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Idaho 2021

Labor Market and Economic Report

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Idaho Labor Market and Economic Report

2021



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Labor market quick facts

Summary Table

Source: Idaho Department of Labor; Communications & Research Division, US Census Bureau

	2021	2020	2010
Population	1,900,923	1,847,772	1,570,746
Average Labor Force	917,057	897,739	762,147
Average Number Unemployed	32,728	48,998	66,882
Average Unemployment Rate	3.6	5.5%	8.8
Average Total Employment	884,329	848,741	695,265
Average Covered Employment	790,493	748,595	605,560
Average Covered Wage	\$50,746	\$47,674	\$34,905
2023 Q1 Industry Short-term Projections	845,291	NA	NA
2031 Population Projection	2,116,413	NA	NA

Quick Fact 1. Labor force and unemployment, not seasonally adjusted Idaho, annual data of selected years for the period from 2000 to 2021

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics

Year	Labor Force	Unemployed	Unemployment Rate	Employed
2000	661,066	30,838	4.7	630,228
2005	730,354	28,954	4	701,400
2010	762,147	66,882	8.8	695,265
2011	764,205	62,545	8.2	701,660
2012	772,112	57,143	7.4	714,969
2013	777,606	53,061	6.8	724,545
2014	776,937	34,132	4.4	742,805
2015	795,014	30,893	3.9	764,121
2016	812,921	29,741	3.7	783,180
2017	833,996	26,320	3.2	807,676
2018	855,263	24,045	2.8	831,218
2019	879,448	24,319	2.8	855,129
2020	897,739	48,998	5.5	848,741
2021	917,057	32,728	3.6	884,329

**Quick fact 2. Labor force and unemployment, not seasonally adjusted
Idaho metropolitan areas, 2021**

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics

Metropolitan area	Labor Force	Unemployed	Unemployment rate	Employed
Idaho State	917,057	32,728	3.6	884,329
Coeur D'Alene	82,719	3,540	4.3	79,179
Lewiston WA-ID	31,547	1,077	3.4	30,470
Boise City	395,256	13,859	3.5	381,397
Twin Falls	54,450	1,914	3.5	52,536
Pocatello	42,735	1,520	3.6	41,215
Idaho Falls	76,591	2,203	2.9	74,388
Logan UT-ID	76,116	1,534	2	74,582

**Quick fact 3. Wages and employment by industry
Idaho, 2021 annual averages**

Source: U.S. Bureau of Labor Statistics; Quarterly Census of Employment and Wages

NAICS	Industry Sector	Average Number of Firms	Average Employment	Average Annual Wage
	All Industries	78,539	790,278	\$50,750
11	Agriculture, forestry, fishing and hunting	2,448	24,103	\$41,917
21	Mining	204.75	2,785	\$79,370
22	Utilities	355	3,693	\$83,264
23	Construction	10,664	58,879	\$52,187
31-33	Manufacturing	3,182	70,161	\$67,042
42	Wholesale trade	4,353	32,619	\$74,642
44-45	Retail trade	6,991	92,823	\$37,308
48-49	Transportation and warehousing	2,679	30,497	\$47,205
51	Information	1,863	8,768	\$73,796
52-53	Financial Activities	7,495	37,158	\$73,963
54-56	Professional and Business Services	15,633	102,556	\$65,764
81	Educational services (private + government)	2,029	62,577	\$40,696
92	Health care and social assistance (private + govt)	9,186	112,923	\$50,488
11	Leisure and Hospitality	5,686	85,191	\$21,309
22	Other services (except public administration)	4603	20,336	\$37,431
23	Public administration	1169.5	45,212	\$55,064

**Quick fact 4. Projected industry average annual growth rates
Idaho, 2021 – 2023, 2020 – 2030**

Source: Idaho Department of Labor; Communications and Research

NAICS	Industry Sector	2021 to 2023	2020 to 2030
	All industries	2.10%	1.50%
11	Agriculture, forestry, fishing and hunting	2.10%	1.22%
21	Mining	-4.10%	-2.10%
22	Utilities	0.50%	0.49%
23	Construction	2.70%	3.34%
31-33	Manufacturing	1.50%	1.73%
42	Wholesale trade	1.66%	1.58%
44-45	Retail trade	0.49%	0.40%
48-49	Transportation and warehousing	1.82%	1.74%
51	Information	3.12%	1.24%
52-53	Financial activities	0.80%	0.87%
54-56	Professional and Business Services	1.50%	1.24%
61	Educational services (private + government)	2.60%	1.55%
62	Health care and social assistance	2.20%	1.94%
71-72	Leisure and hospitality	3.70%	1.82%
81	Other services (except Government)	3.00%	1.66%
92	Government (except Education and Hospitals)	3.30%	2.01%

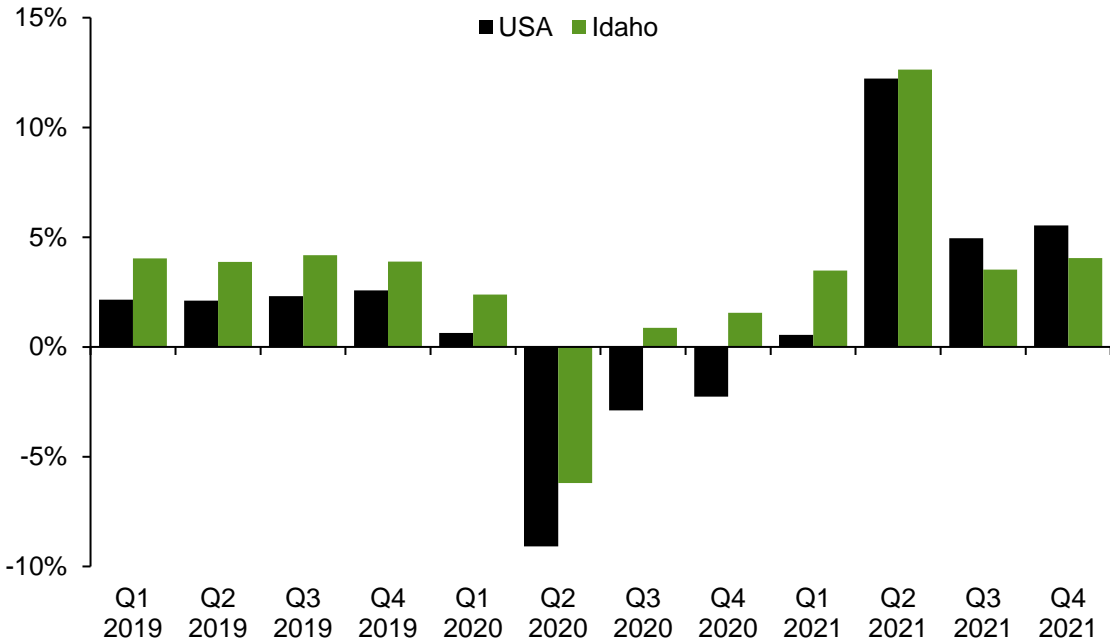
Executive summary

For Idaho’s economy, 2021 was characterized by a return to the normalcy after the massive disruption experienced in 2020 as a result of the COVID-19 pandemic. The pandemic triggered an economic contraction, which was classified by the National Bureau of Economic Research as a recession beginning in March 2020. For Idaho, the return to normalcy following this short but traumatic recession was characterized by robust population growth and job creation. It is this economic dynamism that has consistently made Idaho one of the fastest growing states in the country.

Economic activity, as measured by gross domestic product, saw a large decline shortly after the pandemic outbreak in the first quarter of 2020. For Idaho, the recovery from this decline was rapid. Idaho’s GDP had already returned to positive year-over-year growth by Q3 of 2020. While national GDP growth remained negative (on an annualized basis) for three consecutive quarters, Idaho’s growth was negative for only one quarter. Idaho’s GDP growth was faster than the nation’s for four consecutive quarters, from Q3 2020 to Q2 2021. However, over the last half of 2021, the nationwide growth metrics were slightly better than Idaho’s. This is because Idaho’s recovery was frontloaded and faster than any other state’s recovery. The rest of the nation was thus still “catching up” in the last quarters of 2021.

Figure 0-1. Gross domestic product, (chained dollars), change from same quarter previous year United States and Idaho, 2019Q1 through 2021Q4

Source: U.S. Bureau of Economic Analysis



In 2021, Idaho’s gross domestic product in current dollars was just over \$94 billion, with 88% of that total coming from the private sector. The largest contributing industries in the private sector include real estate and rental leasing (13% of GDP), manufacturing (11%), retail trade (9%) and health care (8%).

This report will examine Idaho's economic progress in 2021 through a wide variety of economic indicators, grouped across several key categories.

Jobs and unemployment

Idaho's employment levels increased robustly in 2021 and returned to a path of long-term growth. Every measure of unemployment decreased, including not only standard measures like unemployment claims and the headline unemployment rate but also alternative measures of underemployment. Job postings and availability continued to grow as the state exhausted its supply of available workers.

Income and wages

Wage measurements in 2021 showed both growth and decline by various indicators. While measures such as poverty rates showed improvement, indicators such as median wages decreased. This is because Idaho regained many lower wage jobs in 2021 that were lost during the pandemic, such as restaurant and hotel occupations. Regaining these jobs caused the state's median wages to shift lower.

Employment projections

The Idaho Department of Labor produces employment projections forecasting the state's future job growth. These projections anticipate broad job growth across the state's array of industries.

Regional economic highlights

All of Idaho's six labor regions experienced job and population growth in 2021. However, growth industries and the pace of growth varied dramatically among the regions.

Economic comparisons with other states

Idaho consistently ranks among the fastest-growing states in both employment and population. In 2021, the state once again had the fastest-growing population in the country.

Section 1: Jobs and unemployment

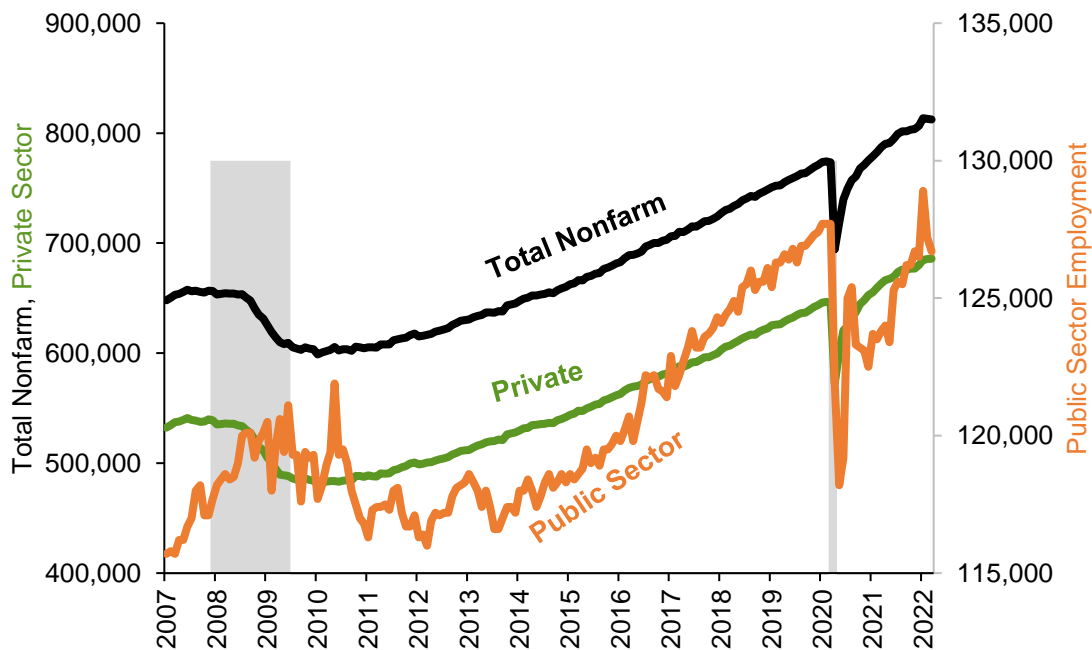
Key indicators point to a tight labor market and an economy that continues to grow after the pandemic-induced shock of 2020. Total nonfarm employment in Idaho grew by 4.1% in 2021, reaching a new all-time high of over 806,000 employed persons. Growth was distributed across the economy and around the state, with all sectors of the economy adding employment and all six of the state's regions experiencing growth in 2021. Unemployment rates continued their post-pandemic decline, with unemployment insurance claims returning to normal pre-pandemic levels. Rising numbers of open jobs coincide with record-low levels of unemployment, providing evidence of an increasingly tight labor market.

Total nonfarm employment continues post-pandemic growth

Following the recession of 2007 to 2009, Idaho's labor market underwent a record-long economic expansion. This was halted in March 2020 when the COVID-19 outbreak swept across the nation. As Figure 1-1 shows, total nonfarm employment fell by nearly 80,000 jobs in March and April of 2020 before beginning a rapid rebound. Idaho became one of the first states to regain all the jobs lost during the short 2020 recession, and this rapid recovery set the state up for robust growth in 2021. Idaho added 31,500 total nonfarm jobs in 2021, for a growth rate of just over 4.0% from December 2020 to December 2021. Preliminary data from the first quarter of 2022 shows continued nonfarm job growth in the new year, with private sector job growth continuing to outpace the public sector.

Figure 1-1. Total private and public sector nonfarm jobs, seasonally adjusted Idaho, Jan 2007 through Mar 2022

Source: U.S. Bureau of Labor Statistics, Current Employment Statistics

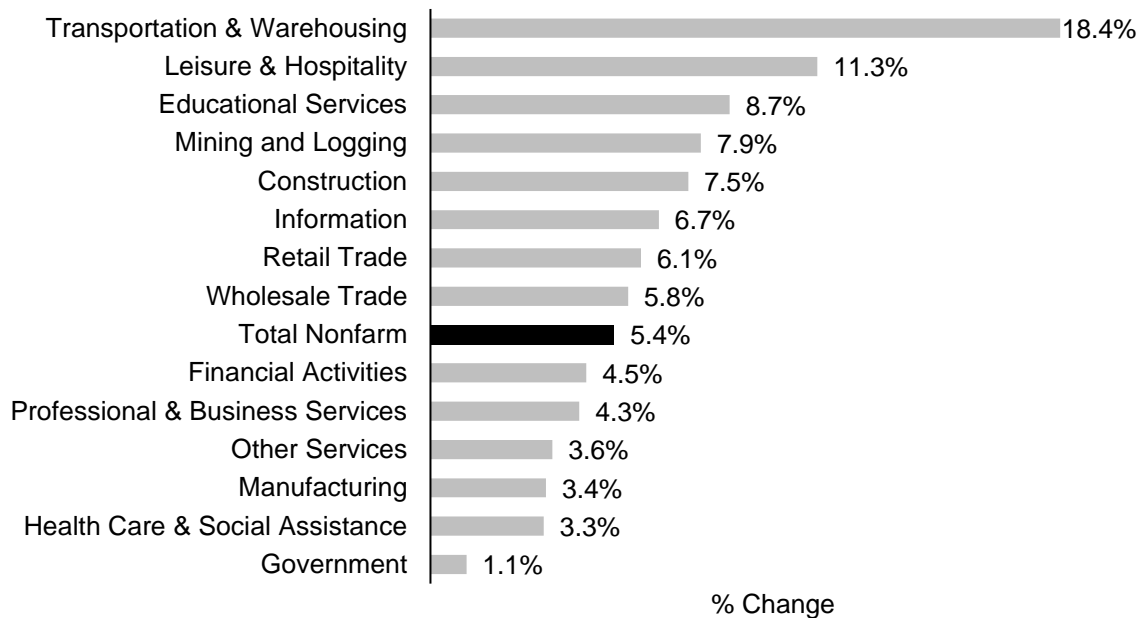


Shaded area represents a national recession period.

Figure 1-2 shows the percentage change in nonfarm employment by industry from 2020 to 2021. Annual average employment was 5.4% higher in 2021 than the previous year, with a net job gain of 40,500. By far the fastest growing industry was transportation and warehousing, which grew by 5,000 jobs or 18.4%. This growth was due to the continued expansion of e-commerce and the associated expansion of warehousing and delivery services. Leisure and hospitality also enjoyed robust growth at 11.3%, as the state’s tourism and restaurant sectors recovered from the pandemic-induced job losses of 2020. All sectors of the economy gained jobs in 2021, with government lagging well behind all private sector industries.

Figure 1-2. Annual percent change in employment by private sector industries and government Idaho, 2021

Source: U.S. Bureau of Labor Statistics, Current Employment Statistics



All Idaho MSAs grow in 2021

Idaho’s job gains in 2021 were well distributed around all six of the state’s metropolitan statistical areas, as shown in Figure 1-3. The Boise MSA, as the state’s largest MSA, led the state both in total job growth and growth rate, accounting for just over 50% of Idaho’s job gains. All the state’s smaller MSAs also experienced net job growth, with Idaho Falls (+5.7%) and Coeur d’Alene (+5.4%) ranking second and third. Non-metropolitan areas grew as well, with 7,400 jobs added in non-metropolitan counties.

