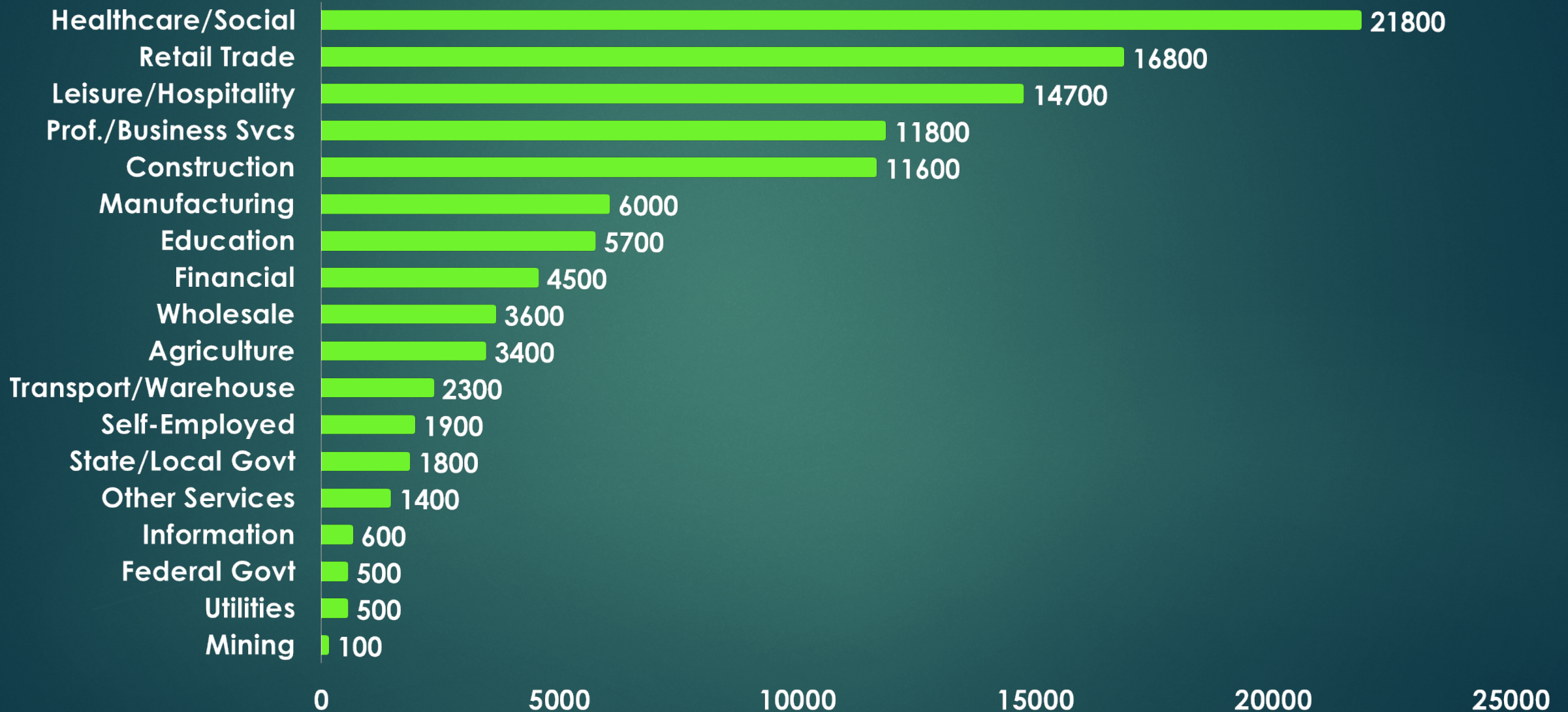
Projected 2022 Net Change



Sources: Idaho Department of Labor and US Bureau of Labor Statistics

Industry Job Growth: 2012-2022

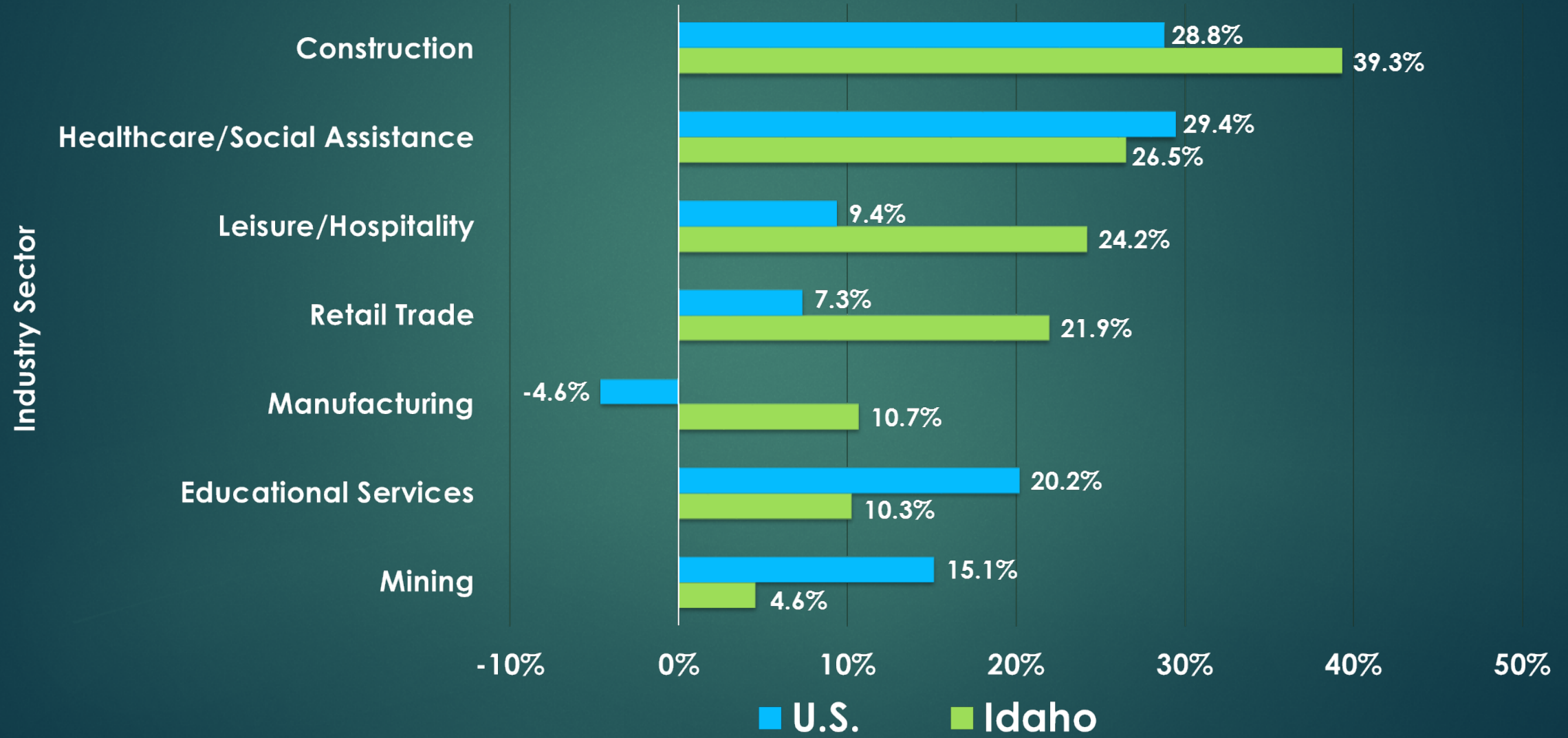
Projected 2022 Net Change



Sources: Idaho Department of Labor and US Bureau of Labor Statistics

Industry job growth: 2012-2022

Highlighted Industries



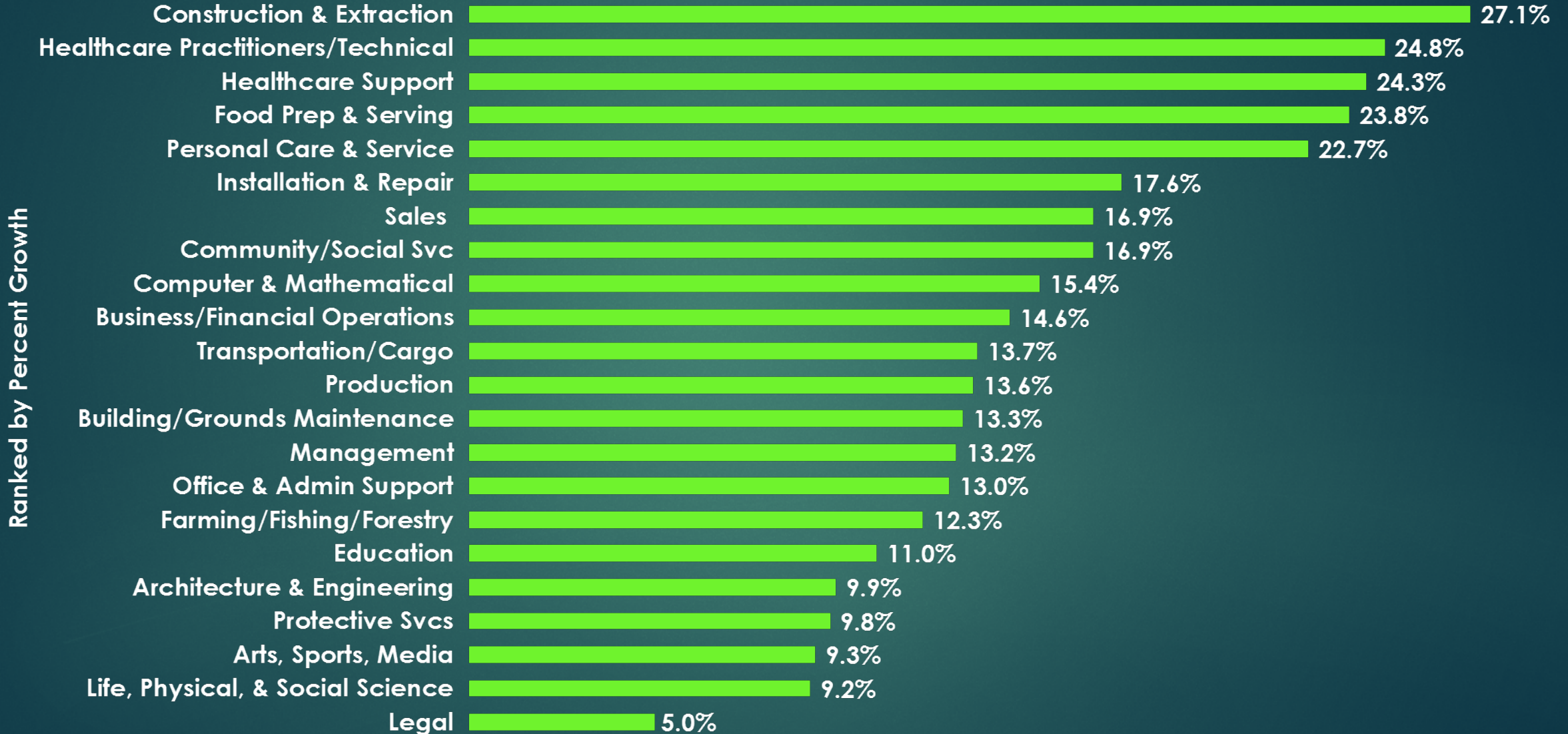
Sources: Idaho Department of Labor and US Bureau of Labor Statistics

