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Labor Market and Economic Report

Summer 2023

Idaho Department of Labor

Idaho Labor Market and Economic Report

2022



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Labor market quick facts

Summary table

Source: Idaho Department of Labor; Communications & Research Division

	2022	2021	2010
Population	1,939,033	1,904,314	1,570,819
Average Labor Force	950,672	917,057	762,147
Average Number Unemployed	25,314	32,728	66,882
Average Unemployment Rate	2.7	3.6	8.8
Average Total Employment	925,358	884,329	695,265
Average Covered Employment	807,314	790,493	605,560
Average Covered Wage	\$54,219	\$50,746	\$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 2022

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
2022	950,672	25,314	2.7	925,358

**Quick fact 2. Labor force and unemployment, not seasonally adjusted
Idaho metropolitan areas, 2022**

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

Metropolitan area	Labor force	Unemployed	Unemployment rate	Employed
Idaho State	950,672	25,314	2.7	925,358
Coeur D'Alene	84,574	2,722	3.2	81,852
Lewiston WA-ID	31,967	968	3.0	30,999
Boise City	409,174	10,295	2.5	398,879
Twin Falls	58,623	1,521	2.6	57,102
Pocatello	43,837	1,196	2.7	42,641
Idaho Falls	79,793	1,861	2.3	77,932
Logan UT-ID	78,903	1,594	2.0	77,309

**Quick fact 3. Wages and employment by industry
Idaho, 2022 annual averages**

Source: US Bureau of Labor Statistics; Quarterly Census of Employment and Wages

NAICS	Industry sector	Average number of firms	Average employment	Average annual wage
	All Industries	86,162	807,314	\$55,134
11	Agriculture, forestry, fishing and hunting	2,511	23,454	\$45,173
21	Mining	215	2,807	\$88,485
22	Utilities	378.25	3,739	\$91,563
23	Construction	11,730	62,175	\$58,288
31-33	Manufacturing	3,499	72,224	\$71,093
42	Wholesale trade	4,759	33,711	\$82,263
44-45	Retail trade	6,969	93,160	\$39,903
48-49	Transportation and warehousing	2,901	30,148	\$52,195
51	Information	2,450	9,627	\$80,498
52-53	Financial Activities	8,366	38,404	\$76,313
54-56	Professional and Business Services	17,762	103,724	\$73,668
81	Educational services (private + government)	2,177	66,203	\$42,225
92	Health care and social assistance (private + govt)	10,164	113,801	\$55,411
11	Leisure and Hospitality	6,110	88,488	\$23,421
22	Other services (except public administration)	5,026	20,788	\$41,890
23	Public administration	1,147	44,863	\$58,985

**Quick fact 4. Projected industry average annual growth rates
Idaho, 2022–2024, 2020–2030**

Source: Idaho Department of Labor; Communications and Research

NAICS	Industry sector	2022 to 2024	2020 to 2030
	All industries	1.37%	1.50%
11	Agriculture, forestry, fishing and hunting	0.83%	1.22%
21	Mining	0.94%	-2.10%
22	Utilities	0.85%	0.49%
23	Construction	2.52%	3.34%
31-33	Manufacturing	1.00%	1.73%
42	Wholesale trade	1.71%	1.58%
44-45	Retail trade	0.68%	0.40%
48-49	Transportation and warehousing	2.43%	1.74%
51	Information	2.76%	1.24%
52-53	Financial activities	1.90%	0.87%
54-56	Professional and Business Services	1.00%	1.24%
61	Educational services (private + government)	1.93%	1.55%
62	Health care and social assistance	1.78%	1.94%
71-72	Leisure and hospitality	0.99%	1.82%
81	Other services (except Government)	2.24%	1.66%
92	Government (except Education and Hospitals)	0.57%	2.01%

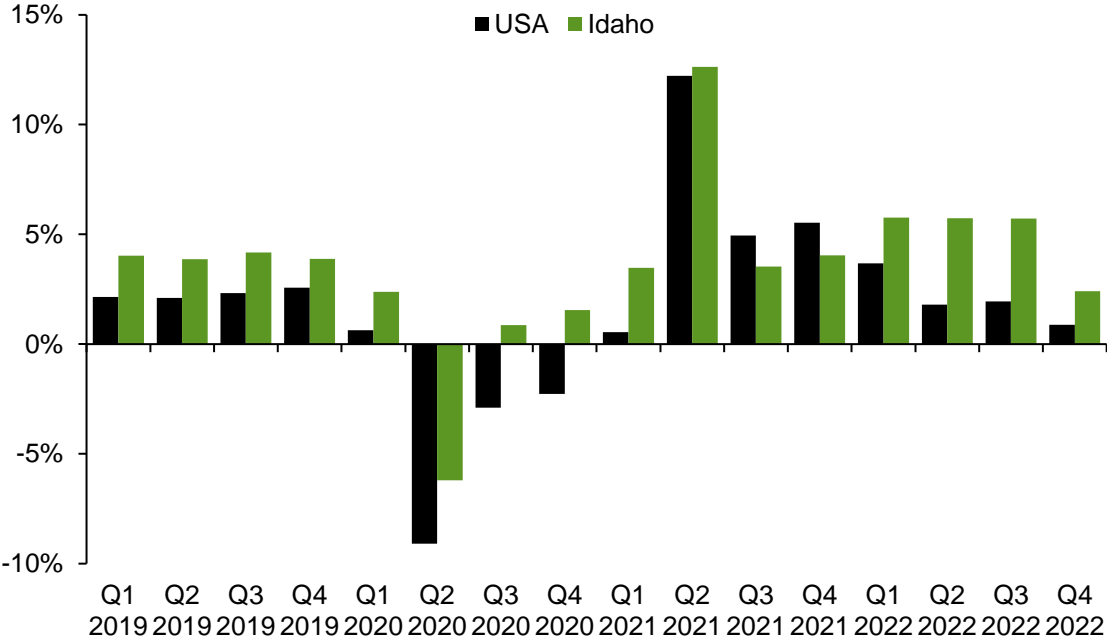
Executive summary

In 2022, Idaho’s economy was characterized by a return to stable and consistent growth after the massive disruption from the COVID-19 pandemic experienced in 2020 and the subsequent recovery phase in 2021. 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. Idaho’s economic dynamism has consistently made it one of the fastest-growing states in the country.

Economic activity, as measured by gross domestic product (GDP), saw a large decline shortly after the pandemic outbreak in the first quarter of 2020. Idaho’s recovery from this decline was rapid. The state’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. GDP growth metrics in 2021 were somewhat irregular due to the base effect of the pandemic. In 2022, Idaho’s GDP growth metrics were substantially stronger than the nation’s, with the state growing more than 5% through the third quarter as national growth was declining rapidly.

Figure 0-1. Gross domestic product, (chained dollars), change from same quarter previous year United States and Idaho, 2019Q1 through 2022Q4

Source: US Bureau of Economic Analysis



In 2022, Idaho’s GDP in current dollars was just over \$109.5 billion, with 89% coming from the private sector. The largest contributing industries in the private sector included real estate and rental leasing (13% of GDP), professional and business services (20%), manufacturing (10%), retail trade (9%) and health care (8%).

This report will examine Idaho's economic progress in 2022 through a wide variety of economic indicators, grouped across several key categories.

Jobs and unemployment

In 2022, Idaho's employment levels increased robustly 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

Idaho's wage measurements in 2022 showed growth in both wage (job associated) income and overall household income metrics.

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 2022. 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 2022, the state once again had one of the fastest-growing populations in the country.

Section 1: Jobs and unemployment

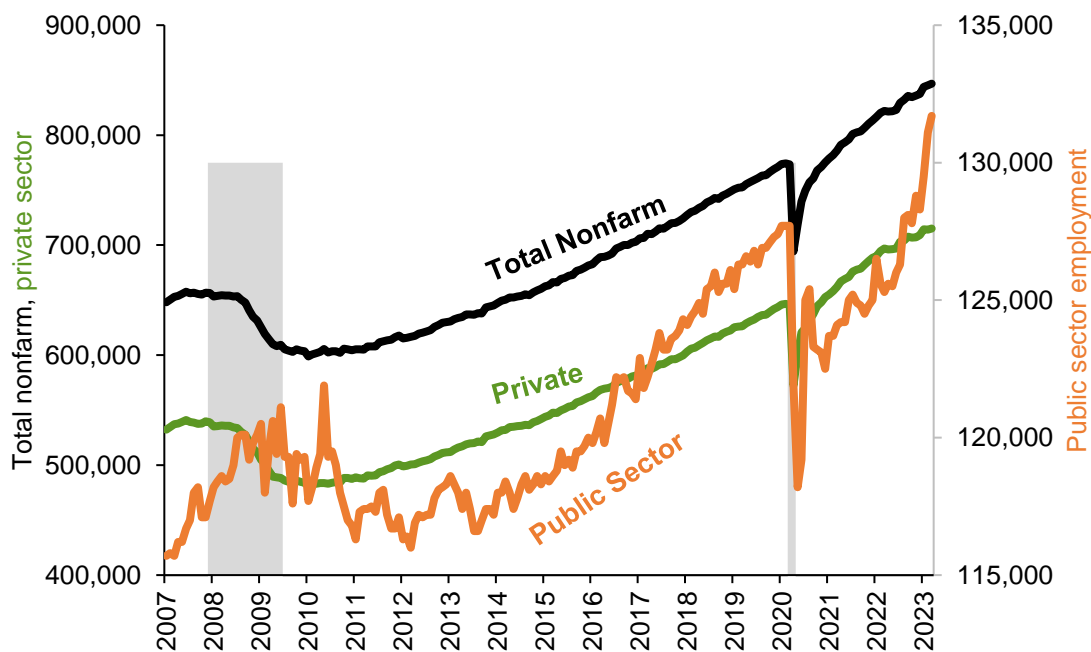
Key indicators point to a tight labor market and an economy that continues to grow after the pandemic-induced shock of 2020. Total nonfarm employment in Idaho grew by 3.8% in 2022, reaching a new all-time high of over 837,000 employed persons. Growth was distributed across the economy and around the state, with all sectors of the economy adding employment and all six of the state's regions experiencing growth in 2022. Unemployment rates remained low, with Idaho unemployment claims settling at pre-pandemic levels. High numbers of open jobs coincide with record-low levels of unemployment, providing evidence of a persistently tight labor market.

Total nonfarm employment continues to grow

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 a return to robust patterns of growth. Idaho added 24,000 total nonfarm jobs in 2022, for a growth rate of 2.9% from December 2021 to December 2022. Preliminary data from the first quarter of 2023 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 2023

Source: US Bureau of Labor Statistics, Current Employment Statistics

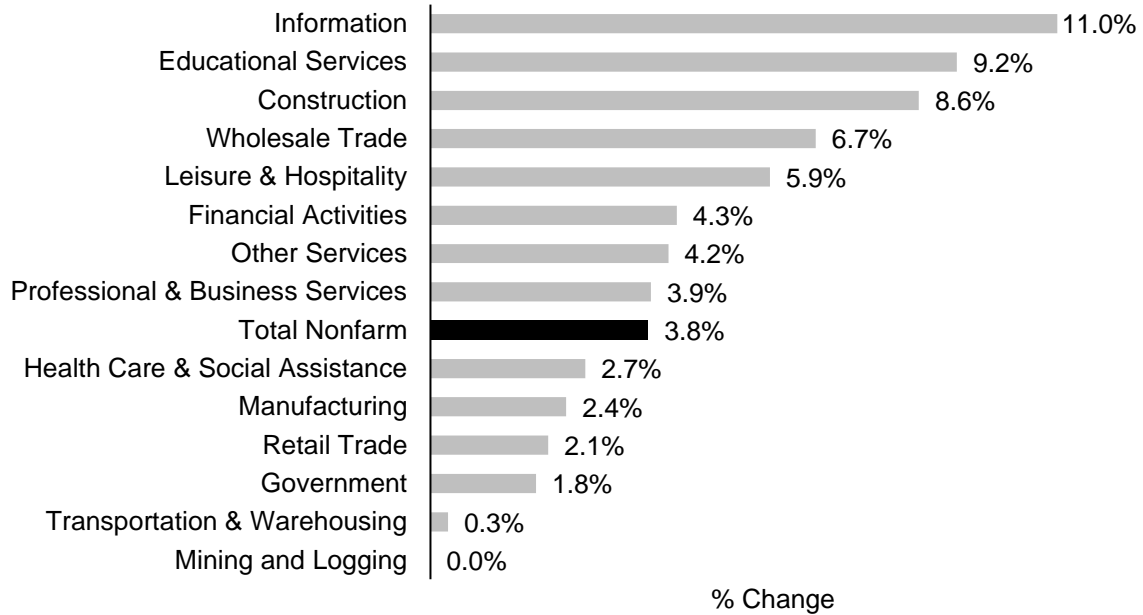


Shaded area represents a national recession period.

Figure 1-2 shows the percentage change in nonfarm employment by industry from 2021 to 2022. Annual average employment was 3.8% higher in 2022 than the previous year, with a net gain of 30,400. The fastest growing industry by far was information, which grew by 900 jobs or 11%. All sectors of the economy gained jobs in 2022, with government lagging well behind the private sector average.

Figure 1-2. Annual percent change in employment by private sector industries and government Idaho, 2022

Source: US Bureau of Labor Statistics, Current Employment Statistics



All Idaho MSAs grew in 2022

Idaho’s job gains in 2022 were well distributed around all six of the state’s metropolitan statistical areas, as shown in Figure 1-3. The Boise Metropolitan Statistical Area (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. The state’s smaller MSAs also experienced net job growth, with Idaho Falls (+1.4%) and Coeur d’Alene (0.8%) ranking second and third. Non-metropolitan areas grew as well, with 4,569 jobs added in non-metropolitan counties.