**Figure 1-3: Total nonfarm employment change, annual average
Idaho, metropolitan areas and balance of state, 2020 through 2021**

Source: U.S Bureau of Labor Statistics, Current Employment Statistics

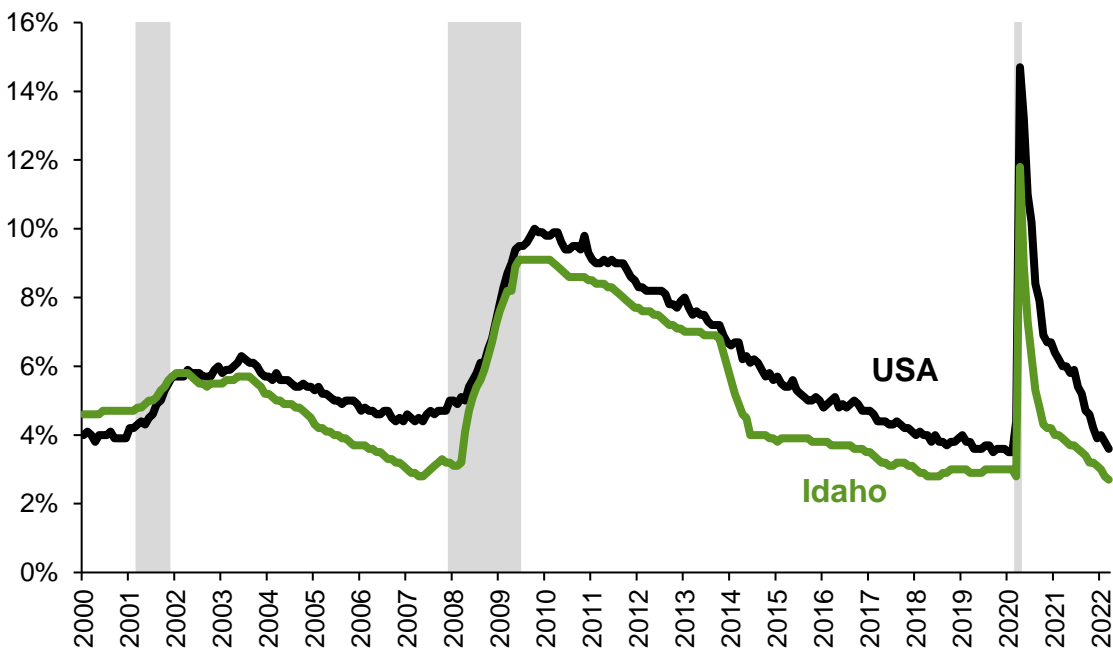
Area	Job Change (2020 - 2021)	Percent Change (2020 - 2021)
Total For state	40,400	5.4%
Boise City, ID	21,300	6.2%
Coeur d'Alene, ID	3,600	5.4%
Idaho Falls, ID	4,100	5.7%
Lewiston, ID-WA	800	2.7%
Pocatello, ID	1,300	3.6%
Twin Falls, ID	1,900	4.1%
All other non-metro areas	7,400	4.6%

Unemployment rates fall below pre-pandemic levels

The overall unemployment rate is widely used as a lagging indicator of the direction of the economy. The unemployment rate is the number of unemployed who are actively seeking work divided by the labor force. The labor force is limited to individuals who are employed or seeking work.

**Figure 1-4: Unemployment rate, seasonally adjusted
United States and Idaho State, Jan 2000 through Mar 2022**

Source: U.S Bureau of Labor Statistics, Local Area Unemployment Statistics



Shaded area represents a national recession period.

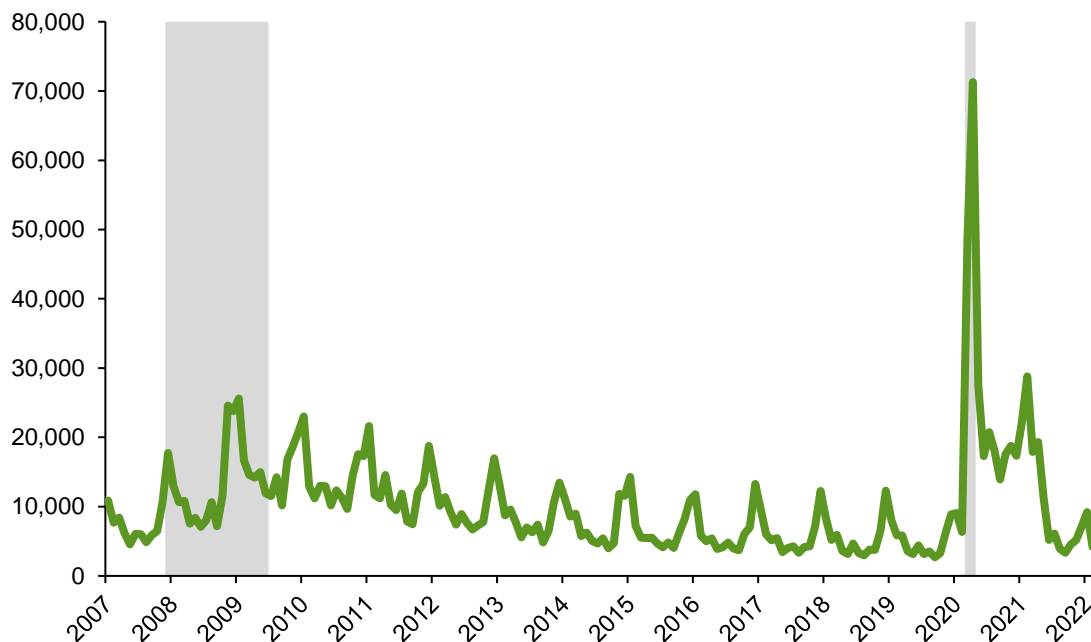
The unemployment rate for Idaho largely tends to be lower than the national rate. As shown in Figure 1-4, the state unemployment rate peaked at 9.1% in 2009 at the tail end of the Great Recession. Since then, the unemployment rate steadily declined until the COVID-19 pandemic took its toll on the labor market in the early months of 2020. Idaho unemployment rates spiked from 2.7% in March 2020 to 11.6% in April 2020, while nationwide rates saw an uptick to 14.8% in April 2020. As the labor market recovered from the two-month-long pandemic recession, unemployment rates steadily declined. By March 2022, the unemployment rate was 2.7%, matching the record lows seen just prior to the pandemic.

Unemployment claims return to normal levels

As Figure 1-5 shows, the number of new (initial) claims filed for unemployment insurance benefits had been in sustained decline until the most recent recession. A peak of 25,613 new claims were filed in January 2009 at the height of the Great Recession, and the average monthly initial claims jumped from 12,213 in 2008 to 15,919 in 2009. In contrast, the pandemic recession reached a peak of 71,285 new claims in April 2020. While claims remained elevated well into early 2021, they fell substantially by the summer months as the labor market fully recovered. By the first quarter of 2022, claims fell to under 4,000 per month, in line with levels experienced during the growth years from 2010 to 2019.

**Figure 1-5: Monthly initial claims, not seasonally adjusted
Idaho, Jan 2007 through Mar 2021**

Source: U.S Department of Labor, Employment and Training Administration



In 2021, the overall number of jobless workers receiving unemployment benefits dropped significantly. In 2020, there were 112,020 claimants; in 2021, there were a total of just under 88,000 claimants, a 22% decrease. Figure 1-6 shows that the largest share of unemployment

insurance claimants was in the construction industry, at 14.1%. Other top claimant industries include administration, support, and waste management; manufacturing; and retail trade.

Figure 1-6: Regular unemployment claimant characteristics by industry, Idaho, 2021

Source: Idaho Department of Labor, Communication and Research

Industry of the Insured Unemployed	2021 Claimants	Percent of Total
Total	87,831	100.00%
Construction	12,398	14.1%
Administrative & Support & Waste Management	9,845	11.2%
Manufacturing	9,393	10.7%
Retail Trade	9,036	10.3%
Accommodation & Food Services	8,970	10.2%
Health Care & Social Assistance	8,838	10.1%
Transportation & Warehousing	4,717	5.4%
Agriculture & Forestry	3,576	4.1%
Professional, Scientific, & Technical Services	3,532	4.0%
Wholesale Trade	2,932	3.3%
Educational Services	2,762	3.1%
Other Services (excl. Public Administration)	2,272	2.6%
Public Administration	2,160	2.5%
Finance & Insurance	1,999	2.3%
Arts, Entertainment & Recreation	1,496	1.7%
Real Estate & Rental & Leasing	968	1.1%
Information	845	1.0%
Mining	356	0.4%
Utilities	189	0.2%
Management of Companies & Enterprises	150	0.2%
INA*	1,397	1.6%

*Information Not Available

The insured unemployment rate is another statistic worth mentioning in the context of unemployment insurance. It is the proportion of individuals currently collecting unemployment insurance compared with the total number of Idaho workers (both working and not working) covered by unemployment insurance.

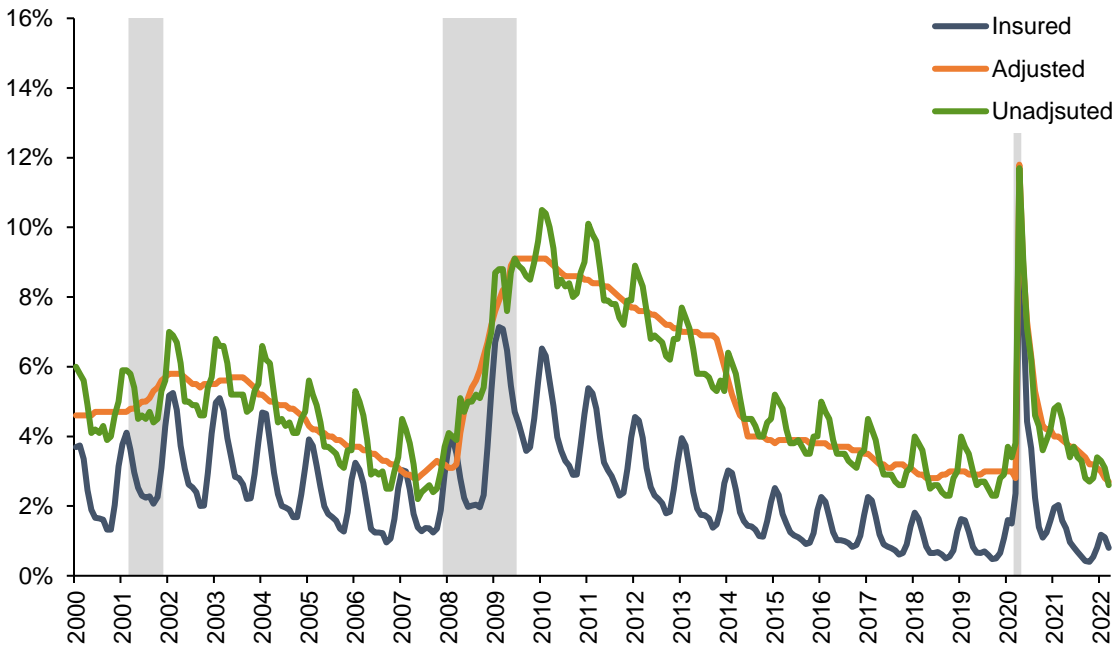
Figure 1-7 compares the official unemployment rate in Idaho to the insured unemployment rate. As the unemployment rate jumped to 11.6% in March 2020, the insured unemployment rate jumped to 9.2% — the highest rate on record dating back to 1986.

Unemployment rates historically have moved in tandem with the insured rate. The gap between overall and insured unemployment rates widened following the Great Recession's end in 2009, showing that the number of unemployed persons climbed at a faster pace than those who collected unemployment insurance benefits during that period. This left an increasing number of out-of-work individuals without support, including the long-term unemployed that had exhausted

their unemployment insurance benefits. The CARES Act programs initiated early in the year might have prevented this gap from widening further following the pandemic recession.

Figure 1-7: Overall unemployment rate (seasonally adjusted and not seasonally adjusted) and insured unemployment rate (not seasonally adjusted) Idaho, Jan 2000 through Mar 2022

Source: U.S. Bureau of Labor Statistics, Employment and Training Administration



Shaded area represents a national recession period.

However, with structural changes in employer/employee relationships including the rise of the “gig economy,” independent contractors and temporary workers occupy an increasingly larger share of the workforce than before. This may have led to the gap between the unemployed and the insured unemployed remaining a little larger than pre-2008 levels, as these gig workers tend not to be covered by the unemployment insurance typically paid in by an employer.

Labor underutilization falls in 2021

The unemployment rate provides information about labor market conditions including the availability of labor and the level of economic distress. However, the unemployed are not the only potential pool of new hires nor the only ones experiencing economic distress. The official definition of “unemployed” includes only those people who are jobless and have actively looked for work in the past month. However, there are the jobless who want to work but have given up looking because they believe there are no jobs currently available for them. The U.S. Bureau of Labor Statistics (BLS) refers to these individuals as “marginally attached workers.” In addition, there are workers who want to work full time but currently are working part time (less than 35 hours a week) because they are unable to find full-time jobs.

Recognizing these other forms of labor market distress, the BLS has developed six alternative measures of labor underutilization that are progressively more inclusive. The standard measurement (U-3), along with three of the six measurements are:

U-3. Total unemployed, as a percentage of the civilian labor force (the official unemployment rate).

U-4. Total unemployed plus discouraged workers, as a percentage of the civilian labor force plus discouraged workers.

U-5. Total unemployed, plus discouraged workers, plus all other persons marginally attached to the labor force, as a percentage of the civilian labor force plus all persons marginally attached to the labor force.

U-6. Total unemployed, plus all persons marginally attached to the labor force, plus total employed part time for economic reasons, as a percentage of the civilian labor force plus all persons marginally attached to the labor force.

Discouraged workers are one category of marginally attached workers. They have looked for work sometime in the past 12 months but are not currently looking because they believe their job search efforts would be futile. This belief may reflect economic troubles in the local labor market or arise from personal characteristics, such as a lack of schooling or training or discrimination because of age, race, sex, religion, sexual orientation, criminal record or disability.

Other marginally attached workers give a non-labor market reason for not looking for work in the past four weeks. For example, they may be in school or training, having difficulties finding child care, dealing with family responsibilities, coping with an illness or facing transportation problems.

Individuals employed part time for economic reasons are those who worked fewer than 35 hours a week but want and are available to work full time. They give an economic reason for working part time, such as their hours had been cut back or they were unable to find a full-time job. They also are referred to as “underemployed” or “involuntary, part-time workers.”

The corresponding alternative unemployment rates have also experienced a decline. Idaho’s U-6 rate, the broadest measure of unemployment, rose from 6% in 2019 to 9.8% in 2020, but fell back to 7.2% in 2021. The gap between the U-6 and U-3 rates has narrowed significantly since its peak in 2009, as the ranks of discouraged workers, marginally attached workers and those working part time involuntarily steadily declined. Idaho’s U-6 four-quarter moving average was eight percentage points above the standard unemployment rate at the height of the recession in 2009. By 2019, the gap had decreased to 3.1 percentage points, at par with the pre-recession gap in 2007. In 2020, the gap again widened to 4.6 percentage points, but 2021 saw the gap re-narrow back to 3.5 percentage points.