Occupations 2012 to 2022



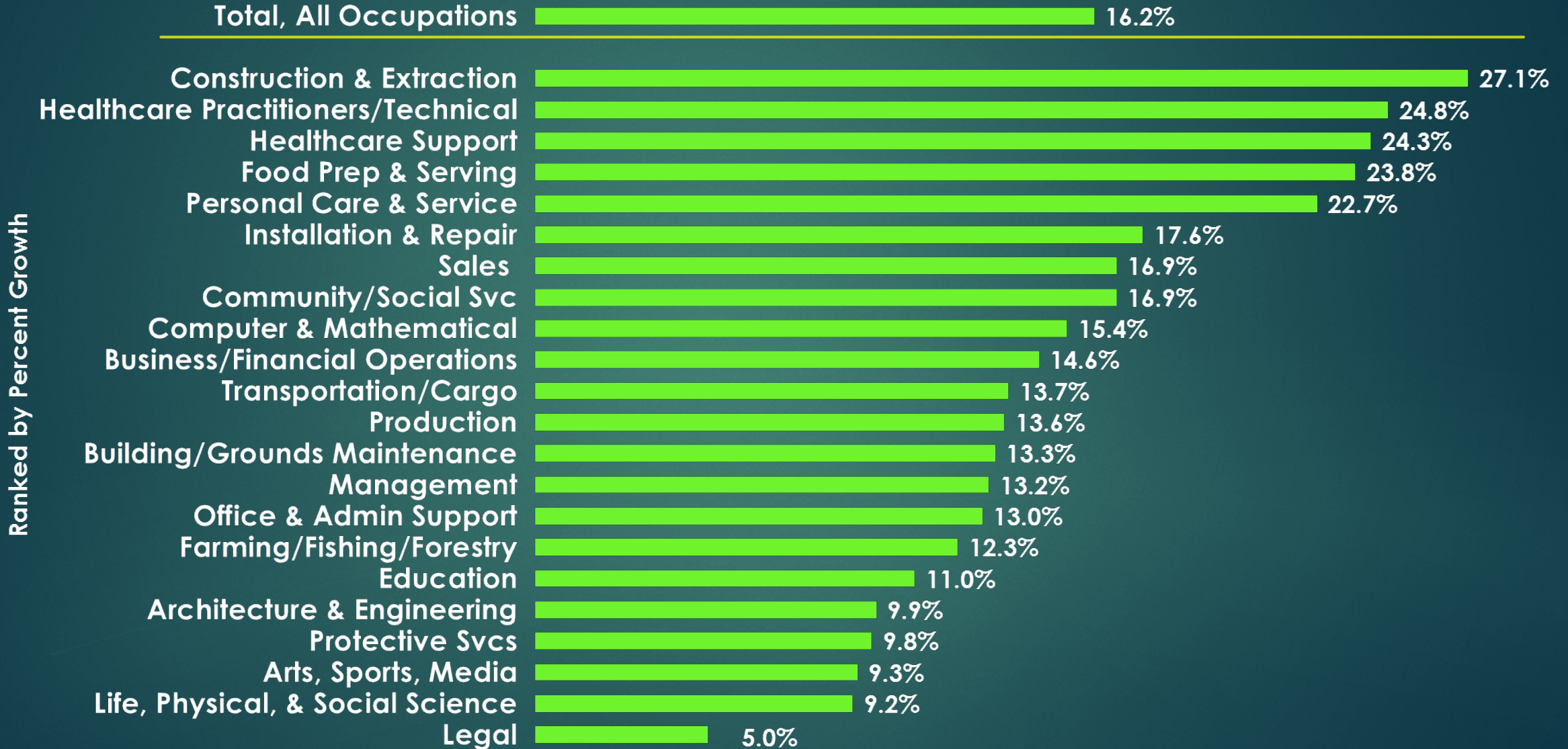


Idaho Occupations: 2012-2022 Projected Percent Job Growth





Idaho Occupations: 2012-2022 Projected Percent Job Growth

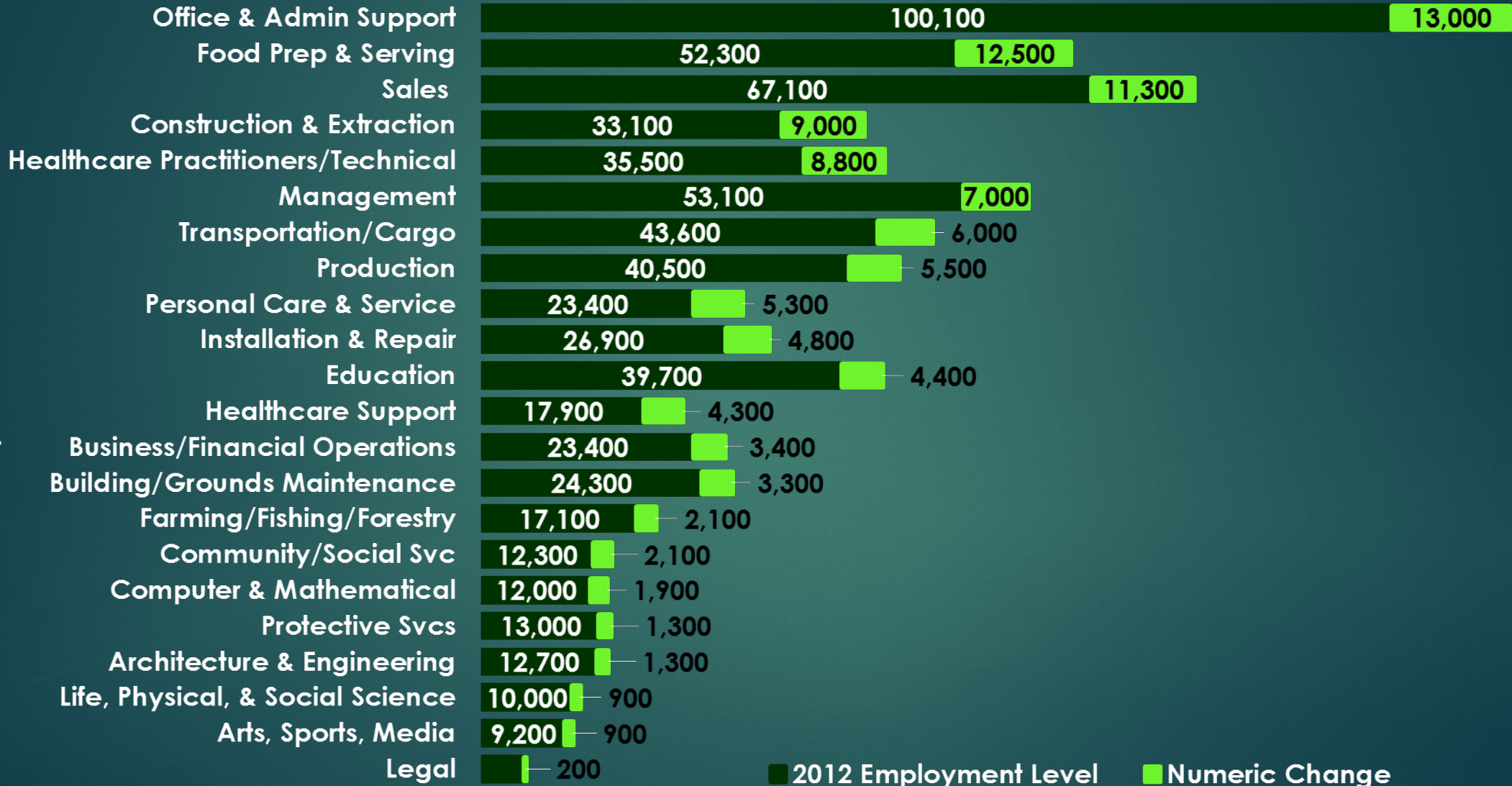




Idaho Occupations:

2012 Employment & 2022 Projected Net Growth Compared

Ranked by Numeric Growth





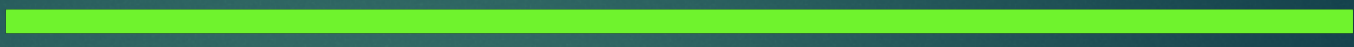
Idaho Occupations: Comparison of 2012 Level and Projected 2022 Growth

Ranked by Numeric Growth





Idaho Occupations: 2012-2022 Projected Numeric Job Growth

Total, All Occupations  109,000



Ranked by net change



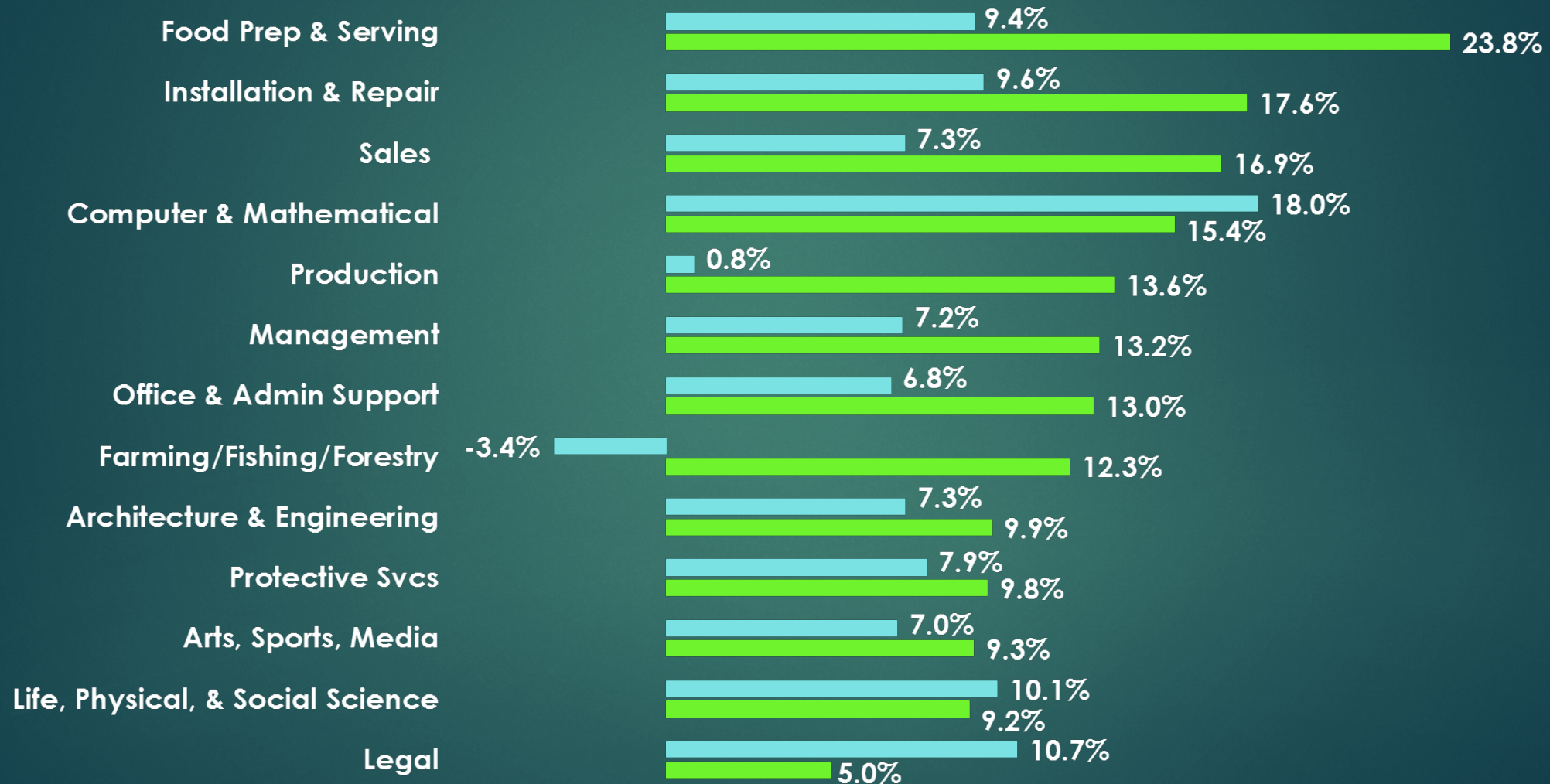
Idaho Occupations: 2012-2022 Projected Numeric Job Growth