**Figure 1-3: Total nonfarm employment change, annual average
Idaho, metropolitan areas and balance of state, 2021 through 2022**

Source: US Bureau of Labor Statistics, Current Employment Statistics

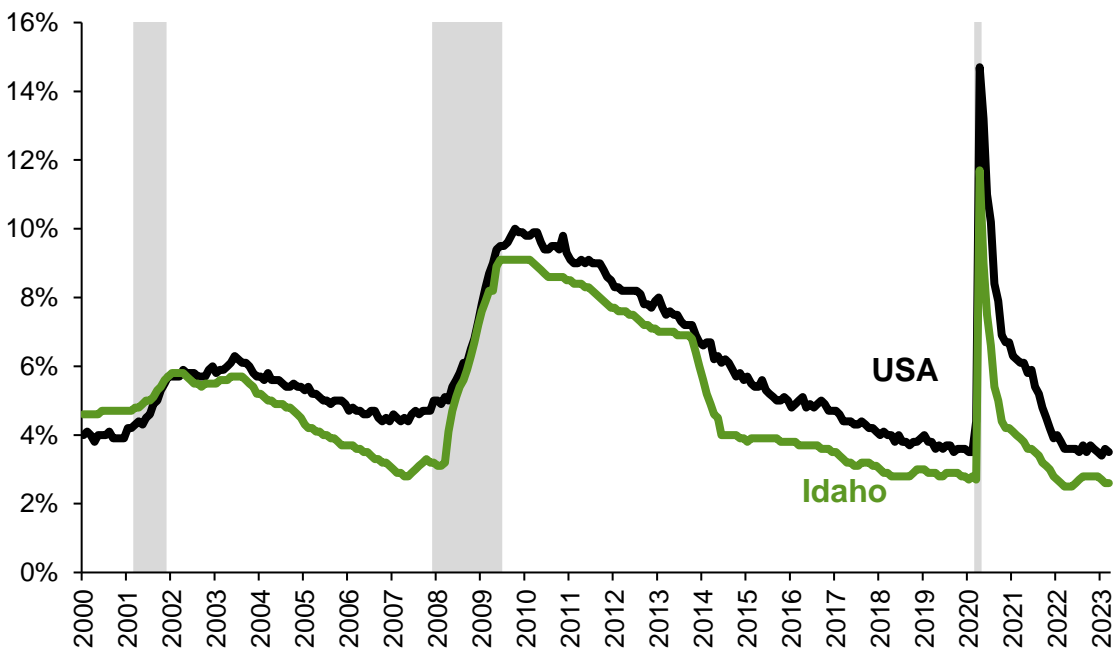
Area	Job change (2021 - 2022)	Percent change (2021 - 2022)
Total For state	28,208	3.2%
Boise City, ID	15,400	3.1%
Coeur d'Alene, ID	1,785	0.8%
Idaho Falls, ID	3,138	1.4%
Lewiston, ID-WA	762	0.4%
Pocatello, ID	1,469	0.8%
Twin Falls, ID	1,085	0.5%
All other non-metro areas	4,569	3.2%

Unemployment rates remain at historically low 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 people 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 2023**

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



Shaded area represents a national recession period.

The unemployment rate for Idaho 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 affected 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 2023, the unemployment rate was 2.6%, remaining near historic lows.

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. With Idaho's labor market fully recovered from the pandemic, claims have returned to low levels, averaging fewer than 5,000 claims per month in 2022.

**Figure 1-5: Monthly initial claims, not seasonally adjusted
Idaho, Jan 2007 through Mar 2023**

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

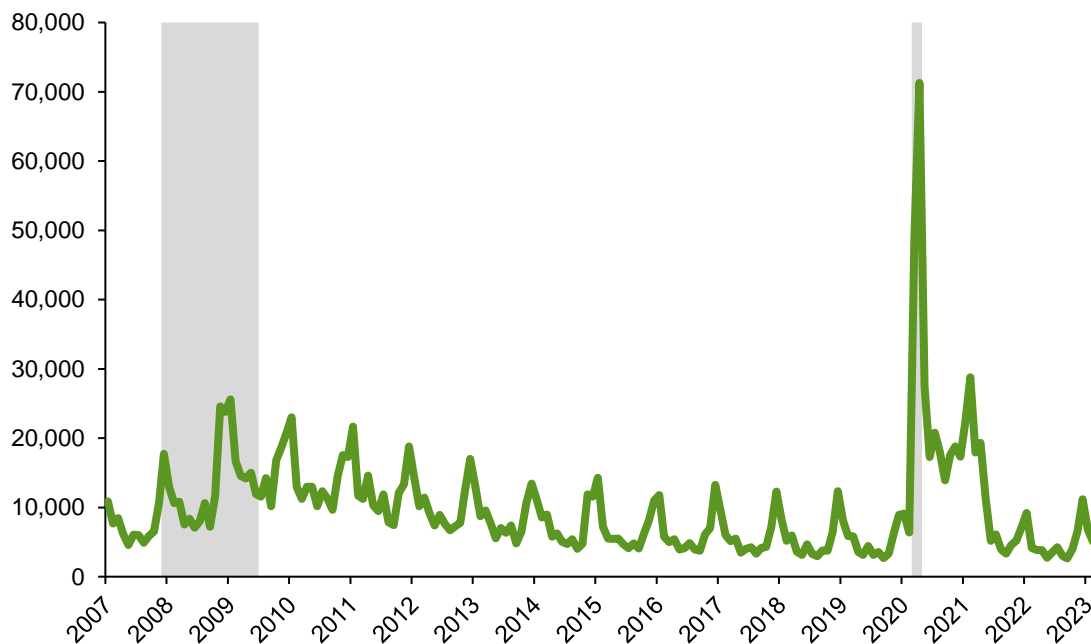


Figure 1-6 shows that the largest share of unemployment insurance claimants was in the construction industry at 19.4%. Other top claimant industries included manufacturing; administrative, support, and waste management services; and retail trade.

Figure 1-6: Regular unemployment claimant characteristics by industry, Idaho, 2022

Source: Idaho Department of Labor, Communication and Research

Industry of the Insured Unemployed	2022 Claimants	Percent of Total
Total	53,099	100.00%
Construction	10,275	19.4%
Manufacturing	6,836	12.9%
Administrative & Support & Waste Management	6,311	11.9%
Retail Trade	4,077	7.7%
Transportation & Warehousing	3,872	7.3%
Health Care & Social Assistance	3,548	6.7%
Accommodation & Food Services	3,077	5.8%
INA*	2,869	5.4%
Agriculture & Forestry	2,637	5.0%
Professional, Scientific, & Technical Services	1,912	3.6%
Wholesale Trade	1,544	2.9%
Finance & Insurance	1,301	2.5%
Other Services (excl. Public Administration)	1,079	2.0%
Public Administration	1,015	1.9%
Arts, Entertainment & Recreation	766	1.4%
Educational Services	672	1.3%
Real Estate & Rental & Leasing	520	1.0%
Mining	375	0.7%
Information	340	0.6%
Utilities	73	0.1%
Management of Companies & Enterprises	0	0.0%

*Information Not Available

The insured unemployment rate 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.

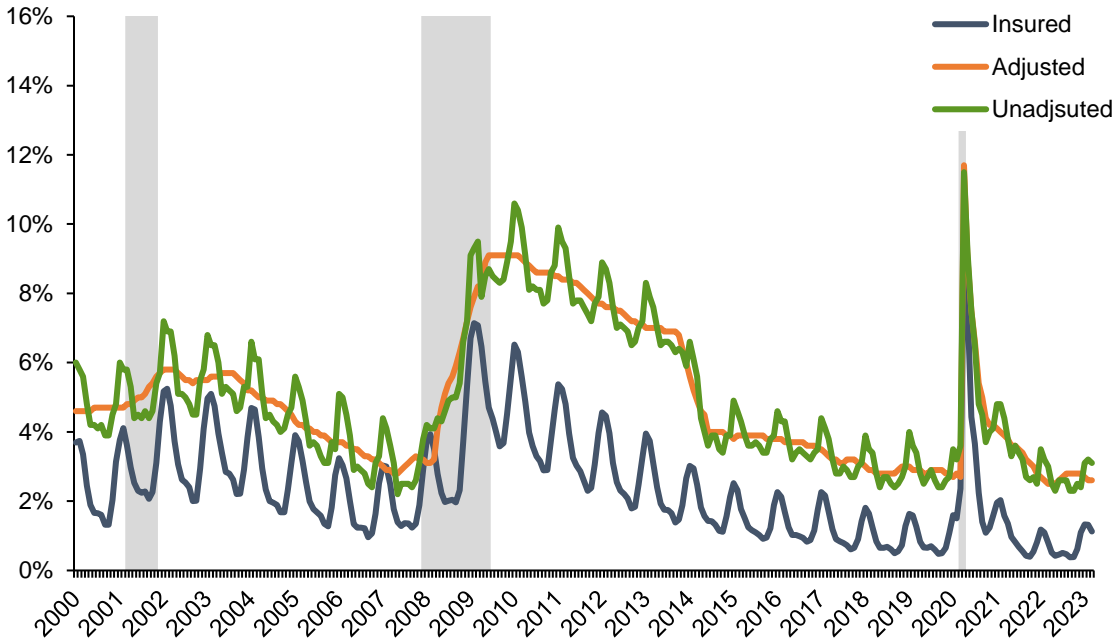
Figure 1-7 compares the official unemployment rate in Idaho to the insured unemployment rate. As the unemployment rate jumped to 11.6% in March 2020, the insured employment rate jumped to 9.2% — the highest rate on record dating back to 1986.

Unemployment rates historically move in tandem with the insured rate. The gap between overall and insured unemployment rates widened following the end of the Great Recession in 2009, showing 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 2023

Source: US 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 explain the gap between the unemployed and the insured unemployed remaining a little larger than pre-2008 levels, as these gig workers tend to not be covered by the unemployment insurance typically paid for by an employer.

Labor underutilization falls in 2022

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 are currently 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 childcare, dealing with family responsibilities, coping with an illness or facing transportation problems.

Individuals employed part time for economic reasons are those who work 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 reduced hours or being unable to find a full-time job. They are also 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 all the way to 5.5% in 2022. 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 involuntarily working part time declined steadily. Idaho’s U-6 four-quarter moving average was 8 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 2022 saw the gap narrow again to 2.6 percentage points.

Figure 1-8: Alternatively, unemployed workers, Idaho, 2005 through 2022

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

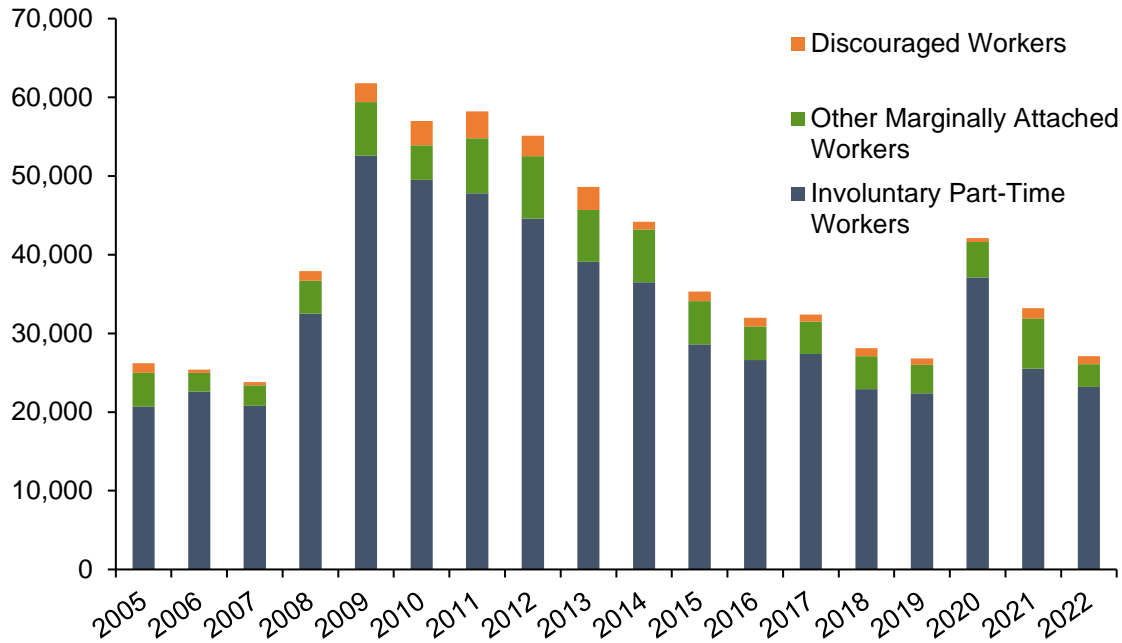
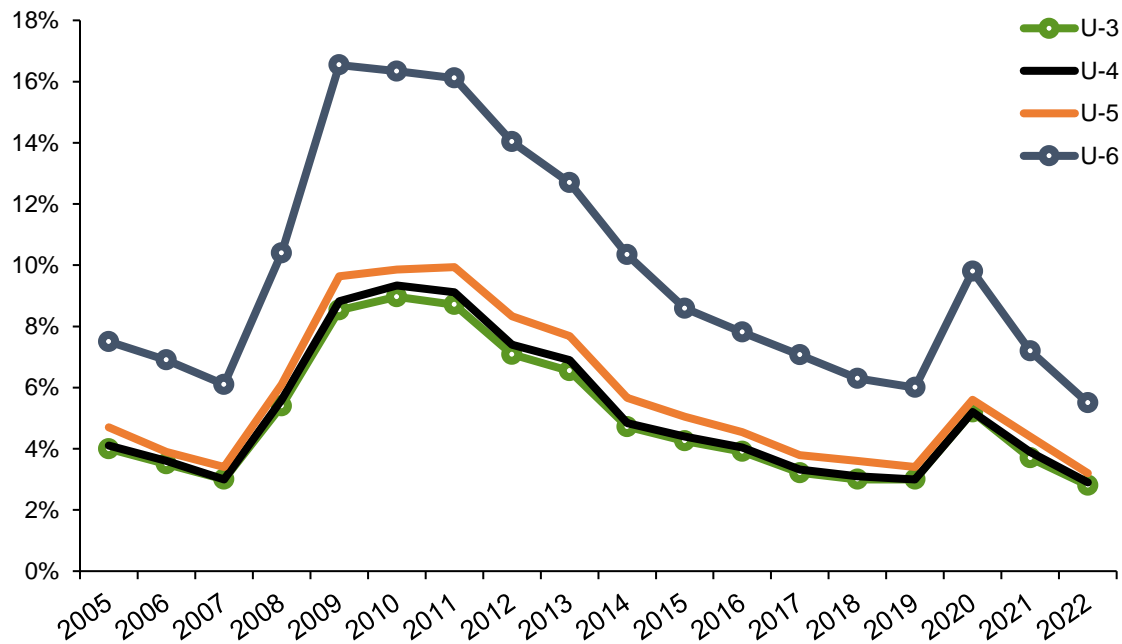


