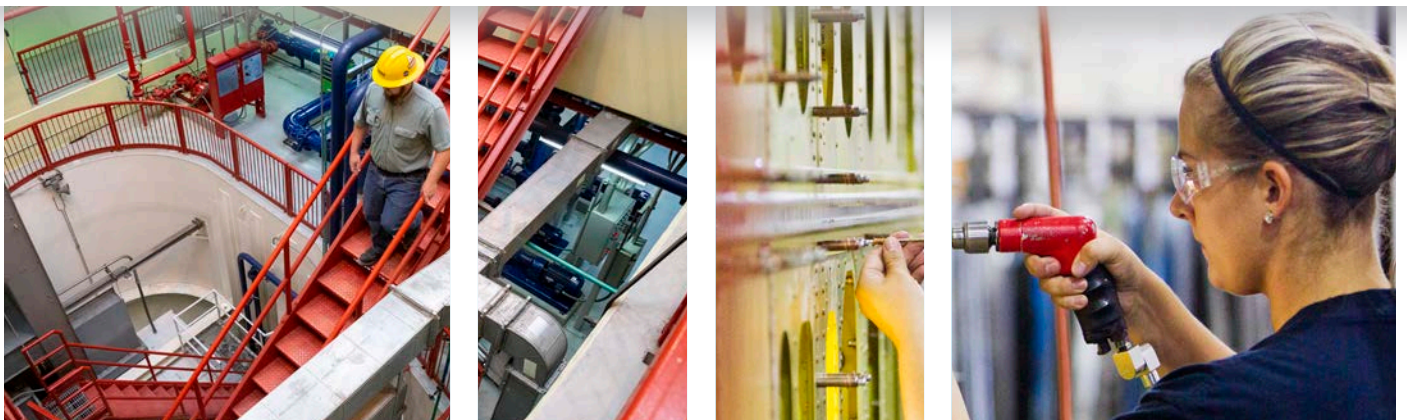




IDAHO
DEPARTMENT OF LABOR
BRAD LITTLE, GOVERNOR
JANI REVIER, DIRECTOR

2025 Year in Review

A look back at the department's past year of accomplishments and milestones.



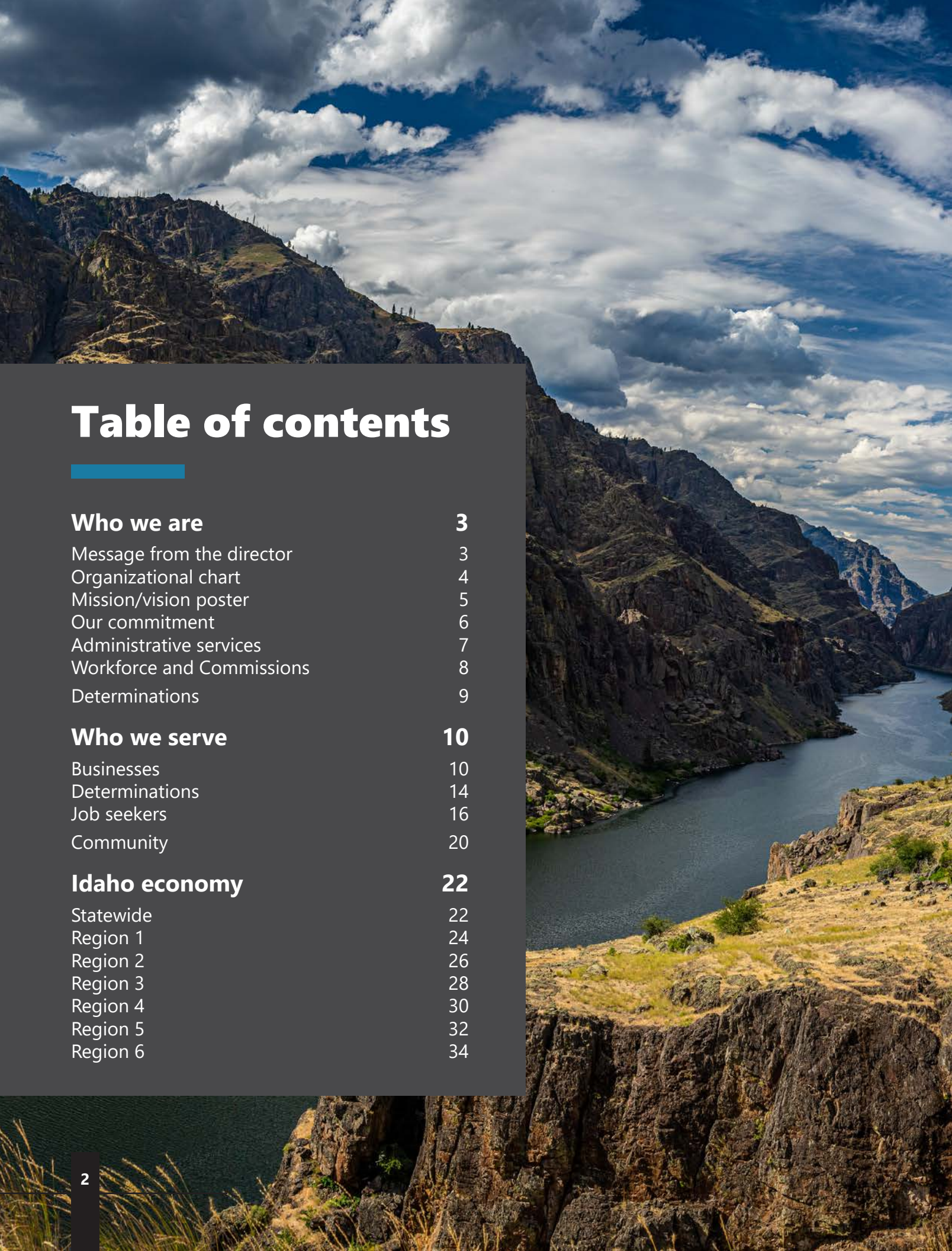


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Message from the director

Jani Revier

This year we released the Profile of Rural Idaho which provides an updated look at the state’s rural identity in 2025 and its evolution over the past 20 years since the previous profile released in 2005.

The 2025 rural report has been a year-long effort by Labor’s economists to examine rural Idaho communities and how they have changed over the past two decades. The report highlights some of the challenges faced by our rural communities, but it also shows where opportunities exist. While a lot has changed in Idaho over the past 20 years, it is kind of surprising to see how much has stayed the same.

The same can be said for the Idaho Department of Labor as a whole. Over the past 20 years Labor has changed a lot. For instance, 20 years ago Labor had close to 700 employees working in 28 offices across the state. Due to budget cuts and streamlining of program administration, Labor now has fewer than 500 employees in the central office and eight full-time offices with an additional 21 mobile locations.

Efficiencies were gained as the workload grew. Twenty years ago, Idaho had about 43,000 employers participating in the unemployment insurance program and a workforce of about 700,000. The number of businesses covered by unemployment insurance has more than doubled to 90,000 while the workforce tops 1 million today.

The unemployment insurance application process is

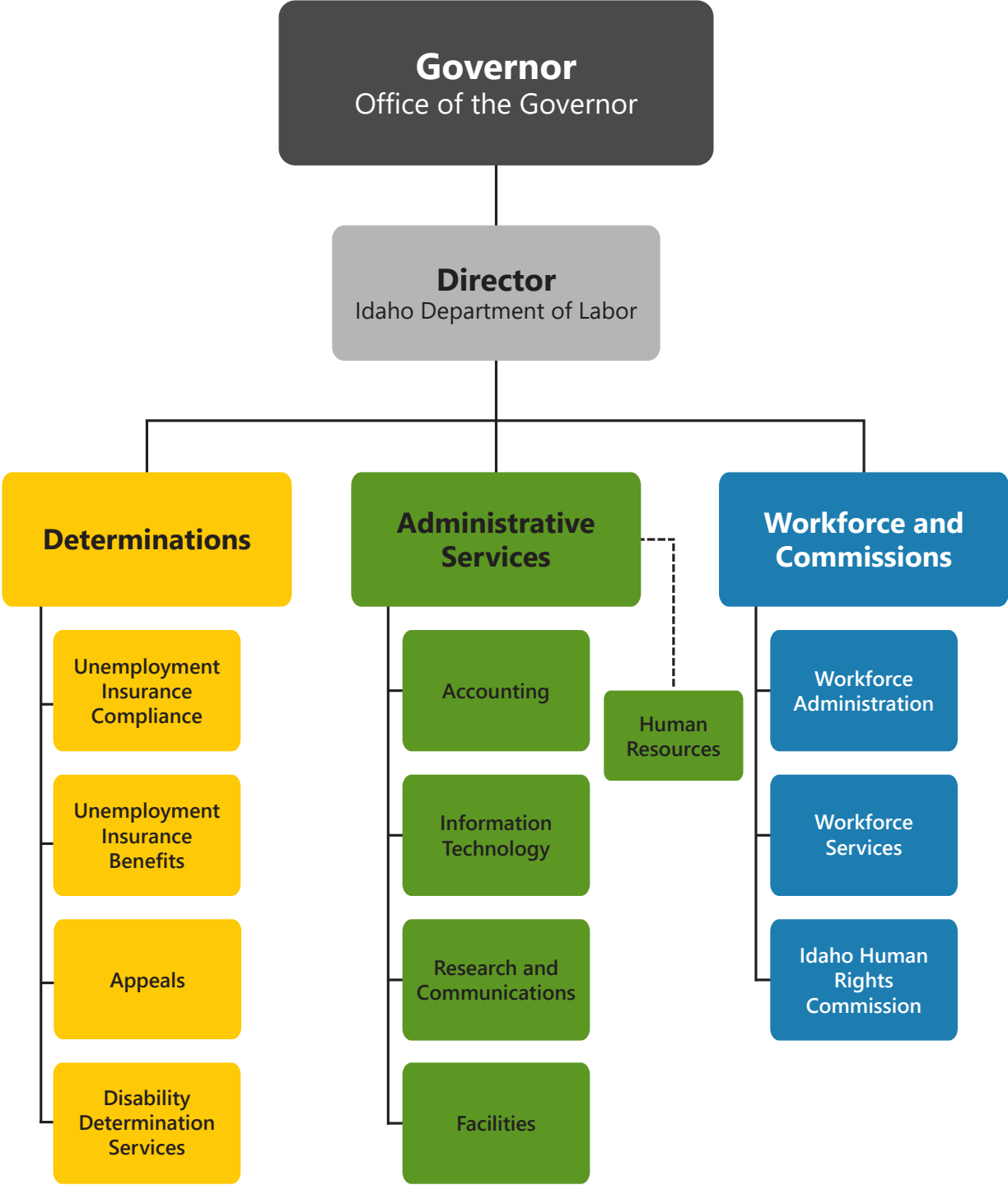
now entirely online, and people no longer have to file in person at a local office like they did 20 years ago. People can still come into a local office to apply for unemployment insurance or get help finding a job or they can also visit a mobile location where all the same services are offered, just not on a full-time basis.

The department has expanded to include Disability Determinations Service, the Idaho Human Rights Commission, Serve Idaho and Wage and Hour.

Some things, however, have remained the same. Labor continues to provide benefits to unemployed Idahoans who meet eligibility requirements, connects job seekers with available jobs, helps businesses meet their workforce needs and remains a trusted source for workforce data. Other programs have been added or removed throughout the years, but these core responsibilities remain.

Whether faced with changing technology or other challenges, Labor’s staff always prioritizes providing professional services and demonstrating dependability to the public. The employees not only foster a positive work environment but exemplify exceptional collaboration through their continuous positive impact on our customers. The department is a valuable resource to Idaho communities, and I am proud of the Department of Labor’s dedicated work in supporting Idaho citizens and businesses.

Organizational chart



Mission/vision poster



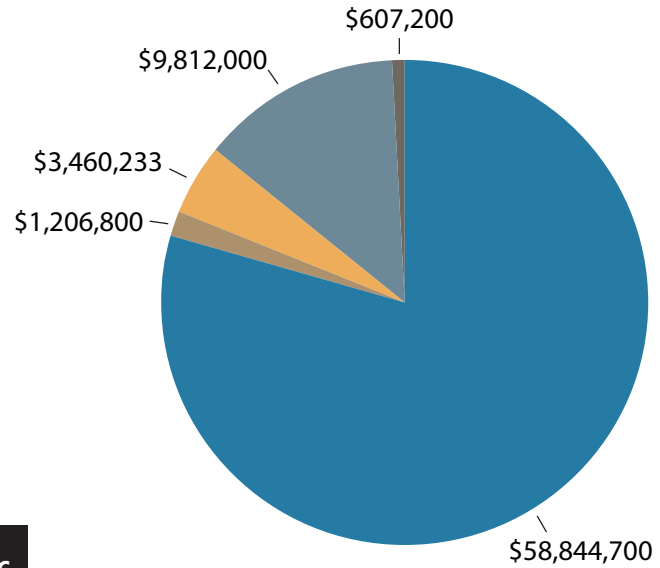
Our commitment



Idaho Department of Labor Director Jani Revier leads a team of dedicated employees who work to make a positive difference in the lives of job seekers, employers, government officials and Idaho citizens. Labor staff are committed to ensuring job seekers and employers have access to a wide array of quality employment-related services and economic information.

- Department of Labor staff also
- Pay unemployment insurance (UI) benefits to eligible claimants.
 - Protect the UI trust fund integrity by preventing unemployment insurance fraud and recovering claimant overpayments.
 - Provide economic data including on wages and occupations.
 - Prevent and remedy illegal discrimination.
 - Work with Idahoans applying for disability benefits through the Social Security Administration.
 - Support national service and volunteer programs around the state.