Figure 1-8: Alternatively, unemployed workers, Idaho, 2005 through 2021

Source: U.S Bureau of Labor Statistics, Current Population Survey

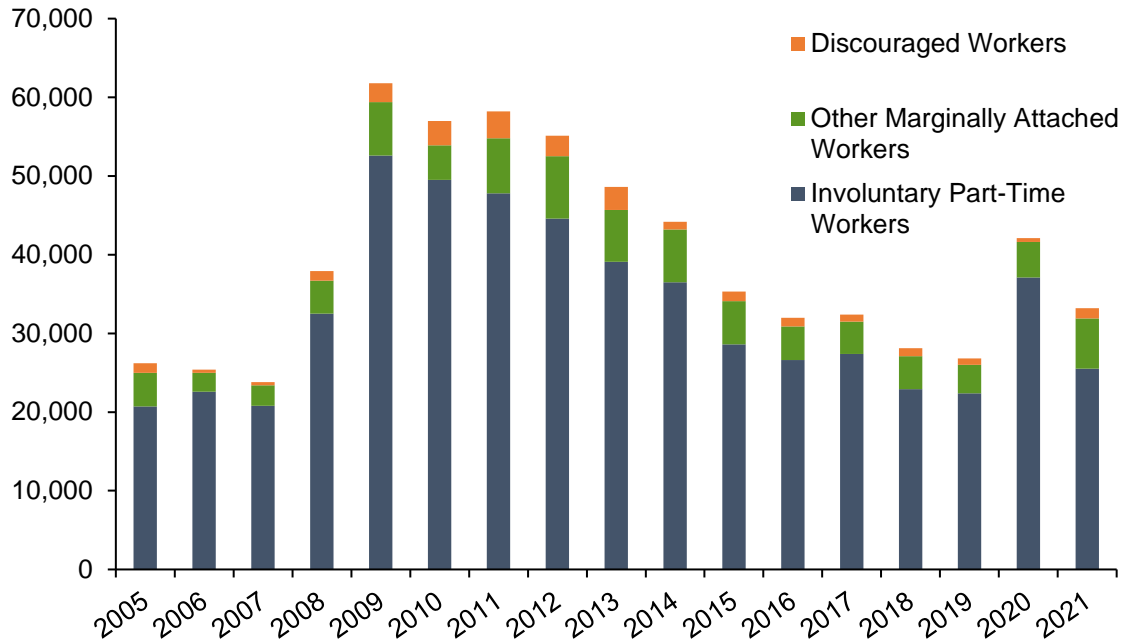
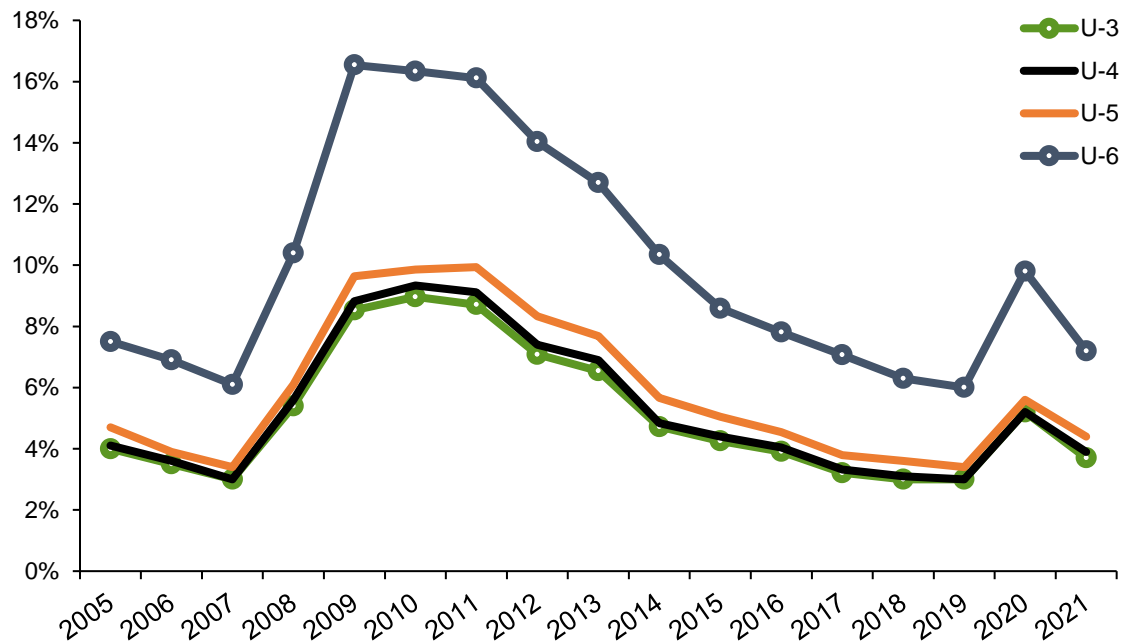


Figure 1-9: Alternative measures of labor underutilization: U-3 (standard), U-4 (unemployed plus discouraged workers), U-5 (unemployed plus all marginally attached workers) and U-6 (unemployed with marginally attached workers and involuntary part-time), 4-quarter moving average, Idaho, 2005 through 2021

Source: U.S Bureau of Labor Statistics, Current Population Survey, Local Area Unemployment Statistics

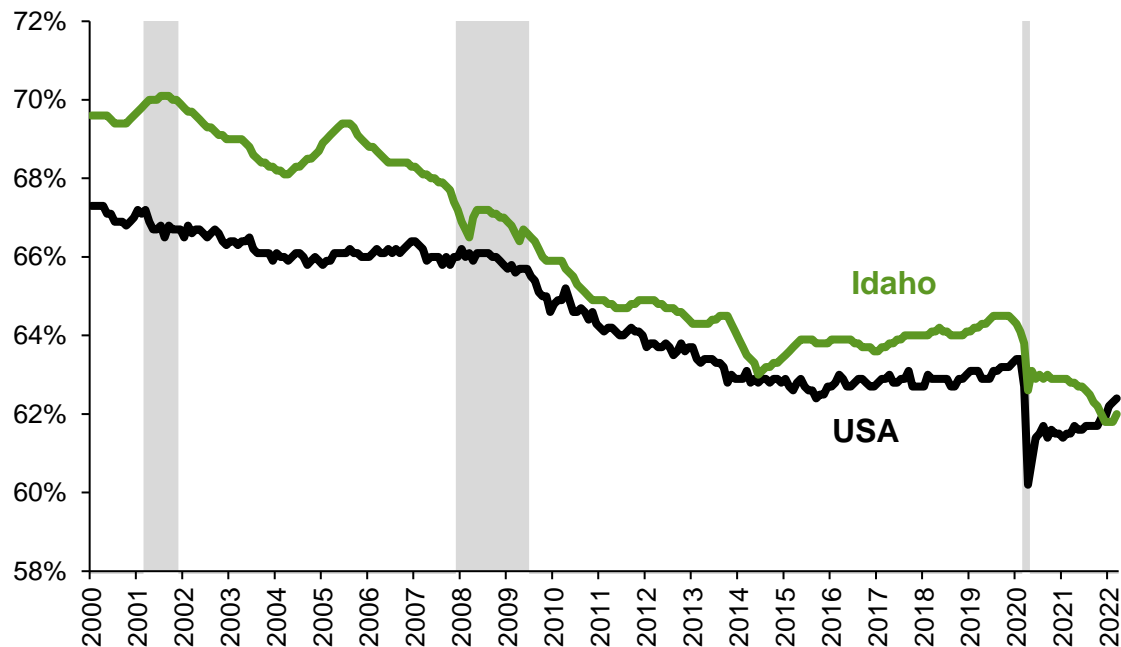


Labor force participation shrinks as many exit the labor market

While unemployment rates have dropped steeply from their peaks in 2020, the labor-force participation rate—the share of Idaho adults either working or looking for work—has yet to recover from the economic disruption induced by the pandemic. Figure 1-10 shows that Idaho’s labor participation rate dropped significantly from early 2000’s rates after the 2020 pandemic recession. As of March 2022, the labor force participation remained at 62.4%. Notably, Idaho’s participation rate is now lower than the national rate for the first time. The state employment-to-population ratio (Figure 1-11) on the other hand, has been on a steadily rising trajectory since the pandemic recession; however, rates are still nearly two percentage points below where they were pre-pandemic.

**Figure 1-10: Labor force participation rate, seasonally adjusted
United States and Idaho, Jan 2000 through Mar 2022**

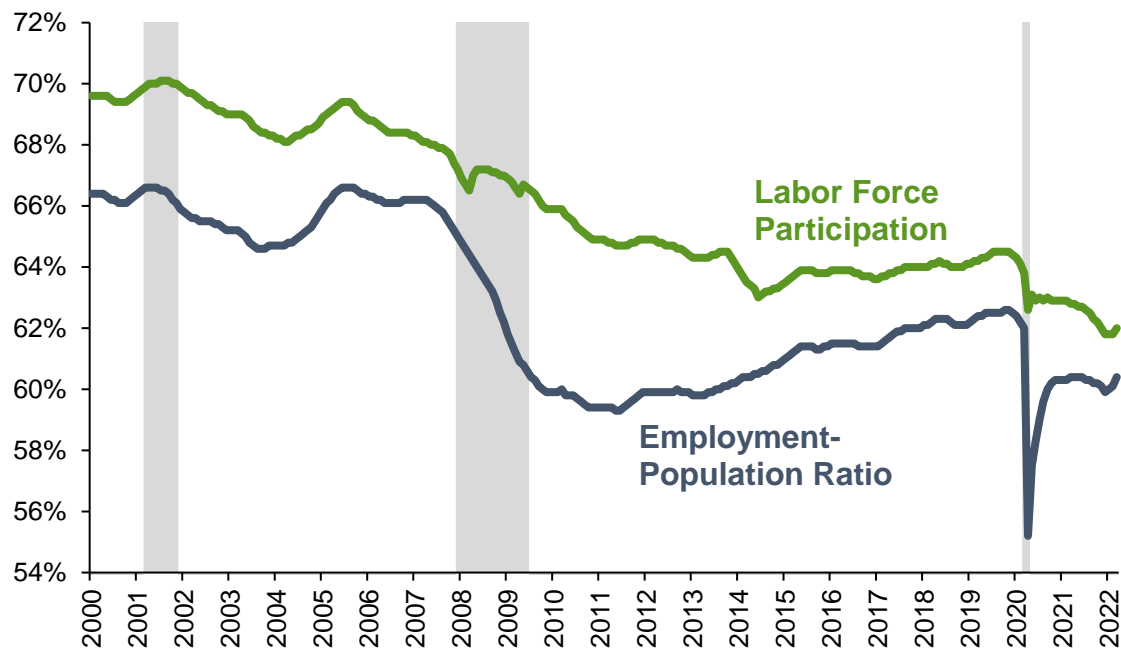
Source: U.S Bureau of Labor Statistics, Local Area Unemployment Statistics



Labor force participation usually falls in recessions, as some people give up looking for work. This was also the case in Idaho during the pandemic-induced recession. Economists have speculated that fear of the COVID-19 virus was a major factor contributing to lower labor force participation among workers of all ages. An examination of participation rates by age indicate that national decline has been concentrated among the 65 and older population. The disruption may thus have facilitated a reversal in a long-running trend of rising labor force participation among senior citizens, with many of them choosing to retire amid uncertainty surrounding the virus and an economy shifting more towards remote work.

Figure 1-11: Labor force participation rate and employment-to-population ratio, seasonally adjusted, Idaho, Jan 2000 through Mar 2022

Source: U.S Bureau of Labor Statistics, Local Area Unemployment Statistics



Job vacancies exceed labor supply

A wave of retirements may be contributing to the growing number of job vacancies across the state. For example, a Pew Research study documented an uptick of 1.7 million of retirees from the Baby Boomer generation in 2020 (Fry, R., “The Pace of Boomer retirements has accelerated in the past year”, November 9, 2020, Pew Research Center).

The Conference Board has been tallying monthly help-wanted online reports since 2005. This data series, which pulls information from more than 1,200 job boards nationwide, is an indicator of economic and employment trends. An increase in the number of postings typically indicates that businesses have a growing confidence in the outlook of sales and profits. A decline in number of job ads typically indicates economic concerns. Job postings are considered a conservative proxy for job openings because some job postings may be hiring for more than one opening and some industries do not utilize online advertising, relying on word of mouth or physical walk-ins.

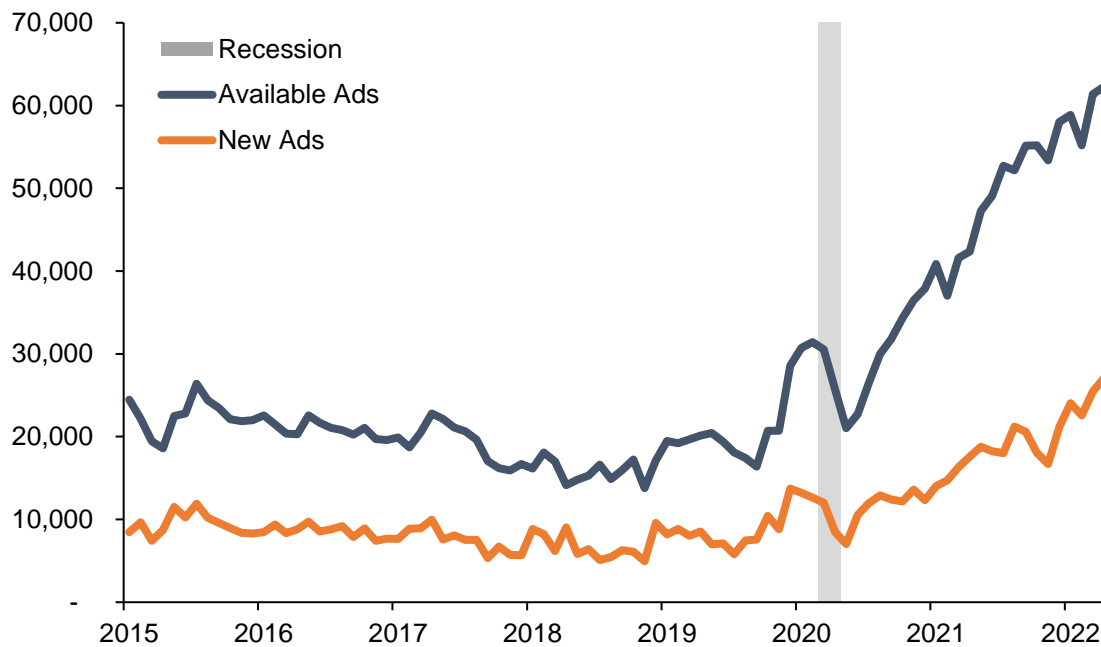
In 2019, the Help Wanted OnLine™ (HWOL) program partnered with Burning Glass Technologies, Inc., the new sole provider of online job ad data for HWOL. With the partnership, the HWOL Data Series has been revised historically to reflect a new universe and methodology of online job advertisements. Therefore, the new data series cannot be used in conjunction with the pre-revised HWOL Data Series.

Latest data series (Figure 1-12) shows an accelerated growth in number of new and available job postings since the economic disruption in March and April 2020. The latter half of 2019 saw a sharp uptick in job demand, and the number of available job postings exceeded the number of

unemployed for the first time in December 2019 (Figure 1-13). Following the disruption, job demand steadily increased as unemployment fell. By December 2020, there were once again more available job postings than unemployed persons in the state. This disparity grew rapidly throughout 2021.

Figure 1-12: Unique available and new job ad counts, seasonally adjusted Idaho, Jan 2015 through Apr 2022

Source: Burning Glass Inc. and The Conference Board

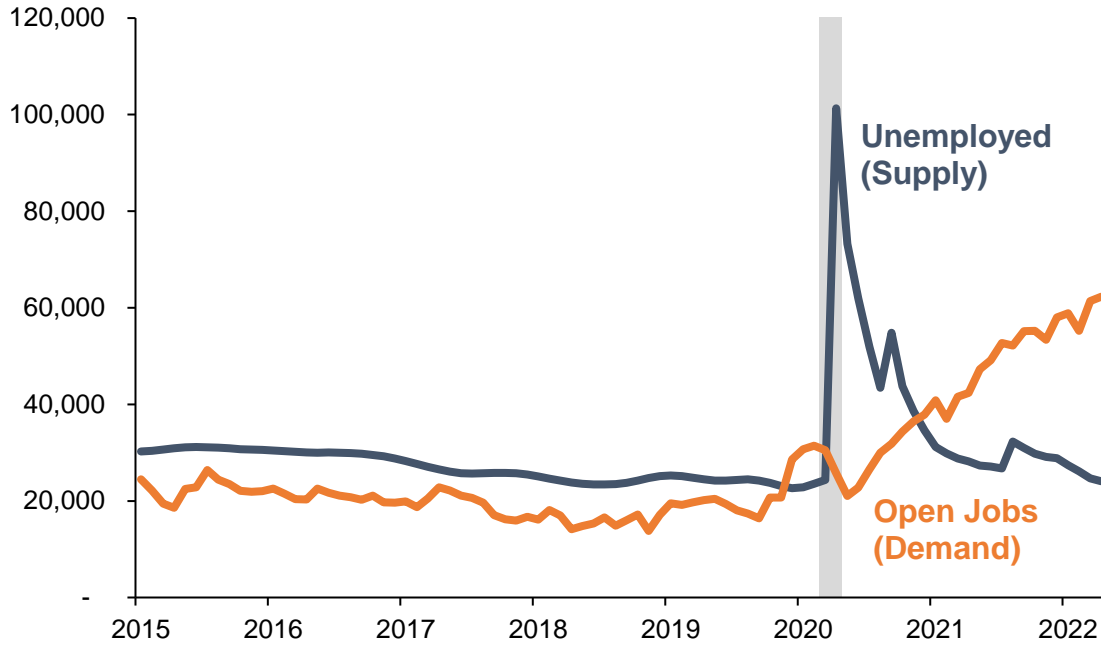


Throughout 2021 and early 2022, job postings accelerated. Both the number of new postings and total postings rose as employers struggled to find workers to fill positions. By the start of 2022, there were more than twice as many available job postings as there were unemployed people in the state of Idaho.

The HWOL Index measures changes over time in advertised online job vacancies relative to the base period. An increase in the index is associated with an increase in job openings and hiring activity in the economy. Index values for Idaho generally track with the nation. However, Idaho's hiring activity escalated rapidly in 2021, and the state's HWOL Index correspondingly outpaced the national figure. In March 2022, Idaho reached a record-high index level of 219, compared to a national index of 180.