Figure 1-9: Alternative measures of labor underutilization: U-3 (standard), U-4 (unemployed plus discouraged workers), U-5 (unemployed plus all marginally attached workers) and U-6 (unemployed with marginally attached workers and involuntary part-time), 4-quarter moving average, Idaho, 2005 through 2022

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

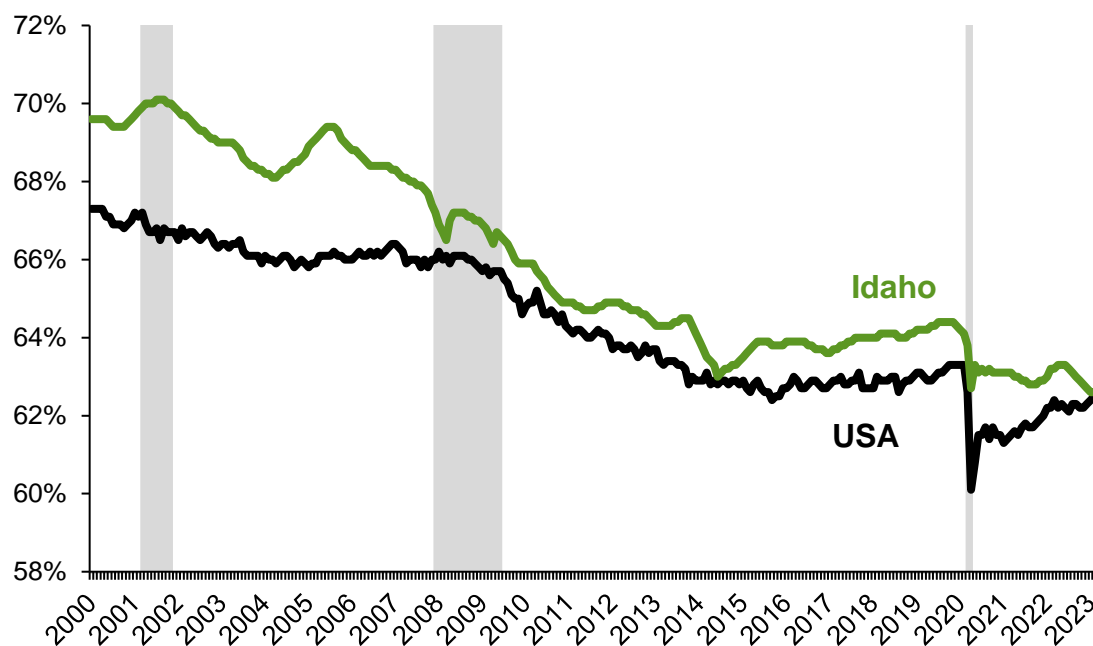


Labor force participation shrinks as many exit the labor market

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 caused by the pandemic. Figure 1-10 shows Idaho's labor participation rate dropped significantly from early 2000's rates after the 2020 pandemic recession. As of March 2023, the labor force participation rate remained at 62.4%. Notably, Idaho's participation rate is now lower than the national rate for the first time. However, the state employment-to-population ratio (Figure 1-11) has been rising steadily since the pandemic recession, yet rates are still nearly 2 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 2023**

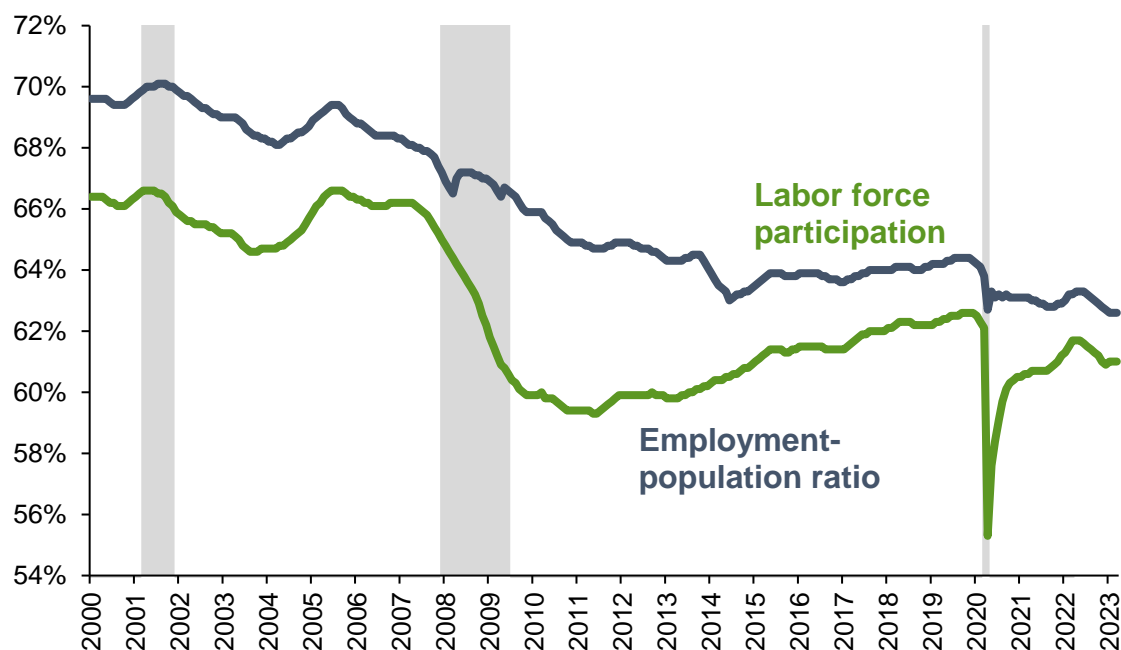
Source: U.S Bureau of Labor Statistics, Local Area Unemployment Statistics



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 indicates the 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 toward remote work.

Figure 1-11: Labor force participation rate and employment-to-population ratio, seasonally adjusted, Idaho, Jan 2000 through Mar 2023

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 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 the 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 use online advertising, relying on word of mouth or physical walk-ins.

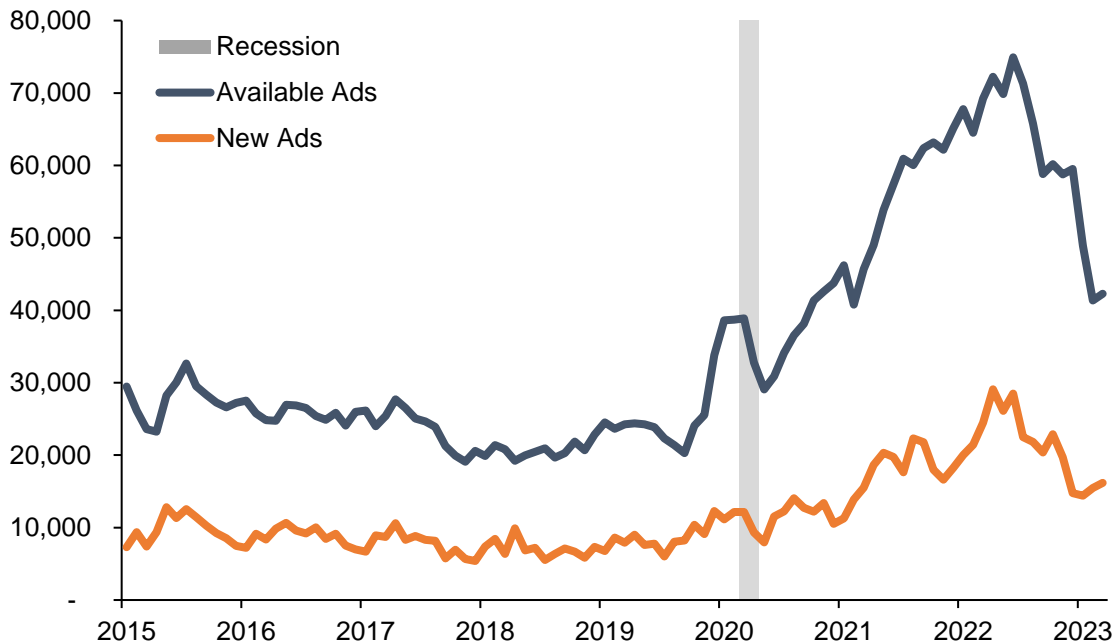
In 2019, the Help Wanted OnLine™ (HWOL) program partnered with Burning Glass Technologies, Inc., the new sole provider of online job ad data for HWOL. With the partnership, the HWOL Data Series has been revised historically to reflect a new universe and methodology of online job advertisements. Therefore,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

The latest data series (Figure 1-12) shows a labor market that has cooled slightly but remains healthy after a rapid re-heating following the pandemic recession. Throughout 2021 and the first half of 2022, the number of job postings rose rapidly as Idaho employers re-filled positions and

returned to business as usual after the pandemic. Beginning in June 2022, the hiring situation began to stabilize, and the number of postings began to decline slightly. However, despite the decline after June 2022, job postings remain significantly higher than pre-pandemic averages, and the number of open jobs remains much higher than the number of available job seekers (the unemployment level).

Figure 1-12: Unique available and new job ad counts, seasonally adjusted Idaho, Jan 2015 through Apr 2023

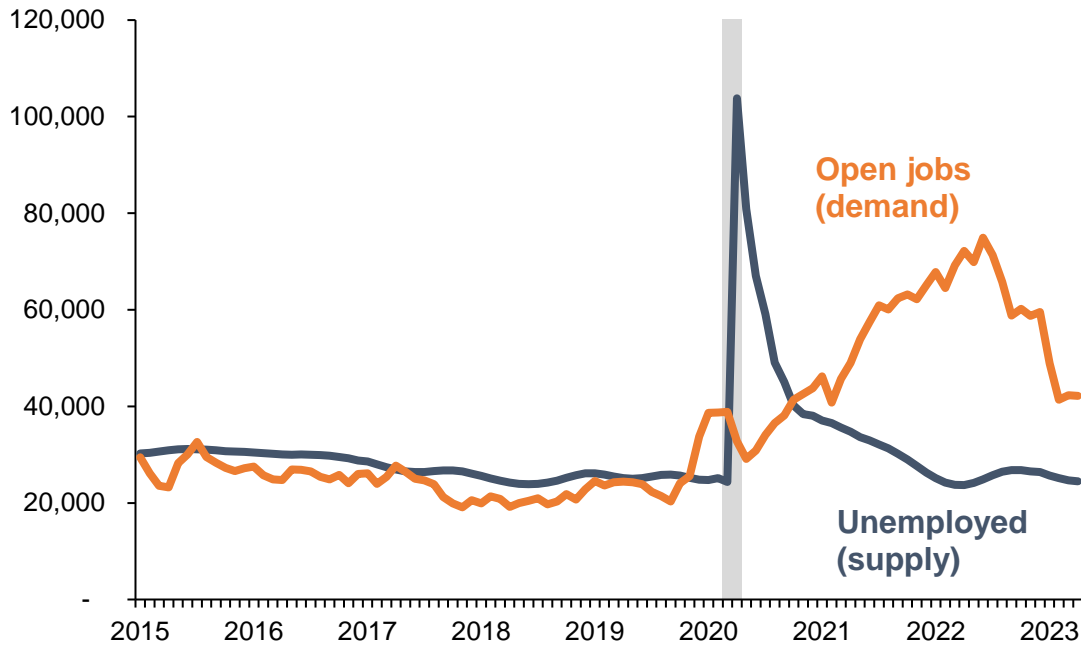
Source: Burning Glass Inc. and The Conference Board



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 June 2022, Idaho reached a new all-time high with an index score of 213. This has cooled slightly, but as of May 2023, it remained very elevated at 195, which is above both the national index score and Idaho’s own pre-pandemic levels.