Labor is comprised of three divisions: Administrative, Workforce and Commissions and Determinations.



Department operating revenue
SFY 2025 revenue by funding source

- Federal
- General
- Special admin.
- State miscellaneous
- Penalty and interest

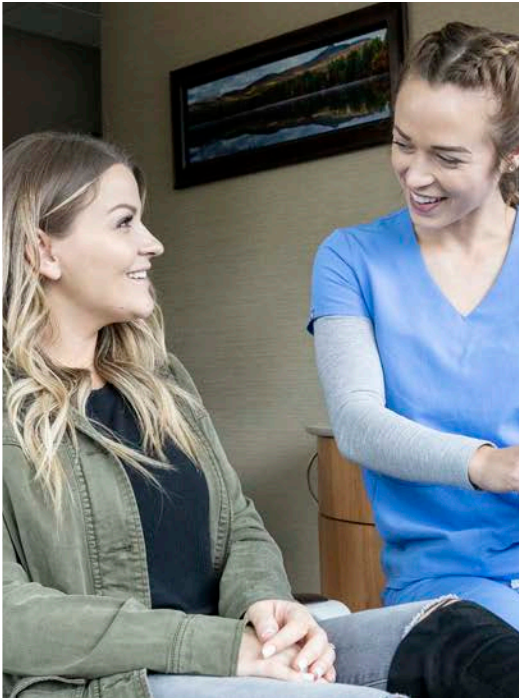
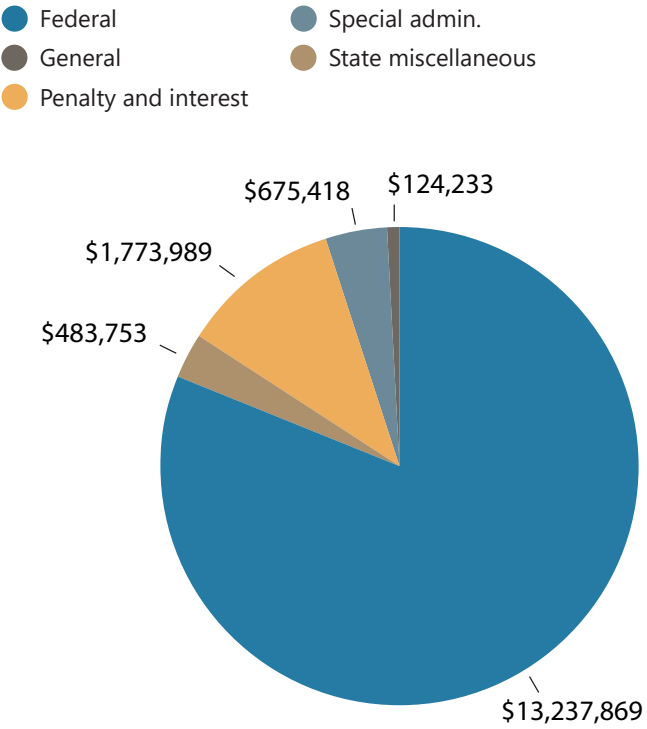
Administrative services

The administrative services division provides support to other programs and the public in the areas of accounting, information technology, facilities, communications and research.

In 2025, the administrative services division helped lead a department-wide effort to update the agency's strategic plan. With input from staff, new mission and vision statements were developed. Each bureau then established a related goal, one or more objectives and performance measures to measure their success. This plan will align employee efforts with the department's mission and improve service for customers.

Facilities staff managed the remodeling of local offices in Pocatello and Caldwell. Paint and carpet were updated, workspaces were added, and furnishings were replaced to better serve customer needs. The department's new office in Twin Falls is also nearing completion and is slated to open in January. This office is more centrally located and will allow the department to redirect funding historically used for leasing costs toward program operations.

Administrative services division
SFY 2025 expenditures by funding source



Workforce and Commissions

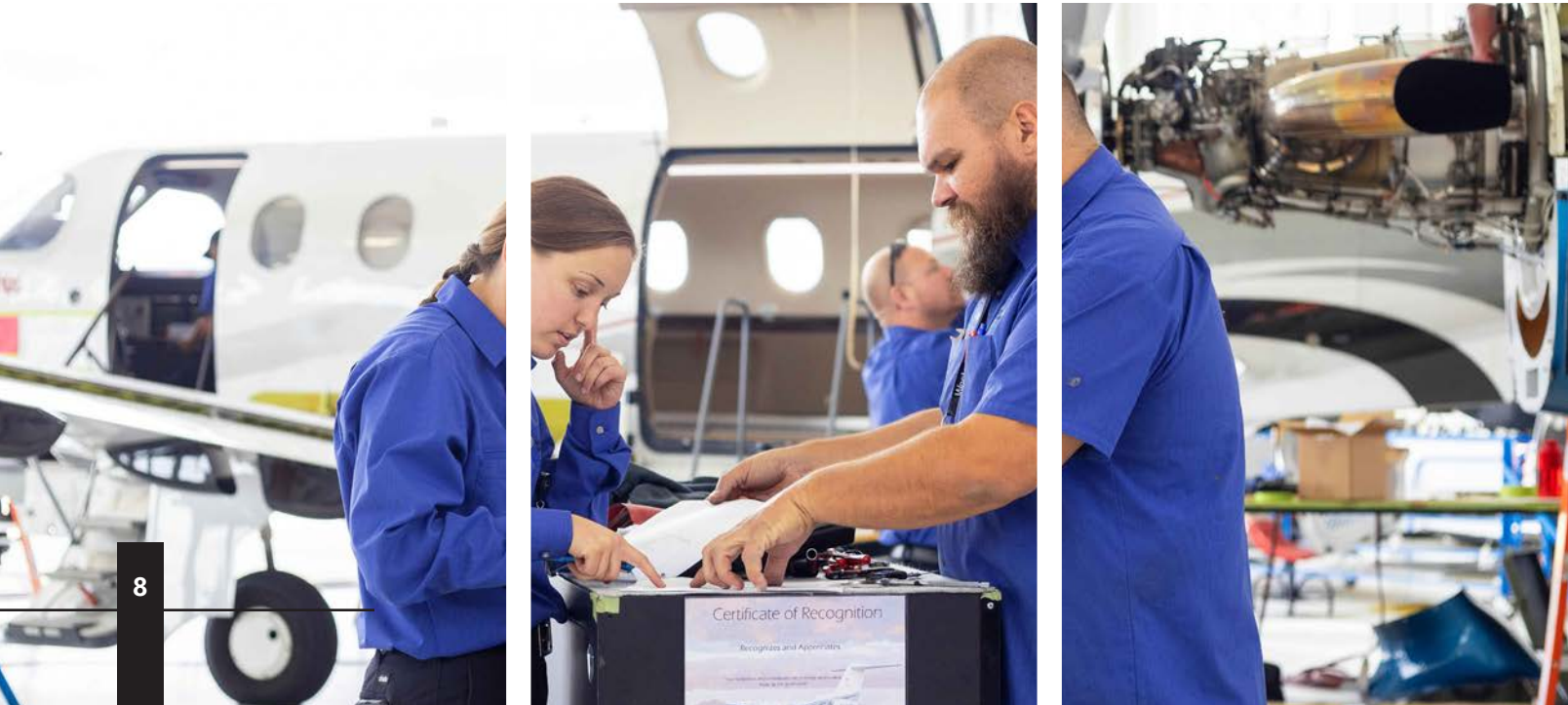
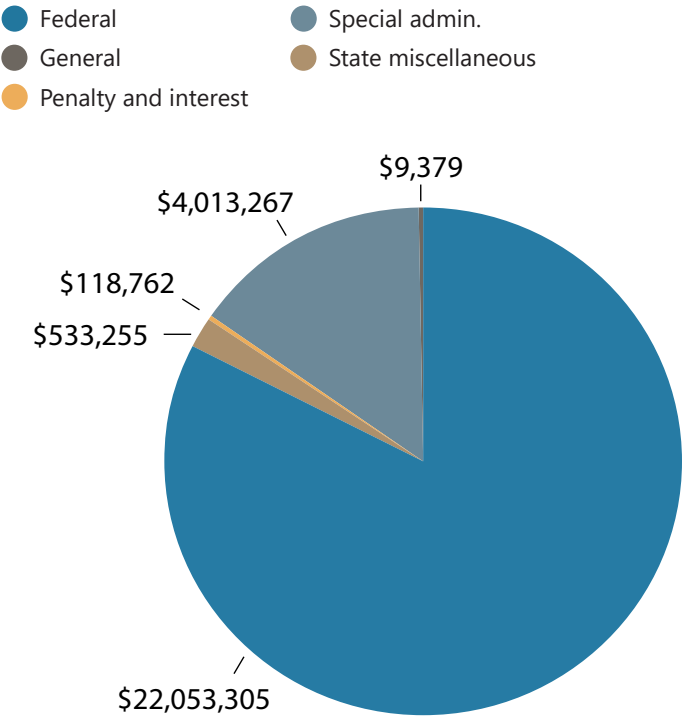
Workforce and Commissions consists of local offices across the state that provide employment and training services, workforce administration that provides technical assistance and monitoring of all workforce grant programs, Idaho Human Rights Commission and Serve Idaho.

Eight local Labor offices and more than 20 mobile locations in rural locations around the state deliver a broad range of workforce development services to help connect and prepare workers for Idaho jobs in demand.

The Idaho Human Rights Commission (IHRC) works to prevent and remedy illegal discrimination in employment, housing, education and places of public accommodation.

Serve Idaho, the Governor’s Commission on Service and Volunteerism, administers Idaho AmeriCorps grants which promote collaborative efforts among the public and private sectors to advance community service programs and activities throughout the state.

Workforce and Commissions division
SFY 2025 expenditures by funding source



Determinations

Determinations includes the unemployment insurance (UI) benefits bureau, UI tax, UI compliance and integrity, UI benefits adjudication, appeals, Disability Determination Services (DDS) and wage and hour. UI programs for eligible workers are administered through federal and state cooperation, including unemployment compensation for federal employees or ex-service members and Trade Adjustment Assistance.

The UI benefits bureau helps customers file claims and determines benefits eligibility under state law and rule. Navigators are available in Labor offices around the state to help claimants who have questions about unemployment.

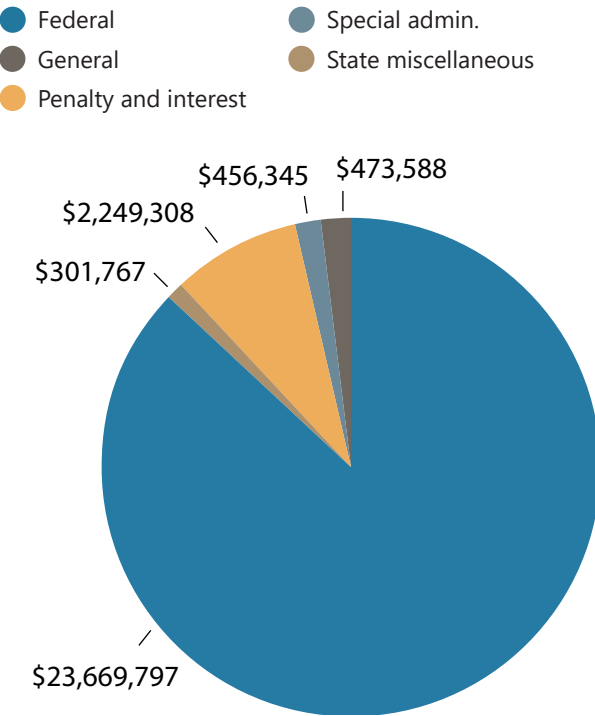
The compliance bureau protects the integrity of Idaho’s UI trust fund by making sure all Idaho citizens abide by the statutes and rules as set forth by the Legislature. This encompasses enforcement, education, recovery and audit. Staff work to discover and prevent UI fraud, recover monies owed when an overpayment occurs and make sure wages are properly reported and that taxes owed are paid. Fraudulent activity is subject to prosecution. The department completed several prosecutions that resulted in felony convictions in 2025.

Claimants and employers may file an appeal if they disagree with a UI determination issued by the benefits or compliance bureau. After an appeal is received by the appeals bureau, a telephone hearing is scheduled, and all interested parties are mailed a notice of the hearing. During the hearings, the parties may present evidence and sworn testimony to a hearing officer who then provides a fair and unbiased decision. During state fiscal year 2025, the appeals bureau conducted 2,726 hearings.

The wage and hour group is responsible for administering Idaho’s minimum wage law, wage payment law and farm labor contractor licensing law. This division does not have jurisdiction over child labor laws, independent contractor disputes or COBRA issues, but can provide contact information for the entities responsible. Wage and hour is the only Labor program that receives monetary support from the state’s general fund.

Idaho DDS helps the Social Security Administration process disability claims by determining whether individuals applying for Social Security disability benefits meet the criteria for medical severity and ensuring fair and timely consideration for those individuals.

Determinations services division
SFY 2025 expenditures by funding source



Businesses

Labor supports businesses and their employees through several programs and services.

Employer training

Each year, staff from around the agency hold in-person meetings and webinars to help train employers about the unemployment insurance process. For example, close to 300 employers attended a webinar in October to learn about the unemployment processes including the differences in employee separation types, claimant eligibility and employer attachment. Labor staff also presented a workshop during the summer about the unemployment insurance appeals processes and how an appeal hearing is conducted.

Idaho Human Rights Commission (IHRC) staff provided more than two dozen webinars and trainings to employers and organizations throughout the state on topics like respectful workplace, harassment prevention and providing disability accommodations in the workplace. Staff presented statewide trends in discrimination and retaliation claims to sections of the Idaho State Bar and shared the history of disability protections in Idaho to Eastern Idaho College's annual disability conference.