Ranked by Net Change





Idaho and National Occupations: 2012-2022 Comparative Projected Percent Job Growth





National Occupations

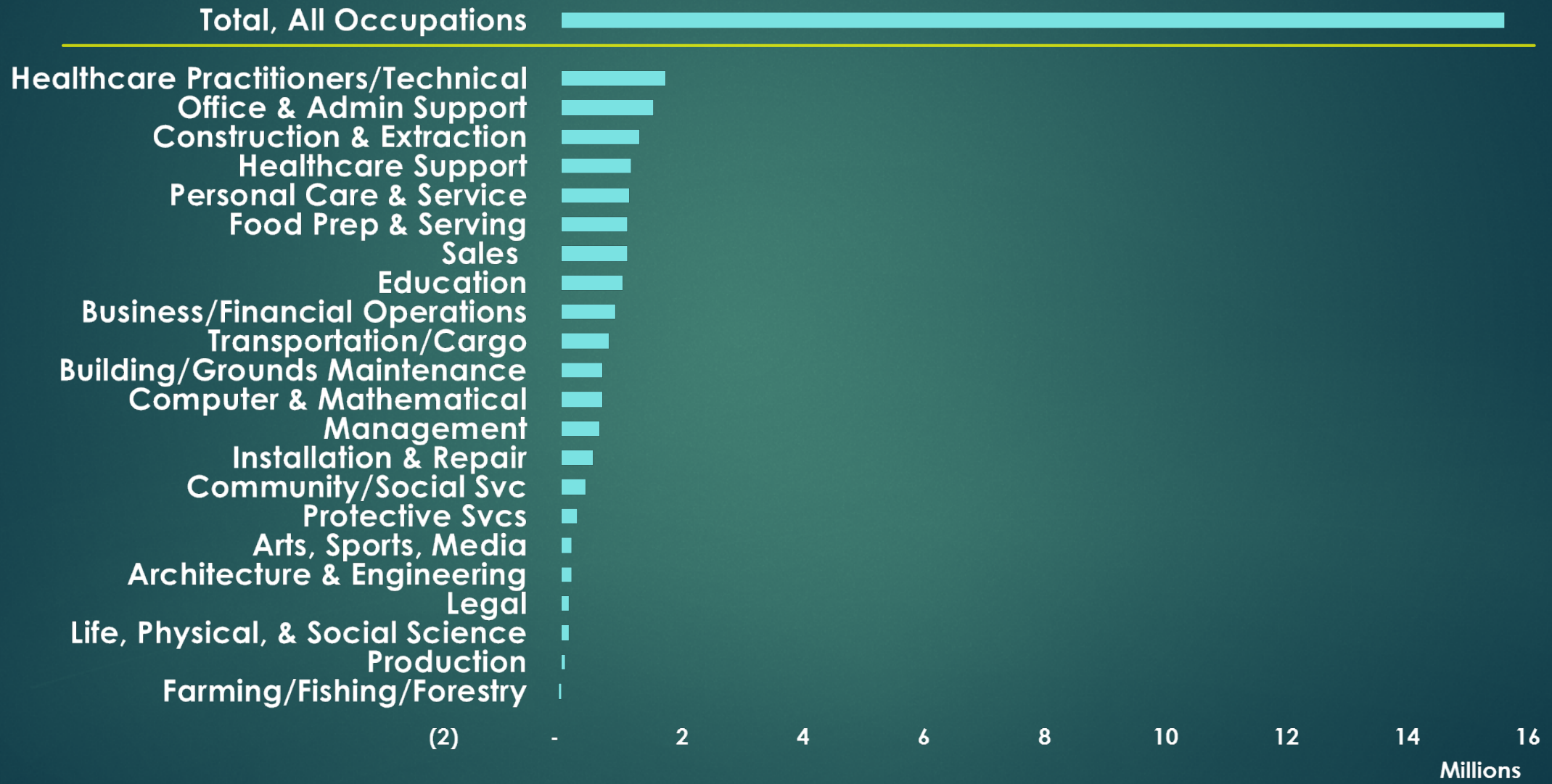
Comparison of 2012 Level and Project Growth