Figure 1-13: Unique available job ad counts and the number of unemployed, seasonally adjusted Idaho, Jan 2015 through Mar 2023

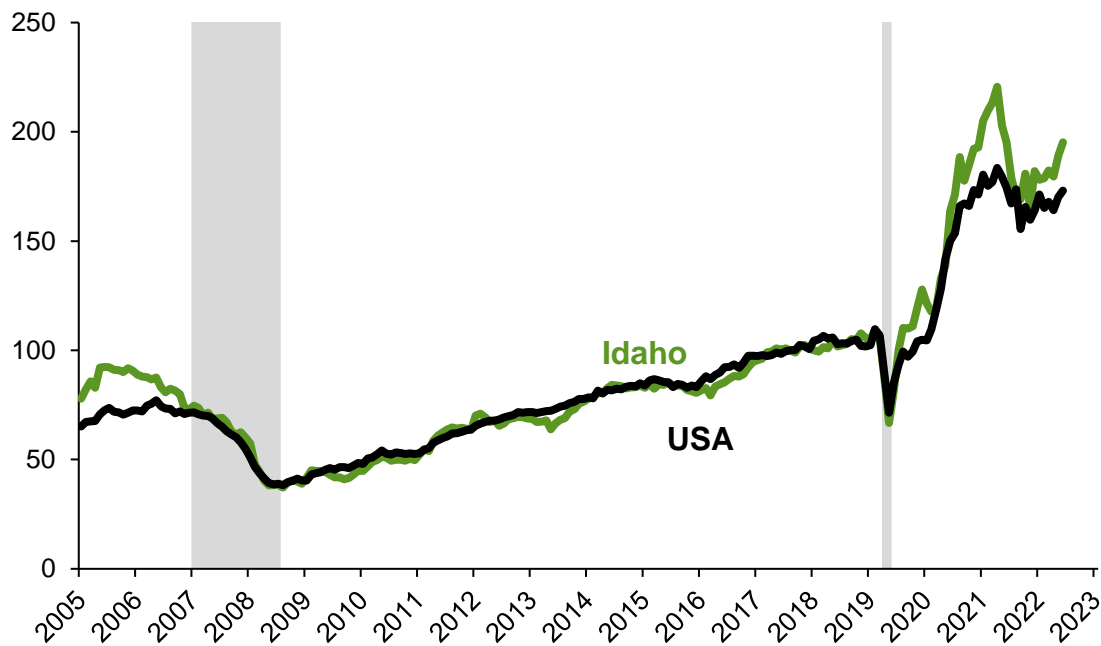
Source: Burning Glass Inc. and The Conference Board, U.S Bureau of Labor Statistics, Local Area Unemployment Statistics



Shaded area represents a national recession period.

Figure 1-14: The Conference Board Help Wanted OnLine® Index United States and Idaho, Dec 2005 through May 2023

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. Tight labor markets (as discussed in Section 1) have raised wages, and steady income growth in Idaho is clearly discernable in the data as the legacy effects of the pandemic fade.

Idaho average wage rises amid high wage growth

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 pandemic causing mass unemployment among lower-wage workers and therefore changing job composition. 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 2022 accelerated significantly as tight labor market conditions drove rising wages. However, these gains were inadequate to keep pace with high inflation, and real wages decreased slightly.

Figure 2-1. Average annual wage, nominal and inflation adjusted (in 2022 dollars)
Idaho, 2007 through 2022

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

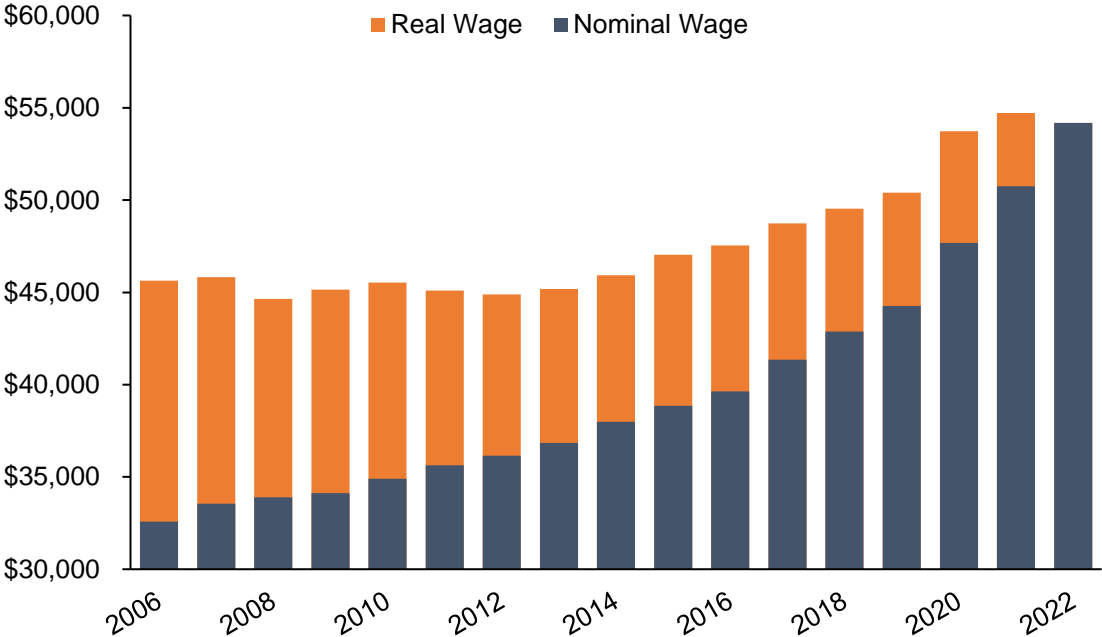
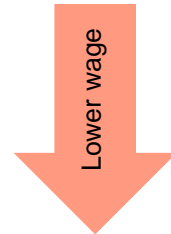


Figure 2-2 shows the average annual wage in different industry sectors. The average wage calculation divides the total industry wage by the average employment. When combined, retail trade, leisure and hospitality — comprised of jobs in the arts, entertainment, recreation, accommodations and food services — accounted for 22.5% 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 and mining — accounted for less than 1% of all jobs.

**Figure 2-2. Average annual wage, by Industry
Idaho, 2021 to 2022**

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

Economic Sector	2022 Avg Wage	Wage Growth	2022 Job Share	Job Growth
Utilities	\$ 91,477	8.4%	0.5%	2.7%
Mining	\$ 88,513	10.1%	0.3%	2.1%
Wholesale Trade	\$ 81,566	8.2%	4.2%	5.1%
Information	\$ 79,955	6.3%	1.2%	12.7%
Financial Activities	\$ 74,660	0.5%	4.8%	6.0%
Professional & Business Service	\$ 72,509	9.7%	12.8%	3.2%
Manufacturing	\$ 71,129	5.3%	8.9%	3.7%
Public Administration	\$ 58,922	6.6%	5.6%	-0.3%
Construction	\$ 57,249	8.0%	7.7%	9.3%
Health Care & Social Assistance	\$ 54,873	8.1%	14.1%	2.3%
All Industries	\$ 54,624	6.8%	100.0%	3.9%
Transportation & Warehousing	\$ 51,909	8.9%	3.7%	0.3%
Agriculture, Forestry, Fishing, & Hunting	\$ 44,885	5.5%	2.9%	-0.7%
Education	\$ 42,160	3.0%	8.2%	6.5%
Other Services	\$ 40,917	8.2%	2.6%	5.6%
Retail Trade	\$ 39,728	5.5%	11.5%	2.0%
Leisure & Hospitality	\$ 23,249	8.3%	11.0%	5.7%



Many industries in Idaho experienced strong wage growth as the annual wage for all industries rose by 6.8% in 2022, a result of tight labor market conditions and difficulty filling jobs. Financial activities, while one of the highest paying industries in Idaho, experienced the lowest rate of wage growth due to rising interest rates affecting the housing market.

Per capita personal income growth accelerates

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 2022**

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
2022	\$ 54,537	\$ 33,369	\$ 10,996	\$ 10,172

Disaggregating income into its three major components — net earnings; dividends, interest and rent; and transfer receipts — shows that in 2022, unlike in previous years, income growth was largely driven by job-associated earnings. Transfer payments declined in Idaho per-capita in the absence of pandemic-related stimulus programs, while net earnings grew by more than 1%.

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.

Since 2016, net earned income hovered around 59% of total personal income for many years, 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). However, the sharp increase in wages in 2022 drove the earned income share back up to over 61%.

Household income shows sharp increase

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 and 2021 due to the pandemic recession.

However, this trend was substantially reversed in 2022, with the strong growth in wages driving a significant uptick in Idaho’s median household income. Income not only surged to a new all-time high, but also narrowed the gap with national income metrics to the lowest recorded levels. Median household income in Idaho not only reversed the losses from the 2020 pandemic but rose to nearly 10% higher than the 2019 pre-pandemic baseline.

**Figure 2-4. Median household income (in current dollars)
United States and Idaho, 2005–2022**

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

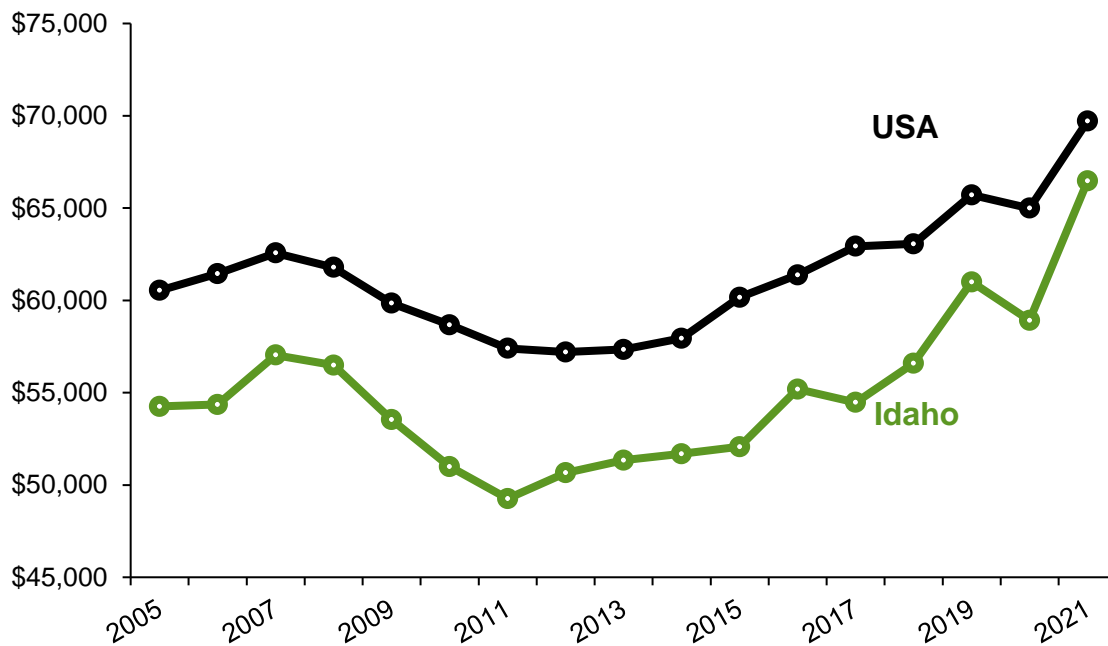


Figure 2-5 breaks down the median household income by the type of household and demonstrates the great variability between these categories.

**Figure 2-5. Median household income
Idaho, selected years for the period from 2011 to 2021**

Source: American Community Survey, 1-year estimates

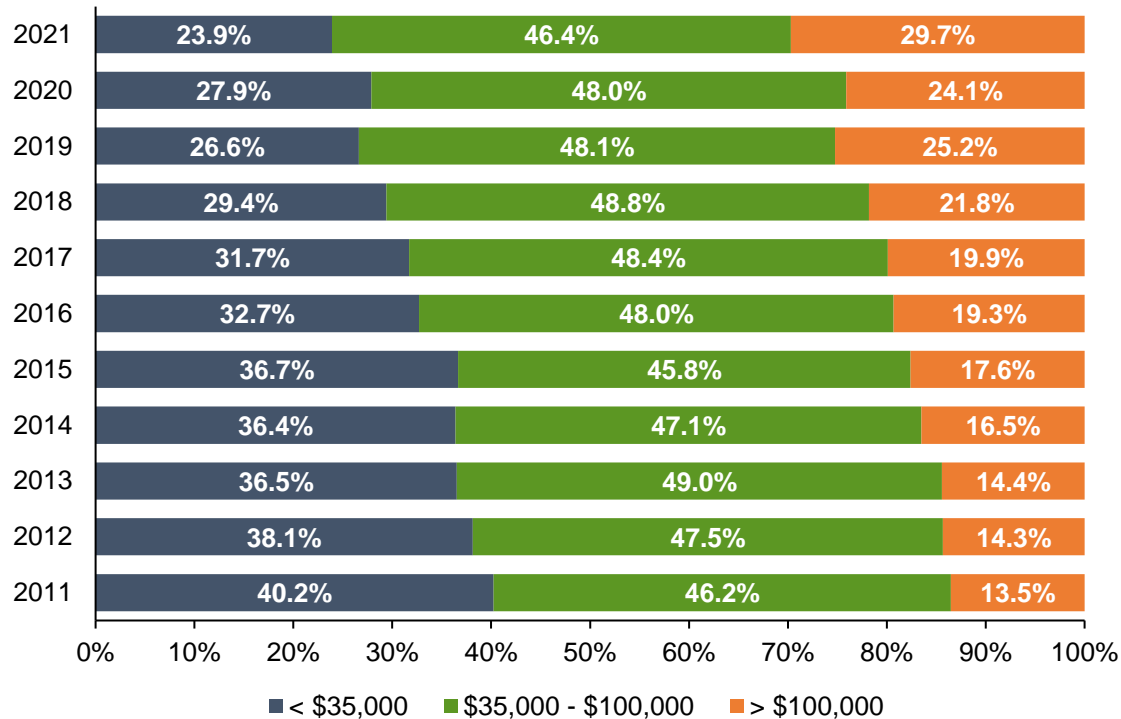
Household Type	2011	2017	2018	2019	2020	2021	Change, 2010 - 21
All Households	\$49,260	\$54,470	\$56,590	\$60,999	\$58,915	\$66,474	34.9%
Family	\$60,026	\$66,937	\$67,183	\$72,365	\$70,885	\$79,993	33.3%
Married-couple family	\$68,077	\$73,887	\$74,554	\$81,048	\$78,420	\$88,433	29.9%
Non-family	\$28,762	\$32,026	\$32,705	\$35,157	\$34,270	\$38,607	34.2%

Examining household income ranges allows for a more nuanced view of how 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 2021, the share had dropped to 23.9%. Households making more than \$100,000 increased from 13.5% to 29.7% of total Idaho households, more than doubling over the past eight years.