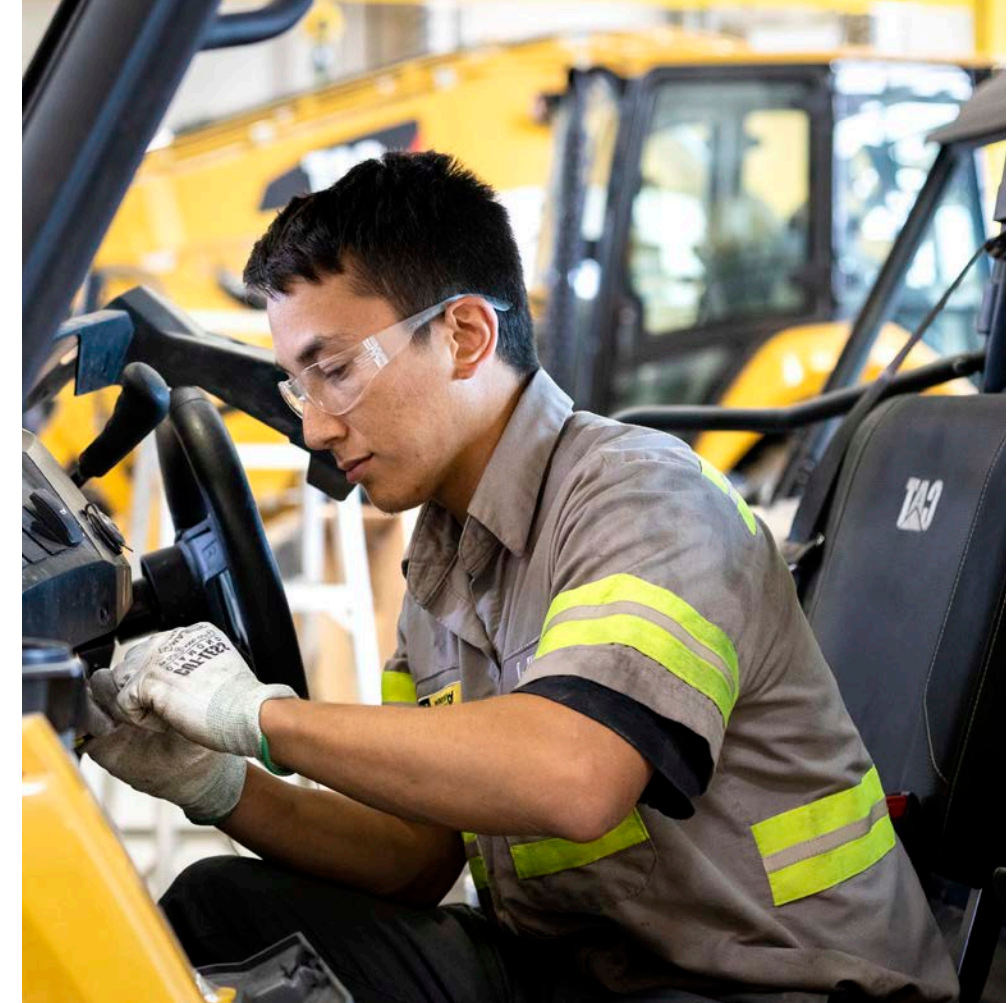
IHRC staff also presented to a variety of employer groups, including the HR Network of North Idaho, the Division of Human Resources annual training conference, several Idaho Department of Labor employer events and Idaho Division of Vocational Rehabilitation monthly statewide webinars.

Economic information

The department's six labor economists located across the state provide valuable labor market insights to help employers with strategic decisions on business expansions, job creation and wage increases.

Throughout 2025, the economists hosted webinars for Idaho businesses and workforce development professionals. These sessions, accessible via the department's YouTube channel at [lmi.idaho.gov](https://www.lmi.idaho.gov), covered topics such as interest rates, home inventories, small business conditions and the 50th anniversary of the Port of Lewiston.

The economists also completed the 2025 Idaho Rural Profile report, which highlighted key changes over two decades since the 2005 rural profile. The report is the culmination of work over the past year by the department's labor economists and communications team. The report, which can be found at [lmi.idaho.gov](https://www.lmi.idaho.gov), is divided into three parts analyzing demographic trends, the economic

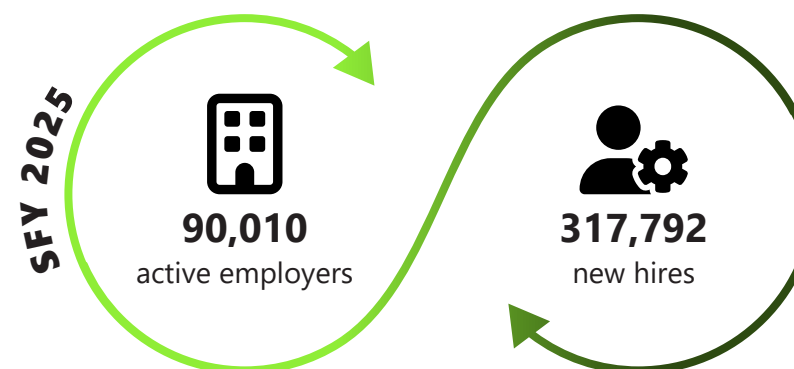


backbone of rural Idaho and the critical trends shaping the state's future.

Labor's research and analysis team launched the third annual Idaho Business Climate Survey in late 2025. This survey gauges the challenges and opportunities businesses are experiencing in current labor market conditions.

Recruiting

Local office staff around the state provide a variety of services to assist Idaho employers with their recruitment efforts. We list jobs on the IdahoWorks website, coordinate hiring events at on-site and off-site locations and refer qualified applicants to job openings. In state fiscal year 2025, more than 3,634 employers were assisted by Labor staff and the IdahoWorks job search program listed 194,721 job postings.



SIDES

State Information Data Exchange System (SIDES) allows employers to respond to unemployment claims electronically, which saves them time and money. In fact, SIDES has saved the department more than \$56,000 in mailing costs. SIDES also helps prevent improper payments and reduces unemployment fraud.

In 2025, two new exchanges were added. Determinations and Decisions allows all enrolled employers to receive their determinations online. This exchange also allows Idaho employers to appeal the decision, if they disagree with the determination. The Earnings Verification exchange sends employers weekly earnings verification reports when a claim is audited. This exchange gives Labor auditors quicker access to wage files and greatly reduces the risk of improper payments.

In August, claim specialist staff began calling employers, who recently had a claim filed against them, to educate them about the SIDES E-Response program. The department enrolled 430 employers from these calls, increasing the January – October enrollment rate to 1,266 Idaho employers.

Foreign Labor Certification (FLC)

Idaho experienced a 6.27% increase in the number of federal H-2A temporary labor certification program applications (965) during PY24. A total of 675 Idaho employers requested more than 7,961 foreign workers, which is 7.39% above the previous year – all to facilitate Idaho’s production of its agricultural crops. Idaho also saw an additional 392 applications for interstate clearance orders needing 7,207 workers to fill the existing need.

As part of the FLC program, staff inspect employer-provided H-2A/H-2B housing to make sure it meets federal and state requirements. Staff conducted 2,057 inspections in PY24. Post certification site visits also gave Labor staff the opportunity to provide suggestions on how to fix potential issues.

The H-2B program, like H-2A, permits employers to temporarily hire foreign workers to perform nonagricultural labor or services in the United States. The H-2B program has decreased by 12.8% in PY24, with 224 job orders and 135 Idaho employers seeking foreign nationals to fill their nonagricultural positions across the state.

Apprenticeships

The Apprenticeship Idaho program assists employers and organizations in the development and administration of Registered Apprenticeship Programs (RAPs). RAPs are a business investment with associated costs and benefits. On average, employers realize an average return on investment of \$1.47 for every \$1 invested and as much

as a 30% drop in workplace injuries through the employee’s career when trained under an apprenticeship program. Additionally, every \$1 invested in apprenticeships leads to a public return of approximately \$28 in benefits.



Cybersecurity Apprenticeship Pilot

This year, the Idaho apprenticeship team partnered with the U.S. Department of Labor to help Information Technology Services launch Idaho’s first Registered Apprenticeship Program in cybersecurity. Once the program was registered, ITS immediately turned outward — working with cities and counties across rural Idaho to tackle the growing demand for local cybersecurity expertise.

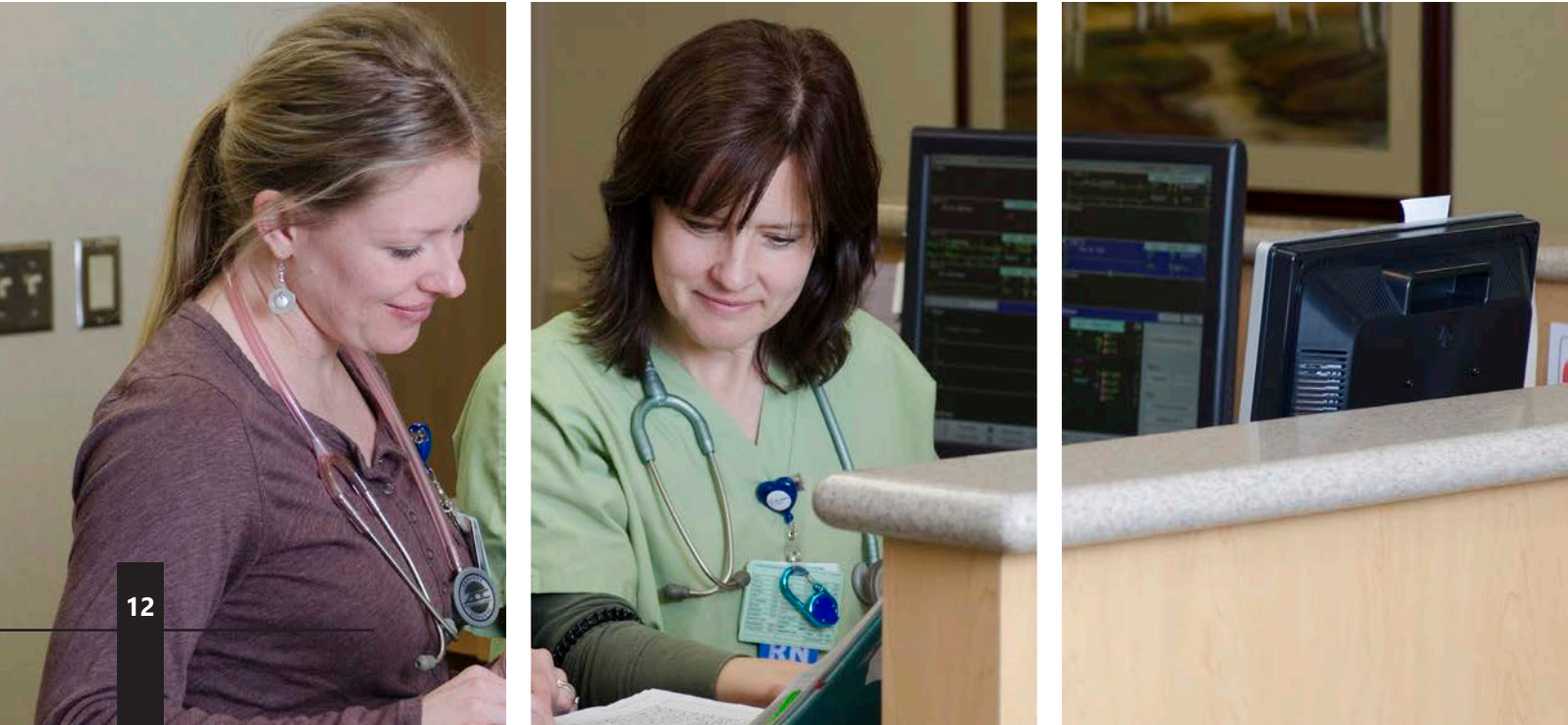
Through these partnerships, ITS supported more than 10 municipalities in building out their cybersecurity capacity while creating pathways for Idaho residents to develop high-demand tech skills without leaving their home communities. The impact was tangible: 12 apprentices were initially hired, with an additional 22 in the process of being added into cybersecurity roles across the state in the first year alone, strengthening rural infrastructure and

keeping homegrown talent where it’s needed most.

Colin, the Twin Falls County cybersecurity apprentice, said about the program, “This program has helped me gain valuable experience and launch my career. It has truly made me love what I do.”

J.P. O’Donnell, County of Twin Falls IT director, added “Overall, this apprenticeship program has strengthened our capacity, boosted team productivity and supported Twin Falls County’s mission to deliver secure, efficient and reliable technology services to our residents and county offices.”

ITS plans to expand the program next year, scaling both employer partnerships and apprentice opportunities as demand continues to rise.



Determinations

Labor provides guidance to businesses and job seekers through multiple services and platforms.



Unemployment insurance

Unemployment insurance (UI) benefits replace part of the income lost when a person becomes unemployed. It is a benefit for workers who are out of work through no fault of their own.

UI benefits are paid through a tax on employers. Labor places collected taxes in a federal trust fund. Money from that fund can be used for unemployment benefits only. In Idaho, employees don't pay into the unemployment fund, and nothing comes out of employee paychecks to support UI.

The UI division has worked on several updates to make the claim filing process more understandable and to help make submissions as accurate as possible.

Wage calculator

The wage calculator allows claimants to enter in the hours they worked in the week and the amount they earn per hour to calculate the amount that needs to be reported for the week. When wages are not reported or are reported incorrectly by claimants, this can create an overpayment. The wage calculator should help reduce the number of overpayments created.