Source: US Bureau of Labor Statistics



National Occupations projected 2022 net growth

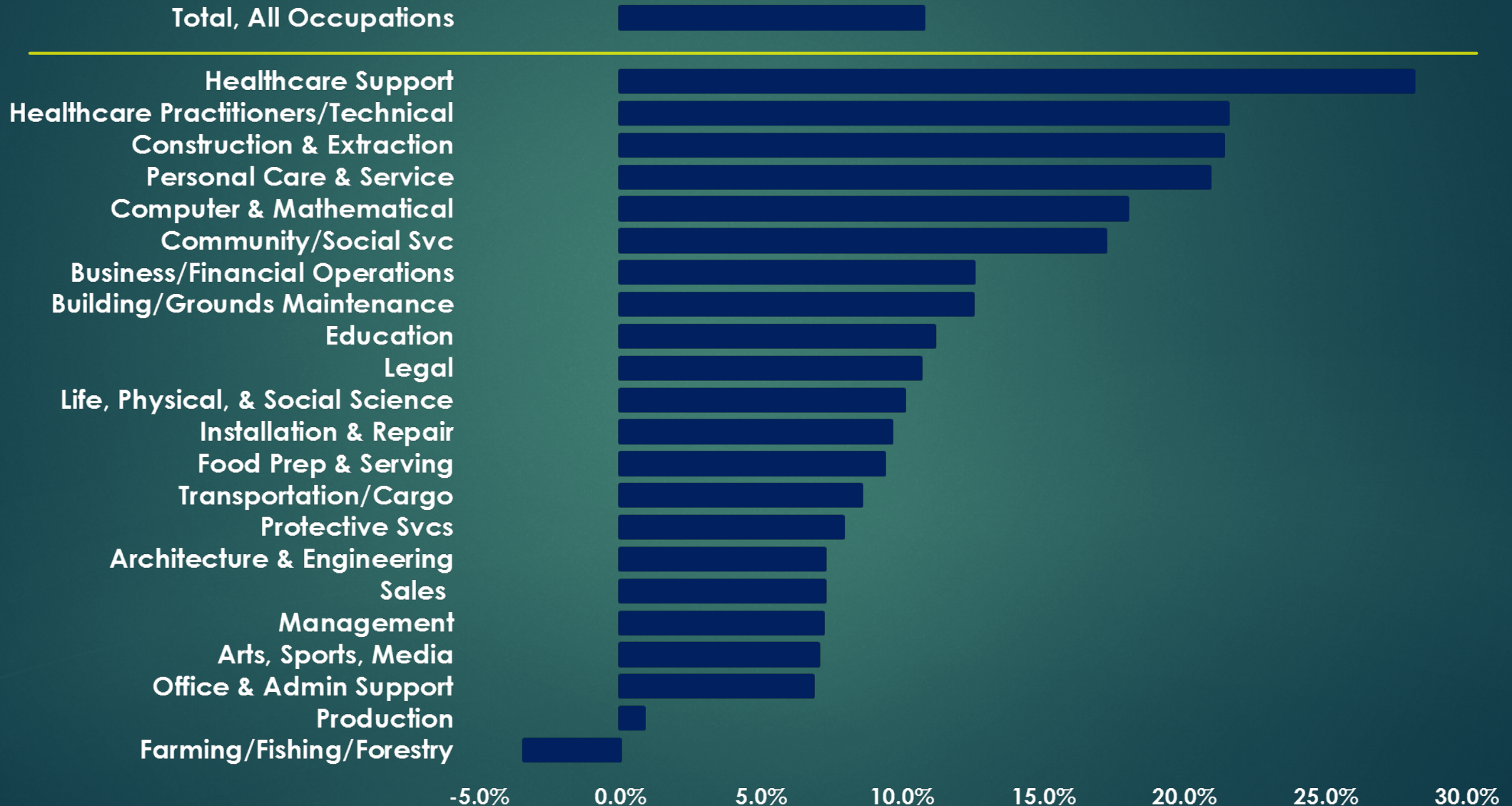


Sources: US Bureau of Labor Statistics



National Occupations

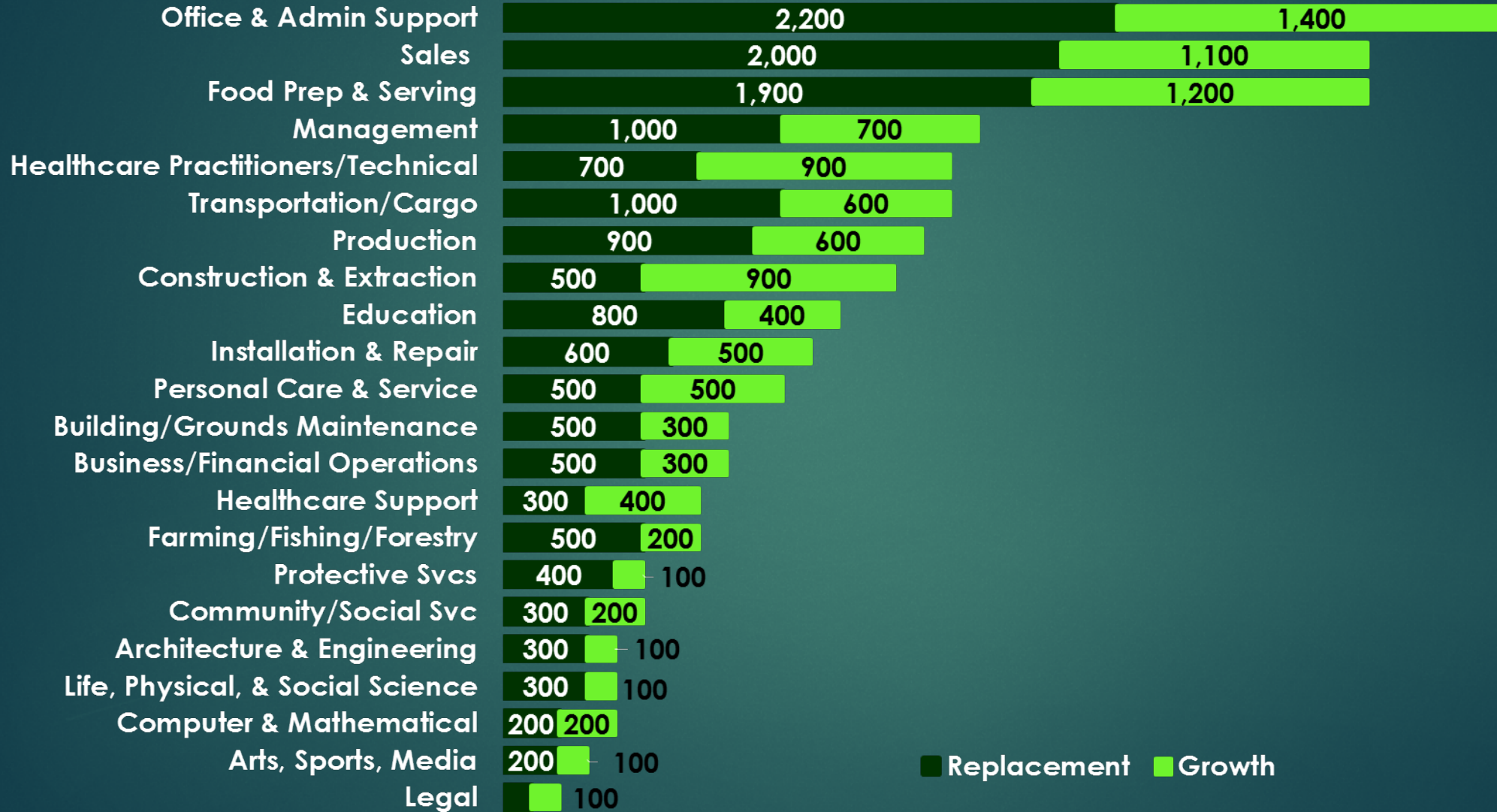
projected 2022 percentage growth





Idaho Occupations:

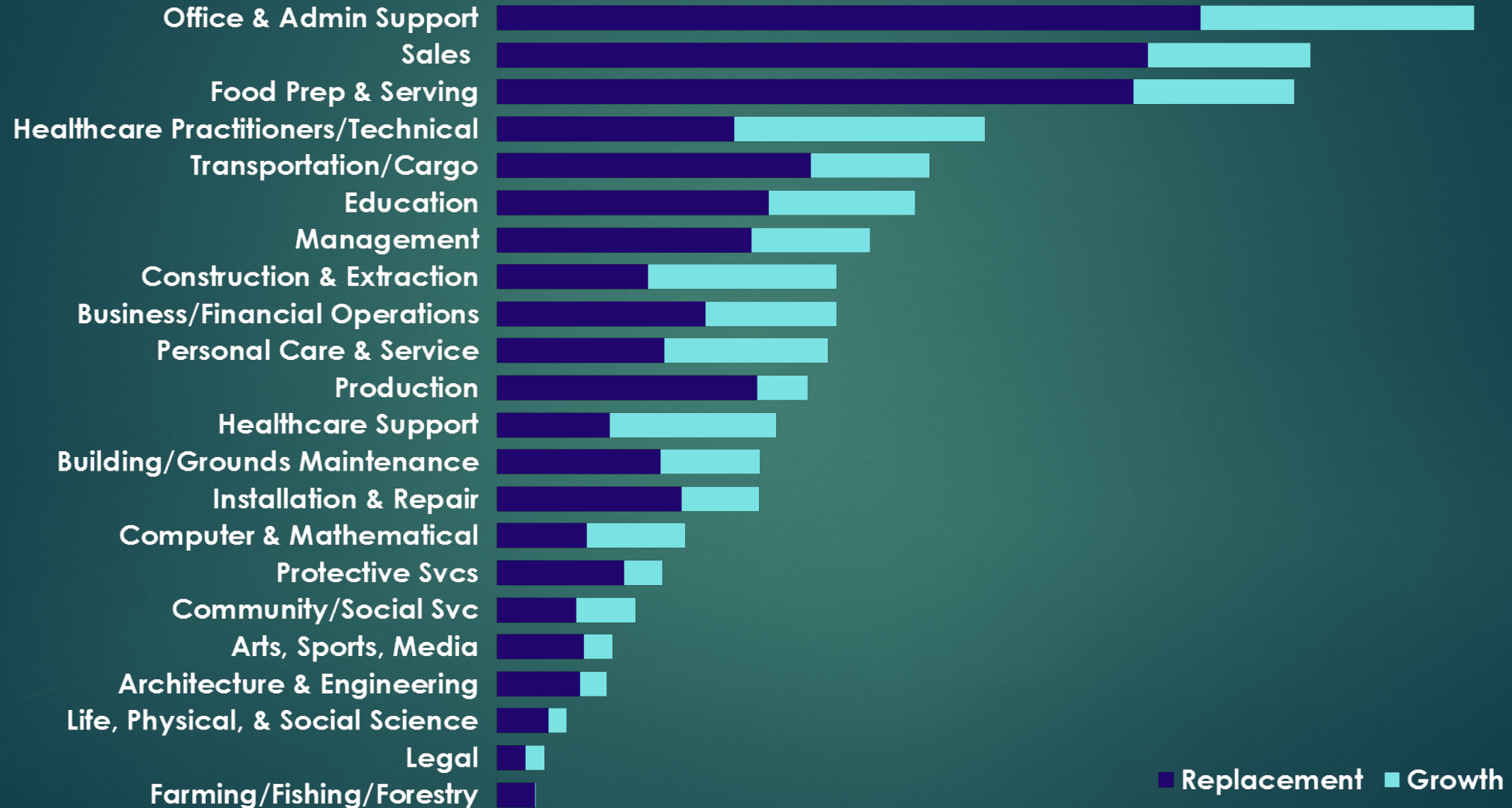
2022 projected annual job openings by occupation





National Occupations

2022 projected job openings



■ Replacement ■ Growth

Occupation Projections 2012 to 2022

- Analysis of sub-group occupations



Idaho's Projected Occupations by: Numerical demand 2012 to 2022

Rank	Occupation Titles	2022 Employment	Change	Annual Openings ¹	Percent Change	2013 Median Wage	Typical Entry Level Education
1	Retail Salespersons	25,582	4,289	1,157	20.1%	\$10.10	<HS
2	Cashiers	17,068	2,293	868	15.5%	\$9.02	<HS
3	Customer Service Representatives	19,010	3,394	764	21.7%	\$12.21	HS
4	Food Preparation and Serving Workers, Including Fast Food	13,077	3,215	699	32.6%	\$8.62	<HS
5	Waiters and Waitresses	12,163	2,164	697	21.6%	\$8.57	<HS
6	Registered Nurses	15,511	3,235	562	26.4%	\$28.36	A

¹ Average annual job openings include new jobs plus replacement jobs.

* Education Key: PhD – Doctoral or professional degree; M – Master's degree; B – Bachelor's degree; A – Associate's degree; PVA – Postsecondary non-degree award; SC – Some college, no degree; HS – High school diploma or equivalent; <HS – Less than High school.

Source: Idaho Department of Labor, Communications & Research Division.



Idaho's Projected Occupations by: Highest percentage growth from 2012 to 2022

Rank	Occupation Titles	2022 Employment	Change	Annual Openings ¹	Percent Change	2013 Median Wage	Typical Entry Level Education
1	Insulation Workers, Mechanical	173	77	9	80.2%	\$17.30	HS
2	Insulation Workers, Floor, Ceiling, and Wall	253	108	13	74.5%	\$17.04	<HS
3	Mechanical Door Repairers	117	45	6	62.5%	\$13.28	HS
4	Helpers – Masonry, Tile Setting	231	83	10	56.1%	\$15.73	<HS
5	Diagnostic Medical Sonographers	632	213	27	50.8%	\$29.85	A

¹ Average annual job openings include new jobs plus replacement jobs.

• Education Key: PhD – Doctoral or professional degree; M – Master's degree; B – Bachelor's degree; A – Associate's degree; PVA – Postsecondary non-degree award; SC – Some college, no degree; HS – High school diploma or equivalent; <HS – Less than High school.

• Source: Idaho Department of Labor, Communications & Research Division.



Idaho Occupations by: Highest 2013 Median Wage¹

Rank	Occupation Titles	Hourly Median Wage ¹	Annual Median Wage ¹	Average Annual Openings ²	Percent Change	Annualized Change
1	Family and General Practitioners	\$89.20	\$185,530	24	10.0%	1.0%
2	Dentists, General	\$75.03	\$156,070	22	11.6%	1.1%
3	Pediatricians, General	\$70.67	\$146,990	4	9.6%	0.9%
4	Nurse Anesthetists	\$69.91	\$145,400	10	19.7%	1.8%
5	Architectural and Engineering Managers	\$61.66	\$128,250	39	13.5%	1.3%

¹ Median wage as defined by the 2013 annual wage from the Bureau of Labor Statistics Occupational Employment Statistics Program

² Average annual job openings include new jobs plus replacement jobs.

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Source: Idaho Department of Labor, Communications & Research Division.



Idaho's Projected Occupations by: 2012 to 2022 **Hot Jobs**¹

Rank	Occupation Titles	2022 Employment	Annual Openings ²	Percent Change	2013 Median Wage	Typical Entry Level Education
1	Pharmacists	1,763	75	32.4%	\$53.82	Doctoral
2	Registered Nurses	15,511	562	26.4%	\$28.36	A
3	Physical Therapists	1,502	64	31.5%	\$37.43	Doctoral
4	Software Developers, Applications	2,117	60	22.2%	\$33.62	B
5	Physician Assistants	899	34	33.0%	\$42.38	M
6	Industrial Machinery Mechanics	2,336	107	30.6%	\$22.39	HS
7	Electricians	3,746	139	29.1%	\$21.21	HS
8	Dental Hygienists	1,357	53	21.6%	\$35.02	A
9	Market Research Analysts and Marketing Specialists	1,959	67	31.9%	\$24.31	B
10	Nurse Practitioners	723	28	30.0%	\$42.71	M

¹Hot Jobs: Jobs that on average rank high in three major criteria — the abundance of jobs in the economy, jobs that are growing the fastest and jobs with the highest pay.

²Average annual job openings include new jobs plus replacement jobs.

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Source: Idaho Department of Labor, Communications & Research Division.

Summary:

Idaho Industry Projections



Projections for Idaho, 2012 to 2022:

- 109,000, 16% more jobs added to total employment by 2022
- Goods producing sector to grow by 20%, with 18,000 jobs.
- Service providing sector to grow by 17%, adding 86,000 jobs.
- Rebound of construction industry lends to a 39% increase in jobs, the fastest projected growth of any industry in Idaho.
- Healthcare and social assistance projected to grow 27 %, the second fastest in Idaho.

Summary:

Idaho occupations

- Over 30% of net growth will fill office support, food preparation and serving, and sales.
- Construction and extraction projected to grow fastest at 27 percent. Growth partly fueled by recovery from the bursting of the housing bubble.
- Growth of 8,800 jobs in healthcare practitioners and technical occupations. Second fastest growth at 25 percent.

Summary:

Idaho educational attainment

For projected Idaho total job openings from 2012 to 2022:

- Almost 60% of total projected openings will require some college, training or certificate beyond a high-school diploma.
- About a third, 27%, of job openings will require job seekers to hold a Bachelor's degree or greater to be competitive.
- Occupations for that require a high school diploma or less will comprise 40% of the total openings.