**Figure 2-6. Percent of households by income range, not inflation adjusted
Idaho, 2011–2021**

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 4.0% in 2021. 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 77.3% in 2021, 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 2021, 12.6% 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 46.7% in 2021. Additionally, the share of homeowners with a mortgage paying 30% or more of their income toward housing has more steadily moved downward.

**Figure 2-7. Percent of households by income range
Idaho state, select years between 2011–2021**

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

Household characteristics	2011	2017	2018	2019	2020	2021
Poverty rate for all people	16.5%	12.8%	11.8%	11.2%	11.9%	11.0%
Poverty rate for children under 18	20.4%	15.3%	14.3%	13.2%	14.4%	12.6%
Households with earnings from a job	78.4%	77.0%	76.8%	77.9%	77.6%	77.3%
Households receiving Social Security	29.9%	32.6%	32.9%	32.1%	32.6%	32.8%
Households receiving retirement income	17.1%	18.9%	19.5%	25.5%	21.7%	25.1%
Households receiving Supplemental Security Income	4.4%	4.9%	4.6%	4.5%	4.6%	4.8%
Households receiving welfare cash payments	3.5%	2.9%	2.5%	2.3%	2.9%	4.0%
Households receiving food stamps	13.5%	9.7%	8.9%	8.3%	9.0%	8.4%
Homeownership rate	68.7%	69.7%	70.7%	71.6%	70.8%	71.9%
Renters paying 30 percent or more of income for housing	51.6%	45.8%	46.1%	46.7%	45.0%	46.7%
Homeowners paying 30 percent or more of income for housing	36.9%	26.1%	25.7%	23.6%	25.6%	25.8%

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 forecasted to be the fastest-growing sector with a projected annual growth rate of 3.3%. The fastest-growing industry, with a growth rate of 1.9%, was projected to be health care and social assistance. 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



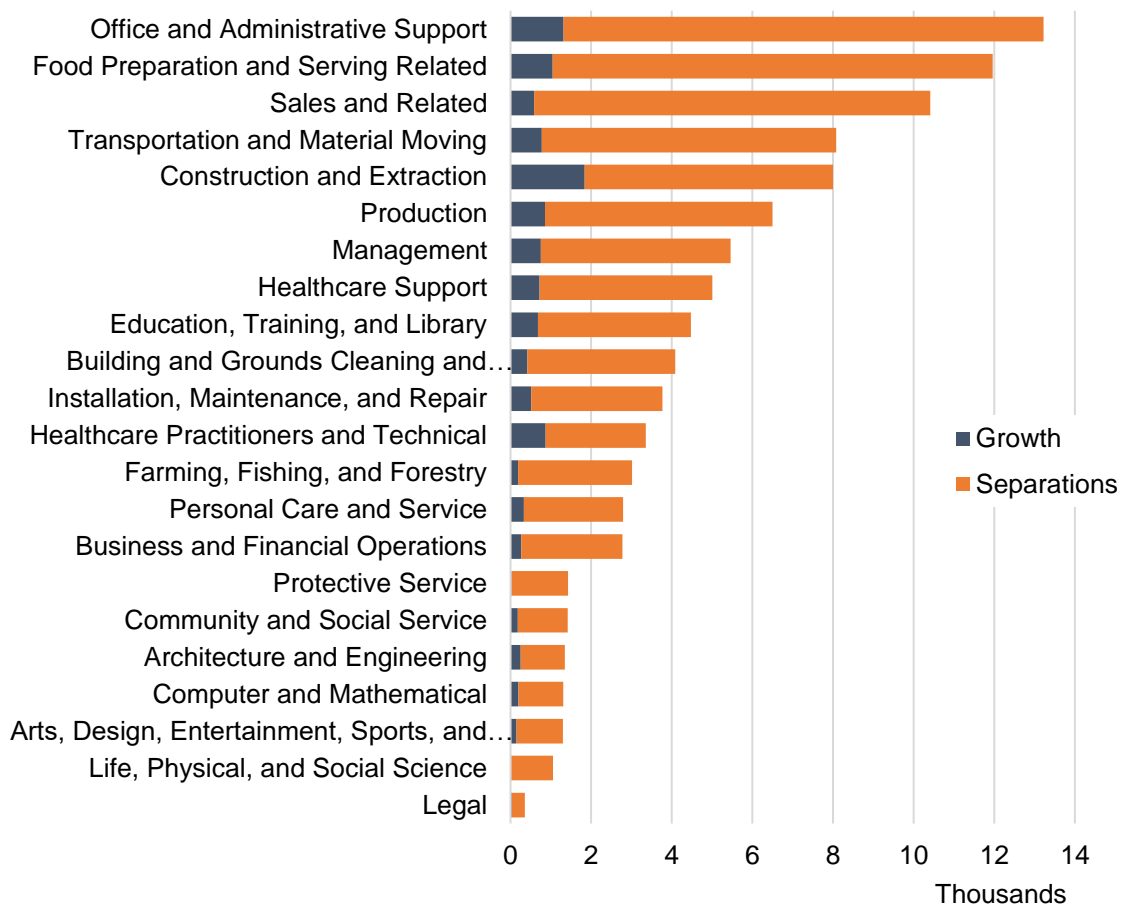
Service sector jobs projected for most job openings

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

2021-22 Population growth: 3.9%

2021-22 Job growth: 3%

2021-22 Average pay growth: 6% (not inflation adjusted)

2022 Unemployment rate: 3.4%

2021 Unemployment rate: 4.5%

Northern Idaho's economy continues to benefit from the region's high rate of population growth. In 2022, northern Idaho had the fastest growing population among Idaho's six labor regions, with Bonner County and Kootenai County growing by upwards of 4%. The region's rapidly expanding population drives demand for housing construction, health care, and consumer services.

Kootenai County continues to experience an influx of new residents moving to the area, which has driven an ongoing housing construction boom. New housing developments are in progress across the metropolitan area, including in north Post Falls, along the Spokane River, and in new annexations like the 2,800-home Coeur Terre project. Substantial new multifamily projects continue along the I-90 corridor as Kootenai County's suburbs spread towards the Washington border. This urgent drive to build new housing to keep up with rapid population growth has doubled construction employment in northern Idaho over the last decade.

The growing population has also led to a strain on health care services, with rural health care providers struggling due to staffing shortages. Most critically, Bonner General Hospital (the largest of the rural hospitals in northern Idaho) announced the closure of its labor and delivery unit in 2022 due to a shortage of doctors. In Kootenai County, clinics and hospitals are engaged in widespread expansion efforts; Northwest Specialty Hospital is constructing a new outpatient surgery center, Kootenai Health continues work on a \$45 million expansion with additional operation rooms and a heart health center, and Heritage Health has announced a new plan for a 60,000-square-foot medical facility.

Ultimately, Kootenai County – the urban core of northern Idaho – is undergoing all the attendant effects of record shattering growth, including housing developments, hospital expansions, and large public works construction, such as the multi-year rebuild of the crucial I90-ID41 interchange. This speaks to the area's overall transformation into one of the fastest growing metropolitan areas in the entire country.

Figure 4-1. Average employment and average wage growth by industry, inflation adjusted northern Idaho, 2012 through 2022

Source: US Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2022 Average employment	Job growth		
		2021-22	2017-22	2012-22
All industries	94,750	3%	13%	29%
Agriculture, Forestry, Fishing and Hunting	1,442	23%	41%	84%
Mining	1,063	4%	45%	1%
Utilities	633	3%	14%	18%
Construction	8,225	8%	44%	110%
Manufacturing	8,385	2%	4%	16%
Wholesale Trade	2,463	7%	29%	47%
Retail Trade	13,709	3%	9%	17%
Transportation and Warehousing	2,007	-7%	17%	16%
Information	1,184	7%	15%	25%
Financial Activities	4,127	-5%	8%	21%
Professional and Business Services	8,352	1%	12%	22%
Educational Services	6,060	4%	6%	13%
Health Care and Social Assistance	14,892	0%	7%	36%
Leisure and Hospitality	14,489	4%	16%	37%
Other Services	2,524	10%	13%	38%
Public Administration	5,197	-1%	4%	4%

	2022 Average wage	Wage growth		
		2021-22	2017-22	2012-22
All industries	\$51,020	6%	34%	51%
Agriculture, Forestry, Fishing and Hunting	47,718	1%	15%	27%
Mining	103,534	8%	10%	34%
Utilities	85,422	10%	28%	51%
Construction	57,202	8%	35%	56%
Manufacturing	57,790	5%	26%	46%
Wholesale Trade	78,036	11%	29%	57%
Retail Trade	40,701	6%	31%	44%
Transportation and Warehousing	54,356	8%	25%	52%
Information	74,495	-19%	37%	65%
Financial Activities	67,954	2%	31%	61%
Professional and Business Services	63,084	12%	55%	65%
Educational Services	41,061	6%	25%	32%
Health Care and Social Assistance	58,075	6%	39%	62%
Leisure and Hospitality	25,724	7%	38%	55%
Other Services	38,954	11%	32%	62%
Public Administration	59,033	7%	24%	40%

North central Idaho

2021-22 Population growth: 1.5%

2021-22 Job growth: 2%

2021-22 Average pay growth: 5% (not inflation adjusted)

2022 Unemployment rate: 3.4%

2021 Unemployment rate: 3.8%

For the second consecutive year, north central Idaho's resident population increased by more than 1.5% in 2022, which is three times higher than the average annual regional growth rate of 0.5% for the three years from 2017–2020. Total population growth of over 1,700 residents in 2022 was entirely due to net migration of 1,900 new residents offset by a decline in natural growth of 200 more regional deaths than births. The one-year net migration of 1,976 residents between July 1, 2021, and July 1, 2022, was approximately 20 times higher than our annual regional average of 88 net new residents that moved into the region between 2015–2019.

While southern Idaho experienced a strong snow season and high levels of spring precipitation, the first half of 2023 has ranked in the top 10 driest in north central for four of the five counties over the past 129 years (Idaho County is the exception at 22nd driest). To date, north central Idaho has received only two-thirds of its normal precipitation year and the region is listed as a mix of moderate and severe drought classifications as of the end of July 2023. Although the dry weather has been beneficial for forestry occupations, it is likely to reduce grain harvest yields and result in lower regional agricultural exports.

High levels of employment, record low unemployment rates and mid-single-digit wage growth punctuated 2022. Average total employment in 2022 increased by 2.1%, average monthly unemployment declined by 20%, and weekly initial unemployment claims were down 43% from 2021 and 23% below 2019 levels. The unemployment rate for the region averaged 2.9% during the year, down 0.7 percentage points from 3.6% in 2021 and at or below 3% unemployment for nine calendar months. Average wages per employee in 2022 are up 5.2% from 2021 to \$47,896. Despite overall strong employment growth, the region saw employment declines in transportation and warehousing, wholesale trade and natural resources. All industry sectors saw positive wage growth, ranging from gains of less than 3% in mining and professional/business services to over 8% in transportation and warehousing, information and other services.

Figure 4-2. Average employment and annual average wage growth by industry, inflation adjusted north central Idaho, 2012 through 2022

Source: US Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2022 Average employment	Job growth		
		2021-22	2017-22	2012-22
All industries	43,450	2%	1%	7%
Agriculture, Forestry, Fishing and Hunting	870	-1%	-8%	-6%
Mining	194	-8%	3%	11%
Utilities	151	3%	2%	-2%
Construction	2,328	7%	26%	59%
Manufacturing	5,465	5%	8%	37%
Wholesale Trade	1,128	-1%	-6%	-2%
Retail Trade	5,246	1%	0%	3%
Transportation and Warehousing	1,041	-10%	-10%	-13%
Information	616	8%	2%	-7%
Financial Activities	1,868	6%	-2%	-8%
Professional and Business Services	2,377	6%	9%	13%
Educational Services	6,398	3%	-3%	-4%
Health Care and Social Assistance	6,572	1%	-1%	3%
Leisure and Hospitality	4,682	0%	-2%	7%
Other Services	1,066	7%	6%	21%
Public Administration	3,449	0%	-1%	-2%

	2022 Average wage	Wage growth		
		2021-22	2017-22	2012-22
All industries	\$47,896	5%	24%	39%
Agriculture, Forestry, Fishing and Hunting	58,981	5%	20%	41%
Mining	72,621	0%	24%	36%
Utilities	86,836	8%	26%	50%
Construction	49,224	5%	21%	39%
Manufacturing	62,884	5%	18%	39%
Wholesale Trade	57,192	4%	24%	34%
Retail Trade	34,457	7%	24%	38%
Transportation and Warehousing	52,280	9%	18%	34%
Information	52,845	12%	57%	78%
Financial Activities	66,506	7%	34%	67%
Professional and Business Services	57,788	2%	43%	19%
Educational Services	49,074	3%	17%	33%
Health Care and Social Assistance	47,789	5%	25%	43%
Leisure and Hospitality	20,417	5%	31%	47%
Other Services	35,270	9%	34%	50%
Public Administration	54,882	4%	20%	31%

Southwestern Idaho

2020-21 Population growth: 1.8%

2020-21 Job growth: 4.2%

2020-21 Average pay growth: 6.5% (not inflation adjusted)

2021 Unemployment rate: 2.6%

2020 Unemployment rate: 3.6%

Southwestern Idaho's economic indicators for 2022 continue to show favorable trends with job and wage growth slightly above the five-year average of 4% and 6% respectively. The pace of population growth has slowed yet is still positive. The region is diverse and resilient.