Texting

Text messages are sent to claimants after they file a new claim and certify for the first five weeks. Each text message is informational and reminds the claimant of important information. These messages are opted into by claimants in the Claimant Portal

and claimants can unsubscribe at any time. A total of 36% of active claimants have opted into receiving texts during the first six months of 2025.

Work history page updated in Claimant Portal

Previously, the system allowed claimants to file a claim without adding their work history or only partial work history. This caused issues that needed addressed as well as payment delays. Design changes to Claimant Portal provide a guide for claimants to provide work history details. A warning will pop up if the customer did not provide the details, and they must check an "ignore" box to proceed with the claim. The two weeks before the change was implemented, the system had 822 missing work history issues. The two weeks after the change, the system had 244 issues.

Plain language

Labor reviewed all our communications materials, forms, UI determinations and websites to incorporate "plain language" to make things easier to understand for the average person. These materials have also been translated into Spanish.

Additional fact finding

We now have a way for claimants to provide additional information on issues such as being out of the area, school attendance, self-employment and wage/other income. By creating a place on the portal for the customer to provide additional fact finding, staff can resolve issues in a more timely manner.

Idaho Disability Determination Services

Idaho's Disability Determination Services (DDS) gathers and evaluates medical, educational, vocational and personal information to determine whether individual disability claimants meet the medical criteria for benefits. The Social Security Administration (SSA) provides funding to DDS to complete such reviews.

The rollout of Intelligent Medical Language Analysis Generation (IMAGEN) – a transformational way of analyzing and viewing claimant medical and related evidence digitally – continued for DDS in 2025. IMAGEN transforms evidence in real-time into machine-readable text that enables enhanced search capabilities and intelligent analysis of medical record content.

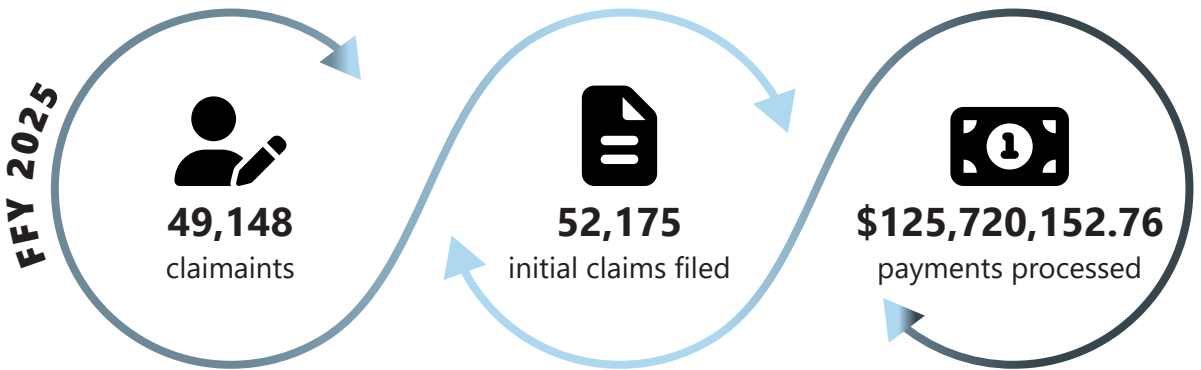
The medical evidence is analyzed to identify key clinical findings using a robust clinical vocabulary specialized for SSA's disability adjudication needs. This enables the identification of severe medical impairments which are then mapped directly to SSA's established diagnosis codes and SSA's

disability listings. IMAGEN currently supports initial, reconsideration and continuing disability review level disability claims for adults and children.

DDS also rolled out Disability Examiner Decisional Authority (DEDA). This emergency initiative allows experienced disability adjudicators the authority to sign certain classifications of cases without a medical consultant review. This helps to address the shortage of medical consultants nationwide.

Late in federal fiscal year 2025, Continuing Disability Review (CDR) case clearance goals were increased unexpectedly nationwide. Idaho DDS took on a greater share of this workload to assist other DDSs to process backlogs of initial and reconsideration cases. Idaho DDS exceeded the increased CDR goal by 0.3%.

Idaho continues to improve its processing times — 62.7 days for initial claims and 51.8 days for reconsiderations — compared with the national average of 198 days.



Job seekers

Labor has multiple programs to help job seekers get the assistance and training they need.

Rapid Response services

Our Rapid Response teams provide valuable information about programs and services that will help laid off workers through a difficult transition time, including career counseling and job search assistance, resume preparation and interviewing skills workshops, unemployment insurance and education and training opportunities.

From Jan. 1, 2025, to Oct. 31, 2025, Labor Rapid Response teams provided technical assistance to 18 employers during this time, 10 of which fell under the WARN Act, requiring official notification of large layoffs or unit closures impacting their businesses. The team hosted six Rapid Response informational sessions to inform over 817 affected workers of the services and benefits available to them.

Services for youth

Idaho's youth program under the Workforce Innovation and Opportunity Act (WIOA) serves out-of-school youth and young adults who are between 16 and 24 years old and have been identified as needing additional assistance to complete an educational program or to secure and hold employment.

Eligible youth have access to many services including career counseling, tutoring, temporary work experience or internships. The total number of youth served statewide between July 1, 2024 through June 30, 2025 was 591.

Local offices

One of the many ways Labor staff assist Idahoans is helping those who served time in jail or prison prepare for and find employment. By supporting these individuals with tailored workforce services, we help reduce recidivism, promote public safety and strengthen our local economy.

Some examples from around the state

Boise

Local office staff partnered with Idaho Department of Corrections (IDOC) in developing their Immersion Pre-Release program with a specific focus on employment. The program has grown from 45 IDOC residents to over 90 residents.

Caldwell

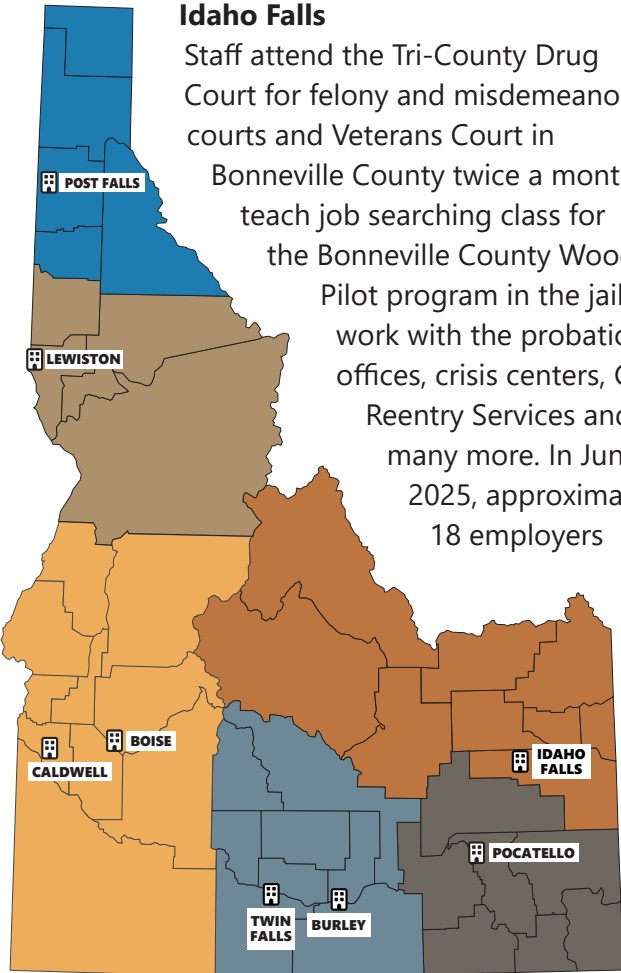
The local office has participated in the ACE (Accountability, Change and Empowerment) program for several years, providing weekly employment counseling, job placement services and individualized career planning for participants as an alternative to incarceration. Thanks to a partnership with the Nampa Community Reentry Center, Labor staff have delivered interview workshops and mock interview sessions, with 18 reentry participants recently receiving hands-on interview practice from a panel of workforce consultants.

Twin Falls

The partnership with the Twin Falls Community Reentry Center (CRC) has become an impactful resource for individuals transitioning out of incarceration. Workforce consultants attend workshops every Tuesday and provide personalized guidance to assist participants with resume building, interview skills, registering as job seekers and job search efforts. Additionally, staff help individuals explore training programs and access funding resources when further skills or certifications are needed. Since initiating this effort, we've proudly served over 60 individuals.

Idaho Falls

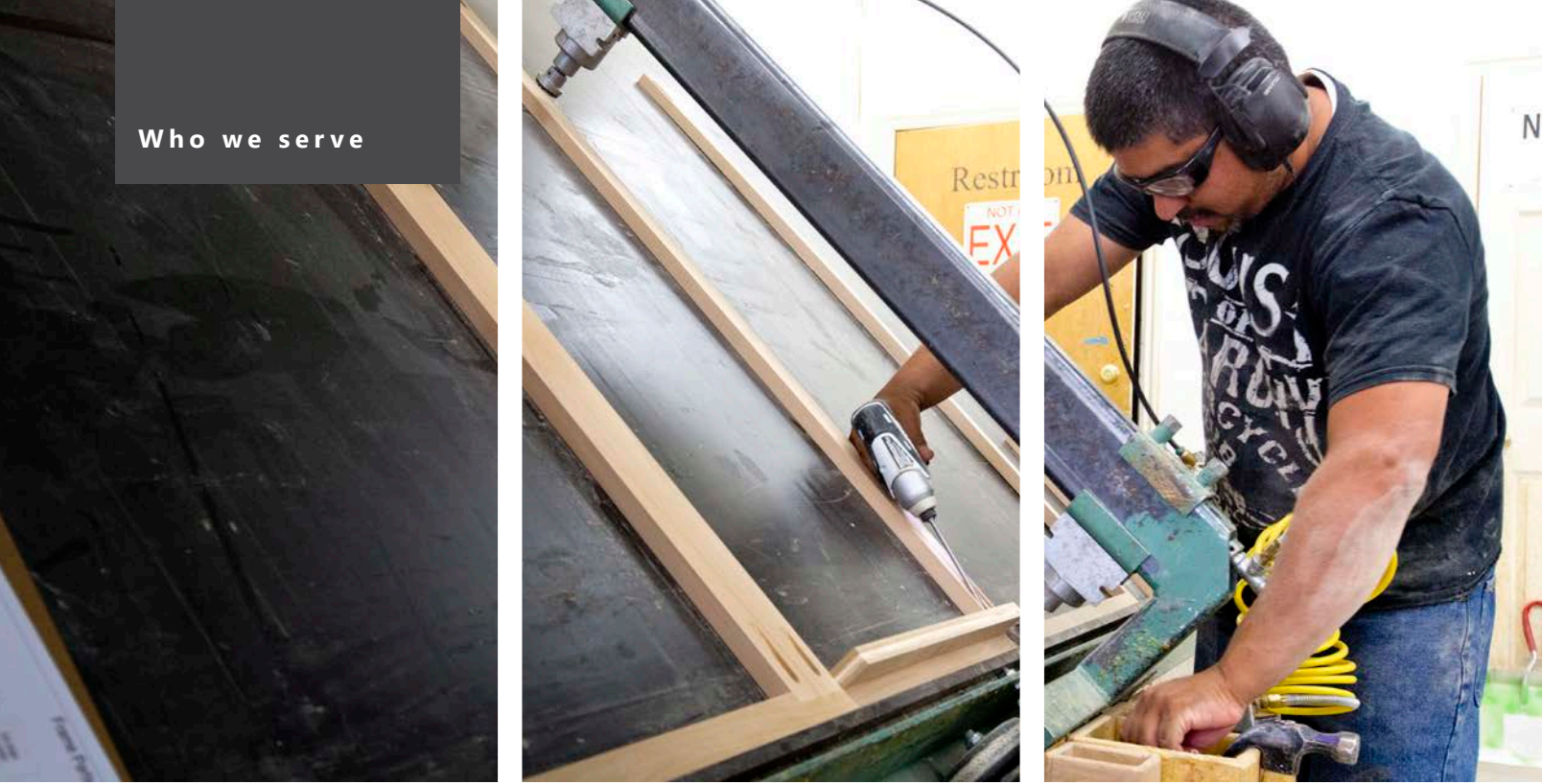
Staff attend the Tri-County Drug Court for felony and misdemeanor courts and Veterans Court in Bonneville County twice a month, teach job searching class for the Bonneville County Wood Pilot program in the jail, work with the probation offices, crisis centers, GEO Reentry Services and many more. In June 2025, approximately 18 employers



were represented at a hiring event geared to the justice involved.

Pocatello

Staff regularly participated in the weekly Reconnect meetings, where local community service providers engaged with justice-involved individuals to share available resources. During these meetings, staff spoke with 101 participants about the services offered by Labor.



Mobile locations

At mobile locations around the state, job seekers can get help from Labor staff with all aspects of their job search and learn about programs to help with job training, as well as access computers and internet for job search purposes.

Partnerships with local libraries, health districts, chambers of commerce and other groups are instrumental to the success of the mobile model. Access to technology and services can be a challenge for rural Idahoans and Labor helps bridge that gap by bringing the services closer to them.

Using Labor to find a way forward

Charlie, 50, worked as a manager for a large corporation for almost 15 years when unexpected life events led to him stepping away from that role. After that, he worked odd jobs for several years but eventually found himself unemployed in early 2025. He had never been unemployed before and needed to figure out a solution quickly to support his family.

He filed for unemployment insurance benefits and then met with a workforce consultant in the Caldwell local office for a Re-Employment Services and Eligibility Assessment (RESEA). He received help with writing his resume, current labor market information, job search assistance and an assessment of his transferrable skills for

industries other than his previous role.