Summary:

Idaho, national education compared

Idaho trails national trends of educational attainment:

- Nationally, 19.3% of projected openings will require a bachelors' degree, in Idaho 18.0% will require the same level of education.
- Advanced degrees are projected to comprise 10.6% of national job opening and 9.0% for Idaho.
- Idaho is almost at parity for associate's degrees and some college with 32.4% compared to the national proportion of 32.2%.

Online Resources

Visit *labor.Idaho.gov* for Idaho's best source for:

Projections data:

Labor Market Information:

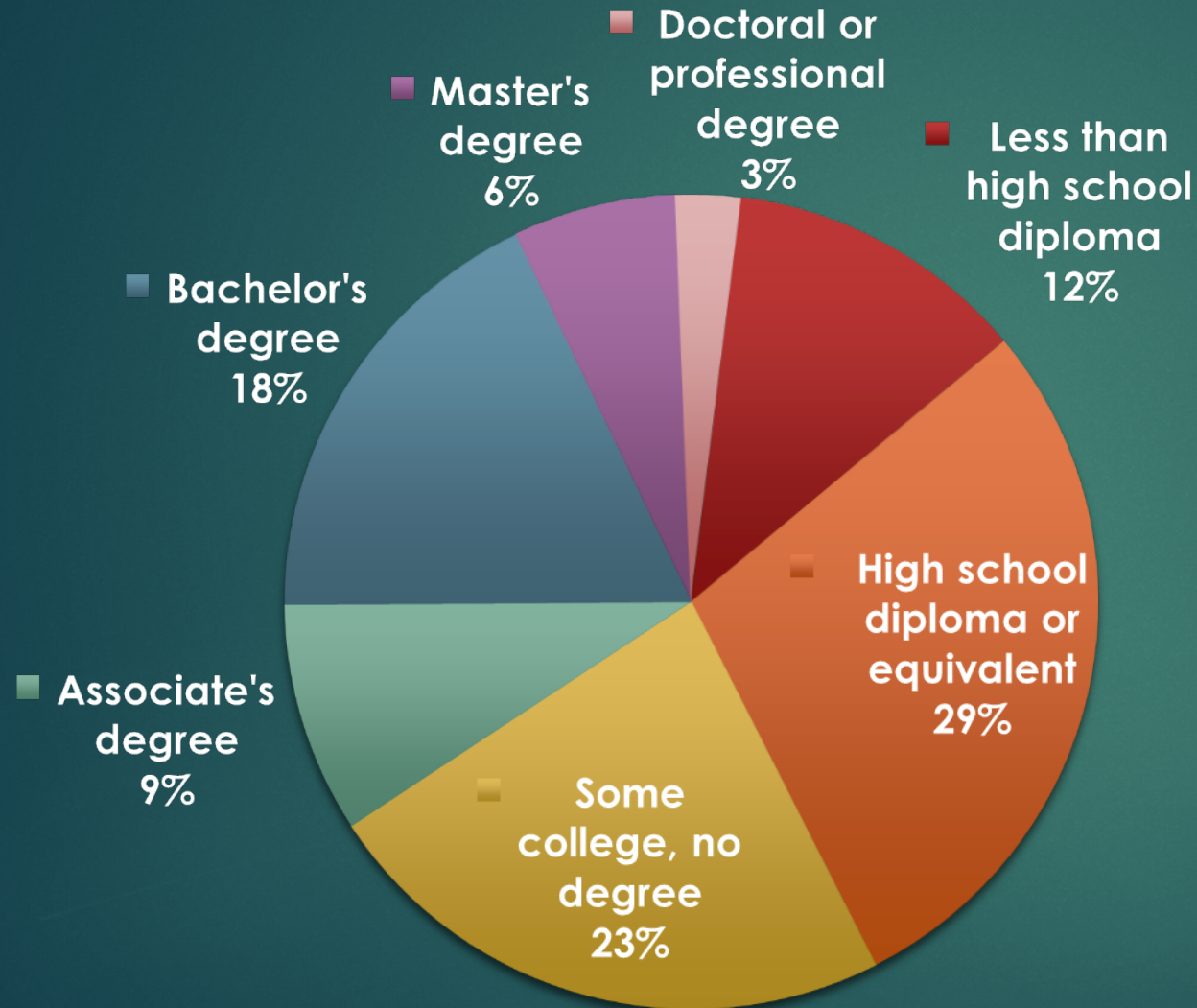
Career Information:



Education Attainment 2012 to 2022



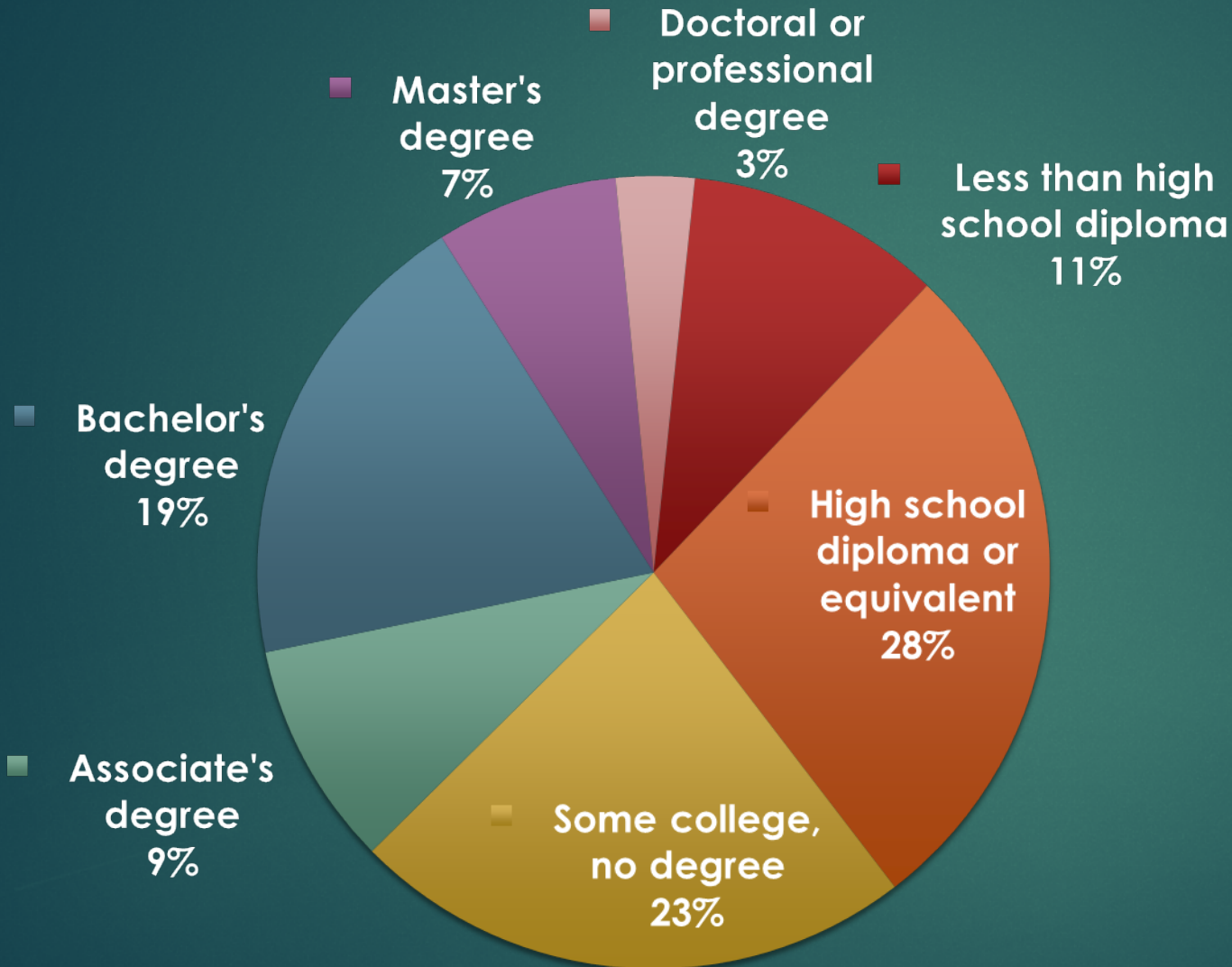
Share of Idaho Projected Competitive Education Level: 2012-2022



- By 2022, 59% workers 25 years and older are projected to have a greater than high school education.
- 27% projected to have a bachelor's or higher.
- 41% projected to have a high school diploma or less.



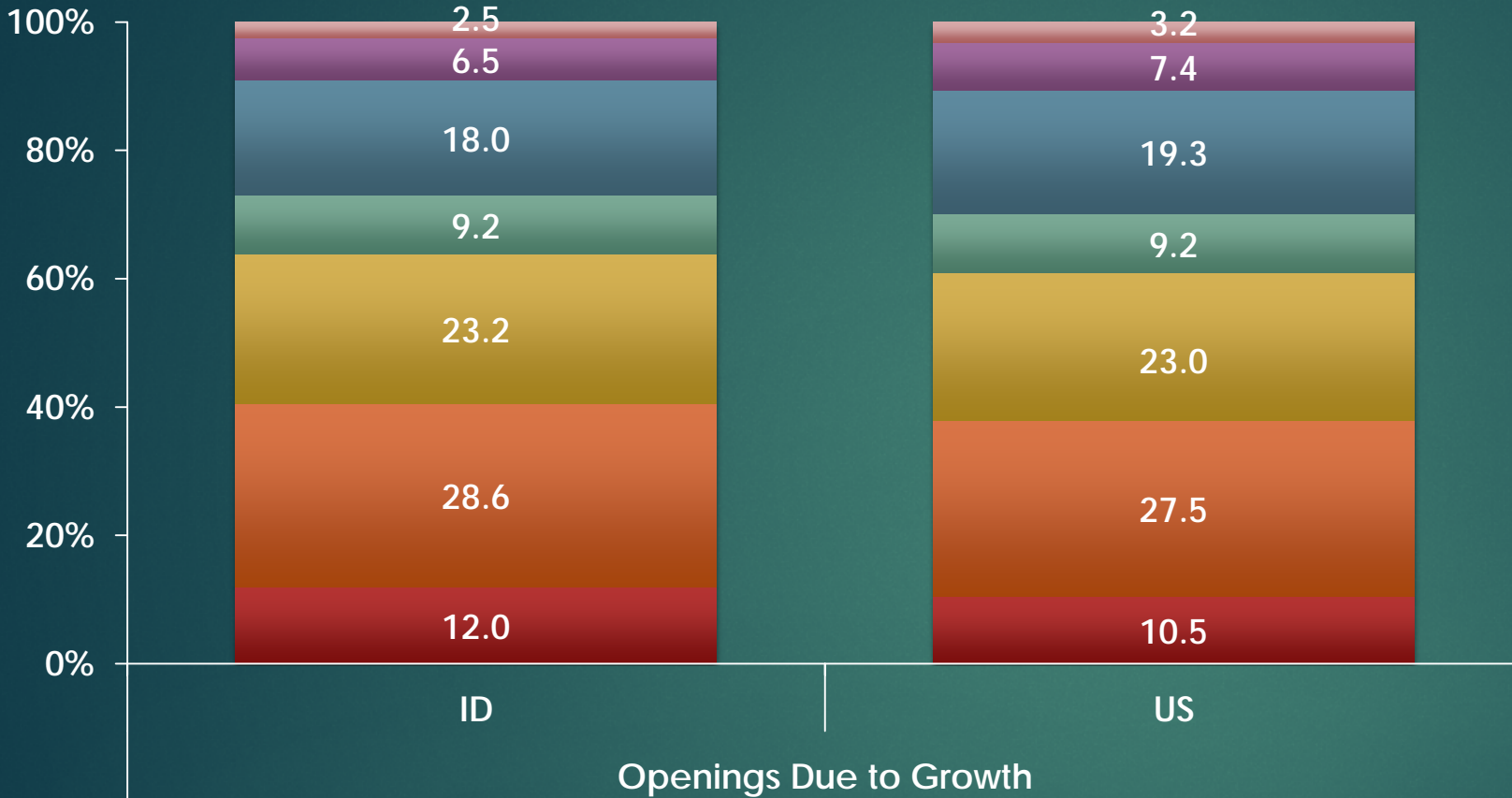
Share of US Projected Competitive Education Level: 2012-2022



- 61% of workers 25 years and older are projected to have more than a high school education.
- 32% will have a bachelor's or higher.
- 39% will have a high school diploma or less.