Figure 1-13: Unique available job ad counts and the number of unemployed, seasonally adjusted Idaho, Jan 2015 through Mar 2021

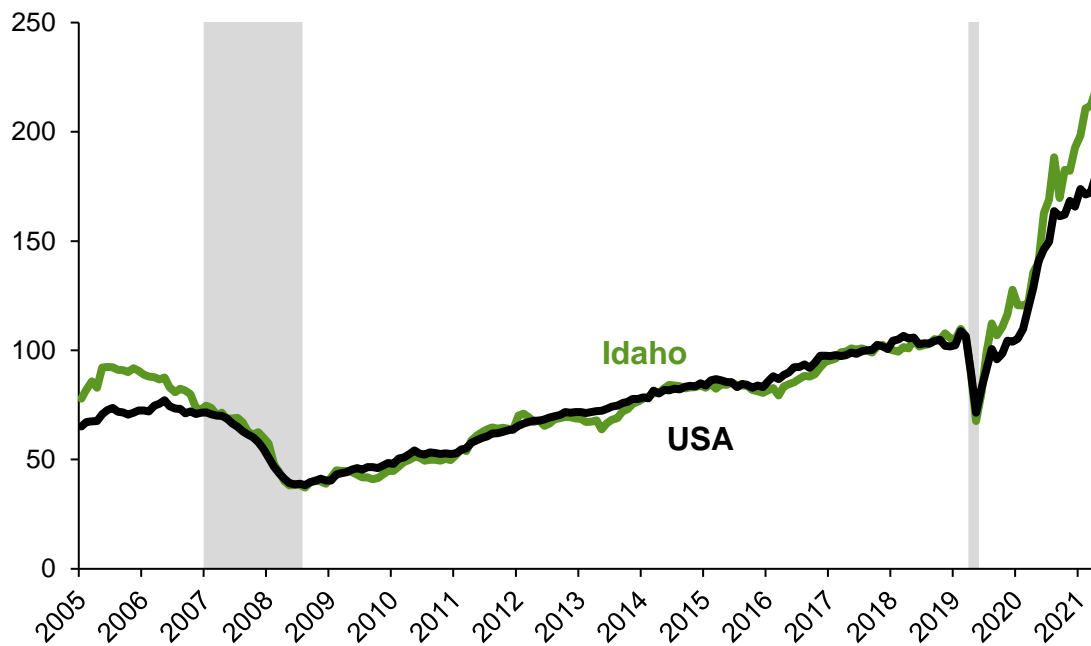
Source: Burning Glass Inc. and The Conference Board, U.S Bureau of Labor Statistics, Local Area Unemployment Statistics



Shaded area represents a national recession period.

Figure 1-14: The Conference Board Help Wanted OnLine® Index United States and Idaho, Dec 2005 through Mar 2022

Source: Burning Glass Inc. and The Conference Board



Shaded area represents a national recession period.

Section 2: Wages and income

Wage and income data have begun the process of re-stabilizing after the job losses of the pandemic recession resulted in a temporary destabilization of wage data. Because the job losses from the pandemic were heavily concentrated in lower-wage sectors — such as restaurants, accommodation and retail trade — the average wage rose quickly in 2020. This was not because individual workers were earning significantly more but because the mixture of jobs in the economy shifted. As these lower-wage sectors recovered their lost employment in 2021, average wage growth slowed down significantly. Data from the American Community Survey also showed an uptick in the poverty rate and the percentage of households receiving income assistance during 2020, due to the pandemic recession.

Idaho average wage rises slightly as employment composition normalizes

A sharp increase in the statewide average wage was recorded in 2020 even as total covered employment dipped. Nominal wage grew by 7.7% and real wage grew by 6.4%, outpacing wage growth over the past decade. This was due to the changing composition of jobs in the state as the pandemic caused mass unemployment among lower-wage workers. Annual average wages for the state are shown in Figure 2-1. Wages are expressed in both nominal terms and real wages (i.e., wages adjusted for inflation using the consumer price index). Wage growth in 2021 was significantly slower than in 2020, as lower-wage economic sectors returned to normal employment and the mixture of jobs in the state was re-balanced.

**Figure 2-1. Average annual wage, nominal and inflation adjusted (in 2021 dollars)
Idaho, 2007 through 2021**

Source: U.S Bureau of Labor Statistics, Quarterly Census of Employment and Wages

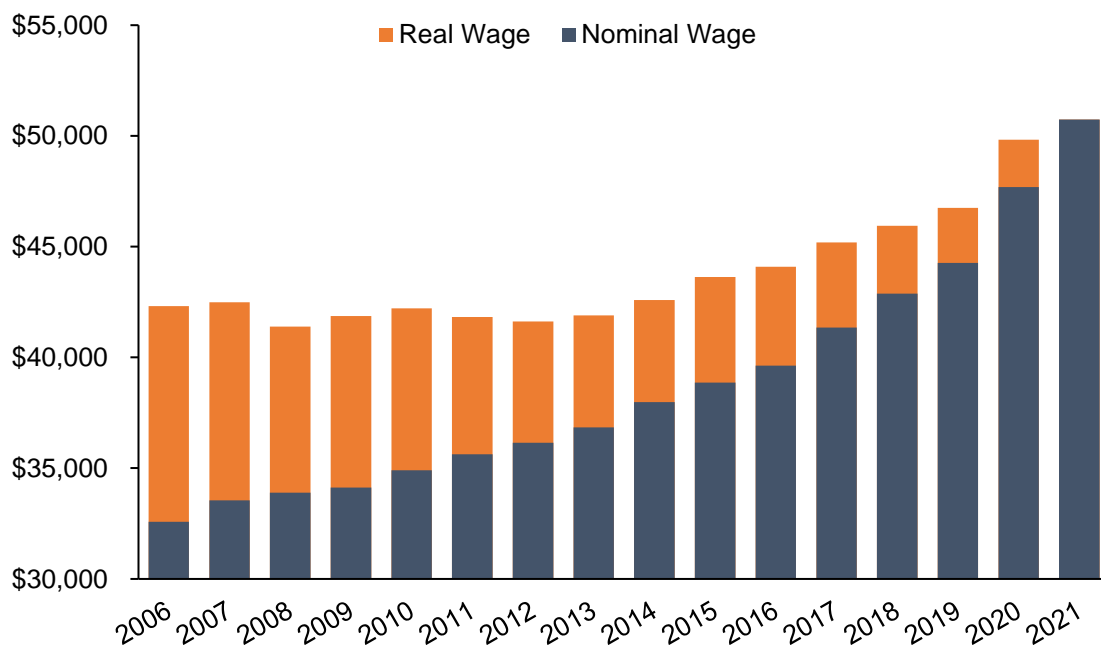
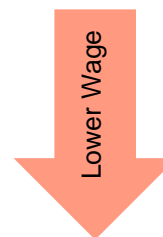


Figure 2-2 shows the average annual wage in different industry sectors. The average wage calculation divides the total industry wage by the average employment. When combined, retail trade and leisure and hospitality — comprised of job in arts, entertainment, recreation, accommodations and food services — accounted for 22% of all jobs in the state but paid the lowest wages of all the industry sectors. On the other end of the spectrum, the highest paying industries — utilities, financial activities and mining — account for less than 6% of all jobs.

Figure 2-2. Average annual wage, nominal and inflation adjusted (in 2020 dollars) Idaho, 2007 through 2020

Source: U.S Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Economic Sector	2021 Avg Wage	Wage Growth	2020 Job Share	Job Growth
Utilities	\$ 83,264	-0.6%	0.5%	1.7%
Financial Activities	\$ 81,029	10.5%	4.6%	5.6%
Mining	\$ 79,370	8.1%	0.4%	11.8%
Wholesale Trade	\$ 74,642	9.6%	4.1%	5.8%
Information	\$ 73,796	22.0%	1.1%	7.6%
Manufacturing	\$ 67,042	2.2%	8.9%	3.6%
Professional Services	\$ 65,764	10.1%	13.0%	4.8%
Public Administration	\$ 55,064	3.5%	5.7%	-1.3%
Construction	\$ 52,187	7.2%	7.5%	8.4%
All Industries	\$ 50,750	6.4%	100.0%	5.6%
Health Care & Social Assistance	\$ 50,488	7.3%	14.3%	3.2%
Transportation & Warehousing	\$ 47,205	0.8%	3.9%	19.8%
Natural Resources	\$ 41,917	5.6%	3.0%	-1.8%
Education	\$ 40,696	1.1%	7.9%	4.7%
Other Services	\$ 37,431	8.5%	2.6%	6.2%
Retail Trade	\$ 37,308	9.2%	11.7%	5.8%
Leisure & Hospitality	\$ 21,309	11.6%	10.8%	11.0%



While many industries in Idaho experienced strong wage growth and the annual wage for all industries rose by 6.4% in 2021, rising rates of inflation and the changing rates of employment by industry resulted in slow growth in the real (inflation adjusted) average wage, as seen in Figure 2-1. Financial activities enjoyed notably rapid wage growth (10.5%) due to the high levels of activity and rising prices in Idaho’s housing market that increased incomes in real estate and lending services.

Per capita personal income growth slows

Personal income is the sum of earned income (from owning a business or holding a job), investment income and transfer payments chiefly from government programs such as Social Security, Medicare and Medicaid, food stamps, Supplemental Security Income (SSI) and

unemployment benefits. Per capita personal income is the total personal income of an area divided by the population of the area.

**Figure 2-3. Per capita personal income (in 2021 dollars)
Idaho, 2007 through 2021**

Source: U.S Bureau of Economic Analysis

Year	Per Capita Personal Income	Net Earnings	Dividends, Interest and Rent	Transfer Receipts
2007	\$ 41,436	\$ 26,298	\$ 9,008	\$ 6,129
2008	\$ 40,109	\$ 24,687	\$ 8,674	\$ 6,748
2009	\$ 38,384	\$ 23,441	\$ 7,583	\$ 7,360
2010	\$ 38,832	\$ 23,451	\$ 7,488	\$ 7,892
2011	\$ 39,420	\$ 23,758	\$ 8,045	\$ 7,617
2012	\$ 40,430	\$ 24,067	\$ 8,857	\$ 7,507
2013	\$ 41,061	\$ 24,908	\$ 8,579	\$ 7,575
2014	\$ 42,253	\$ 25,467	\$ 9,031	\$ 7,755
2015	\$ 44,219	\$ 26,410	\$ 9,691	\$ 8,117
2016	\$ 44,602	\$ 26,484	\$ 9,887	\$ 8,231
2017	\$ 45,427	\$ 26,962	\$ 10,147	\$ 8,317
2018	\$ 46,452	\$ 27,667	\$ 10,277	\$ 8,508
2019	\$ 47,799	\$ 28,663	\$ 10,314	\$ 8,823
2020	\$ 50,370	\$ 29,505	\$ 9,975	\$ 10,891
2021	\$ 51,379	\$ 30,199	\$ 9,435	\$ 11,745

Disaggregating income into its three major components — net earnings; dividends, interest and rent; and transfer receipts — confirms that growth of per capita personal income since 2019 was majorly driven by transfer receipts. Real per-capita transfer receipts grew by 33.1% from 2019 to 2021. On the other hand, real per-capita earnings rose by just 5.4% in that time and investment incomes decreased by 8.5%.

Transfer payments, chiefly from government programs, grew following the 2007-2009 recession. By 2010, unemployment insurance benefits and food stamps pushed transfer payments as high as 20.4% of total personal income. Since 2014, transfer payments have remained high with a relatively steady income share at around 18%. The sustained share of transfer payments is largely tied to baby boomers who are retiring. In 2021, transfer receipts rose to a new high of 22.7% of personal income.

Net earned income has hovered around 59% of total personal income since 2016, a decline from the share of 63.6% in 2007. This reflects the aging demographics of the state and the falling labor force participation rate (see Section 1).

Household income shows slight decline

Despite the uptick in average incomes and wages, median household incomes fell during the 2020 pandemic recession. Median household income differs significantly from average income in two important ways. First, the median measures the 50th percentile of the distribution, rather than the average. Secondly, this series (Figure 2-4) measures incomes among households,

rather than individuals, which can result in large disparities. For example, a household with two working professionals will have a significantly higher income than a college student who lives alone and works only part time. This data series showed a slight decline in 2020 due to the pandemic recession.

**Figure 2-4. Real median household income (in 2020 dollars)
United States and Idaho, 2005 – 2020**

Source: U.S. Census Bureau, American Community Survey, 1-year estimates

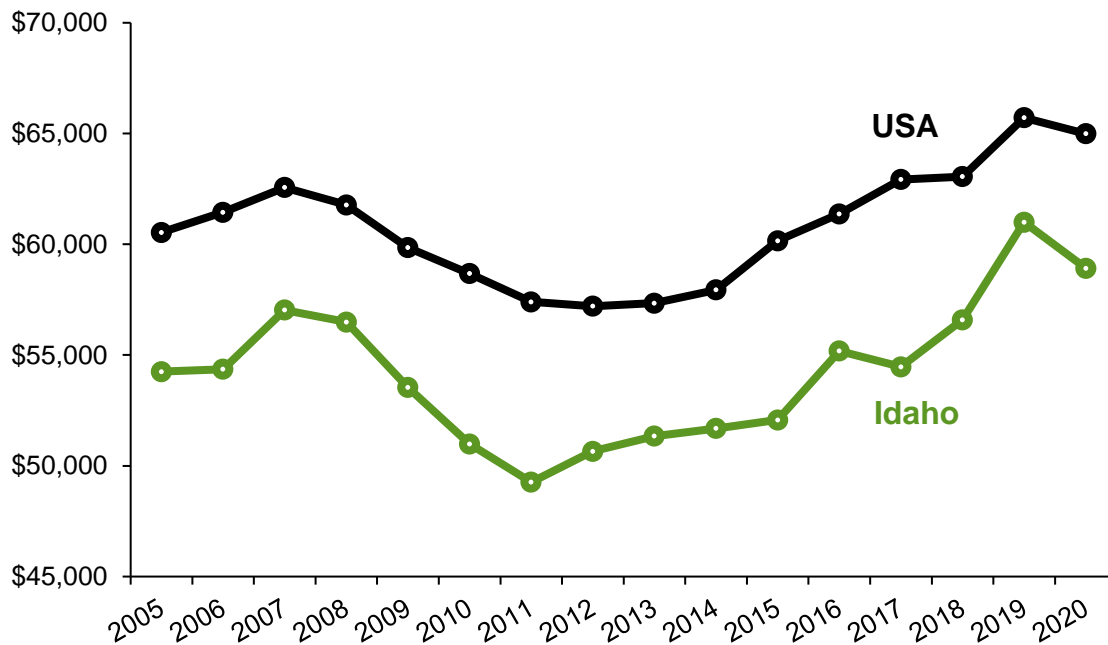


Figure 2-5 elucidates the median household income by the type of household and demonstrates the great variability between these categories.

**Figure 2-5. Median household income (in 2020 dollars)
Idaho, selected years for the period from 2010 to 2020**

Source: American Community Survey, 1-year estimates

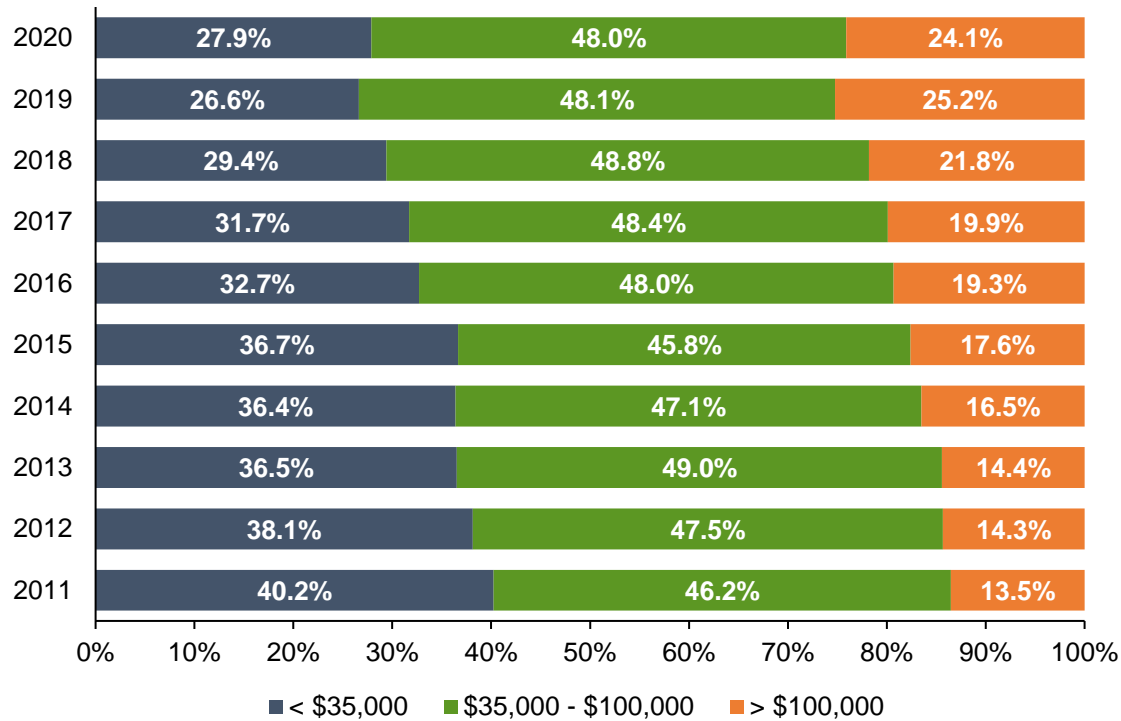
Household Type	2010	2016	2017	2018	2019	2020	Change, 2010 - 20
All Households	\$50,989	\$55,185	\$54,470	\$56,590	\$60,999	\$58,915	15.5%
Family	\$61,368	\$67,302	\$66,937	\$67,183	\$72,365	\$70,885	15.5%
Married-couple family	\$69,372	\$75,505	\$73,887	\$74,554	\$81,048	\$78,420	13.0%
Non-family	\$29,076	\$31,559	\$32,026	\$32,705	\$35,157	\$34,270	17.9%

Examining household income ranges allows for a more nuanced view of how the economic recovery differs socioeconomically. Figure 2-6 illustrates the share of households that fell within certain income ranges. Since the housing crash and Great Recession, the share of households making less than \$35,000 a year has been in steady decline. These lower-income households accounted for 40.2% of households in 2011. By 2019, the share had dropped to 26.6%. Households making more than \$100,000, on the other hand, increased as a share of total Idaho

households over the past eight years, expanding from 13.5% to nearly 25.2%. In 2020, however, the pandemic recession did cause a slight uptick in lower-income families and a corresponding decrease in high-income households.