Charlie had gone to college when he was younger to become a teacher. He enjoyed teaching and helping others but never pursued that career. In his new role, he will teach manufacturing skills in woodworking, metal, upholstery and sign making.

Charlie was very appreciative of the help he received from the Labor Department. "You met me with empathy, understanding and genuinely cared about helping me," Charlie said of the workforce consultant who worked with him. "I received critical feedback, encouragement, a sense of direction and a plan to move forward," he said.

Veterans

Idaho is proud to serve its veterans through dedicated staff who provide personalized employment assistance.

Consolidated veterans' employment specialists perform the combined duties of both the local veterans' employment representative (LVER) and the disabled veterans' outreach program specialist (DVOP). These positions provide direct support to veterans who have significant barriers to employment while also engaging employers to promote the hiring of veterans.

The staff serve veterans facing a range of challenges, including homelessness or risk of homelessness, justice-involved veterans returning to the community, recently separated veterans transitioning from active duty, veterans with disabilities, low-income veterans, long-term unemployed veterans and others with barriers that impact their ability to find or keep work.

Staff responsibilities include delivering individualized career services, developing employment plans and

coordinating job referrals for eligible veterans. At the same time, they work with businesses, training providers and community partners to identify job opportunities and advocate for the hiring of veterans.

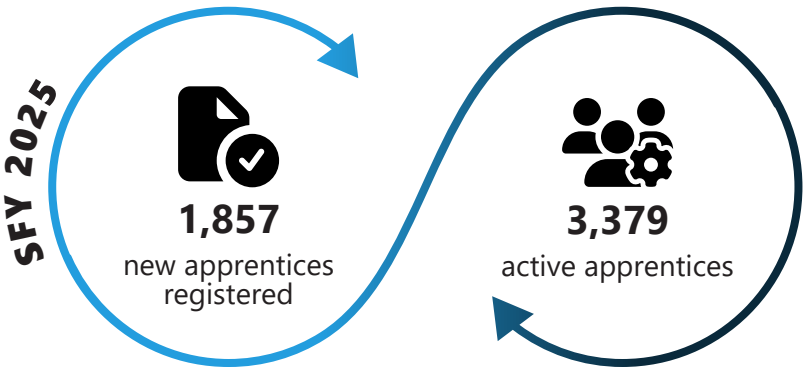
The consolidated structure allows for flexibility in serving veterans and employers across Idaho, ensuring veterans receive comprehensive support from outreach through job placement to follow up.

Our staff conduct outreach across the state, attending events at Gowen Field Air National Guard Base, coffee chats, American Legion meetings and Veterans of Foreign Wars gatherings. Staff also meet with veterans in rural and remote communities at libraries, government offices, coffee shops, correctional reentry events and other public locations to assist with employment-related needs and referrals. Veterans who subscribe receive a biweekly email prepared by Labor staff with announcements and job opportunities statewide.

Apprenticeships

U.S. Department of Labor Registered Apprenticeships are an alternative pathway to a meaningful career. Apprenticeship Idaho focuses on serving underrepresented populations and expanding access to untapped talent pools. Through on-the-job training and classroom instruction, Apprenticeship Idaho helps individuals gain the experience and credentials needed for long-term success while supporting Idaho's growing economy.

In state fiscal year 2025, Apprenticeship Idaho grew apprenticeship opportunities in the public sector,



green energy, health care, advanced manufacturing, technology, education, hospitality, agriculture and construction.

Community

Labor brings multiple services and opportunities to Idaho communities.

Idaho Human Rights Commission

Each year, the Idaho Human Rights Commission (IHRC) partners with the Equal Employment Opportunity Commission (EEOC) to complete state-level investigations. These investigations then go on to be adopted by EEOC to enforce federal laws corresponding with the Idaho Human Rights Act. Cases before the Commission are investigated and adjudicated through a process of factfinding by investigative staff and final determination by the nine commissioners appointed by the governor.

In the past, the number of completed investigations, used for both state and federal enforcement, have averaged between 300 and 350 annually. Each of these cases and investigations would be conducted directly by EEOC, and contracted with them, without IHRC's efforts.

This year, due largely to staff case production numbers, EEOC increased contract numbers to 450 cases. This in turn will result in an approximate 30% increase in EEOC contract revenue for the department.

The Commission concluded more than 15% of all cases through mediation and conciliation between the parties. This saves businesses, organizations and individuals the high costs associated with protracted legal disputes in the courts.



Serve Idaho

Serve Idaho fosters collaboration among private and nonprofit organizations, schools and state and local government agencies to strengthen national service programs and promote volunteerism across Idaho.

The first executive order establishing Serve Idaho was signed by Governor Cecil D. Andrus in 1994, following the passage of the National and Community Service Trust Act of 1993 and the creation of AmeriCorps. Serve Idaho initially operated within the governor's office before moving to the Idaho State Board of Education and later the Idaho Department of Correction. In July 2009, Serve Idaho became part of the Idaho Department of Labor, which continues to serve as the host agency for the administration of the Serve Idaho Commission.

In 2025, Serve Idaho built on more than 30 years of impact. Over the past year, the program:

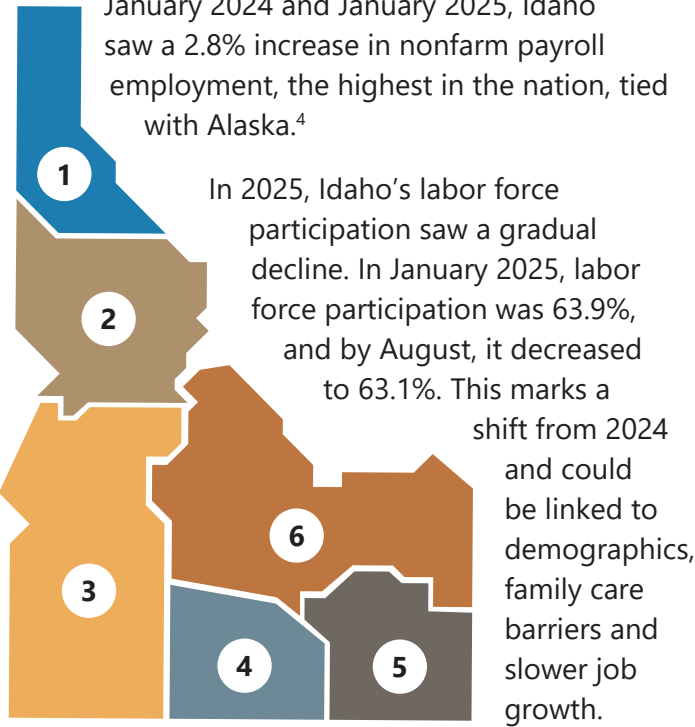
- Expanded its portfolio to include new AmeriCorps host sites across the state, with members addressing critical needs in environmental stewardship, economic opportunity and community resilience.
- Strengthened its partnership with Gov. Brad Little and the Idaho Nonprofit Center to recognize Idaho's outstanding volunteers at Idaho Capitol for a Day events, celebrating service as a cornerstone of civic life.
- Welcomed new commissioners from diverse regions of the state, ensuring that the voices of Idaho communities help guide the future of volunteerism and national service.

Statewide

Over the past five years, Idaho has experienced rapid changes in population, labor force and job growth. In 2025, Idaho experienced labor market cooling and moderate growth – still outperforming the national average.

Idaho’s population hit a new milestone of 2 million people in 2024.¹ The state added roughly 30,500 new residents – a 1.5% increase from 2023, ranking seventh nationally in population growth. From 2020 to 2024, Idaho’s total population grew by 152,280 (8.2%) and while the urban areas experienced larger growth, all counties in Idaho have experienced population growth since 2020.² Figure 1 shows the population growth and the boom from 2019-2021. The past few years have been more stable but reveal an upward trajectory for the state.

In 2025, Idaho’s civilian labor force held steady at over 1 million individuals, with fluctuations throughout the year. By August 2025, the labor force population contracted slightly by 0.2%. As shown in Figure 2, the number of employed individuals³ and average wages increased in 2025, although at a slower rate than past years. Between January 2024 and January 2025, Idaho saw a 2.8% increase in nonfarm payroll employment, the highest in the nation, tied with Alaska.⁴

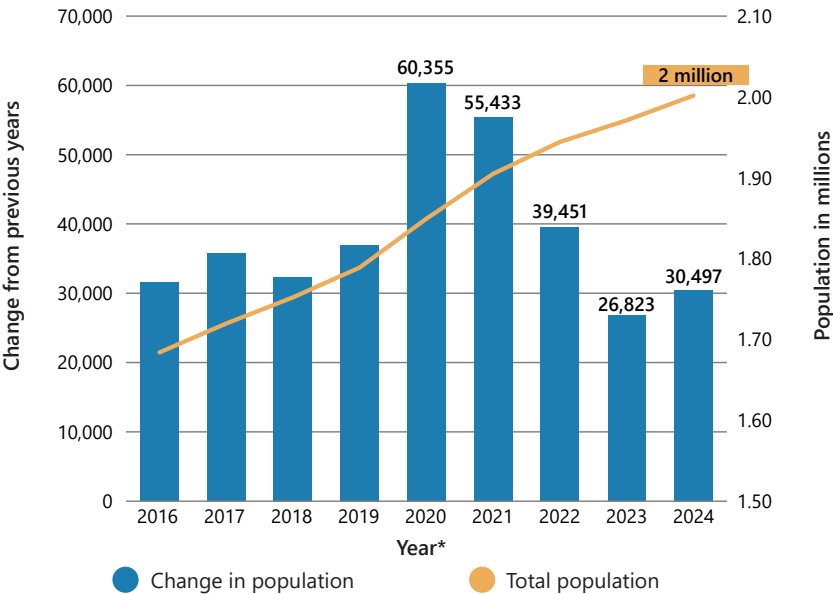


Nationally, labor force participation also slightly declined and was reported as 62.3% in August 2025. Idaho labor force participation ranks 24th in the nation.

The seasonally adjusted unemployment rate held relatively constant through 2025, averaging 3.7% from January to August 2025, with no change from last year. During this period, the total number of unemployed individuals declined by 3.4%. This decline, and the fact that Idaho’s unemployment rate is consistently lower than the national average, continues to signal a relatively tight labor market.

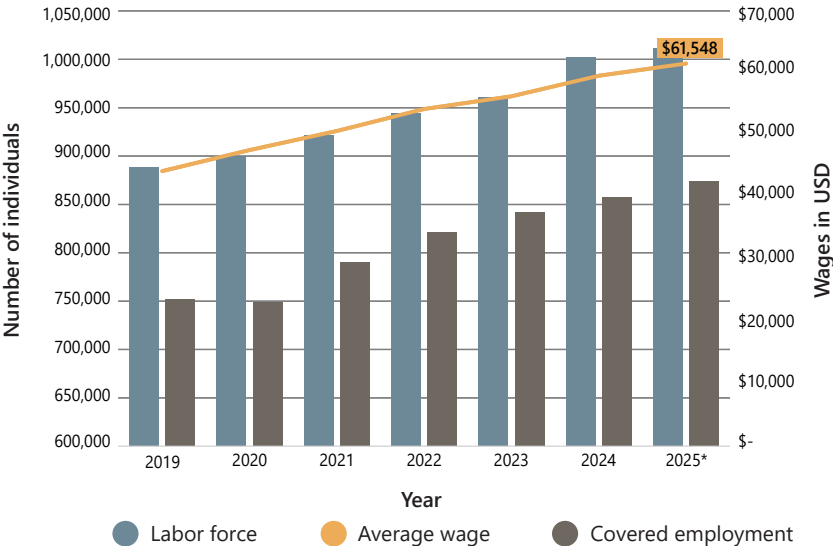
From August 2024 to August 2025, Idaho added roughly 12,900 jobs, a 1.5% increase,⁵ which was a decline from the job growth experienced in 2024. During this timespan, leisure and hospitality added roughly 6,500 jobs and construction added 4,900, whereas state and local government lost 1,700 jobs and trade, transportation, and utilities lost 1,100. Nationally, job growth for 2025 showed signs of slowing with a notable decline in monthly gains compared with previous years. Idaho is tied for seventh in the nation for job growth over the past 12 months.⁶

Figure 1. Idaho population, 2016-2024



Source: "FRED®," U.S. Census Bureau, accessed October 2025, <https://fred.stlouisfed.org/series/IDPOP>.
 *The year referenced is ending on July 1.

Figure 2. Idaho’s labor market, 2019-2025



Source: "Quarterly census of employment and wages," Idaho Department of Labor, accessed September 2025, <https://lmi.idaho.gov/data-tools/industry-wages/>.
 *2025 Idaho labor force data is averaged using seasonally adjusted labor force data from January-August 2025. 2025 employment and average wage data is estimated using finalized 2025 Q1 and preliminary Q2 QCEW data and past trends.



¹ Population estimates are released by the U.S. Census and cover June 30, 2023 – July 1, 2024.