Share of Projected Openings by Education Level: 2012-2022



Idaho:

- 27% Bachelor's or greater
- 32% With some college or an Associates degree
- 41% High School or less

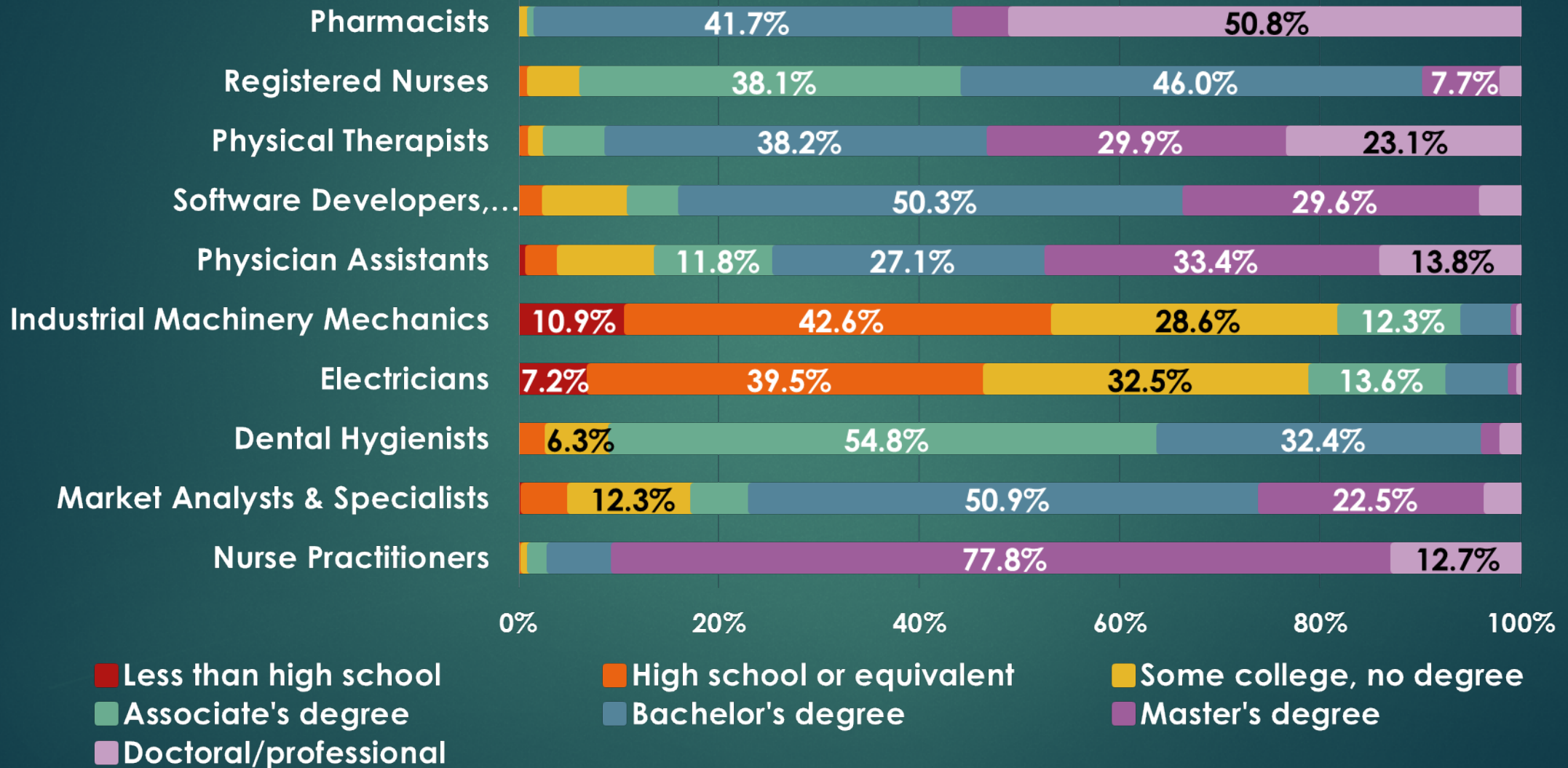
Nationwide

- 30% Bachelor's or greater
- 32% With Associates degree or some college
- 38% High School or less

- Less than high school diploma
- High school diploma or equivalent
- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral or professional degree



Idaho Competitive Educational Attainment¹: 2012-2022 Hot Jobs²



¹Educational attainment defined by the education of workers in occupations that are 25 years or older.

²Hot Jobs: Jobs that on average rank high in three major criteria — the abundance of jobs in the economy, jobs that are growing the fastest and jobs with the highest pay.

Source: American Community Survey, Bureau of Labor Statistics, Idaho Department of Labor.

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Projections data:

Labor Market Information:

Career Information:

Thank you!

Addendum:

Population context:

- Population Growth
- Demographics
- Labor Force

Methodology

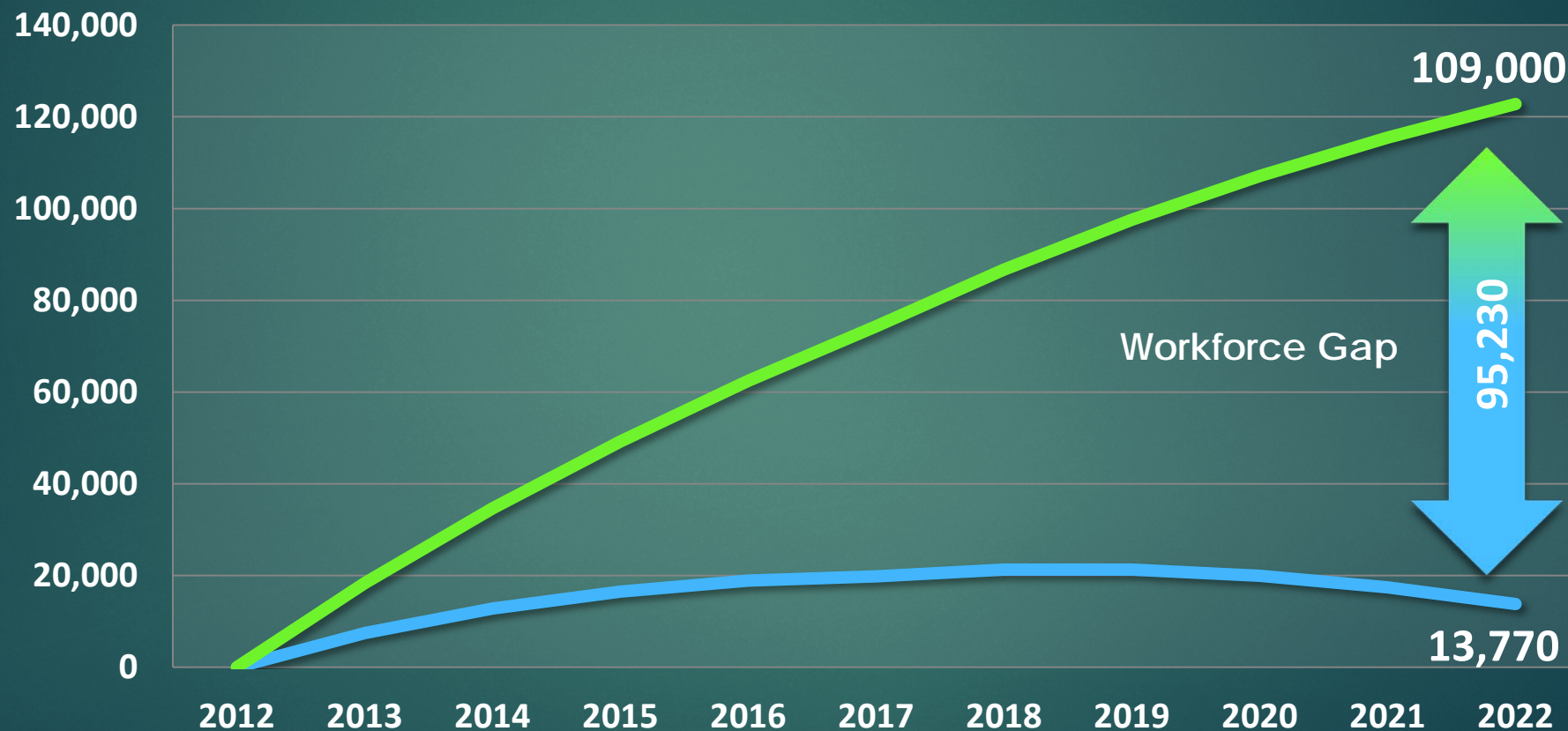
- Projection funding and administration
- Projecting industry
- Model exclusions
- Projecting occupations