**Figure 2-6. Percent of households by income range, not inflation adjusted
Idaho, 2011 – 2020**

Source: U.S. Census Bureau, American Community Survey, 1-year estimates



The Pew Research Center, a nonpartisan fact tank in Washington, D.C., defines the middle class as those earning between two-thirds and double the U.S. median household income after adjusting for household size. Thus, after adjusting for cost of living, a middle-class Idaho household of three making about \$35,000 a year in 2011 would need to make between \$43,000 - \$130,000 a year in 2019 to remain within the middle-class income bracket. Even with this measure, upper-income families have grown at a faster rate than middle-income families, who have seen only modest growth.

Other indicators of the financial situation of Idaho households have also shown improvements over the past decade. Figure 2-7 highlights select Idaho household statistics from the American Community Survey (ACS). According to the ACS, the share of households receiving welfare dropped from 3.5% in 2011 to 2.3% in 2019, before making a slight uptick in 2020 due to the pandemic. Food stamp recipients have also seen a significant decline from 2011. While the share of households with earnings from a job declined from 78.4% in 2011 to 77.6% in 2020, the share of households with income from Social Security and retirements has risen during this time frame. This reflects an increasingly aging population.

The data shows poverty rates in decline from a high of 16.5% in 2011. Children tend to have higher episodic poverty rates than the general population. In 2020, 14.4% of children under 18 were living below the poverty level.

The federal government considers any household paying more than 30% of its income toward housing costs to be under duress. The percentage of renters under duress due to housing costs has declined since 2011 to 45% in 2020. Additionally, the share of homeowners with a mortgage paying 30% or more of their income toward housing has more steadily moved downward. By 2020, the proportion was down to 25.6%.

**Figure 2-7. Percent of households by income range
Idaho state, select years between 2011 – 2020**

Source: U.S. Census Bureau, American Community Survey, 1-year estimates

Household Characteristics	2011	2016	2017	2018	2019	2020
Poverty rate for all people	16.5%	14.4%	12.8%	11.8%	11.2%	11.9%
Poverty rate for children under 18	20.4%	17.7%	15.3%	14.3%	13.2%	14.4%
Households with earnings from a job	78.4%	77.1%	77.0%	76.8%	77.9%	77.6%
Households receiving Social Security	29.9%	32.1%	32.6%	32.9%	32.1%	32.6%
Households receiving retirement income	17.1%	18.9%	18.9%	19.5%	25.5%	21.7%
Households receiving Supplemental Security Income	4.4%	4.9%	4.9%	4.6%	4.5%	4.6%
Households receiving welfare cash payments	3.5%	3.1%	2.9%	2.5%	2.3%	2.9%
Households receiving food stamps	13.5%	10.9%	9.7%	8.9%	8.3%	9.0%
Homeownership rate	68.7%	68.5%	69.7%	70.7%	71.6%	70.8%
Renters paying 30 percent or more of income for housing	51.6%	45.9%	45.8%	46.1%	46.7%	45.0%
Homeowners paying 30 percent or more of income for housing	36.9%	25.1%	26.1%	25.7%	23.6%	25.6%

Section 3: Employment projections

The Idaho Department of Labor produces employment projections to provide job seekers, policy makers and training providers with an idea of how much an industry or occupation is projected to change over time and show the future demand for workers. The most recent long-term projections (2020 to 2030) highlight the following key findings:

- The average annual growth rate for total employment is projected to be 1.5% for the 2020 to 2030 period.
- The health care and social services industry sector is projected to lead statewide job growth with the most added jobs over the projection period, with construction following closely behind. Construction is projected to have the highest annual growth rate of any industry.

Projections are largely based on historical trends and demographic growth in the state of Idaho.

Industry projections show 1.5% future job growth rate

Idaho's employment is projected to grow by 126,000 jobs by 2030. This translates to 15.7% total growth or an annual growth rate of 1.5%. Figure 3.1 shows the projected growth rates for the state by industry. As the figure indicates, growth will come from a broad range of Idaho's industry sectors. Construction was projected to be the fastest-growing sector with a projected annual growth rate of 3.3%. Health care and social assistance was projected to be the second fastest-growing industry with a growth rate of 1.9%. In terms of numerical job growth, the health care and social assistance, leisure and hospitality, and construction sectors were projected to bring the most jobs into the state. Collectively, these three sectors account for roughly 30% of the employment share in the base year (2020) and nearly 50% of total projected job growth. Projections anticipate slow or negative growth for two sectors: mining and utilities.

**Figure 3-1: Base and projected total employment (industry and self-employed)
Idaho, 2020 to 2030**

Source: Idaho Department of Labor, Communications and Research

NAICS Industry Title	2020 Employment	2030 Projection	Net Change	Annual Growth
Total All Industries	806,943	933,563	126,620	1.5%
Agriculture, Forestry, Fishing and Hunting	24,539	27,709	3,170	1.2%
Mining	2,490	2,014	-476	-2.1%
Construction	54,337	75,469	21,132	3.3%
Manufacturing	67,681	80,328	12,647	1.7%
Utilities	3,630	3,812	182	0.5%
Wholesale Trade	30,853	36,103	5,250	1.6%
Retail Trade	87,820	91,375	3,555	0.4%
Transportation and Warehousing	25,440	30,234	4,794	1.7%
Information	8,146	9,214	1,068	1.2%
Financial Activities	34,824	37,976	3,152	0.9%
Professional and Business Services	97,874	110,711	12,837	1.2%

Educational Services	59,739	69,686	9,947	1.6%
Health Care and Social Assistance	109,395	132,551	23,156	1.9%
Leisure and Hospitality	76,748	91,946	15,198	1.8%
Other Services (except Government)	19,142	22,577	3,435	1.7%
Self Employed	58,507	56,000	-2,507	-0.4%
Public Administration	45,779	55,858	10,079	2.0%

Occupational projections show rapid growth in construction jobs

The projected annualized growth rates for the major occupational groups in Idaho are shown in Figure 3-2. Construction and extraction occupations (2.8%) and personal care and service occupations (1.9%) were projected to outpace most other occupational groups. This reflects the state’s rapidly expanding population, booming housing market and demand for personal services. Growth in health care support occupations (1.8%), as well as health care practitioners and technical occupations (1.8%), reflect strong growth in the health care industry and the rapidly growing share of the state’s aging population. There are no occupational groups projected to decline during the projection period.

Figure 3.2. Projected annualized growth rates for major occupational groups Idaho, 2020 to 2030

Source: Idaho Department of Labor, Communications and Research



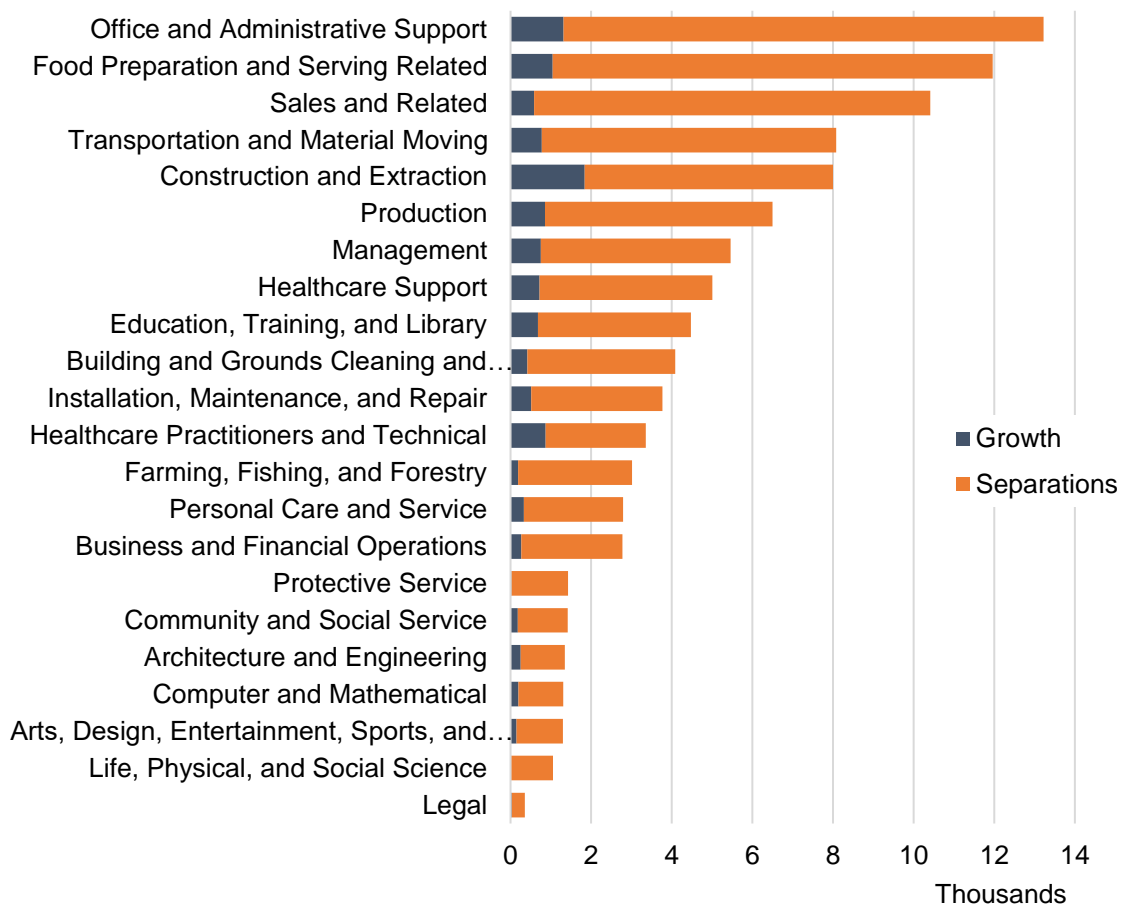
Service sector jobs projected for most job openings

In addition to projecting the number of new jobs, occupational projections estimate a broader measure of future job availability, which includes the projected number of occupational separations. The total number of occupational openings is the sum of three components: occupational growth, occupational transfers (such as an accountant becoming a manager) and labor force exits (such as a worker retiring). Collectively, occupational transfers and labor force exits are known as “separations,” and they are the primary driver of job openings. The separations methodology used here does not track turnover within occupations. Turnovers within occupations occur when workers stay in occupations but change employers. This also means that jobs filled by intrastate movement, when workers stay within occupations, are not identified as new jobs.

For the 2020-2030 period, Idaho Department of Labor projects a total of about 101,000 openings each year due to growth and separations. Figure 3-3 shows the projected annual openings for the major occupation groups. Office and administrative, food service and sales jobs are projected to dominate with the most annual openings.

Figure 3-3. Projected annual openings due to growth and separations Idaho, 2020 to 2030

Source: Idaho Department of Labor, Communications and Research



Top occupations ranked by projected job openings

The following tables show specific occupations ranked by total annual openings. Figures 3-4 to 3-8 show the top five occupations sorted by educational requirement for entry. The average annual wage demonstrates the link between educational attainment level and monetary compensation by occupation. The average wage for the top five occupations requiring a high school education or less is \$24,244 per year, while for master's or doctoral degrees the average wage is \$69,421.

Figure 3-4. Top five occupations typically requiring high school education or less for entry Idaho, 2020 through 2030

Source: Idaho Department of Labor, Communications & Research

Title	Average Annual Openings	2020 Annual Avg Wage
Retail Salespersons	3,600	\$26,874
Fast Food and Counter Workers	3,100	\$19,469
Cashiers	3,100	\$23,816
Waiters and Waitresses	2,600	\$19,282
Customer Service Representatives	2,500	\$31,782
		\$24,244

Figure 3-5. Top five occupations typically requiring a postsecondary certificate for entry Idaho, 2020 through 2030

Source: Idaho Department of Labor, Communications & Research

Title	Average Annual Openings	2020 Annual Avg Wage
Heavy and Tractor-Trailer Truck Drivers	1,600	\$42,328
Nursing Assistants	1,100	\$28,954
Medical Assistants	490	\$36,109
Automotive Service Technicians and Mechanics	470	\$42,078
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	430	\$43,118
		\$38,517

Figure 3-6. Top five occupations typically requiring an associate degree for entry Idaho, 2020 through 2030

Source: Idaho Department of Labor, Communications & Research

Title	Average Annual Openings	2020 Annual Avg Wage
Forest and Conservation Technicians	220	\$34,923
Dental Hygienists	190	\$76,294
Paralegals and Legal Assistants	150	\$48,381
Preschool Teachers, Except Special Education	130	\$24,482
Architectural and Civil Drafters	120	\$52,021
		\$47,220

**Figure 3-7. Top five occupations typically requiring a bachelor's degree for entry
Idaho, 2020 through 2030**

Source: Idaho Department of Labor, Communications & Research

Title	Average Annual Openings	2020 Annual Avg Wage
General and Operations Managers	1,350	\$69,659
Registered Nurses	1,100	\$71,282
Teachers and Instructors, All Other	990	\$66,590
Elementary School Teachers, Except Special Education	670	\$32,700
Accountants and Auditors	440	\$61,630
		\$60,372

**Figure 3-8. Top five occupations typically requiring a master's degree or greater for entry
Idaho, 2020 through 2030**

Source: Idaho Department of Labor, Communications & Research

Title	Average Annual Openings	2020 Annual Avg Wage
Rehabilitation Counselors	180	\$42,141
Educational, Guidance, and Career Counselors and Advisors	160	\$48,318
Lawyers	140	\$92,310
Physical Therapists	120	\$82,846
Education Administrators, Kindergarten through Secondary	110	\$81,490
		\$69,421

Section 4: Regional economic highlights

Northern Idaho

2020-21 Population Growth: 4.1%

2020-21 Job Growth: 5.1%

2020-21 Average Pay Growth: 8.7% (not inflation adjusted)

2021 Unemployment Rate: 4.5%

2020 Unemployment Rate: 7.2%

Northern Idaho's economic development has been dominated and determined over the past decade by the region's consistently rapid rate of population growth. The northern region benefits from ideal recreational geography, with easy access to a variety of lakes, rivers, forested wilderness areas, skiing locations and golf courses. This has made northern Idaho a highly desired location for people relocating from more expensive and congested neighboring states. In 2021, northern Idaho was the fastest-growing region in the state, and all five of the region's counties had population growth that was faster than the state growth rate — a remarkable fact, given that Idaho was the fastest-growing state in the nation.

Rapid population growth has fueled northern Idaho's economic growth and recovery from the pandemic. With population growth regularly approaching or even exceeding 4% per year, there continues to be extremely strong demand for housing. Inventories of existing homes are low, driving home prices up and sustaining a robust need for construction workers, especially in Kootenai and Bonner counties. Construction employment grew by 9% from 2020 to 2021. Overall, the industry nearly doubled in size over the last decade, with 82% job growth since 2011.

Population growth in northern Idaho tends to be skewed towards retirees, resulting in a pronounced aging of the region's demographics. This has particular effects on the types of services demanded, with retirees consuming disproportionately more health care. Health care has been one of the fastest-growing industries in the region, with employment up by 39% since 2011. Both of the region's two major hospitals — Kootenai Health in Coeur d'Alene and Bonner General in Sandpoint — have experienced major expansion.

While growth has created challenges — such as keeping pace with needed housing, infrastructure expansion and health care services — northern Idaho's dynamism has supported a broad and durable cycle of growth. Every sector of the economy in northern Idaho grew, not only in 2021 but over the last five- and 10-year periods. Even production sectors that have generally been stagnant in many parts of the country, like natural resource extraction and manufacturing, have enjoyed stable growth in the region.

Finally, 2021 saw a return to some level of normalcy for northern Idaho's tourism-related industries. The region normally enjoys a robust leisure services sector, with hotels, restaurants and recreational business providing services to the many that enjoy the area's natural amenities. In 2020, the pandemic severely affected these industries, but 2021 saw 12% job growth in these industries as they returned to normal, stable levels of employment.