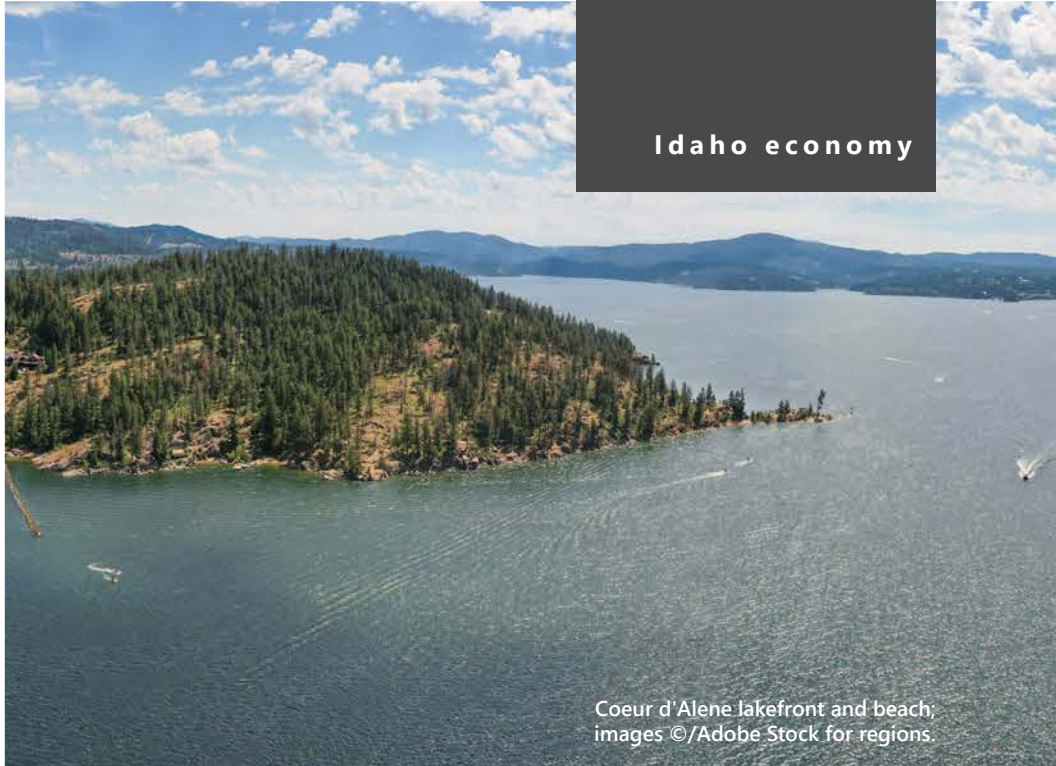
² "Population estimates by county," Idaho Department of Labor, accessed October 2025, <https://lmi.idaho.gov/data-tools/labor-force-statistics/>.

³ Figure 2 references covered employment only. Covered employment is work that qualifies an individual for protections or benefits under specific laws, most commonly unemployment insurance or labor regulations like the Fair Labor Standards Act.

⁴ "The Economics Daily," U.S. Bureau of Labor Statistics, modified March 26, 2025, <https://www.bls.gov/opub/ted/2025/nonfarm-payroll-employment-up-in-17-states-from-january-2024-to-january-2025.htm>.

⁵ "Change in nonfarm employment by state, seasonally adjusted," U.S. Bureau of Labor Statistics, accessed October 2025, <https://www.bls.gov/charts/state-employment-and-unemployment/change-in-nonfarm-employment-by-state-map.htm>.

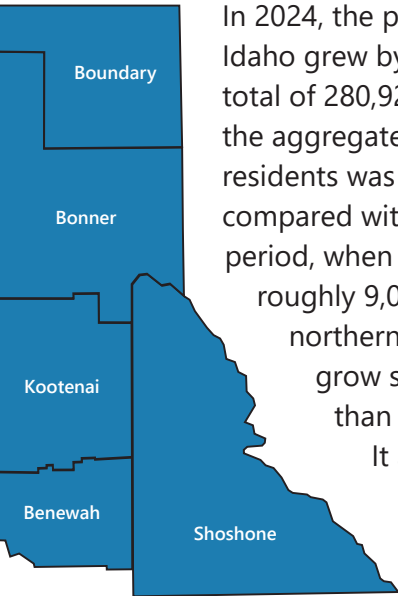
⁶ "Economic news release: State employment and unemployment - August 2025," U.S. Bureau of Labor Statistics, Department of Labor, September 2025, <https://www.bls.gov/news.release/pdf/laus.pdf>.



Coeur d'Alene lakefront and beach; images ©/Adobe Stock for regions.

Northern Idaho

Region 1



In 2024, the population in northern Idaho grew by 1.7%, reaching a total of 280,921 people.¹ Although the aggregate growth of 4,826 residents was relatively low compared with the 2020 to 2022 period, when growth averaged roughly 9,000 residents per year, northern Idaho continues to grow substantially faster than the national baseline. It also continued to attract high levels of in-migration. Net migration accounted for

100% of the 2024 population growth in northern Idaho, with no recorded natural population growth.

Northern Idaho’s labor force has proven resilient amid broader trends of stagnation and declining growth. The region’s labor force increased by

1.7% through August 2025, while statewide labor force growth in Idaho was just 0.8%. Employment kept pace with this robust labor force growth, and the region’s unemployment rate remained steady at 4.8%. As shown in Figure 1, northern Idaho also enjoyed relatively rapid wage growth, with average wages rising 4% in 2025 to \$57,159. This was faster than both statewide wage growth at 3.3% and the national average, which was 3.7% per Bureau of Labor Statistics data.

Economic activity in northern Idaho continues to be heavily concentrated in the urban core of Kootenai County. While Kootenai County’s unemployment rate was 4.6% in August 2025, the region’s rural counties had notably higher unemployment rates, ranging from Boundary County at 5.1% to Benewah County at 5.7%. Kootenai County accounts for roughly 70% of the region’s total covered employment.

Overall, northern Idaho has enjoyed relatively strong growth in 2025 across all major indicators of labor market strength, including labor force, employment and wages. This occurrence, against a larger economic context of slackening growth, is a testament to the region’s economic strength. Furthermore, regional growth was not dependent on a small number of sectors. Northern Idaho enjoyed broad employment growth in 2025, with 60% of

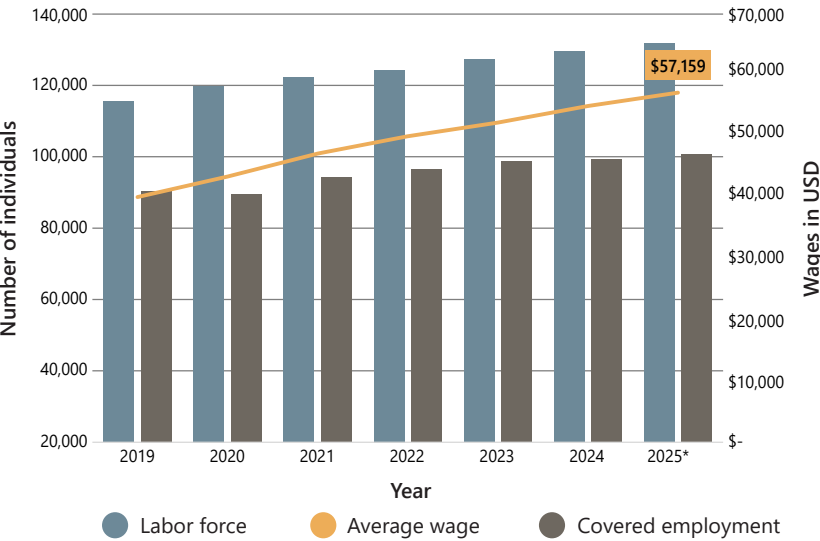
economic sectors increasing their employment, including six of the region’s eight largest sectors. The fastest growing sectors included health care and social assistance (+863 jobs), education (+275 jobs), and finance and insurance (+216 jobs).

The growth in health care employment has been particularly notable in Kootenai County, where there has been significant expansion among many of the area’s larger providers, as well as new facilities

constructed. Major providers like Heritage Health, Northwest Specialty Hospital and Kootenai Health added capacity in 2025 with new facilities and surgery centers; Post Falls saw the opening of the new Post Falls ER & Hospital; and Kootenai Health began work on a major new medical campus in Post Falls.

Construction activity in northern Idaho began to level off after years of uninterrupted growth. Both building permits and construction employment plateaued in 2025, ending a multi-year growth pattern. Despite the temporarily slackening growth, major projects are proceeding in Kootenai County to meet the persistently growing demand for housing, including the 450-acre Coeur Terre community in Coeur d’Alene, which will bring 2,800 housing units in the coming years. New subdivisions are also underway in Post Falls, Rathdrum and Hayden, as the region faces the dual pressures of a severe housing affordability crunch and an ever-increasing population.

Figure 1. Idaho’s labor market, 2019-2025



Source: "Local area unemployment statistics," U.S. Bureau of Labor Statistics, accessed October 2025, <https://www.bls.gov/lau/>.
*2025 Idaho labor force data is averaged using seasonally adjusted labor force data from January-August 2025. 2025 employment and average wage data is estimated using finalized 2025 Q1 and preliminary Q2 QCEW data and past trends.

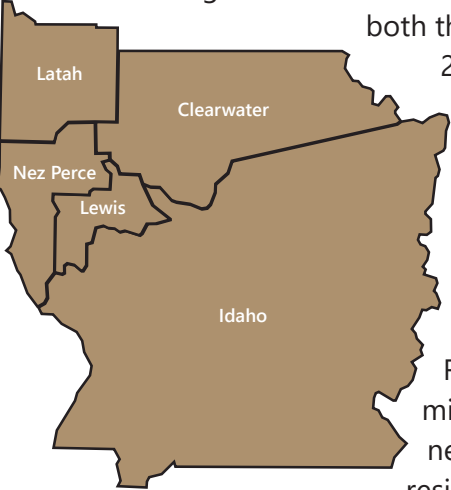
¹ Population estimates are released by the U.S. Census and cover June 30, 2023 – July 1, 2024.

White Bird Grade Valley, Idaho County

North central Idaho

Region 2

In 2024, north central's population, nearly 116,000, increased by just under 300 residents.¹ The 0.3% annual growth rate for the year was below both the 0.7% in 2023 as well as the previous three-year average annual population growth rate of 0.9%. Regionally, net migration added nearly 600 new residents but was offset by natural population declines of nearly 300 persons. This is the fourth consecutive year that the region's deaths have exceeded births, and all population growth has been a direct result of net migration. Regional net migration levels were approximately half of those in 2023.



Latah County had the region's strongest annual population growth at 1.2%, adding nearly 500 new residents through gains of both natural change and net migration. Net migration additions for the remaining four counties were unable to fully offset their natural population decreases (deaths outnumbered births).

Data through August 2025 shows north central's labor force contracted by approximately -1,500 participants compared with 2024 (-2.7%). This decline is comprised of a reduction of approximately 1,600 employed people offset by an increase of 100 additional unemployed persons. The downward estimate essentially wipes out the 1,200 labor force gains experienced during 2024.

As a result, the average unemployment rate shifted upward toward 4% in 2025 compared with 3.7% in 2024. The higher 2025 rate is driven by a notable drop in employment while unemployment remained stable. Despite the labor force contraction, the combination of low levels of layoffs, subdued unemployment insurance claims and consistent job postings suggest the region's labor market is still relatively tight.

North central's 2025 covered employment growth had a slight increase of 0.7% compared with 2024, adding approximately 200 jobs. Most job gains

were in education and health services (+300), professional and business services (+100) and financial activities (+50). These gains were offset by minor job losses within manufacturing (-100), information (-50), leisure and hospitality (-50), and trade/transportation/utilities (-50).

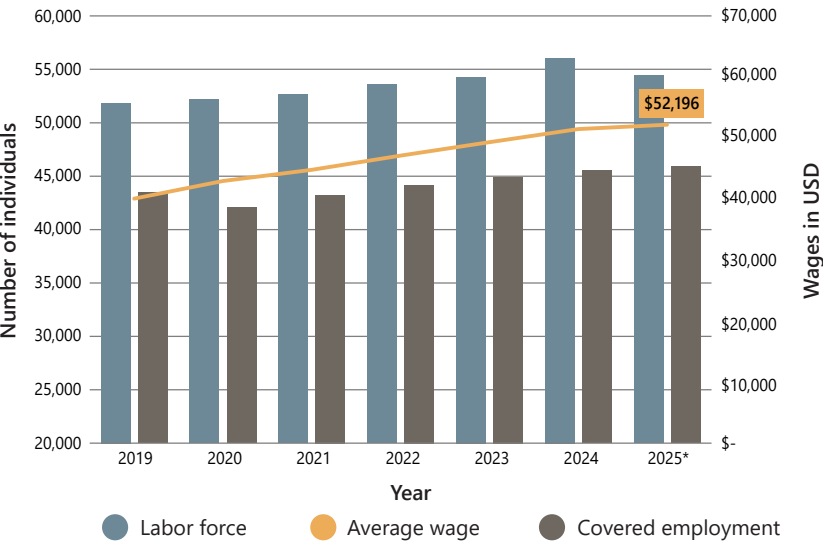
As shown in Figure 1, average wages per employee increased by around 2% in 2025 to \$52,000, compared with a gain of over 4% in 2024. The

highest annual average wage increases were within professional and business services as well as leisure and hospitality. Overall, the service providing job sectors (79% of regional employment) had faster job gains and higher average annual wage growth in 2025 compared with the goods-producing industries (21% of regional employment).

By ownership type, employment increased within state government and private establishments while decreasing slightly for both federal and local government entities. Private entity jobs comprise 75% of north central's covered employment, compared with 86% for Idaho statewide.

In regional news, two 2025 major public fiber optic projects broke ground. The District Interoperability Governance Board began work between Nezperce and Orofino, as well as the Port of Lewiston on the middle-mile broadband project from Lewiston to Moscow.² St. Joseph Regional Medical Center plans to merge with Valley Medical Center and Lewiston Orthopedics, combining over 800 employees in Lewiston.³

Figure 1. Idaho's labor market, 2019-2025



Source: "Local area unemployment statistics," U.S. Bureau of Labor Statistics, accessed October 2025, <https://www.bls.gov/lau/>.

*2025 Idaho labor force data is averaged using seasonally adjusted labor force data from January-August 2025. 2025 employment and average wage data is estimated using finalized 2025 Q1 and preliminary Q2 QCEW data and past trends.