The estimated number of businesses/establishments covered by unemployment insurance grew by a whopping 11.5% from 2021 to 2022, a four-tenths uptick from the previous year's growth. An economy with double digit growth is a sign that rising population has increased demand for specific industries. It also indicates some of the state's new citizens are entrepreneurial and ambitious. Examples of industries tied to population growth include construction, educational services and health care and social assistance.

Retail and health care typically correlate with population change and would normally show similarly high growth. However, 2022 data reports a 2% increase for both industries. It is likely that labor force constraints are curbing employment growth for these industries. In the case of retail, wages can be better in other industries that also have defined career pathways.

Even population growth for southwestern Idaho was slower in 2022, only 89% of what it was the previous year. The number of new residents, whether from births outpacing deaths or from migration, dropped from 29,000 to 16,000. While most cities continued to grow in southwestern Idaho, the largest city, Boise, was the exception. Its population fell in 2022 by 1,387 or (-0.6%) almost reversing the previous year's growth of +0.8%.

Wages grew at what would historically be categorized as exorbitant rates, explained away by the excessive inflation striking most households across the nation. Sectors hardest hit include food, fuel and costs associated with housing. The annualized average change from 2021 to 2022 was 8%. Of the 16 super sectors, half were larger than the average annual inflation. The wage jumps in 2022 were widely distributed, ranging from -7.0% in agriculture to +13.7% in mining. The eight super sectors that grew sufficiently to adequately cover 2022 inflationary pressure include:

- Professional and business services +10.5%
- Mining +10.0%
- Health care and social assistance (both private and public) +9.2%
- Transportation and warehousing +8.8%
- Leisure and hospitality +8.8%
- Construction +8.5%
- Information +8.4%
- Other services +8.2%

Ada County has the most robust construction activity statewide due to its population levels, therefore, its data on building permits is a proxy for the region and the state's development. According to the U.S. Census, single family permits fell 31% from 2021 to 3,415 in 2022. Multi-

family building permits experienced the opposite effect with 40% growth in 2022, a total of 3,179 permits. The Federal Reserve's attempts to rein inflation put the brakes on those first-time home buyers with little cash who are unable to reduce their borrowing amount. Consequences of the mandated interest rate increases include more interest in apartments for those needing a smaller monthly payment. Apartment rental rates are significant but less than the \$4,000 monthly payment for a median priced home in Ada County amortized over 30 years with property taxes and insurance. The rate increases also squelched mobility among existing homebuyers that had either paid off their homes or refinanced their homes when interest rates dropped as low as 2% during the COVID-19 pandemic. Existing homeowners and first-time home buyers are in a quandary as they wait out the interest rate hikes that continued into 2023.

Industrial parks continue to be developed within Ada and Canyon counties. Locations on or near I-84 attract tenants to the growing list of institutional grade facilities offering distribution centers, warehousing, logistics or manufacturing.

Manufacturing is stable with new companies building in 2022 and onboarding staff in 2023. The Azek Company started its production lines using recycled materials to make decks. The company invested in the construction of a new building in Boise and hired around 70 workers for its highly automated plant. Companies with new facilities under construction in 2022 include The Stow Company in Nampa, which plans to hire over 200 workers in 2023.

The Stibnite site at Yellow Pine is under remediation by Perpetua Resources, which entered into an agreement with the US Forest Service and the U.S. Environmental Protection Agency. Over 300,000 pounds of rock must be removed from streams caused from previous mining activity. The cost is estimated at \$12 million. Perpetua plans to mine antimony for ammunition manufacturing and gold from the Stibnite site.

Many new recreational and cultural amenities were approved during 2022, including:

- The opening of a Top Golf in Meridian.
- A significant expansion at Roaring Springs in Meridian.
- The introduction of a new RV Resort Park in Mountain Home.
- An expansion of runs, snowmaking equipment, and summer trails at Bogus Basin.
- The development of new housing and a school at Tamarack.
- The announcement of plans for a subdivision at Brundage adjacent to the hill.
- The design and presentation of a large casino, motel, theatre screens, horse racetrack and bowling alley in Mountain Home by the Shoshone Bannock tribe.
- The opening of the Erma Hayman home, located in the historic River District — one of the most culturally, ethnically and racially diverse areas of Boise during the 20th century.
- The ongoing renovation of restrooms, a parking lot and the expansion of exhibits at the World Center for Birds of Prey.

Housing was also one of the most talked about sectors in 2022, with progress made toward helping those in need for short-term or long-term housing:

- The city of McCall started a housing authority to ensure there is affordability for those middle-income occupations such as protective services, nurses and teachers.

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- Boise State's privatized student housing, called Uncommon Boise, offers five stories, 180 apartments with potential to house 500 students.
 - The McCall School District purchased parcels of ground to build housing for employees and for a daycare and preschool to serve the community.
 - St. Luke's McCall purchased and renovated a multi-family complex for traveling health care professionals that offers three-to-six-month contracts.
 - The city of Boise launched the Housing Investment Program that leases city land trust parcels to pre-qualified developers with some gap financing if a portion of the units are affordably priced. There has been construction on a couple of projects that will add to the affordable housing portfolio in Boise, adding 400 units. Another 1,500 units are expected over the next five years.

The topic of childcare, pre-k and kindergarten education has been an ongoing concern in Idaho impacting about 50% of the workforce in some capacity. Almost half of Idaho residents have been identified as living in a daycare desert, based on a report that analyzes childcare availability in each community (Idaho Association for the Education of Young Children). Several solutions were initiated in 2022 affecting the southwestern region:

- The Boise School District announced it would provide free, all-day kindergarten at all elementary schools. In the past, there have been selective schools offering grants or parental pay to help with the additional costs. The school board hopes this change will improve academic progress.
- Micron acquired a parcel of ground near its campus for a childcare facility where employees could drop off their children nearby.

Figure 4-3. Average employment and annual average wage growth by industry, inflation adjusted southwestern Idaho, 2012 through 2022

Source: US Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2022 Average employment	Job growth		
		2021-22	2017-22	2012-22
All industries	384,409	4%	19%	40%
Agriculture, Forestry, Fishing and Hunting	5,871	-7%	-13%	-7%
Mining	364	14%	63%	57%
Utilities	1,765	5%	5%	10%
Construction	32,522	10%	52%	138%
Manufacturing	32,422	4%	10%	27%
Wholesale Trade	17,559	7%	25%	48%
Retail Trade	42,545	2%	12%	28%
Transportation and Warehousing	17,216	1%	68%	99%
Information	4,031	9%	-17%	-19%
Financial Activities	21,246	7%	29%	58%
Professional and Business Services	52,946	3%	17%	38%
Educational Services	28,357	8%	16%	27%
Health Care and Social Assistance	54,299	2%	19%	38%
Leisure and Hospitality	40,769	7%	19%	52%
Other Services	10,466	5%	18%	41%
Public Administration	22,031	-1%	1%	7%

	2022 Average Wage	Wage Growth		
		2021-22	2017-22	2012-22
All industries	\$58,920	7%	30%	50%
Agriculture, Forestry, Fishing and Hunting	44,520	6%	30%	62%
Mining	85,610	10%	15%	15%
Utilities	97,410	7%	15%	33%
Construction	61,303	9%	32%	42%
Manufacturing	84,165	3%	9%	41%
Wholesale Trade	88,800	6%	39%	64%
Retail Trade	42,841	5%	31%	56%
Transportation and Warehousing	51,371	9%	18%	27%
Information	82,699	8%	59%	64%
Financial Activities	78,748	-2%	33%	54%
Professional and Business Services	72,970	10%	55%	76%
Educational Services	42,792	3%	22%	36%
Health Care and Social Assistance	60,428	9%	29%	46%
Leisure and Hospitality	24,144	9%	40%	64%
Other Services	43,314	8%	39%	66%
Public Administration	63,274	7%	20%	32%

South central Idaho

2021-22 Population Growth: 3%

2021-22 Job Growth: 2%

2021-22 Average Pay Growth: 8% (not inflation adjusted)

2022 Unemployment Rate: 2.6%

2021 Unemployment Rate: 3.4%

Population growth in south central Idaho has continued to remain relatively high since the beginning of the pandemic. Between 2021 and 2022, the region's population grew 3% (5,391 residents), the second-largest annual growth for the region in the last decade (2012-2022).

Average employment in the southcentral region grew 2% year over year. Industries with the largest employment growth were information (12%), construction (8%), manufacturing (6%), financial activities (6%) and educational services (5%). Industries with the largest year-over-year declines were mining (-8%), utilities (-1%), wholesale trade (-1%), professional and business services (-1%), and public administration (-1%). Job growth declined by 1.9% to 2% in 2022, as the labor market experienced continued tightness along with a declining unemployment rate, leading to fewer unemployed members of the labor force.

The region's average wage grew 9.8% (\$4,274) from 2021 to 2022 as a tight labor market inflated wages. Wholesale trade (14%), professional and business services (13%), leisure and hospitality (12%), mining (12%), and transportation and warehousing (10%) had the largest wage growth year over year (2021–2022). Agriculture, forestry, fishing and hunting (6%); retail trade (5%); educational services (5%); financial activities (4%); and information (1%) had the lowest wage growth in the region. Wages in the region have seen large year-to-year gains as the tight labor market has given employees increased bargaining power and rising inflation has required higher wages to maintain purchasing power.

The Information sector saw the largest employment growth in the region at 12%. A lion's share of this growth came from telecommunication companies. As the region's population grows, so does its need for communication infrastructure. Job growth for manufacturing, one of the region's key industries, increased 6% and average wage growth increased 7% from 2021–2022. Manufacturing jobs were up 2% and average wages were up 9% from the previous year (2020–2021). As the pandemic relaxed, manufacturing was able to run operations at full capacity; however, global supply chain issues remain a challenge for many manufacturers in the region.

There were many notable regional developments in 2022.

- Main Ave Lofts, a large-scale mixed-use apartment building, opened in Twin Falls in November. The 53,068-square-foot, six-story building contains 44 one- or two-bedroom studio apartments, with 20% of the units rent-restricted.
- The Magic Valley Regional Airport started offering two flights a day, with the new flight to Salt Lake City departing at 3:25 p.m.
- The “Lease to Locals” program started in the Wood River Valley, providing cash incentive to lease rentals to tenants who make under 120% of the area median income in Blaine County and work at least 20 hours a week within the county. Units need to have not been rented as long-term in the past 12 months to qualify for the program. The program aims to efficiently lease rental units while providing additional workforce housing.

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- Hempitecture, a hemp-based insulation manufacturer, has opened a 33,000-square-foot facility in Jerome. The company is currently the only producer of hemp-based insulation in the U.S. Construction has also wrapped up on True West Beef's 273,000-square-foot facility in Jerome, the plant opened in April 2023.

Figure 4-4. Average employment and annual average wage growth by industry, inflation adjusted south central Idaho, 2012 through 2022

Source: US Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2022 Average employment	Job growth		
		2021-22	2017-22	2012-22
All industries	94,054	2%	8%	21%
Agriculture, Forestry, Fishing and Hunting	10,748	0%	3%	15%
Mining	203	-8%	18%	43%
Utilities	578	-1%	1%	0%
Construction	6,511	8%	43%	75%
Manufacturing	11,443	6%	12%	37%
Wholesale Trade	3,670	-1%	5%	17%
Retail Trade	10,775	1%	9%	16%
Transportation and Warehousing	4,191	1%	1%	6%
Information	893	12%	-5%	-22%
Financial Activities	2,763	6%	4%	14%
Professional and Business Services	7,529	-1%	-5%	13%
Educational Services	7,042	5%	5%	12%
Health Care and Social Assistance	11,075	2%	10%	27%
Leisure and Hospitality	10,113	3%	12%	32%
Other Services	2,412	3%	-3%	18%
Public Administration	4,109	-1%	1%	0%

	2022 Average wage	Wage growth		
		2021-22	2017-22	2012-22
All industries	\$47,525	8%	29%	47%
Agriculture, Forestry, Fishing and Hunting	\$44,741	6%	23%	50%
Mining	\$48,342	12%	27%	49%
Utilities	\$80,660	9%	18%	35%
Construction	\$53,778	9%	27%	35%
Manufacturing	\$57,553	7%	21%	36%
Wholesale Trade	\$71,356	14%	35%	52%
Retail Trade	\$37,041	5%	29%	48%
Transportation and Warehousing	\$53,291	10%	30%	49%
Information	\$56,608	1%	34%	55%
Financial Activities	\$75,339	4%	58%	87%
Professional and Business Services	\$51,430	13%	34%	57%
Educational Services	\$37,859	5%	24%	32%
Health Care and Social Assistance	\$51,999	9%	31%	48%
Leisure and Hospitality	\$24,127	12%	36%	51%
Other Services	\$43,009	6%	30%	56%
Public Administration	\$49,501	8%	25%	37%

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 emerged from the 2021–2022 winter peak of the COVID-19 pandemic to experience continued population and employment growth as well as relatively uniform wage gains across most industries in 2022. This was despite national and international developments including high inflation, rising interest rates, and persistent supply chain issues.