**Figure 4-1. Average employment and average wage growth by industry, inflation adjusted
Northern Idaho, 2011 through 2021**

Source: U.S. Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2021 Average Employment	Job Growth		
		2020-21	2016-21	2011-21
All Industries	94,089	5%	13%	25%
Agriculture, Forestry, Fishing and Hunting	1,222	6%	17%	34%
Mining	1,031	10%	7%	7%
Utilities	629	11%	8%	13%
Construction	7,941	9%	44%	82%
Manufacturing	8,345	4%	2%	18%
Wholesale Trade	2,348	2%	28%	41%
Retail Trade	13,455	5%	6%	14%
Transportation and Warehousing	2,202	4%	16%	22%
Information	1,130	8%	14%	5%
Financial Activities	4,460	3%	21%	22%
Professional and Business Services	8,492	5%	16%	11%
Educational Services	5,879	1%	5%	11%
Health Care and Social Assistance	15,132	2%	11%	39%
Leisure and Hospitality	14,184	12%	17%	35%
Other Services	2,376	7%	10%	24%
Public Administration	5,264	0%	6%	4%
	2021 Average Wage	Wage Growth		
		2020-21	2016-21	2011-21
All Industries	\$ 47,181	4%	15%	20%
Agriculture, Forestry, Fishing and Hunting	\$ 45,212	1%	4%	3%
Mining	\$ 95,059	10%	-8%	-4%
Utilities	\$ 76,051	-3%	10%	18%
Construction	\$ 50,836	3%	15%	23%
Manufacturing	\$ 54,237	2%	9%	17%
Wholesale Trade	\$ 69,174	5%	8%	27%
Retail Trade	\$ 37,794	5%	12%	18%
Transportation and Warehousing	\$ 49,160	1%	12%	18%
Information	\$ 89,758	38%	55%	81%
Financial Activities	\$ 64,778	3%	18%	36%
Professional and Business Services	\$ 54,736	9%	30%	23%
Educational Services	\$ 38,553	-3%	7%	6%
Health Care and Social Assistance	\$ 53,864	5%	20%	25%
Leisure and Hospitality	\$ 23,768	8%	17%	23%
Other Services	\$ 33,918	2%	15%	28%
Public Administration	\$ 54,740	-1%	5%	11%

North Central Idaho

2020-21 Population Growth: 1.7%

2020-21 Job Growth: 2.7%

2020-21 Average Pay Growth: 4.2% (not inflation adjusted)

2021 Unemployment Rate: 3.8%

2020 Unemployment Rate: 5.4%

North central Idaho's 2021 population growth of 1.7% was nearly three times its 10-year annual average growth rate of 0.6%. This was the first time the region has realized at least a 1% annual growth rate since 2006. The region welcomed over 1,800 new residents relocating to the area, which was 16% higher than the previous three years combined and significantly above its annual average growth over the past 10 years of 600-700 new residents per year. Latah and Nez Perce County together added more than 1,000 new residents total and accounted for 57% of the region's total population growth. Idaho County contributed 26% after adding nearly 500 new residents, and Clearwater and Lewis jointly added over 300 new residents. Despite the relatively high population growth rate, the north central region dropped to 5.9% of Idaho's total population compared to 6.0% in 2020. This is because the statewide population growth of 2.9% exceeded that of the region between 2020-2021.

From a pandemic-induced 3.2% employment decline in 2020, north central Idaho's average 2021 employment rebounded. By the end of the year, employment was up 2.7% to over 43,000 workers, surpassing pre-pandemic employment levels during the third quarter of 2021. Unemployment rates consistently declined throughout the year — from 4.2% at the end of 2020 to 2.9% in December 2021 — and have continued to fall to a record low of 2.3% in April 2022. The highest employment growth rates during the past year occurred in leisure and hospitality (+9%), construction (+7%), manufacturing (+7%), retail (+6%), and other services (+6%). Between 2011-2021, the largest employment increases have been within construction (+38%), manufacturing (+35%), mining (+24%) and other services (+11%).

Three industries, accounting for 20% of local employment, realized positive employment growth over both 2020 and 2021: manufacturing (12% of total employment), construction (5% of total employment) and transportation/warehousing (3% of total employment).

Nominal wage growth of 4.2% was approximately twice as high as the five-year annual average growth of 1.9% between 2016-2021. This included double-digit industry average wage increases in professional and business services, leisure and hospitality, and mining. After adjusting for inflation, real wages in 2021 declined by 0.5%. The professional business services and mining industries realized the largest real wage gains of between 12%-15%. Manufacturing, educational services and retail trade industries posted the largest real wage annual declines of between 3%-6%.

During 2020-2021, the north central region was a recipient of multiple Idaho Broadband Grants from Idaho Commerce totaling almost \$9 million. At least one grant was awarded to each of the five counties to improve broadband access to local households and public entities. All projects have been completed and reimbursed as of the end of 2021. The Port of Lewiston has installed 50+ miles of dark fiber optic cable lines within the city of Lewiston and the surrounding region.

During 2022, the Port of Lewiston is planning construction of the continued phased build-out of the fiber optic network, including a 95-mile dark fiber line extending from Moscow to Grangeville. The north central region was identified in 2019 by the Idaho Broadband Task Force as the largest unserved area in the state, and the completion of fiber optic projects is expected to attract more internet providers to the region. One-gig broadband internet availability ranges from 0%-5% in Clearwater, Idaho, Lewis and Latah Counties to 84% in Nez Perce County.

Following a dry spring and record heat in June and July, north central Idaho was listed in a severe/extreme drought condition in early summer that continued to worsen to an exceptional drought status by August. The Lewiston-Nez Perce County Airport recorded 24 days of at least 100 degrees, twice the normal average of 11.5 triple-digit degree days over the past 20 years. No improvements in the hot and dry conditions were reported until November 2021. The dry farmed fields of the Palouse and Camas Prairie in north central Idaho essentially received no rain from mid-April through the end of harvest, resulting in 40-year-low yields per harvested acre. Idaho's 2021 wheat production of 76.5 million bushels was down 32% from the record set in 2020 and 25% below the 5-year average. Harvested acres were flat with the 5-year average at 1.13 million acres. In 2020, north central Idaho made up close to 40% of Idaho's winter wheat production and around 20% of its spring wheat harvest.

With pent-up demand for travel and a diverse offering of outdoor and small group recreation, north central Idaho realized strong visitor traffic in 2021 for jet boat tours, river cruise ship adventures, golfing, fishing, winery visits and RV park reservations. Representing 11% of area employment, the leisure and hospitality industry greatly benefitted from this trend; the industry's average employment increased 9% and average wages rose 10% from 2020 to 2021. Strong employment gains were realized among limited-service restaurants, amusement/recreation businesses, mobile food services and golf courses. Meanwhile, employment numbers for full-service restaurants, food service contractors, casinos, hotels and caterers continue to be lower than they were in 2019. Despite strong industry growth over 2021, leisure and hospitality employment continues to be down by almost 200 positions from the 2019 average.

As a result of strong demand for regional products — including wood products, ammunition, rifle scopes, electrical equipment, and farm machinery and equipment — local manufacturing employment followed up its 6.7% increase in employment during 2020 with an additional gain of 7.1% in 2021. The manufacturing sector now employs 600 positions more than it did in 2019 and accounts for 12% of regional employment (compared to 9% for Idaho statewide).

In response to a strong market for new single-family home construction and remodels, construction employment added 100-150 new positions over 2021 and realized real wage growth of 0.4%. Following significant declines from 2008-2013, north central Idaho's construction employment increased by over 20% from 2016-2021 to more than 2,200 positions. The number of establishments has grown from 382 in 2016 to 460 in 2021, compared to a previous peak of 2,051 positions and 471 establishments in 2007. All five north central Idaho counties realized employment gains in the construction sector during 2021, ranging from a 3% increase in Nez Perce County to 24% in both Clearwater and Lewis counties. On average, there were 20 job postings throughout the region per month in 2021, compared to 11 in 2020 and 9 in

2019. So far in 2022, demand for skilled labor remains strong with 25 average postings per month.

Following small levels of employment growth in 2020 despite the pandemic, 2021 transportation and warehousing employment continued to gain positions. Demand was driven by courier and express drivers and offset by declines in general freight and long-haul truck drivers. Despite the decline in heavy truck drivers, current job postings show a continued robust demand in this industry, with 2021 job postings up 16% over 2020 levels and up nearly 200% compared to 2019. Hiring demand for employees with a CDL in 2021 was three times the level of postings in 2019, but companies are experiencing fewer hires per posting in 2021 than they were able to realize in 2019.

Figure 4-2. Average employment and annual average wage growth by industry, inflation adjusted North Central Idaho, 2011 through 2021

Source: U.S. Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2021 Average Employment	Job Growth		
		2020-21	2016-21	2011-21
All Industries	43,223	2.7%	-0.7%	4.4%
Agriculture, Forestry, Fishing and Hunting	920	-2%	-14%	0%
Mining	214	-1%	-4%	24%
Utilities	149	2%	-2%	-7%
Construction	2,269	7%	21%	38%
Manufacturing	5,249	7%	3%	35%
Wholesale Trade	1,163	4%	-3%	6%
Retail Trade	5,269	6%	-3%	5%
Transportation and Warehousing	1,188	1%	-1%	-11%
Information	578	-2%	-5%	-14%
Financial Activities	1,809	-5%	-4%	-15%
Professional and Business Services	2,301	5%	5%	7%
Educational Services	6,234	1%	-5%	-7%
Health Care and Social Assistance	6,616	-3%	-2%	2%
Leisure and Hospitality	4,775	9%	-2%	6%
Other Services	1,035	6%	2%	11%
Public Administration	3,457	-2%	0%	-4%
	2021 Average Wage	Wage Growth		
		2020-21	2016-21	2011-21
All Industries	\$ 44,794	0%	7%	11%
Agriculture, Forestry, Fishing and Hunting	\$ 53,777	4%	7%	8%
Mining	\$ 71,278	13%	16%	24%
Utilities	\$ 79,325	2%	7%	22%
Construction	\$ 44,762	0%	6%	6%
Manufacturing	\$ 59,824	-6%	0%	4%
Wholesale Trade	\$ 53,924	4%	6%	10%
Retail Trade	\$ 31,681	-3%	6%	8%
Transportation and Warehousing	\$ 46,991	-1%	1%	11%
Information	\$ 46,582	4%	29%	32%
Financial Activities	\$ 60,673	1%	12%	39%
Professional and Business Services	\$ 54,912	15%	32%	5%
Educational Services	\$ 47,465	-4%	4%	9%

Health Care and Social Assistance	\$ 44,775	3%	8%	13%
Leisure and Hospitality	\$ 19,006	5%	13%	20%
Other Services	\$ 31,250	3%	12%	14%
Public Administration	\$ 52,195	0%	0%	6%

Southwestern Idaho

2020-21 Population Growth: 3.2%

2020-21 Job Growth: 5.9%

2020-21 Average Pay Growth: 5.9% (not inflation adjusted)

2021 Unemployment Rate: 3.6%

2020 Unemployment Rate: 5.6%

The unemployment rate continued its decline in 2021, down two points from the 2020 annualized average rate and a point higher than the 2019 pre-pandemic, annualized average rate for the 10-county area.

Headline issues during 2021 include the high demand for labor across all industries, the surge in new housing across the Treasure Valley in new subdivisions and large multi-family apartment complexes, and the increasingly labor-centric focus of employers.

Housing is playing catch up with in-migration continuing throughout the 10-county area, most particularly in Ada and Canyon counties where home prices continued to spike, clear evidence of demand outpacing supply. The city of Caldwell became so overwhelmed with permits that it issued a 120-day moratorium on residential development in 2021. Caldwell, Nampa and Meridian were among the top 15 cities larger than 50,000 with the highest growth nationally between 2020 and 2021.

An additional 27,565 people moved to southwestern Idaho between July 2020 and July 2021, with 88% of that cohort landing in Ada and Canyon counties. The largest component of change for southwestern Idaho is domestic in-migration, comprising 93% of the population increase. Natural change, or the net change between births and deaths, has dropped to just 7% of overall population change — a stretch from its more balanced distribution 10 years prior.

Industries with the largest employment growth across the region include transportation and warehousing, with new industrial warehouses popping up throughout southwestern Idaho. This same industry lost ground when it came to wages, which could be attributed to high rates of turnover. In the case of the utilities sector, significant levels of retirees departing highly paid positions caused its average wages to decrease by 2.3%. The turnover rate is low for the utilities sector and replacing lifetime employees with new hires typically causes a dip in the average wage, since it takes new hires time to rise to a lifetime employee's level of compensation.

Boise Regional Airport is moving up to a middle-sized hub and started ground preparation in 2021 on its new terminal and two new parking garages. The airport continues to attract new commercial airlines such as JetBlue and Spirit while adding routes with its existing airlines.

Several local companies have moved ownership to an Employee Stock Ownership Plan (ESOP) including Commercial Tire, Drake Cooper and Tate Rentals. The move is a recruitment tool to

attract talent but also to keep existing employees engaged. Another benefit of an ESOP is the mitigation of succession planning. It is estimated that over 40 companies across Idaho participate in ESOPs.

Other companies have been acquired in 2021, including Kount that was bought out by Equifax for \$640 million. Truckstop.com acquired Registry Monitoring Insurance Services of California for an undisclosed sum. Visitpay, originally called iVinci Health, was acquired for \$300 million by R1 RCM of Chicago. These companies will retain their presence in the Treasure Valley, where depending on their job duties, many employees will work remotely or both remotely and on-location.

Many of the smaller school districts have moved to four-day school weeks to retain and attract teachers. This is becoming more of a challenge than in the past due to the lack of new educators coming from colleges and universities. The starting wage for educators is below most other occupations that require a college education, and the opportunity for wage advancement occurs only after significant investment in education.

The hotel industry is still recovering from the pandemic but did add over 3,000 jobs in 2021. HomeSuites opened in Eagle and Meridian started construction on two hotels in 2021. These two hotels will have an inventory of two-hundred rooms upon completion.

Valley County ski resorts Brundage and Tamarack are adding amenities including new dining options, ski-in ski-out condos and employee housing. Tamarack has plans to add a school. Bogus Basin announced it is developing a 10-year plan to add trails, increase chairlift and snow-making capacity, and implement new transportation initiatives to alleviate potential congestion. Bogus Basin typically sells out its annual pass promotion.

Boise lost a retirement home that had operated for 64 years. Good Samaritan Society – Boise Village closed after losing its Medicare/Medicaid reimbursement contract. Quality issues have afflicted all assisted living and skilled nursing facilities due to COVID-19 outbreaks and the shortage of labor.

Kuna will be home to a data center for Meta, formerly known as Facebook, with an \$800 million investment utilizing urban renewal agency tax increment revenue financing. Kuna is one of the fastest-growing towns in southwestern Idaho with a population increase of 8.6% from July 2020 to July 2021. Kuna's population is now over 25,000.

There were 183,000 online job postings in the 10 southwestern Idaho counties during 2021, an uptick of 46% compared to 125,000 in 2020. Almost 21,000 new jobs came on board in 2021.

The outlook for southwestern Idaho is bright, with strong growth of new businesses and establishments at 11.1% in 2021. There is continued interest from national developers in acquiring bare ground or the latest multifamily complex. The diversity of industries and occupations makes the area appealing across all age groups.

Figure 4-3. Average employment and annual average wage growth by industry, inflation adjusted Southwestern Idaho, 2011 through 2021

Source: U.S. Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2021 Average Employment	Job Growth		
		2020-21	2016-21	2011-21
All Industries	374,295	5.9%	18.2%	37.4%
Agriculture, Forestry, Fishing and Hunting	6,425	-3%	-6%	5%
Mining	327	10%	63%	56%
Utilities	1,706	1%	-2%	5%
Construction	30,498	8%	52%	123%
Manufacturing	31,294	2%	11%	26%
Wholesale Trade	16,720	7%	19%	43%
Retail Trade	42,319	5%	12%	29%
Transportation and Warehousing	17,217	37%	77%	99%
Information	3,751	4%	-26%	-24%
Financial Activities	20,319	6%	27%	50%
Professional and Business Services	52,147	4%	21%	36%
Educational Services	26,486	6%	9%	19%
Health Care and Social Assistance	53,782	3%	17%	37%
Leisure and Hospitality	38,810	11%	18%	48%
Other Services	10,213	6%	15%	35%
Public Administration	22,282	-2%	4%	8%
	2021 Average Wage	Wage Growth		
		2020-21	2016-21	2011-21
All Industries	\$ 54,498	1%	13%	18%
Agriculture, Forestry, Fishing and Hunting	\$ 41,284	2%	14%	25%
Mining	\$ 76,253	15%	7%	7%
Utilities	\$ 89,764	-7%	1%	6%
Construction	\$ 54,856	2%	11%	11%
Manufacturing	\$ 81,059	-3%	11%	14%
Wholesale Trade	\$ 82,318	5%	19%	28%
Retail Trade	\$ 40,323	5%	13%	26%
Transportation and Warehousing	\$ 46,786	-6%	-1%	-1%
Information	\$ 74,855	12%	33%	33%
Financial Activities	\$ 78,398	0%	21%	41%
Professional and Business Services	\$ 64,946	5%	31%	31%
Educational Services	\$ 41,488	-4%	10%	11%
Health Care and Social Assistance	\$ 54,526	2%	3%	11%
Leisure and Hospitality	\$ 21,883	8%	18%	27%
Other Services	\$ 38,955	4%	20%	30%
Public Administration	\$ 59,150	-1%	3%	5%

South Central Idaho

2020-21 Population Growth: 1.9%

2020-21 Job Growth: 3.9%

2020-21 Average Pay Growth: 5.5% (not inflation adjusted)

2021 Unemployment Rate: 3.4%

2020 Unemployment Rate: 4.9%

Population growth in south central Idaho has remained relatively elevated since the onset of the COVID-19 pandemic. Between 2020 and 2021, the total population in the region grew by 1.9% (3,917 residents) — the second-largest annual growth for the region during the past decade. Over 85% of the net population growth was driven by the rise of in-migration. Camas County saw the highest population growth rate in the region and the third highest in the state at 4.6%.