Concept

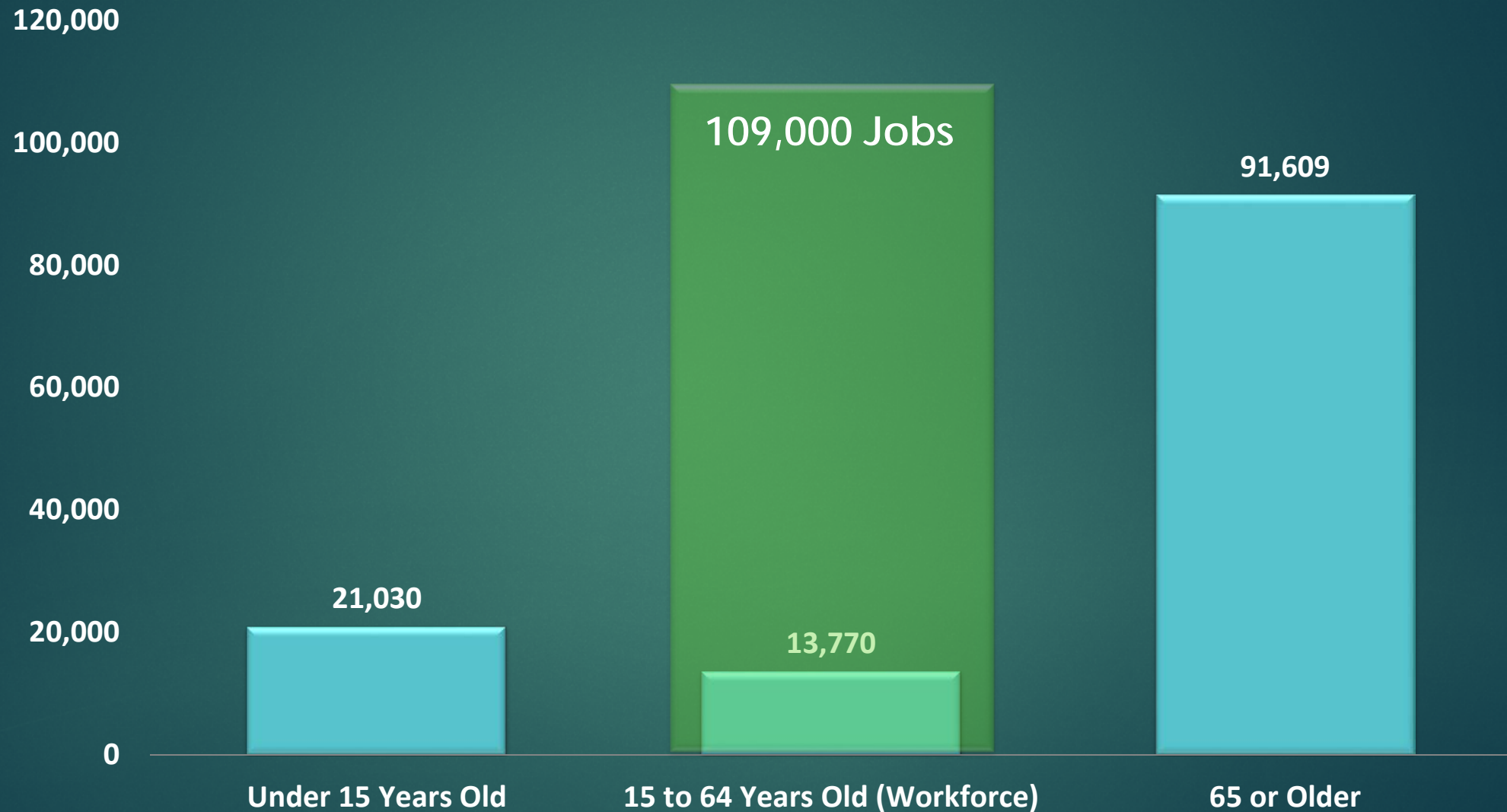
- total employment = industry jobs = occupation jobs