With jobs having recovered to their pre-pandemic peak by 2021, employment in southeastern Idaho grew a further 3.6% in 2022. Job growth was led by leisure and hospitality (+578), construction (+530), and educational services (+487). Regional industries which shed jobs included professional and business services (-101), mining (-29) and utilities (-3). Since 2012, over 70% of net job growth in southeastern Idaho has come from five industries: health care and social assistance (+2,019), construction (+1,632), retail trade (+895), educational services (+882) and professional and business services (+848).

Average annual wages in southeastern Idaho grew by 6% in 2022, less than the national measures of inflation, implying that real wages fell on average. Average annual wages in mining (+11.6%), transportation and warehousing (+9.2%), and professional and business services (+9.0%) grew the fastest that year. At the other end of the spectrum, wages appeared to grow slowest in educational services (+1.5%), financial activities (+2.7%), and leisure and hospitality (+4.4%). Since 2012, annual wages have grown 36.4% with growth fastest among jobs in professional and business services (+56.3), financial activities (+50.4%) and wholesale trade (+47.5%). In 2022, the industries with the highest annual wages were utilities (\$95,831), mining (\$79,874) and manufacturing (\$62,420).

There were many notable economic developments in southeastern Idaho in 2022. Specifically, Idaho State University (ISU) had several big announcements.

- ISU and Regional Economic Development for Eastern Idaho (REDI) joined a consortium with Siemens Energy and other national industry stakeholders to create a Cybersecurity and Industrial Infrastructure Security Apprenticeship Program.
- ISU announced plans for the new Walter P. Brown Center for Sales Excellence including salesforce terminals and other expanded opportunities for community members to enhance their sales skills.
- ISU further received \$14 million to assist with renovations to the College of Pharmacy's Leonard Hall.
- ISU began major renovations at Holt Arena, eventually completing the Idaho Central Credit Union Bengal Alumni Center in 2023.
- The ISU Institute for Rural Health's Gem State Public Health AmeriCorps program received multiple grants to expand public health across the state.
- The ISU Research Data Center added a new high-performance computing system for staff and students to use.

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- ISU's College of Technology and industry partner NuScale Power opened a new reactor control room and simulation lab in addition to the college opening its Health Occupations Simulation Lab.

Construction was brisk in 2022 with several large housing developments and major infrastructure projects. The most apparent infrastructure project in the region was the start of a multiyear, \$114 million reworking of the I-15/I-86 interchange in Pocatello and Chubbuck. The city of American Falls partnered with Direct Communications to install 300,000 feet of fiber optic broadband in the community. The US Bureau of Reclamation completed work on a spillway on the American Falls Dam that began in 2020. The city of Preston made progress on a new wastewater treatment plant. The city of Pocatello broke ground on Lookout Point in the historic downtown, and Connor Academy broke ground on its new Alpine Academy Charter School in Chubbuck. The Idaho Transportation Department completed renovations to Malad City Airport's runway after beginning the project in 2021. Notable housing developments taking shape or nearing completion included the Northgate development on Pocatello's northside, single-family housing around the new Connor Academy in Chubbuck, several fourplexes in American Falls, the 500-unit High Terrace housing development on Pocatello's east side and continued progress on the Maple Creek development in Franklin County.

Bannock County, in partnership with ISU and with further state funding, broke ground on the East Idaho Forensic Pathology Center. Upon completion, it will serve the eastern part of the state that had previously relied on Ada County to handle all forensic autopsies. The city of Pocatello voted to provide and then extend a multi-million-dollar subsidy to SkyWest to maintain regular flight service out of the Pocatello Regional Airport. This decision came amidst operation difficulties by the carrier.

Among 2022's notable business openings and plans for expansion were several restaurants and drive-thru beverage stands in Pocatello and Chubbuck, a Bingham Healthcare urgent clinic in Pocatello, Portneuf Health's new Northgate Medical Office Building in Pocatello, approval by the US Bureau of Land Management and Caribou-Targhee National Forest for a new phosphate mine near Soda Springs and the announcement by Morton Construction for a building manufacturing facility at the Pocatello Regional Airport.

Among the notable business closures and scuttled projects in 2022 year were the closing of Bed Bath and Beyond in Pocatello, the consolidation of KeyBank and Bank of Idaho branches in Pocatello, and the termination of a lease agreement by the city of Pocatello with FrigiTek before a proposed cold-storage facility could begin operations.

Figure 4-5. Average employment and annual average wage growth by industry, inflation adjusted southeastern Idaho, 2012 through 2022

Source: US Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2022 Average employment	Job growth		
		2021-22	2017-22	2012-22
All industries	65,376	4%	7%	15%
Agriculture, Forestry, Fishing and Hunting	2,392	2%	-9%	-1%
Mining	795	-3%	8%	51%
Utilities	292	-1%	0%	-2%
Construction	4,268	14%	39%	62%
Manufacturing	6,959	2%	2%	11%
Wholesale Trade	2,568	3%	0%	-5%
Retail Trade	7,550	2%	8%	13%
Transportation and Warehousing	1,779	0%	6%	11%
Information	469	4%	-21%	-23%
Financial Activities	2,085	2%	-19%	-15%
Professional and Business Services	5,197	-2%	10%	20%
Educational Services	8,170	6%	9%	12%
Health Care and Social Assistance	10,061	3%	10%	25%
Leisure and Hospitality	6,716	9%	17%	32%
Other Services	1,458	6%	19%	19%
Public Administration	4,619	0%	1%	-1%

	2022 Average wage	Wage growth		
		2021-22	2017-22	2012-22
All industries	\$45,339	6%	24%	36%
Agriculture, Forestry, Fishing and Hunting	\$42,549	8%	24%	39%
Mining	\$79,874	12%	33%	35%
Utilities	\$95,831	9%	18%	34%
Construction	\$53,102	9%	23%	34%
Manufacturing	\$62,420	8%	15%	24%
Wholesale Trade	\$61,284	9%	31%	48%
Retail Trade	\$32,340	7%	26%	46%
Transportation and Warehousing	\$51,844	9%	31%	43%
Information	\$37,182	7%	15%	39%
Financial Activities	\$59,932	3%	37%	50%
Professional and Business Services	\$54,213	9%	54%	56%
Educational Services	\$38,765	1%	19%	28%
Health Care and Social Assistance	\$47,024	6%	23%	41%
Leisure and Hospitality	\$18,542	4%	23%	41%
Other Services	\$36,984	8%	28%	47%
Public Administration	\$48,436	6%	17%	31%

Eastern Idaho

2021-22 Population growth: 1.8%

2021-22 Job growth: 3.5%

2021-22 Average pay growth: 6% (not inflation adjusted)

2022 Unemployment rate: 2.3%

2021 Unemployment rate: 2.9%

The eastern Idaho economy has stabilized and improved since the pandemic, exhibiting the state's lowest unemployment rate at 2.3% in 2022. Additionally, by the end of 2022, several key labor economy indicators surpassed 2021 metrics, including growth in total wages (+8.9%), employment (+8.4%), labor force (+4.4%) and establishments (+3.5%). Compared with pre-pandemic levels, these measures demonstrate a rebounding economy with expansion in total wages (+22.5%), employment (+9.6%), labor force (+7.8%) and establishments (+21.8%). These factors emphasize the region holds a relatively strong economic position despite the perceived uncertainties expected in the next year.

Year-over-year employment in the nine-county eastern Idaho region grew by 3.5%, or 3,679 workers. Among the industry sectors with the largest employment gains from 2021 to 2022 were mining (+41%), construction (+10%), educational services (+8%), and leisure and hospitality (+7%). Agriculture, forestry, fishing and hunting employment were still in decline in 2022, but at a slower rate (-2%). Utilities and public administration employment remained static over the year prior, neither growing nor declining.

Non-seasonally adjusted average annual wages in eastern Idaho grew by 6% between 2021 and 2022, more than double the 2.8% wage growth rate the previous year. Wage growth was most significant among the fastest growing sectors with a demand for labor, including mining (+17%) and construction (+7%). To potentially bolster otherwise slow employment growth, wage gains from 2021-2022 also occurred in sectors such as information (+14%), manufacturing (+13%) and other services (+9%). In line with this trend, public administration (+7%); agriculture, forestry, fishing and hunting (+4%); and utilities (+2%) also saw wage gains from 2021-2022 despite declining employment.

Stronger wage gain rates in the region were able to close the gap and compensate for the continued high inflation rates from 2021 to 2022. The purchasing power of a typical eastern Idaho worker's wages in 2022 was greater than it was the year prior.

There were many notable developments in the eastern Idaho region over the past year.

- The Moose Creek Fire near Salmon, at times the largest wildfire in the lower 48 states, was finally contained on Oct. 31. It burned 130,205 acres for 4.5 months of 2022.
- The College of Eastern Idaho opened its new 32,000-square-foot Eastern Idaho Workforce Training Center to provide trade training for contractors, heavy equipment operators, welders and other tradespeople.
- The new Mountain America Center, the largest entertainment venue of its kind in the region, opened in Idaho Falls and hired over 300 people. It boasts 27,000 square feet of space in the Hero Arena and 11,000 square feet of meeting space in the Blue Cross of Idaho Conference Center. The venue has a 6,000-guest capacity.

The 2022 year in review highlights for Idaho National Laboratory included the following:

- Overhaul of the world's largest, most powerful and flexible materials test reactor.
- Deployment of a supercharging microreactor.
- Approval of the first small modular reactor design.
- Planned design, construction and operation of the world's first fast-spectrum salt reactor.
- Received three Research and Development 100 Awards for researchers.
- Completed construction of a hydrogen hub prototype.
- Launched the nation's first 5G wireless test bed.
- Worked with major utilities organizations to protect against cyberattacks.
- Unveiled advanced manufacturing technology.

The Greater Idaho Falls Transit (GIFT) service, which began offering local public transportation in August 2022, completed double the number of rides than its predecessor, TRPTA, in only half the time. As of the end of 2022, GIFT had given more than 44,000 rides.

Yellowstone National Park hosted 32% less visits in 2022 than its record year of 2021. The park was closed for part of June due to flooding and landslides.

The Idaho Falls Regional Airport, Idaho's second busiest airport, broke a record with 628,329 passengers in 2022, which was 42% higher than 2021 and 78% higher than 2019.

The Idaho State Police Uniform Crime Reporting Program statistics for 2022 denote east Idaho crime (offense) rate changes by percentage from 2021 for the following counties: Bonneville (-3.1%), Butte (-17.2%), Clark (-46%), Custer (+31.2%), Fremont (+7.7%), Jefferson (-12.9%), Lemhi (+68.9%), Madison (-2.4%) and Teton (+19.4%).

Figure 4-6. Average employment and annual average wage growth by industry, inflation adjusted eastern Idaho, 2012 through 2022

Source: US Bureau of Labor Statistics, Quarterly Census for Employment and Wages

	2022 Average employment	Job growth		
		2021-22	2017-22	2012-22
All industries	104,294	4%	18%	34%
Agriculture, Forestry, Fishing and Hunting	2,060	-2%	-11%	-3%
Mining	137	41%	72%	-69%
Utilities	272	0%	-9%	-1%
Construction	7,008	10%	40%	99%
Manufacturing	6,627	1%	25%	52%
Wholesale Trade	4,314	3%	8%	-20%
Retail Trade	12,616	2%	9%	29%
Transportation and Warehousing	3,355	5%	17%	29%
Information	953	5%	-16%	-25%
Financial Activities	3,700	4%	27%	42%
Professional and Business Services	18,844	1%	15%	37%
Educational Services	9,485	8%	17%	30%
Health Care and Social Assistance	16,014	4%	30%	60%
Leisure and Hospitality	11,493	7%	25%	54%
Other Services	2,334	3%	7%	23%
Public Administration	5,083	0%	-1%	0%

	2022 Average wage	Wage growth		
		2021-22	2017-22	2012-22
All industries	\$50,367	6%	25%	37%
Agriculture, Forestry, Fishing and Hunting	\$43,354	4%	26%	56%
Mining	\$95,758	17%	26%	12%
Utilities	\$85,492	2%	24%	31%
Construction	\$51,996	7%	26%	35%
Manufacturing	\$52,954	13%	31%	37%
Wholesale Trade	\$61,064	8%	27%	49%
Retail Trade	\$35,091	6%	27%	49%
Transportation and Warehousing	\$49,065	7%	32%	42%
Information	\$50,197	14%	32%	43%
Financial Activities	\$58,900	-1%	24%	52%
Professional and Business Services	\$82,549	6%	24%	36%
Educational Services	\$41,013	3%	21%	25%
Health Care and Social Assistance	\$44,982	7%	22%	34%
Leisure and Hospitality	\$20,295	7%	37%	57%
Other Services	\$35,638	9%	28%	50%
Public Administration	\$57,887	7%	21%	34%

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 with other states and the nation. In 2022, Idaho's population grew 1.8%, ranking second highest for population growth.
- Figure 5-2 shows annual GDP growth rates for Idaho compared with other states and the nation. In 2022, Idaho's GDP grew by 13.8%, ranking fourth in the country.
- Figure 5-3 shows the average annual job growth rate of each state. In 2022, Idaho nonfarm employment grew by 3.8%, ranking 23rd in the country.
- Figure 5-4 shows the unemployment rate for Idaho compared to other states and the nation. In 2022, Idaho's unemployment rate of 2.7% ranked 10th 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 2022, Idaho's entrepreneurship rate ranked second highest in the nation. Idaho saw 3.5 new business establishments open per 1,000 people in the civilian labor force.
- Figure 5-6 compares per capita income by state. In 2022, Idaho had one of the lowest per capita personal incomes, ranking 44th in the country.