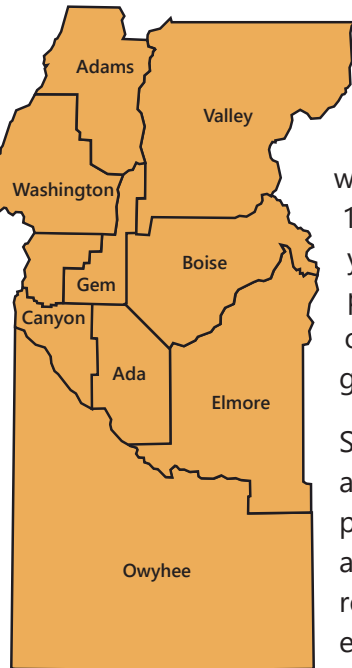
¹ Population estimates are released by the U.S. Census and cover June 30, 2023 – July 1, 2024.

² Source: Idaho County Free Press, Port of Lewiston
³ Source: St. Joseph Regional Medical Center, Lewiston Tribune



Southwestern Idaho

Region 3



In 2024, southwestern Idaho’s population grew by 2% over the previous year, which was an increase from the 1.7% growth rate the year prior.¹ Regional population growth outpaced the state’s growth of 1.5%.

Southwestern Idaho added 18,418 more people between July 2023 and July 2024, the most recent county population estimate. The previous over-the-year growth was 15,193. The two largest counties, Ada and Canyon, comprised 94% of southwestern Idaho’s growth compared with the previous year when the share was 86% of its new residents. This indicates

urban counties grew while rural counties growth was muted, although it’s important to note that rural and urban can coincide or share characteristics as Canyon County’s economy is an example of an urban county closely tied to the agricultural sector.

Owyhee County, Idaho’s second largest county by area with one in three jobs directly tied to agriculture, was the only southwestern county to lose population, declining by one-tenth of a percent. Most of the region’s counties grew at a slower pace than the previous year, although the slower pace was compensated for by higher growth in the two largest counties.

As shown in Figure 1, average employment grew by 2.2%² or four-tenths less growth than in 2023-2024. Wage growth was slower in 2025 at an estimated 2.8%, compared with more than 7% growth in 2024. Southwestern Idaho’s average wage of \$66,473 is highest among its six regions because it is Idaho’s largest population hub, has strong sector diversification and is the center of government and industry.

It’s apparent the region’s workforce demand for construction continues to stretch thinner as large projects take longer and overlap years.

Micron’s new fabrication plant is paying a premium

union wage, exerting wage pressure on other companies hiring tradesmen, staff and subcontractors. The fabrication plant is under construction but they recently announced plans to build a second plant in conjunction with the current project. Similarly to the fabrication plant, the capital expenditure is estimated at \$15 billion. This pushes Micron’s construction window with workforce demands out another five years or so.

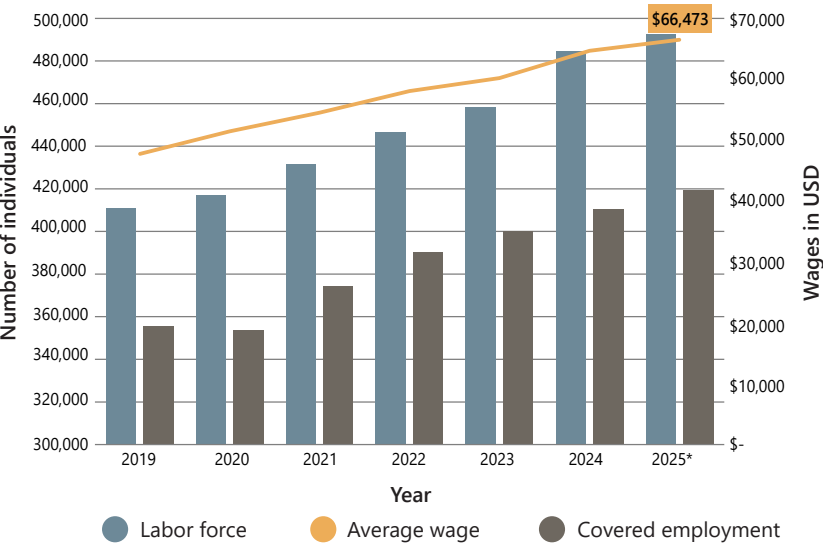
Mixed use apartments and retail are springing up across southwestern Idaho with downtown developing tall buildings and the western part of the region growing subdivisions and supporting retail.

Regional 2025 data indicates specific sectors such as agriculture, information, and business and professional services are shedding workers compared to 2024, with a combined loss of approximately 1,400 so far.

IT is experiencing losses in jobs as companies return to normal consumer behavior and artificial intelligence, which has found some footing with companies, negatively affecting demand and hiring for certain IT jobs.

The 2025 civilian labor force grew 2.1% from January to August compared to the same period in 2024.³ This was a slower pace than the previous year’s change at 5.8% when years of inflation combined to push some discouraged workers back into the workplace along with international migration that added to the workforce growth.

Figure 1. Idaho’s labor market, 2019-2025



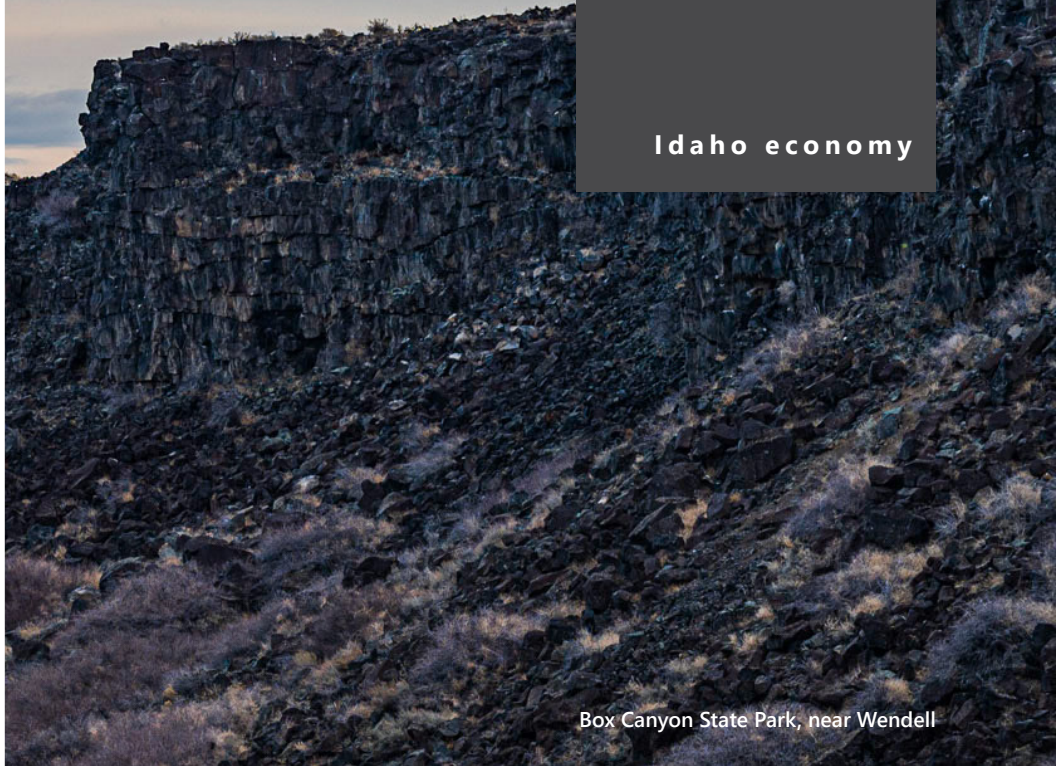
Source: "Local area unemployment statistics," U.S. Bureau of Labor Statistics, accessed October 2025, <https://www.bls.gov/lau/>.

*2025 Idaho labor force data is averaged using seasonally adjusted labor force data from January-August 2025. 2025 employment and average wage data is estimated using finalized 2025 Q1 and preliminary Q2 QCEW data and past trends.

¹ Population estimates are released by the U.S. Census Bureau and cover June 30, 2023 – July 1, 2024.

² "QCEW, 2024 and 2025," Idaho Department of Labor

³ "LAUS," Idaho Department of Labor

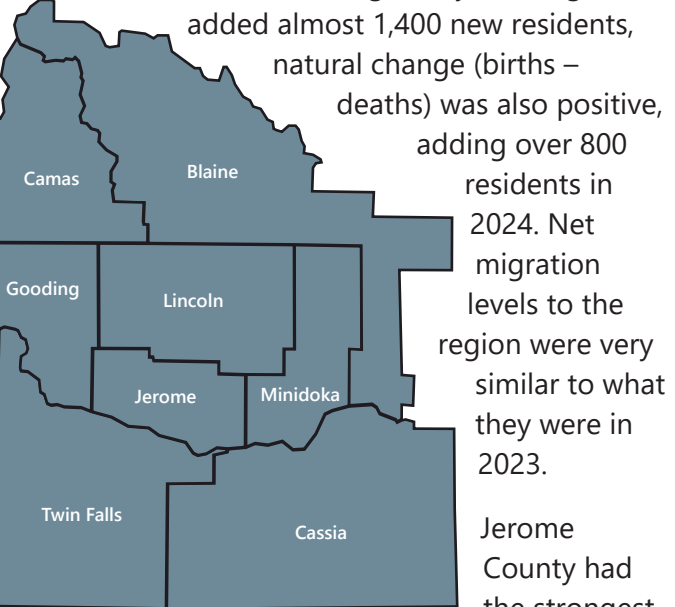


Box Canyon State Park, near Wendell

South central Idaho

Region 4

In 2024, south central's population of nearly 220,000 increased by just under 3,000 residents.¹ The 1.3% annual population growth rate for the year was above 2023's 1%. Regionally, net migration



added almost 1,400 new residents, natural change (births – deaths) was also positive, adding over 800 residents in 2024. Net migration levels to the region were very similar to what they were in 2023. Jerome County had the strongest annual population growth at 2.3%, adding nearly 500 new residents through gains of both

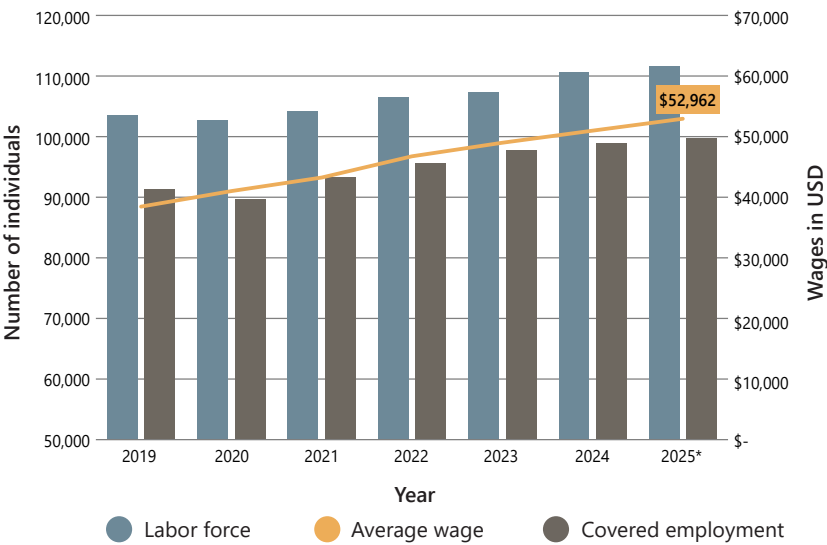
natural change and net migration. Data through August 2025 shows south central's labor force contracted by approximately -340 participants compared to 2024 (-0.3%). The 2025 labor force decline is a combination of a reduction of approximately 240 employed people, further compounded by a decrease of 100 additional unemployed persons.

As a result, the average unemployment rate shifted upward toward 3.8% in 2025 compared to 3.4% in 2024. The higher unemployment rate in 2025 is driven by a notable drop in employment while unemployment numbers remained at stable levels. Despite a contraction in the labor force, the combination of low layoffs, relatively low unemployment insurance claims and robust job posting levels, suggest south central's labor market is still performing well, even as it continues to cool.

South central's 2025 covered employment growth had a slight increase of 0.9% compared with 2024, adding approximately 900 jobs. Most job gains were in education and health services (+400), manufacturing (+200) and construction (+150). These gains were offset by minor job losses in professional and business services (-150), information (-50), and financial activities (-50).

As shown in Figure 1, average wages per employee increased by around 2% in 2025 to over \$52,000, compared with a gain of over 4% in 2024. The highest annual average wage increases, of over 4%, were in manufacturing, information and financial activities. Overall, the service-providing job sectors (67% of regional employment) had both faster job gains and average annual wage growth in 2025 compared with the goods-producing industries (33% of regional employment).

Figure 1. Idaho's labor market, 2019-2025



Source: "Local area unemployment statistics," U.S. Bureau of Labor Statistics, accessed October 2025, <https://www.bls.gov/lau/>.

*2025 Idaho labor force data is averaged using seasonally adjusted labor force data from January-August 2025. 2025 employment and average wage data is estimated using finalized 2025 Q1 and preliminary Q2 QCEW data and past trends.