The region's labor markets have continued a steady recovery from the pandemic-induced recession. The unemployment rate in the region declined steadily throughout 2021, beginning at 2.7% in January and ending at 2.5% in December. Lincoln County was the only county in the region with an unemployment rate consistently ranking above the statewide average. One possible explanation could be due to a decline in the county's key employment industries. The region's labor markets were also considered highly tight as there were far more job openings than job-seekers available to fill them. Despite tightening labor markets, job growth was estimated at 3.9%. This suggests that while many employers reported increased hiring difficulties, overall regional employment was not significantly impacted.

The construction industry saw the highest employment growth in the region at 11.5%. This growth can be attributed to the rise in demand for housing and homebuilding. Several mixed-use development projects were approved across the region including the Sunbeam Project in the City of Hailey and the Bluebird Village Project in Ketchum. COVID-19 federal grants contributed to multiple industry projects across the region, such as the construction of two new fire stations and a fire training center in Twin Falls. Employment growth in the manufacturing industry, one of the region's key industries, saw 3.8% growth.

Figure 4-4. Average employment and annual average wage growth by industry, inflation adjusted South Central Idaho, 2011 through 2021

Source: U.S. Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2021 Average Employment	Job Growth		
		2020-21	2016-21	2011-21
All Industries	93,296	3.9%	7.9%	20.3%
Agriculture, Forestry, Fishing and Hunting	10,862	-1%	4%	16%
Mining	225	71%	22%	62%
Utilities	590	-1%	0%	4%
Construction	6,258	12%	42%	72%
Manufacturing	10,908	4%	11%	37%
Wholesale Trade	3,780	4%	5%	23%
Retail Trade	10,840	6%	8%	16%
Transportation and Warehousing	4,250	1%	1%	10%
Information	800	4%	-16%	-30%
Financial Activities	2,685	1%	3%	4%
Professional and Business Services	7,764	0%	0%	14%
Educational Services	6,729	3%	2%	7%
Health Care and Social Assistance	11,038	4%	12%	25%
Leisure and Hospitality	9,976	10%	12%	29%
Other Services	2,428	5%	-2%	14%
Public Administration	4,164	-1%	4%	1%
	2021 Average Wage	Wage Growth		
		2020-21	2016-21	2011-21
All Industries	\$ 43,251	1%	9%	17%
Agriculture, Forestry, Fishing and Hunting	\$ 41,691	0%	7%	21%
Mining	\$ 42,590	-4%	7%	5%
Utilities	\$ 73,062	-4%	-1%	8%
Construction	\$ 47,797	2%	9%	18%
Manufacturing	\$ 53,614	-2%	3%	10%
Wholesale Trade	\$ 61,628	1%	8%	18%
Retail Trade	\$ 34,796	4%	13%	21%
Transportation and Warehousing	\$ 47,373	-1%	8%	13%
Information	\$ 55,310	8%	20%	30%
Financial Activities	\$ 70,662	9%	42%	48%
Professional and Business Services	\$ 44,577	1%	10%	18%
Educational Services	\$ 35,879	-3%	8%	8%
Health Care and Social Assistance	\$ 46,747	3%	11%	15%
Leisure and Hospitality	\$ 21,250	5%	11%	16%
Other Services	\$ 39,139	1%	14%	25%
Public Administration	\$ 45,562	-1%	3%	8%

Southeastern Idaho

2020-21 Population Growth: 1.5%

2020-21 Job Growth: 3.1%

2020-21 Average Pay Growth: 4.3% (not inflation adjusted)

2021 Unemployment Rate: 3.3%

2020 Unemployment Rate: 4.4%

The southeastern Idaho economy faced the same headwinds going in to 2021 as the state and nation, mainly the COVID-19 delta variant surge that winter. Despite this and ongoing repercussions related to the pandemic, including numerous supply constraints, the region's economy has bounced back. By year's end, employment, labor force participation levels and number of establishments were above their pre-pandemic values, while the area's unemployment rate was nearing its historic-low values from before the pandemic. However, the recovery in southeastern Idaho has been uneven, with employment in some sectors still below their pre-pandemic levels and wages growing at unequal rates.

Year-over-year employment in the seven-county southeastern Idaho region grew by 3.1%, or roughly 1,925 persons. This has more than made up for the -2.2% change in employment between 2019 and 2020 (a decline of about 1,398). Among the sectors with the largest relative employment gains were construction (+8%), mining (+7%), retail trade (+7%), leisure and hospitality (+6%), other services except public administration (+6%), educational services (+5%), and manufacturing (+4%). For some of these sectors, this strong growth was merely a recovery of jobs lost in the first year of the pandemic. Notably, employment in leisure and hospitality remained below its pre-pandemic level by about 147 persons, while manufacturing was still short of its 2019 employment level by about 120 persons. Some sectors, however, continued to see declines in employment, including agriculture, forestry, fishing, and hunting (-3%); information (-1%); and public administration (-1%).

Nominal average annual wages in southeastern Idaho grew by 4.3% between 2020 and 2021, slightly less than their 4.9% growth rate the previous year. Wage growth was most significant among the fastest-growing sectors, including leisure and hospitality (+9%), retail trade (+8%), construction (+7%) and other services except public administration (+7%), indicative of a demand-driven labor market. Wholesale trade (+7%), professional services (+7%) and financial activities (+6%) also saw strong wage gains that year despite smaller or even negative employment gains, implying that strong demand in some sectors is perhaps countered by inelastic or declining labor supply. Those sectors that saw declines in wages, mining (-2%) and utilities (-1%), were already above the average wage for the region. Mining likely experienced a positive supply shock as individuals entered to capitalize on the higher wages in that sector, with the increased supply of workers driving wages downward as a result.

Despite the seemingly strong wage gains in the region, the high inflation rate over that same period meant that real (i.e., inflation-adjusted) wages were largely unchanged. The high-demand, supply-constrained economy that lifted wages also pushed up prices by a roughly equivalent amount. In other words, the purchasing power of a typical southeastern Idaho worker's wages in 2021 was about the same as one year prior.

There were several notable developments in the southeastern Idaho region the past year. Itafos — a mining company that employs over 500 people in Caribou, Bear Lake and Franklin counties — extended their Conda phosphate mine to increase its anticipated operating lifespan through 2026. Lamb Weston began a multi-year project to add a new french fry processing facility at their American Falls Plant, which will add 130 new jobs once completed. Idaho State University undertook a renovation of the Department of Civil and Environmental Engineering’s Structural Laboratory. ISU also received approval from the State Board of Education to construct the Idaho Central Credit Union Bengal Alumni Center and renovate Holt Arena. At the same time, state budget cuts required ISU to implement a hiring slowdown. Global supply chain company Savage broke ground in Pocatello for the state’s first intermodal rail terminal, Savage Railport - Southern Idaho, which will be able to move 250 containers per week when fully operational. High-speed broadband internet access continued to expand into Power County. Portneuf Medical Center broke ground for a future medical plaza at the Northgate Project in Pocatello, while Bingham Healthcare converted the former Golden Corral in Pocatello into an urgent care and specialty clinic. Power County Hospital completed a multi-year, multi-million-dollar renovation of its facilities. The Idaho National Laboratory signed a memorandum of understanding with the Shoshone-Bannock School District to create educational and technical job opportunities for tribal students. Morton Buildings, a leading manufacturer and builder of post-frame structures, opened a manufacturing facility at the Pocatello Regional Airport’s industrial park.

Multiple new housing developments have taken shape to meet growing demand from the region’s growing population. The Northgate Project has completed the first of many of its planned 404 multifamily apartments and townhouse units north of Pocatello. The Portneuf Meadows project broke ground on its 107 single-family home development near Inkom. Housing nonprofit NeighborWorks Pocatello completed two homes in American Falls, while multiple four-plexes were constructed in Preston by a Utah-based company. The upscale Deer Valley Reserve Subdivision broke ground on the first of many million-dollar homes south of Pocatello. The Cedar Estates began two of its three planned sections, which upon completion will add 61 homes. Plans were approved for the first phase of the new Park Ridge Subdivision in Soda Springs, which will provide family homes and town houses upon completion. Several new subdivisions in Franklin County were approved by local officials as well.

Figure 4-5. Average employment and annual average wage growth by industry, inflation adjusted Southeastern Idaho, 2011 through 2021

Source: U.S. Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2021 Average Employment	Job Growth		
		2020-21	2016-21	2011-21
All Industries	64,051	3.1%	5.0%	12.0%
Agriculture, Forestry, Fishing and Hunting	2,392	-3%	-10%	1%
Mining	828	7%	19%	68%
Utilities	298	0%	0%	1%
Construction	3,865	8%	27%	31%
Manufacturing	6,862	4%	1%	9%
Wholesale Trade	2,540	1%	0%	-8%
Retail Trade	7,528	7%	6%	12%
Transportation and Warehousing	1,816	-1%	9%	10%
Information	457	-1%	-26%	-32%
Financial Activities	2,099	2%	-22%	-8%
Professional and Business Services	5,400	-1%	12%	33%
Educational Services	7,722	5%	3%	5%
Health Care and Social Assistance	9,924	2%	9%	23%
Leisure and Hospitality	6,253	6%	10%	21%
Other Services	1,427	6%	15%	9%
Public Administration	4,640	-1%	0%	-1%
	2021 Average Wage	Wage Growth		
		2020-21	2016-21	2011-21
All Industries	\$ 42,123	0%	7%	8%
Agriculture, Forestry, Fishing and Hunting	\$ 38,433	0%	4%	11%
Mining	\$ 71,245	-7%	7%	3%
Utilities	\$ 87,074	-6%	1%	4%
Construction	\$ 47,273	3%	5%	-1%
Manufacturing	\$ 57,528	-1%	-1%	-2%
Wholesale Trade	\$ 55,586	2%	6%	19%
Retail Trade	\$ 29,782	3%	8%	15%
Transportation and Warehousing	\$ 46,488	0%	9%	12%
Information	\$ 34,020	-5%	-4%	10%
Financial Activities	\$ 57,022	2%	22%	21%
Professional and Business Services	\$ 48,803	2%	32%	26%
Educational Services	\$ 38,009	-5%	5%	7%
Health Care and Social Assistance	\$ 43,729	1%	7%	8%
Leisure and Hospitality	\$ 17,434	4%	8%	15%
Other Services	\$ 33,265	2%	10%	14%
Public Administration	\$ 45,503	-2%	0%	4%

Eastern Idaho

2020-21 Population Growth: 2.7%

2020-21 Job Growth: 5.6%

2020-21 Average Pay Growth: 3.4% (not inflation adjusted)

2021 Unemployment Rate: 2.9%

2020 Unemployment Rate: 3.8%

The eastern Idaho economy faced the same headwinds going in to 2021 as the state and nation, mainly the COVID-19 delta variant surge that winter. Despite this and ongoing repercussions related to the pandemic, including numerous supply constraints, the region's economy has bounced back. By year's end, employment, labor force participation levels and the number of establishments were above their pre-pandemic values. Meanwhile, the area's unemployment rate was nearing its historic-low values from before the pandemic. However, the recovery in eastern Idaho has been uneven, with employment in some sectors still below their pre-pandemic levels and wages growing at unequal rates.

Year-over-year employment in the nine-county eastern Idaho region grew by 5.6%, or roughly 5,420 persons. Among the sectors with the largest relative employment gains were leisure and hospitality (+14%), financial activities (+11%), manufacturing (+8%), construction (+7%), retail trade (+6%), and health care and social assistance (+6%). For some of these sectors, this strong growth was merely a recovery of jobs lost in the first year of the pandemic. Notably, over half of the employment growth in leisure and hospitality was making up for the roughly 703 jobs lost in 2020. Other services excluding public administration was still short of its 2019 employment level by about 35 persons, and educational services was still short by roughly 279 persons. Agriculture, forestry, fishing and hunting saw continued declines in 2021 (-6%), while utilities (-9%) and public administration (-1%) experienced employment declines despite growth the previous year.

Nominal average annual wages in eastern Idaho grew by 2.8% between 2020 and 2021, significantly less than their 5.1% growth rate the previous year. Wage growth was most significant among the fastest growing sectors including leisure and hospitality (+9%), construction (+7%), and financial activities (+6%), indicative of a demand-driven labor market. Agriculture, forestry, fishing and hunting (+7%); utilities (+4%); and public administration (+4%) also saw strong wage gains that year despite declining employment, implying that strong demand in some sectors is perhaps countered by declining labor supply.

Despite the modestly strong wage gains in the region, the high inflation rate over that same period meant that real (i.e., inflation-adjusted) wages declined. The high-demand, supply-constrained economy that lifted wages also pushed up prices by an even greater amount. In other words, the purchasing power of a typical eastern Idaho worker's wages in 2021 was less than one year prior.

There were many notable developments in the eastern Idaho region the past year. The U.S. Department of Energy announced the third of three rounds of nuclear reactor development with the Idaho National Laboratory's (INL) National Reactor Innovation Center helping to test and assess designs. The National Aeronautics and Space Administration (NASA) and its contractors

partnered with INL to develop a replacement for NASA's Radioisotope Thermoelectric Generator. The U.S. Department of Energy also awarded a multi-million-dollar contract to INL and POWER Engineers to develop two projects aimed at increasing the power grid's cybersecurity. INL further signed a memorandum of understanding with the Shoshone-Bannock School District to create educational and technical job opportunities for tribal students. The Idaho Falls Regional Airport added multiple flights to and from major U.S. cities including Portland, OR; Dallas/Fort Worth, TX; Phoenix, AZ; and Seattle/Tacoma, WA. The airport additionally saw record passengers pass through it in 2021, buoyed by record attendance at Grand Teton and Yellowstone national parks as Americans' interest in the outdoors swelled. Lost Rivers Medical Center in Arco tripled the size of its laboratory thanks to federal coronavirus relief funds, providing testing services for the surrounding communities and assisting with statewide COVID-19 testing. Department store Macy's closed its location at the Grand Teton Mall in Idaho Falls after 15 years of service as an anchor store. Drilling recommenced at the Beartrack-Arnett gold project in Lemhi County, formerly the largest producing gold mine in Idaho. The College of Eastern Idaho added a cybersecurity program to its roster as well as laid plans for its Future Tech building that will serve the cybersecurity and other programs. The city of Idaho Falls broke ground for its future Mountain America Center, which upon completion will include an arena and convention center for various events. Furniture store chain RC Willey broke ground for on its Idaho Falls location, its second store in the state.

Several new housing developments have taken shape to meet growing demand from the region's growing population. The 23-acre mixed-use Centre at Rainey Creek development in Swan Valley was completed at the start of the year, providing multiple commercial spaces and community services in addition to a few dozen townhome units. Developers acquired land and broke ground for a 32-acre development in Rigby that will host a mix of single- and multifamily homes along with commercial space. Developers broke ground for a 227-unit apartment complex in Idaho Falls that will include on-site amenities, while a Utah-based developer acquired a 60-acre parcel in Idaho Falls and plans develop it into a mixed-use development with multifamily units and commercial spaces.

Figure 4-6. Average employment and annual average wage growth by industry, inflation adjusted Eastern Idaho, 2011 through 2021

Source: U.S. Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2021 Average Employment	Job Growth		
		2020-21	2016-21	2011-21
All Industries	102,211	5.6%	16.5%	30.0%
Agriculture, Forestry, Fishing and Hunting	2,171	-6%	-11%	2%
Mining	100	3%	40%	-79%
Utilities	279	-9%	-4%	5%
Construction	6,643	7%	38%	79%
Manufacturing	6,640	8%	30%	64%
Wholesale Trade	4,272	5%	5%	-18%
Retail Trade	12,575	6%	8%	28%
Transportation and Warehousing	3,266	5%	13%	28%
Information	925	3%	-20%	-32%
Financial Activities	3,649	11%	26%	32%
Professional and Business Services	18,779	2%	17%	29%
Educational Services	8,851	5%	9%	22%
Health Care and Social Assistance	15,637	6%	30%	55%
Leisure and Hospitality	10,963	14%	23%	50%
Other Services	2,348	4%	4%	18%
Public Administration	5,114	-1%	2%	0%
	2021 Average Wage	Wage Growth		
		2020-21	2016-21	2011-21
All Industries	\$ 46,740	-1%	9%	7%
Agriculture, Forestry, Fishing and Hunting	\$ 40,394	1%	13%	24%
Mining	\$ 79,215	0%	-22%	3%
Utilities	\$ 82,051	-1%	9%	5%
Construction	\$ 46,557	2%	7%	5%
Manufacturing	\$ 46,484	-3%	3%	9%
Wholesale Trade	\$ 55,565	0%	7%	18%
Retail Trade	\$ 32,654	0%	10%	18%
Transportation and Warehousing	\$ 44,830	-1%	12%	14%
Information	\$ 43,026	-1%	5%	4%
Financial Activities	\$ 57,727	2%	17%	35%
Professional and Business Services	\$ 76,921	-1%	11%	3%
Educational Services	\$ 39,540	-3%	8%	4%
Health Care and Social Assistance	\$ 41,390	0%	3%	5%
Leisure and Hospitality	\$ 18,583	4%	17%	24%
Other Services	\$ 31,745	2%	10%	16%
Public Administration	\$ 53,999	0%	1%	6%

Section 5: Economic comparisons with other states

Idaho consistently ranks among the top states in the country in key categories such as population growth, job growth and business creation. The following tables compare Idaho to the top 12 and bottom 12 states by ranking for each measure. Population growth, GDP growth, job growth, unemployment rates, entrepreneurship rates and per capita income are presented for comparison, showing the 2021 rankings for Idaho.