Population growth

Figure 5-1: Highest and lowest state population growth rates
United States and Idaho, 2021 to 2022

Source: US Census Bureau, Population Division

Rank	State	Population growth
	United States	0.4%
1	Florida	1.9%
2	Idaho	1.8%
3	South Carolina	1.7%
4	Texas	1.6%
5	South Dakota	1.5%
6	Montana	1.5%
7	Delaware	1.4%
8	Arizona	1.3%
9	North Carolina	1.3%
10	Utah	1.2%
11	Tennessee	1.2%
12	Georgia	1.2%
-		
39	Massachusetts	-0.1%
40	New Mexico	-0.2%
41	Maryland	-0.2%
42	California	-0.3%
43	Rhode Island	-0.3%
44	Pennsylvania	-0.3%
45	Mississippi	-0.3%
46	Oregon	-0.4%
47	Hawaii	-0.5%
48	West Virginia	-0.6%
49	Louisiana	-0.8%
50	Illinois	-0.8%
51	New York	-0.9%

Includes the District of Columbia

Gross domestic product growth

Figure 5-2: Highest and lowest state gross domestic product growth rates
United States and Idaho, 2021 to 2022

Source: Bureau of Economic Analysis

Rank	State	GDP growth
	United States	9.2%
1	North Dakota	15.3%
2	Texas	14.8%
3	Wyoming	14.3%
4	Idaho	13.8%
5	West Virginia	11.9%
6	Oklahoma	11.7%
7	New Mexico	11.4%
8	Tennessee	11.4%
9	Arkansas	11.1%
10	Nevada	11.0%
11	Colorado	11.0%
12	Alaska	10.9%
-		
39	New York	8.0%
40	Connecticut	7.9%
41	Delaware	7.8%
42	Hawaii	7.8%
43	Virginia	7.3%
44	Massachusetts	7.3%
45	Rhode Island	7.3%
46	Washington	7.1%
47	California	6.7%
48	Iowa	6.6%
49	Maryland	5.9%
50	New Hampshire	5.8%
51	District of Columbia	5.6%

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, 2021 to 2022

Source: US Bureau of Labor Statistics, Current Employment Statistics

Rank	State	Job growth rate
	United States	4.3%
1	Nevada	8.5%
2	Texas	5.8%
3	Florida	5.7%
4	California	5.6%
5	Hawaii	5.3%
6	New Jersey	5.2%
7	New York	5.0%
8	Washington	4.7%
9	Tennessee	4.6%
10	Georgia	4.4%
11	North Carolina	4.2%
12	Arizona	4.2%
-		
23	Idaho	3.8%
-		
39	Minnesota	2.8%
40	South Dakota	2.7%
41	Ohio	2.6%
42	Wisconsin	2.5%
43	North Dakota	2.4%
44	Maine	2.4%
45	Mississippi	2.4%
46	Louisiana	2.3%
47	Maryland	2.3%
48	West Virginia	2.2%
49	Wyoming	2.2%
50	Iowa	2.0%
51	Nebraska	1.9%

Includes the District of Columbia

Unemployment rates

Figure 5-4: Lowest and highest state unemployment rates, not seasonally adjusted
United States and Idaho, 2022

Source: US Bureau of Labor Statistics, Local Area Unemployment Statistics

Rank	State	Unemployment rate
	United States	3.6%
1	North Dakota	2.1%
2	South Dakota	2.1%
3	Nebraska	2.3%
4	Utah	2.3%
5	Missouri	2.5%
6	New Hampshire	2.5%
7	Alabama	2.6%
8	Montana	2.6%
9	Vermont	2.6%
10	Idaho	2.7%
11	Iowa	2.7%
12	Kansas	2.7%
-		
39	New Mexico	4.0%
40	Ohio	4.0%
41	California	4.2%
42	Connecticut	4.2%
43	Michigan	4.2%
44	Oregon	4.2%
45	Washington	4.2%
46	New York	4.3%
47	Pennsylvania	4.4%
48	Delaware	4.5%
49	Illinois	4.6%
50	District of Columbia	4.7%
51	Nevada	5.4%

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, 2022

Source: US Bureau of Labor Statistics, Business Employment Dynamics

Rank	State	Entrepreneurship rate
	United States	2.2
1	District of Columbia	4.8
2	Idaho	3.5
3	Montana	3.4
4	Vermont	3.3
5	Rhode Island	3.1
6	Nevada	3.1
7	Utah	3.0
8	Maine	3.0
9	New Hampshire	2.9
10	California	2.9
11	Florida	2.9
12	South Carolina	2.8
-		
39	Kentucky	1.9
40	Massachusetts	1.9
41	Maryland	1.8
42	Mississippi	1.8
43	Texas	1.7
44	Louisiana	1.7
45	Illinois	1.6
46	Pennsylvania	1.6
47	Minnesota	1.6
48	Michigan	1.5
49	Iowa	1.5
50	Indiana	1.5
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, 2022

Source: US Bureau of Economic Analysis

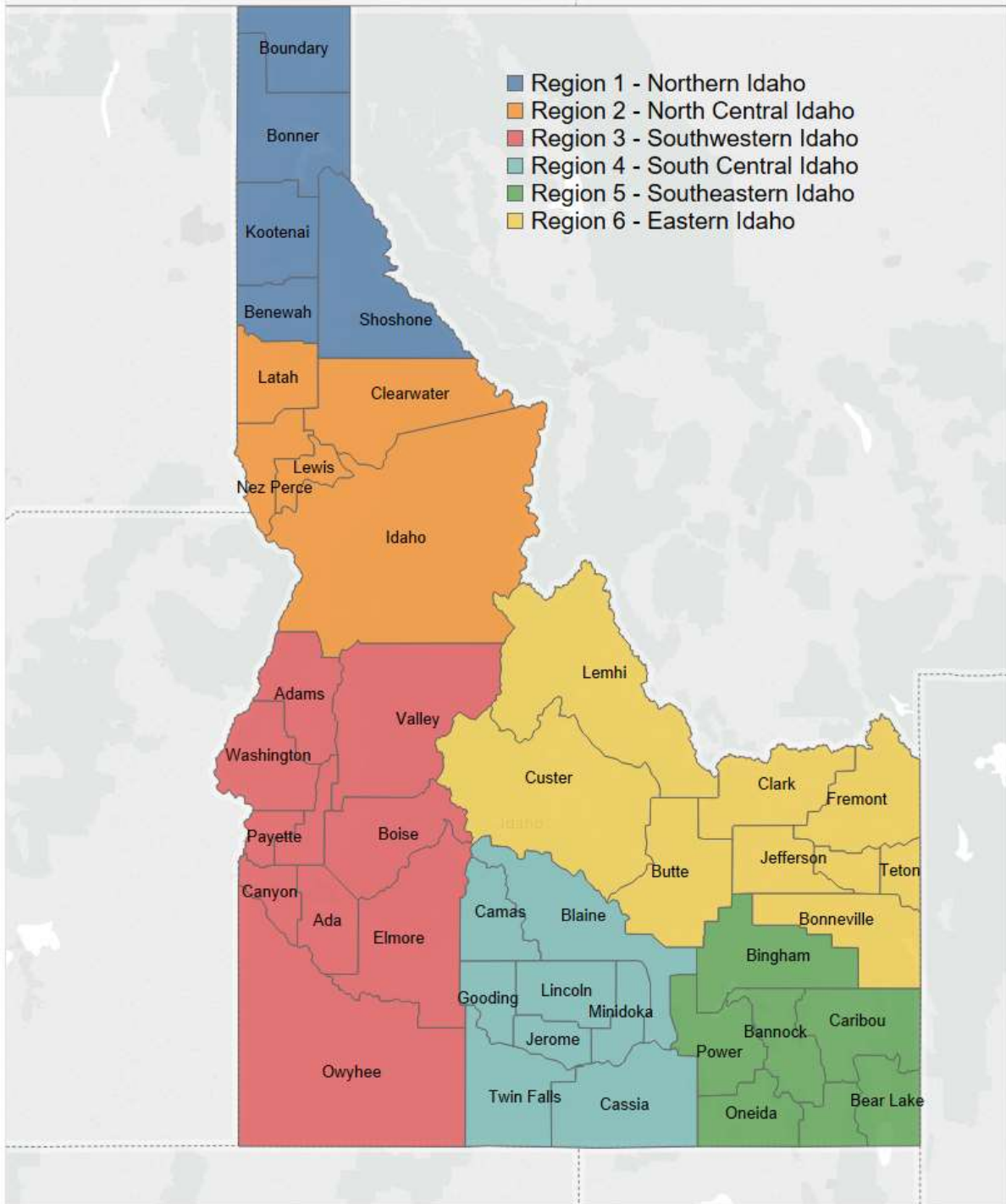
Rank	State	Per capita income
	United States	\$65,423
1	District of Columbia	\$96,728
2	Connecticut	\$84,972
3	Massachusetts	\$84,945
4	New Jersey	\$78,700
5	New York	\$78,089
6	California	\$77,339
7	Washington	\$75,698
8	New Hampshire	\$74,663
9	Colorado	\$74,167
10	Wyoming	\$71,342
11	Maryland	\$70,730
12	Alaska	\$68,919
-		
39	Michigan	\$56,813
40	Arizona	\$56,667
41	Missouri	\$56,551
42	Oklahoma	\$54,998
43	Louisiana	\$54,622
44	Idaho	\$54,537
45	South Carolina	\$53,320
46	Kentucky	\$52,109
47	Arkansas	\$51,787
48	New Mexico	\$51,500
49	Alabama	\$50,637
50	West Virginia	\$49,169
51	Mississippi	\$46,248

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 unemployment percentage 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, 2022

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

Area	Labor force	Unemployed residents	Discouraged workers	Other marginally attached	Involuntary part-time	U-6
State of Idaho	950,671	25,315	3,304	4,943	23,973	6.0%
1: Northern	121,704	4,158	354	637	3,067	6.7%
Benewah	4,092	173	12	22	103	7.5%
Bonner	21,888	795	61	115	552	6.9%
Boundary	5,704	216	19	30	144	7.1%
Kootenai	84,574	2,722	247	442	2,132	6.5%
Shoshone	5,446	252	16	29	137	7.9%
2: North Central	53,224	1,529	178	277	1,342	6.2%
Clearwater	3,013	155	8	16	76	8.4%
Idaho	6,820	258	23	36	172	7.1%
Latah	20,417	502	72	106	515	5.8%
Lewis	1,662	65	5	9	42	7.2%
Nez Perce	21,312	549	71	111	537	5.9%
3: Southwest	446,418	11,500	1,343	2,317	11,252	5.9%
Ada	275,602	6,354	833	1,426	6,947	5.6%
Adams	1,764	93	6	9	44	8.6%
Boise	3,832	144	14	20	97	7.1%

Canyon	114,909	3,348	340	598	2,896	6.2%
Elmore	12,478	361	40	65	315	6.2%
Gem	8,947	257	30	47	226	6.2%
Owyhee	5,884	191	15	31	148	6.5%
Payette	12,218	372	32	64	308	6.3%
Valley	5,790	216	16	30	146	7.0%
Washington	4,994	164	16	26	126	6.6%
4: South Central	112,147	2,826	332	582	2,827	5.8%
Blaine	13,257	332	40	69	334	5.8%
Camas	725	20	3	4	18	6.1%
Cassia	14,052	314	38	73	354	5.5%
Gooding	9,689	229	34	50	244	5.7%
Jerome	14,367	356	48	75	362	5.8%
Lincoln	3,019	104	8	16	76	6.7%
Minidoka	12,781	305	41	66	322	5.7%
Twin Falls	44,257	1,166	121	230	1,115	5.9%
5: Southeast	91,106	2,411	267	473	2,296	5.9%
Bannock	43,837	1,196	123	228	1,105	6.0%
Bear Lake	3,292	85	11	17	83	5.9%
Bingham	24,978	649	78	130	630	5.9%
Caribou	4,171	116	14	22	105	6.1%
Franklin	7,592	168	22	39	191	5.5%
Oneida	2,696	68	8	14	68	5.8%
Power	4,540	129	12	24	114	6.1%
6: Eastern	126,072	2,891	350	652	3,177	5.6%
Bonneville	62,826	1,474	164	325	1,583	5.6%
Butte	1,491	45	4	8	38	6.3%
Clark	390	14	1	2	10	6.9%
Custer	2,255	73	6	12	57	6.5%
Fremont	8,377	206	29	43	211	5.8%
Jefferson	15,476	342	46	80	390	5.5%
Lemhi	3,705	138	11	19	93	7.0%
Madison	23,936	439	65	123	603	5.1%
Teton	7,616	160	23	39	192	5.4%

All six labor regions show declining U-6 rates. With the COVID-19 pandemic causing major economic disruptions, all six regions saw U-6 rates climb in 2020, but the growth experienced in 2022 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, 2012–2022**

Source: US Bureau of Labor Statistics, Current Population Survey, Local Area Unemployment Statistics, American Community Survey five-year estimates

Region	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
1: Northern	16.5	14.9	12.1	10.1	9.4	8.5	7.5	7.2	10.9	9.1	6.7
2: North Central	14.8	13.6	11.1	9.4	8.6	8.0	7.3	7.1	10.0	7.6	6.2
3: Southwest	13.7	12.4	10.1	8.4	7.6	6.8	6.0	5.8	9.1	7.2	5.9
4: South Central	12.2	10.8	8.8	7.2	6.7	6.0	5.5	5.4	8.2	6.9	5.8
5: Southeast	13.6	12.4	10.2	8.6	7.8	7.0	6.2	6.0	8.3	6.7	5.9
6: Eastern	14.2	12.9	10.5	8.5	7.6	6.9	6.1	5.9	8.1	5.8	5.6