Challenge: Idaho's Supply of Labor

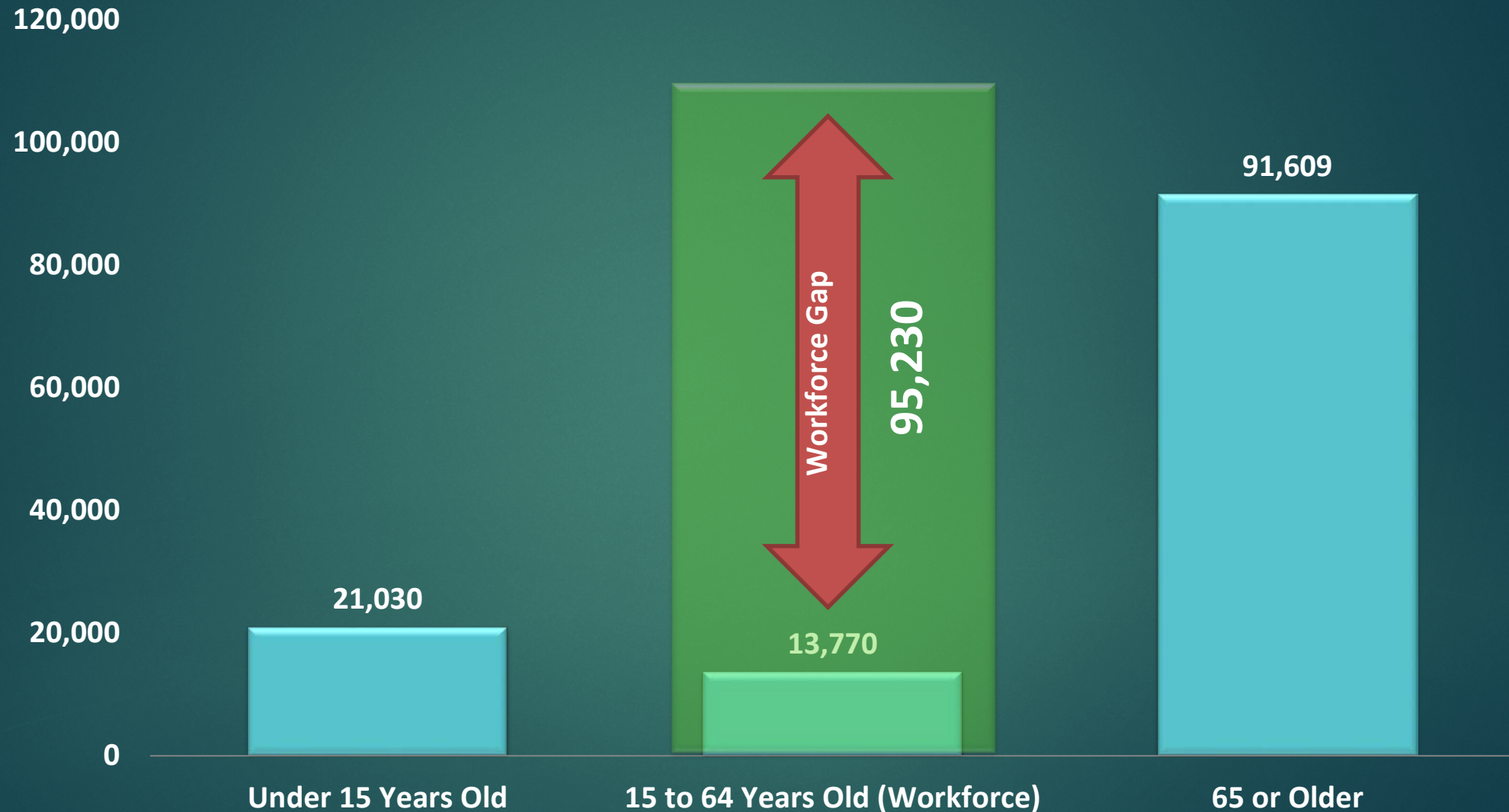
Jobs and Workforce Growth



Challenge: Population Growth

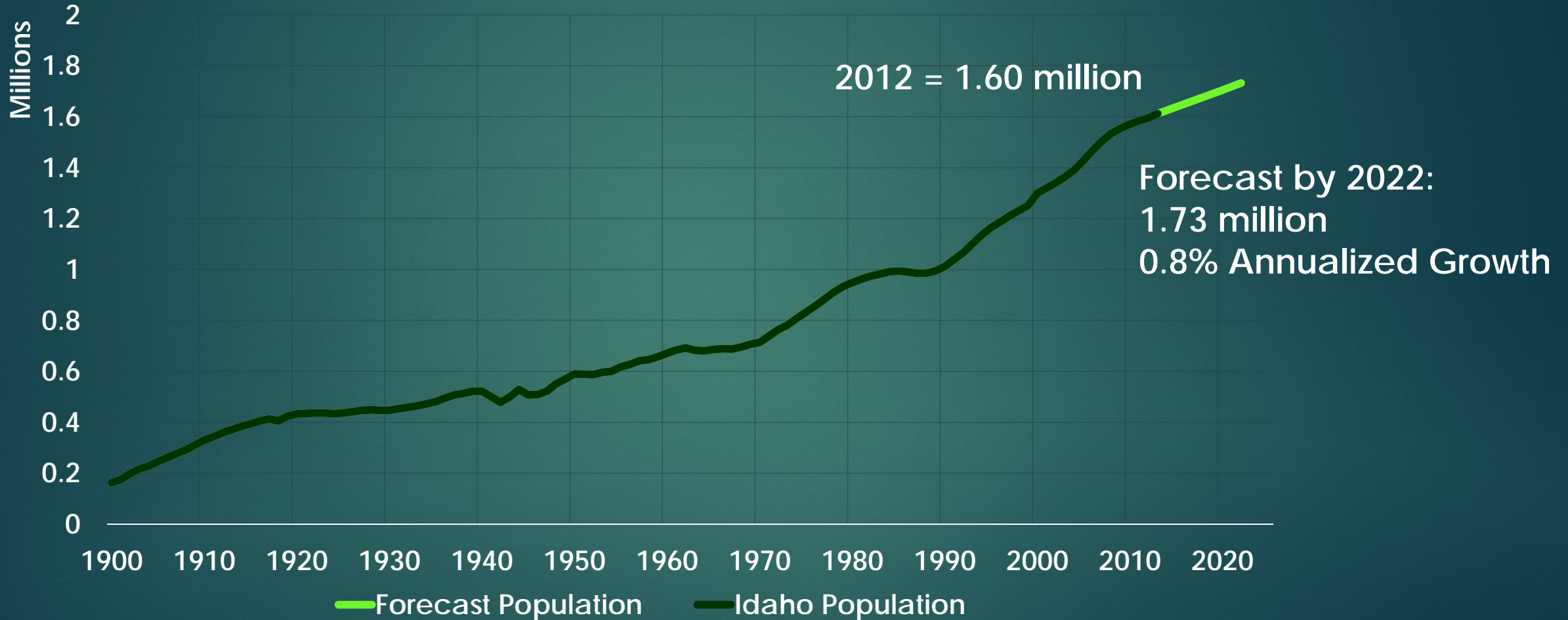


Challenge: Population Growth

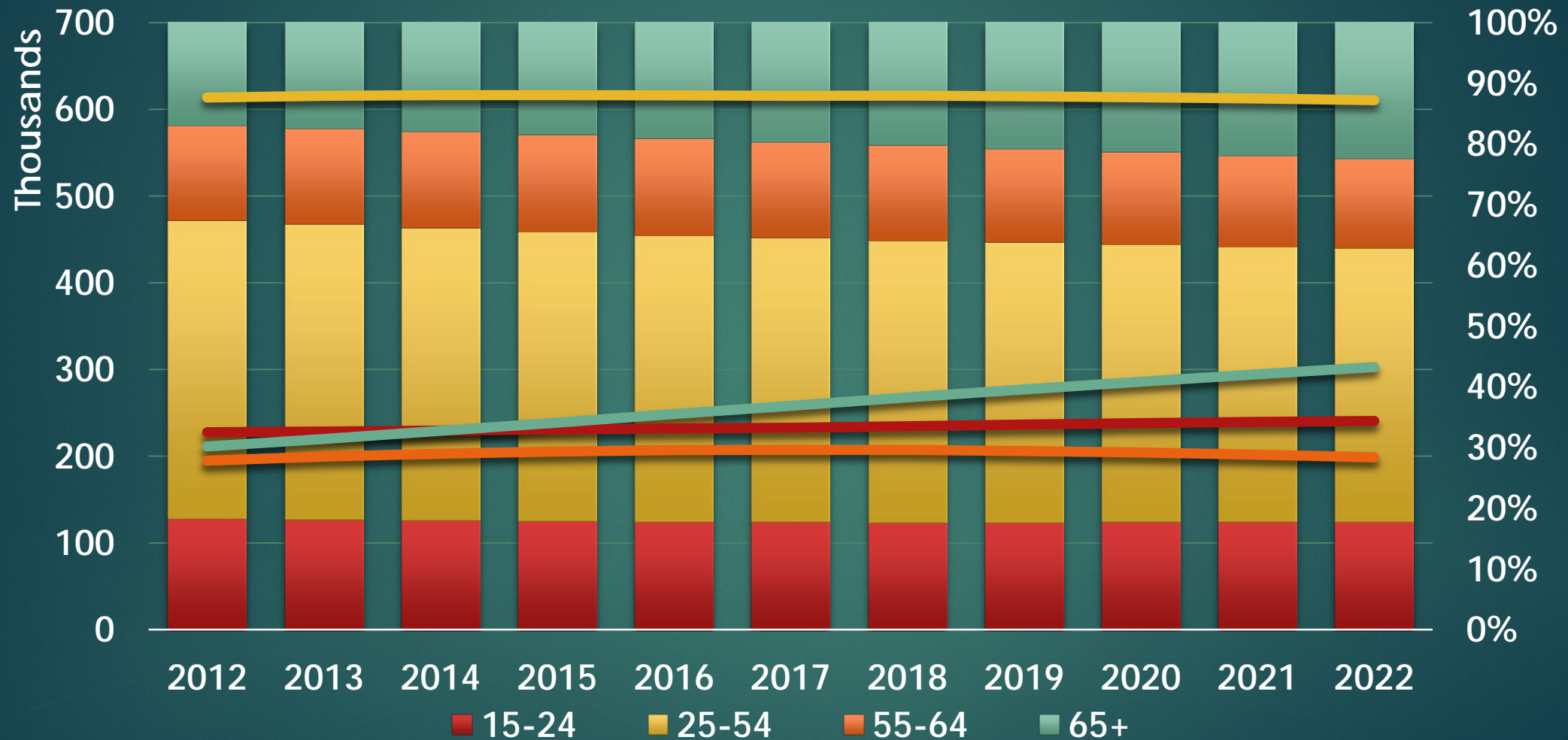


Challenge: Population Growth

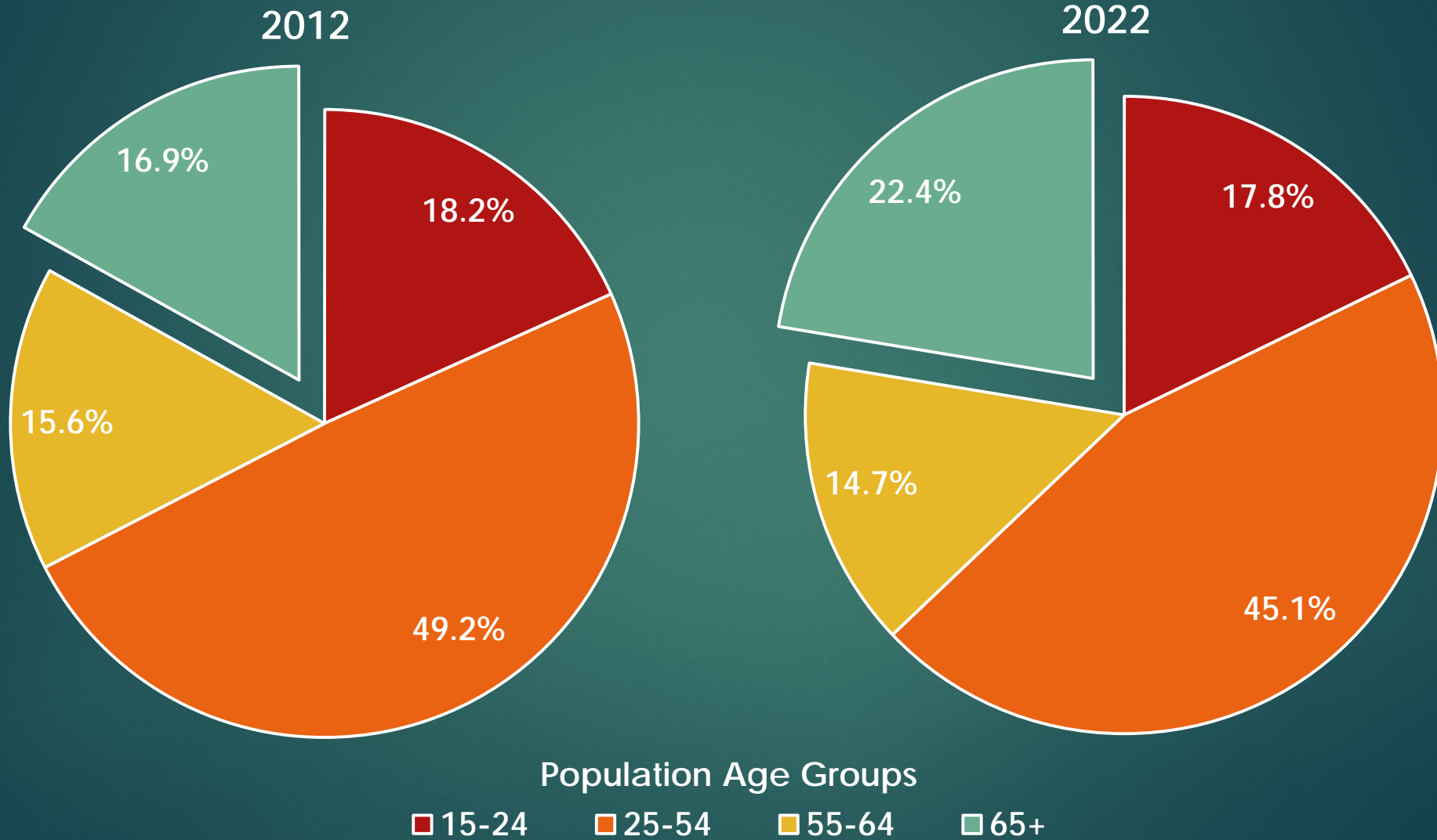
Idaho Population



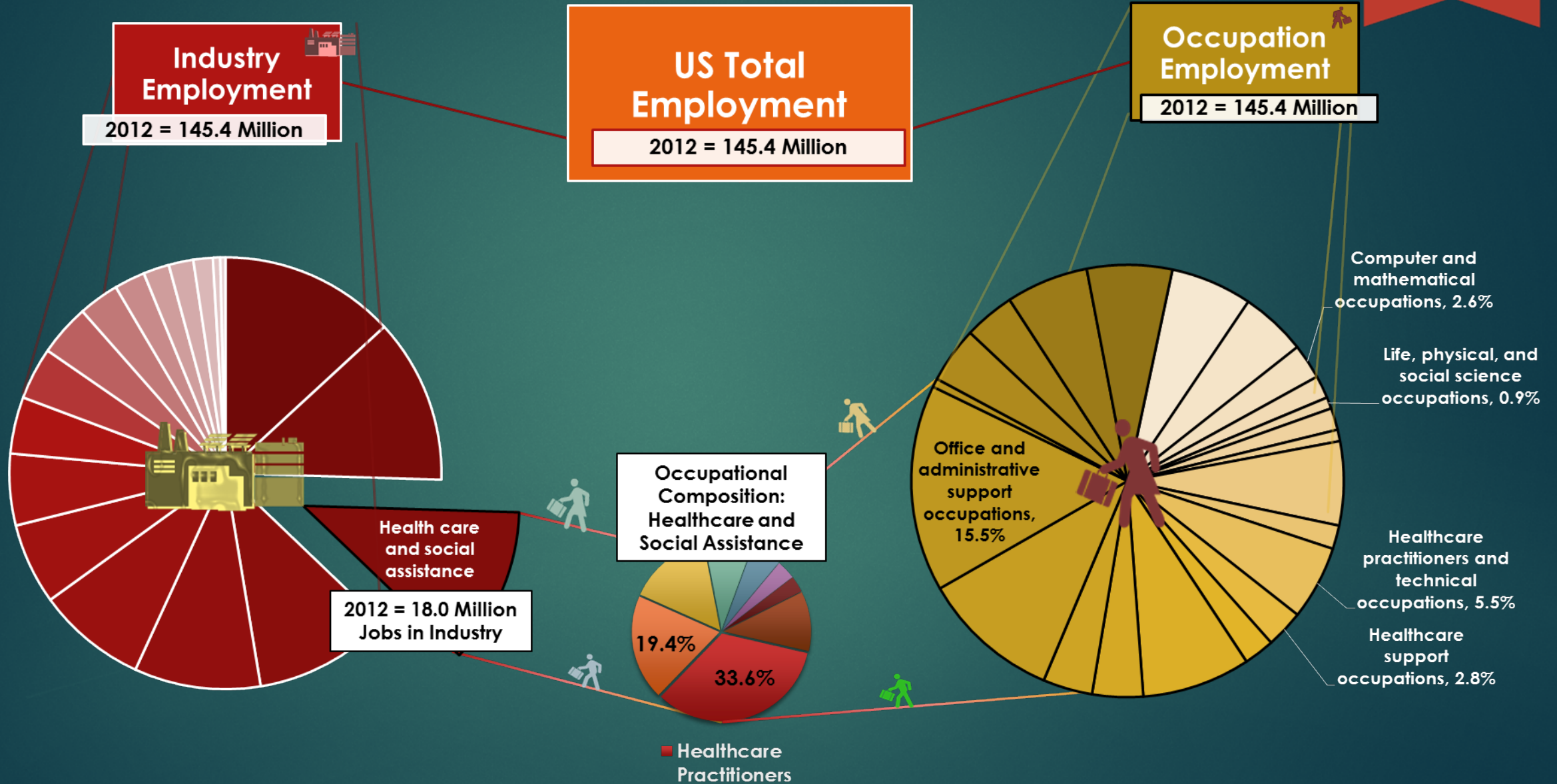
Challenge: Aging Idaho



Challenge: Aging Idaho



Industry and Occupation Jobs



Methodology

Funding and Administration:

- The Idaho of Department of Labor develops and published projection of Idaho's labor market with resource and guidance provided by the US Department of Labor, Employment Training Agency.
- Allows for comparability of Idaho data with that of other states and the nation.

Methodology: Projections of Industry Jobs

▶ Data

- Historical and current industry employment from Quarterly Census of Employment and Wages
- National and state economic variables

▶ Method

- Ordinary Least Square regression models of each industry of sufficient size.
- Shift-Share and time-series for industries that are too small for regression viability, or when statistically sound model is not possible.

▶ Analytical judgment:

- Adjustment of rates or ratios derived from national data base on local factors or conditions
- Search and selection of locally relevant data
- Selecting the most appropriate projections model based on economic assumptions
- Strict mechanical approaches to projections will not achieve the highest level of accuracy.



Methodology: Projection of Occupation Jobs

Data

- Completed Industry Projections for relevant time period.
- Staffing pattern for Idaho industries developed from the Occupational Employment Statistics Program (OES).
 - OES is a program funded and directed by the Bureau of Labor Statistics, and the Idaho Department of Labor
 - *A direct survey conducted by dedicated staff at the Idaho Department of Labor.*
 - *Provides annual analysis and information obtained directly from Idaho employers.*

Method

- Staffing pattern applied to industry projections to derive occupational projections.