- Figure 5-1 shows population growth rates for Idaho compared to other states and the nation. In 2021, Idaho grew 2.9%, ranking highest for population growth.
- Figure 5-2 shows annual real GDP growth rates for Idaho compared with other states and the nation. In 2021, Idaho's grew by 5.8%, ranking 16th in the country.
- Figure 5-3 shows the average annual job growth rate of each state. In 2021, Idaho nonfarm employment grew by 5.4%, ranking 2nd in the country.
- Figure 5-4 shows the unemployment rate for Idaho compared to other states and the nation. In 2021, Idaho's unemployment rate of 3.6% ranked 11th lowest in the country.
- Figure 5-5 shows the number of new businesses established per 1,000 persons in the labor force, also known as the entrepreneurship rate. In the first three quarters of 2021, Idaho's entrepreneurship rate ranked second highest in the nation. Idaho saw 3.5 new business establishments "born" per 1,000 people in the civilian labor force.
- Figure 5-6 compares per capita income by state. In 2021, Idaho had one of the lowest per capita personal incomes, ranking 45th in the country.

Population growth

Figure 5-1: Highest and lowest state population growth rates
United States and Idaho, 2020 to 2021

Source: U.S Census Bureau, Population Division

Rank	State	Population Growth
	United States	0.1%
1	Idaho	2.9%
2	Utah	1.7%
3	Montana	1.7%
4	Arizona	1.4%
5	South Carolina	1.2%
6	Delaware	1.2%
7	Texas	1.1%
8	Florida	1.0%
9	Nevada	1.0%
10	South Dakota	0.9%
11	North Carolina	0.9%
12	New Hampshire	0.8%
-		
39	New Jersey	-0.1%
40	Michigan	-0.2%
41	Pennsylvania	-0.2%
42	Mississippi	-0.2%
43	West Virginia	-0.4%
44	North Dakota	-0.5%
45	Massachusetts	-0.5%
46	Louisiana	-0.6%
47	California	-0.7%
48	Hawaii	-0.7%
49	Illinois	-0.9%
50	New York	-1.6%
51	District of Columbia	-2.9%

Includes the District of Columbia

Gross domestic product growth

Figure 5-2: Highest and lowest state gross domestic product growth rates, inflation adjusted
United States and Idaho, 2020 to 2021

Source: Bureau of Economic Analysis

Rank	State	Real GDP Growth
	United States	5.7%
1	Tennessee	8.6%
2	New Hampshire	8.5%
3	California	7.8%
4	Nevada	7.1%
5	Indiana	6.9%
6	Florida	6.9%
7	Montana	6.7%
8	North Carolina	6.7%
9	Utah	6.7%
10	Washington	6.7%
11	Massachusetts	6.4%
12	Iowa	6.4%
-		
16	Idaho	5.8%
-		
39	Virginia	4.0%
40	Kansas	3.8%
41	Wisconsin	3.8%
42	Delaware	3.7%
43	Vermont	3.5%
44	Maryland	3.2%
45	District of Columbia	2.8%
46	New Mexico	2.5%
47	Louisiana	2.4%
48	Oklahoma	2.2%
49	North Dakota	2.1%
50	Wyoming	1.1%
51	Alaska	0.3%

Includes the District of Columbia

Nonfarm employment growth

Figure 5-3: Highest and lowest state average annual job growth rates, nonfarm employment
United States and Idaho, 2020 to 2021

Source: U.S Bureau of Labor Statistics, Current Employment Statistics

Rank	State	Job Growth Rate
	United States	2.8%
1	Nevada	6.9%
2	Idaho	5.4%
3	Utah	5.0%
4	Montana	4.7%
5	Florida	4.6%
6	New Jersey	4.3%
7	Hawaii	4.2%
8	North Carolina	4.2%
9	Rhode Island	4.0%
10	Michigan	3.9%
11	Maine	3.8%
12	Massachusetts	3.8%
-		
39	Minnesota	2.1%
40	Illinois	2.0%
41	Delaware	2.0%
42	Iowa	1.8%
43	Nebraska	1.8%
44	West Virginia	1.7%
45	New Mexico	1.6%
46	Wyoming	1.5%
47	Louisiana	1.5%
48	Kansas	1.1%
49	North Dakota	1.1%
50	Oklahoma	0.9%
51	District of Columbia	-0.4%

Includes the District of Columbia

Unemployment rates

Figure 5-4: Lowest and highest state unemployment rates, not seasonally adjusted
United States and Idaho, 2021

Source: U.S Bureau of Labor Statistics, Local Area Unemployment Statistics

Rank	State	Unemployment Rate
	United States	5.4%
1	Nebraska	2.5%
2	Utah	2.7%
3	South Dakota	3.1%
4	Kansas	3.2%
5	Montana	3.4%
6	Minnesota	3.4%
7	Alabama	3.4%
8	Vermont	3.4%
9	New Hampshire	3.5%
10	Indiana	3.6%
11	Idaho	3.6%
12	North Dakota	3.7%
-		
39	Hawaii	5.7%
40	Maryland	5.8%
41	Michigan	5.9%
42	Illinois	6.1%
43	Connecticut	6.3%
44	Pennsylvania	6.3%
45	New Jersey	6.3%
46	Alaska	6.4%
47	District of Columbia	6.6%
48	New Mexico	6.8%
49	New York	6.9%
50	Nevada	7.2%
51	California	7.3%

Includes the District of Columbia

Entrepreneurship rates

Figure 5-5: Highest and lowest establishment births* per 1,000 persons in the labor force, seasonally adjusted

United States and Idaho, 2021 Q1 – Q3

Source: U.S Bureau of Labor Statistics, Business Employment Dynamics

Rank	State	Entrepreneurship Rate
	United States	2.1
1	District of Columbia	4.3
2	Idaho	3.5
3	Montana	3.5
4	Vermont	3.1
5	Wyoming	3.0
6	Florida	3.0
7	Nevada	2.9
8	New Hampshire	2.9
9	Rhode Island	2.9
10	Maine	2.9
11	Massachusetts	2.7
12	Utah	2.7
-		
39	Alabama	1.7
40	Washington	1.7
41	Arizona	1.6
42	Pennsylvania	1.6
43	Illinois	1.6
44	Michigan	1.5
45	Minnesota	1.5
46	Louisiana	1.5
47	Mississippi	1.5
48	Maryland	1.4
49	Indiana	1.4
50	Iowa	1.4
51	Ohio	1.4

* Does not include non-employer establishments

Includes the District of Columbia

Personal income

Figure 5-6: Highest and lowest state per capita personal income
United States and Idaho, 2021

Source: U.S Bureau of Economic Analysis

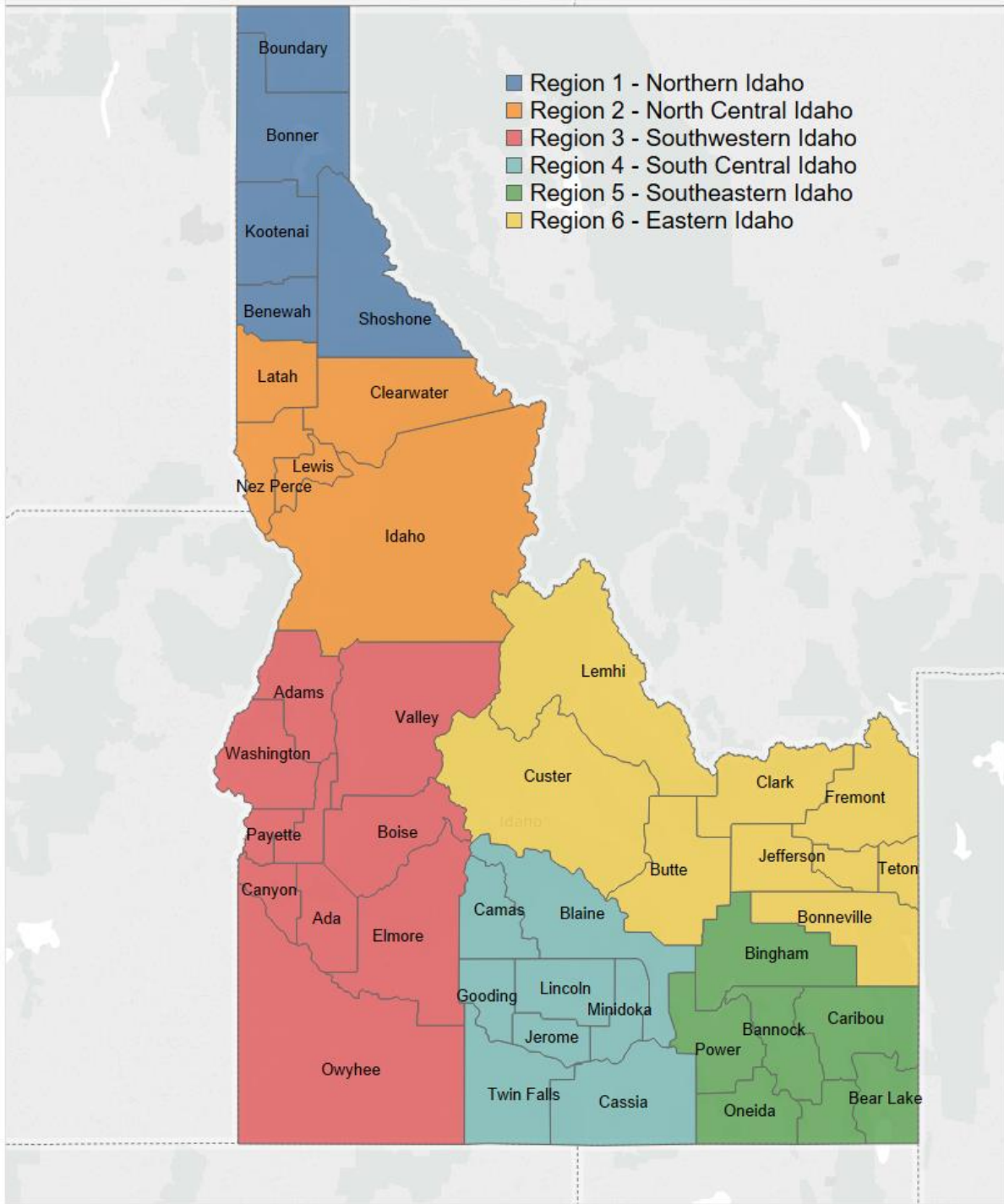
Rank	State	Per Capita Income
	United States	\$ 63,444
1	District of Columbia	\$ 96,873
2	Massachusetts	\$ 82,475
3	Connecticut	\$ 82,082
4	New York	\$ 76,415
5	California	\$ 76,386
6	New Jersey	\$ 74,805
7	New Hampshire	\$ 72,003
8	Washington	\$ 71,889
9	Maryland	\$ 69,266
10	Colorado	\$ 69,016
11	Alaska	\$ 67,138
12	Illinois	\$ 67,095
-		
39	North Carolina	\$ 55,043
40	Tennessee	\$ 54,873
41	Louisiana	\$ 54,435
42	Arizona	\$ 54,301
43	Oklahoma	\$ 53,156
44	South Carolina	\$ 52,074
45	Idaho	\$ 51,379
46	Arkansas	\$ 51,148
47	Kentucky	\$ 50,699
48	New Mexico	\$ 49,320
49	Alabama	\$ 48,608
50	West Virginia	\$ 47,817
51	Mississippi	\$ 45,438

Includes the District of Columbia

Appendices

Appendix 1. Idaho labor regions

Figure A1-1. Idaho labor regions



Appendix 2: Estimating labor underutilization for Idaho counties

To develop estimates of the alternative measures of labor underutilization for Idaho counties, the model draws from the following data sources:

- *County labor force and unemployment statistics from the Local Area Unemployment Statistics program.*
- *Statewide measures of marginally attached workers and involuntary part-time workers from Current Population Survey estimates.*

To estimate discouraged workers and marginally attached workers by county, the model assumes each county has the same ratio of unemployment to total state unemployment as the state in its entirety. Similarly, the number of part-time workers in each county is estimated by multiplying each county's percentage of unemployed by the number of statewide involuntary part-time workers.

It is important to remember these are only estimates based on simplifying assumptions about the distribution of discouraged and part-time workers around the state. However, they are the best ballpark estimates of labor underutilization in Idaho counties that limited data allow. Regional data is a simple sum of county estimates.

Figure A2-1. Alternative measures of labor underutilization: labor force, unemployed, discouraged workers, all other marginally attached workers, involuntary part-time workers and U-6 rate (unemployed with marginally attached workers and involuntary part-time) Idaho and Counties, 2021

Source: U.S Bureau of Labor Statistics, Current Population Survey, Local Area Unemployment Statistics, American Community Survey 5-year estimates

Area	Labor Force	Unemployed Residents	Discouraged Workers	Other Marginally Attached	Involuntary Part-Time	U-6
State of Idaho	917,057	32,728	1,300	6,400	25,500	7.2%
1-Northern	119,459	5,410	215	1,058	4,215	9.1%
Benewah	4,092	228	9	45	178	11.2%
Bonner	21,553	1,033	41	202	805	9.7%
Boundary	5,597	244	10	48	190	8.8%
Kootenai	82,719	3,540	141	692	2,758	8.6%
Shoshone	5,499	364	14	71	283	13.3%
2-North Central	52,289	1,967	78	385	1,533	7.6%
Clearwater	3,033	196	8	38	153	13.0%
Idaho	6,822	335	13	65	261	9.9%
Latah	19,858	660	26	129	515	6.7%
Lewis	1,660	94	4	18	73	11.3%
Nez Perce	20,917	683	27	133	532	6.6%
3-Southwest	431,778	15,425	613	3,016	12,018	7.2%
Ada	266,935	8,696	345	1,700	6,775	6.6%
Adams	1,804	119	5	23	93	13.3%
Boise	3,734	202	8	40	157	10.9%

Canyon	110,244	4,359	173	852	3,396	8.0%
Elmore	12,014	449	18	88	350	7.5%
Gem	8,739	359	14	70	280	8.3%
Owyhee	5,605	243	10	48	190	8.7%
Payette	12,081	483	19	94	376	8.0%
Valley	5,784	304	12	60	237	10.6%
Washington	4,839	211	8	41	165	8.8%
4-South Central	103,584	3,529	140	690	2,750	6.9%
Blaine	12,885	469	19	92	365	7.3%
Camas	704	24	1	5	19	6.8%
Cassia	12,613	365	15	71	285	5.8%
Gooding	8,381	264	10	52	206	6.3%
Jerome	12,348	412	16	81	321	6.7%
Lincoln	2,698	120	5	24	94	9.0%
Minidoka	11,852	372	15	73	290	6.3%
Twin Falls	42,102	1,503	60	294	1,171	7.2%
5-Southeast	88,368	2,923	116	572	2,278	6.7%
Bannock	42,735	1,520	60	297	1,184	7.2%
Bear Lake	3,121	94	4	18	73	6.1%
Bingham	24,278	775	31	152	604	6.4%
Caribou	4,128	128	5	25	100	6.2%
Franklin	7,369	182	7	36	142	5.0%
Oneida	2,578	64	3	13	50	5.0%
Power	4,159	160	6	31	125	7.7%
6-Eastern	121,579	3,474	138	679	2,707	5.8%
Bonneville	60,471	1,749	69	342	1,363	5.8%
Butte	1,447	55	2	11	43	7.6%
Clark	377	12	0	2	9	6.5%
Custer	2,279	106	4	21	82	9.3%
Fremont	8,191	236	9	46	184	5.8%
Jefferson	14,673	399	16	78	311	5.5%
Lemhi	3,713	198	8	39	154	10.7%
Madison	23,322	512	20	100	399	4.4%
Teton	7,106	207	8	41	162	5.9%

All six labor regions show declining U-6 rates over the years since the severe recession that began in 2008, as shown in Figure A2-2. With the COVID-19 pandemic causing major economic disruptions, all six regions saw U-6 rates climb in 2020, but the recovery enjoyed in 2021 brought rates back down to pre-pandemic levels.

Figure A2-2. Alternative measures of labor underutilization: U-6 rate (unemployed with marginally attached workers and involuntary part-time)

Idaho Labor Regions, 2011 - 2021

Source: U.S Bureau of Labor Statistics, Current Population Survey, Local Area Unemployment Statistics, American Community Survey 5-year estimates

Region	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
1: Northern	19.3	16.5	14.9	12.1	10.1	9.4	8.5	7.5	7.2	10.9	9.1
2: North Central	16.9	14.8	13.6	11.1	9.4	8.6	8.0	7.3	7.1	10.0	7.6
3: Southwest	15.9	13.7	12.4	10.1	8.4	7.6	6.8	6.0	5.8	9.1	7.2
4: South Central	14.0	12.2	10.8	8.8	7.2	6.7	6.0	5.5	5.4	8.2	6.9
5: Southeast	15.4	13.6	12.4	10.2	8.6	7.8	7.0	6.2	6.0	8.3	6.7
6: Eastern	15.7	14.2	12.9	10.5	8.5	7.6	6.9	6.1	5.9	8.1	5.8