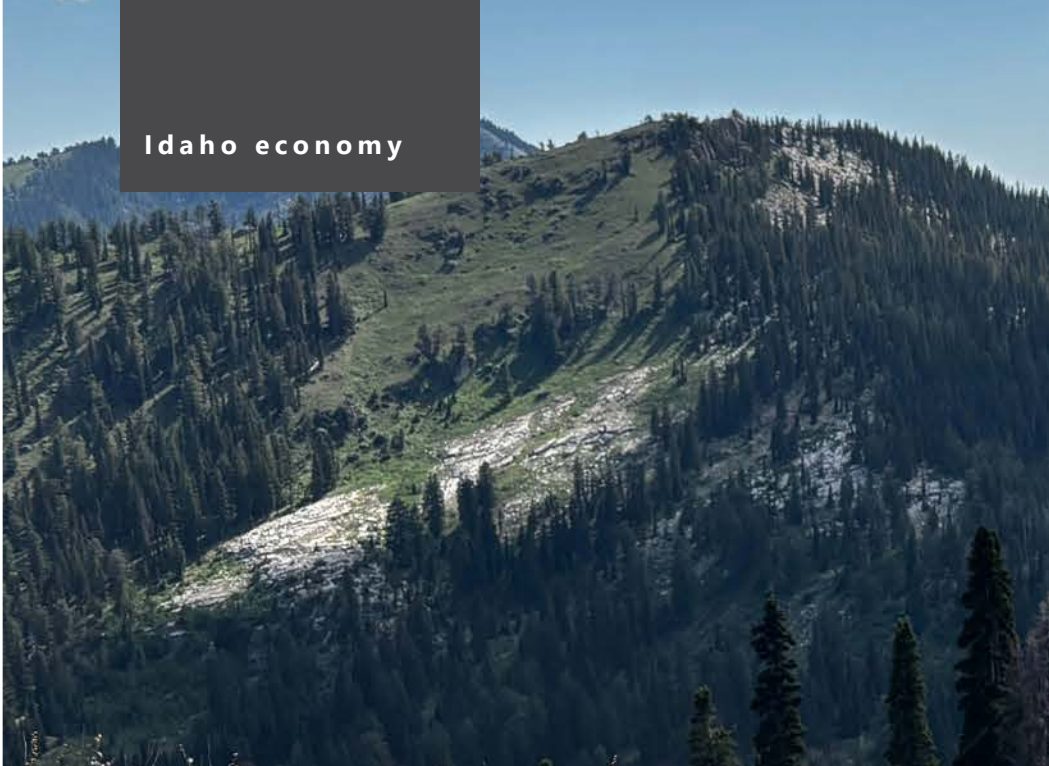
Multiple large manufacturing projects were announced in 2025. Pipeline Plastics, producing farming and construction plastic piping, broke ground on a factory in Rupert. Fifty employees were onsite, and the factory opened in October 2025.² Chobani, one of the largest regional employers, has announced a \$500 million 500,000 square-foot expansion at the Twin Falls plant. High-protein yogurt products have grown in demand in recent years; this new expansion will allow for an increased production in high-protein products. The expansion is expected to be an 18-month project that is estimated to add 200 technical jobs.³

Finally, education and training opportunities are expanding for the Magic Valley workforce, as the College of Southern Idaho has completed its new 28,000 square-foot transportation technology building. This new building will support both the diesel tech program and the automotive service program.⁴

¹ Population estimates are released by the U.S. Census Bureau and cover June 30, 2023 – July 1, 2024.

² Source: KMYT

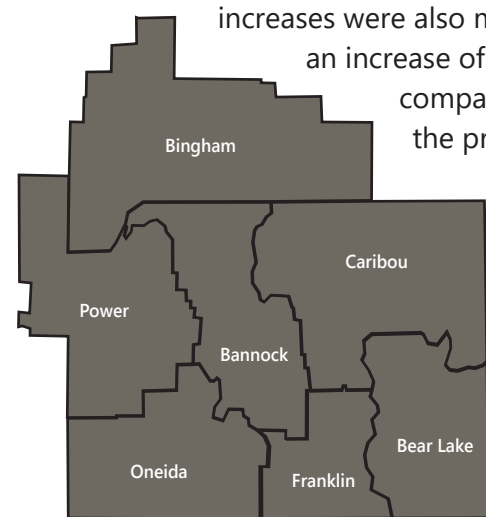
^{3,4} Source: Magic Valley Times News



Southeastern Idaho

Region 5

In 2024, the estimated population for southeastern Idaho increased by over 1,000, which was a decline from the 2,000 increase the year prior.¹ Labor force



increases were also more muted with an increase of roughly 1% as compared to the 2.3% the previous year; this comes as the construction boom has leveled out and new housing unit construction has declined for both single and multifamily

complexes, which could negatively impact recruiting efforts by employers. Even with the deceleration of labor force growth, covered employment grew by 2% and gained

an estimated 1,400 new jobs compared with 1,100 in 2024. As shown in Figure 1, average wages increased from approximately \$48,600 in 2024 to an estimated \$50,400 in 2025. While the average wage increased in the region, the growth rate was lower when compared to previous years. However, averages wages in southeast Idaho did grow more than the state average.

The health care and social assistance industry was responsible for the most employment gain with an average of 470 added jobs from 2024 to early 2025. This is a continuing trend as the population ages and demand for these services increase accordingly. Manufacturing saw the second most growth with 177 added jobs in the same time span, as food processing agricultural equipment, pipe fitting equipment and electrical equipment among others remain a big part of the regional economy. Agriculture, forestry, fishing and hunting saw a net increase of 159 jobs, which is more than the industry saw in 2024 when it declined in overall employment.

Public administration also saw some expansion with 117 new jobs ending the downward employment trend that had been ongoing since the pandemic with new hires distributed across various agencies. Mining, especially important in rural counties, saw 4% growth, about 900 employees, region wide. Phosphate and gravel mines continue to be the bulk

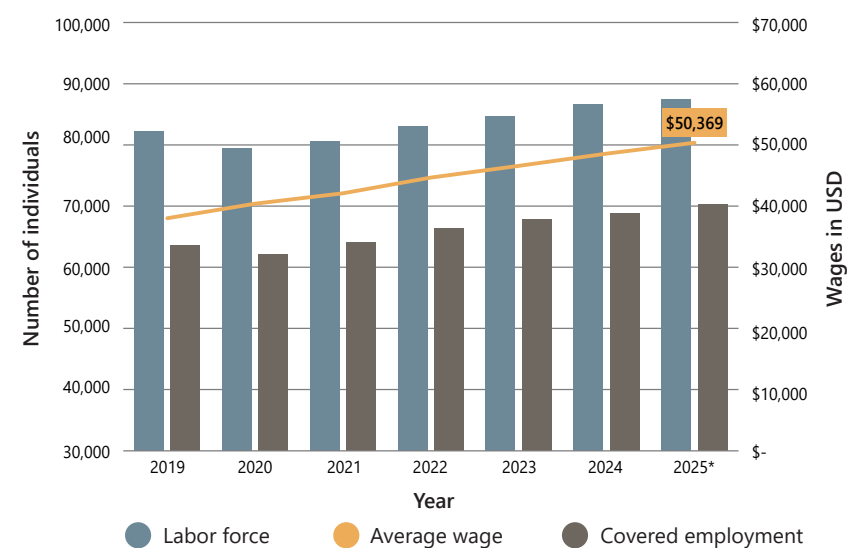
of these operations with a new six year contract signed by the Turner Mining Group in Soda Springs.

Construction saw more subdued growth than the previous year with less than 200 added jobs. Compared with 230 jobs added in 2024, the industry shows signs of stagnation. Lack of housing development as indicated in a lack of new permits could explain some of this slowing in construction employment growth. In 2024, there were just over

300 new building permits issued compared with over 500 in 2022, thanks to changes in inflation and the cost of borrowing. Declines in net employment could be observed in the educational services sector — due in part to the closure of Washington Elementary. Hiring in education fell by 2% with 200 fewer jobs on average than in 2024, despite remaining the region's second largest sector with 12% of its employment. In the services sector, administrative and support and waste management and remediation services also fell by 3% or 98 jobs on average; however, there is a new waste management facility coming online in Preston by the end of 2025, which may change the employment situation in this industry.

The region was not entirely insulated from unemployment trends, which increased by 0.1% by August 2025. This increase was identical to the state trend, which also saw 3.7% unemployment. Much of the region's unemployment increase came from a labor force increase rather than a net shift from employed individuals to unemployed.

Figure 1. Idaho's labor market, 2019-2025



Source: "Local area unemployment statistics," U.S. Bureau of Labor Statistics, accessed October 2025, <https://www.bls.gov/lau/>.

*2025 Idaho labor force data is averaged using seasonally adjusted labor force data from January-August 2025. 2025 employment and average wage data is estimated using finalized 2025 Q1 and preliminary Q2 QCEW data and past trends.

¹ Population estimates are released by the U.S. Census Bureau and cover June 30, 2023 – July 1, 2024.

"Population and Housing Unit Estimates, 2020-2024," U.S. Census Bureau, accessed October 2025, <https://www.census.gov/programs-surveys/popest.html>

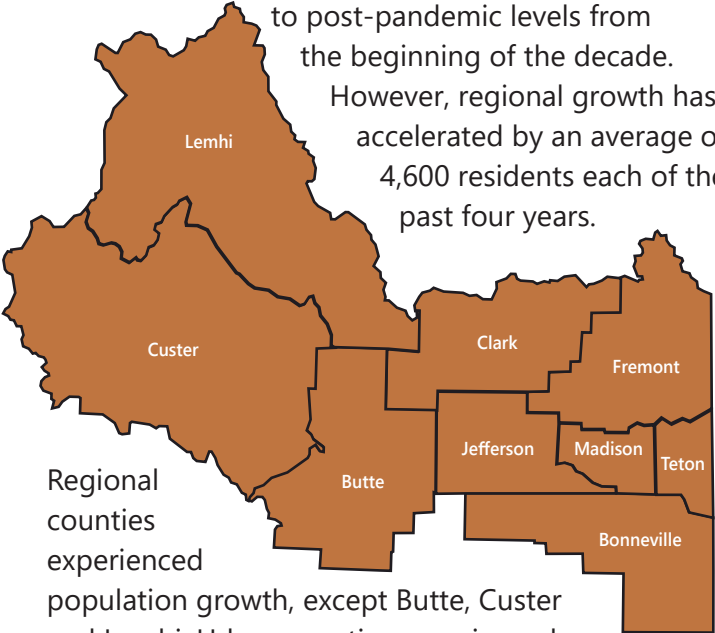


Sawtooth Mountains, near Stanley

Eastern Idaho

Region 6

In 2024, eastern Idaho’s population increased by over 4,500 residents, nearly double from the prior year.¹ Net population growth normalized back to post-pandemic levels from the beginning of the decade. However, regional growth has accelerated by an average of 4,600 residents each of the past four years.



Gains in the region’s population were attributed to job growth in health care, education, construction and technology, especially around Idaho Falls and Rexburg. As the buildout at Idaho National Laboratory (INL) continued, it attracted skilled workers and contractors relocating to the region. Also, more remote work opportunities in other industries enabled people to live in eastern Idaho while working for employers outside the region.

Regional employment increased at a slower rate than 2024. This was preceded by more rapid employment growth — 2,200 people in 2024. Employment growth was more difficult to sustain due to labor shortages, especially after previous years of extraordinary hiring. Labor supply constraints in key sectors like health care, construction and education have slowed employment growth regionally.

The regional unemployment rate edged up half a percentage point from a year ago to 3.5%. Lower unemployment rates, compared with much of the state, made for a more difficult climate for employers to fill open positions in a tight labor market. Broader external factors like inflation, interest rates and federal changes also contributed to more cautious hiring by local employers. Shorter housing availability in eastern Idaho limited in-migration, which affected employment expansion.

As shown in Figure 1, in 2025, the region experienced a slight over-the-year increase in average annual wages at an estimated \$55,600, compared with an estimated \$61,500 for the state. Regional wage growth also fell behind elevated costs of living and consumer price index levels.

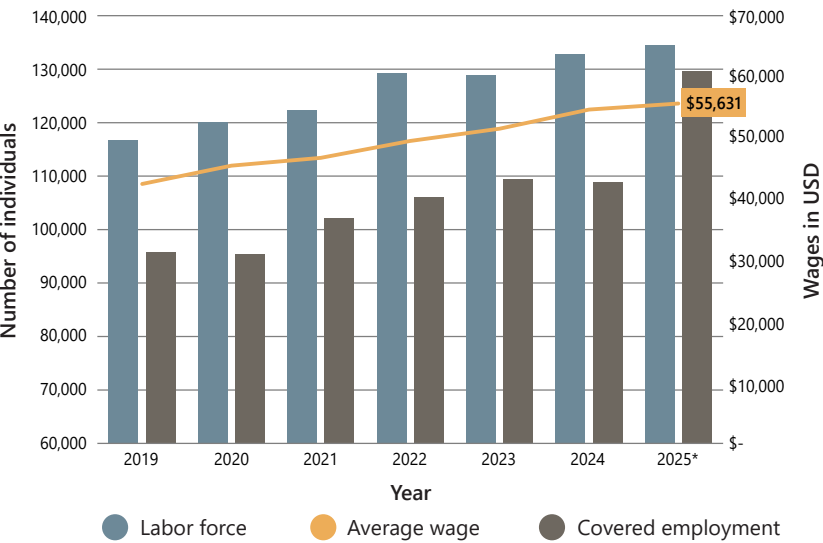
In 2025, industries with the most significant job growth were in the services sector — education and health services, professional and business,

and leisure and hospitality. Industries with the most wage growth over the year were professional and business services, financial activities, natural resources and mining, as well as information.

Key regional developments include INL and the Idaho Advanced Energy Consortium securing \$3.5 million in grants to boost the regional nuclear workforce industry and training, benefiting universities and workforce agencies across Idaho.²

INL also entered into research agreements for strategic materials, environmental sustainability and nuclear engineering. Additionally, INL was selected as one of four national sites for an artificial intelligence data center and energy generation projects, receiving \$3.2 million from the Department of Energy for grid and nuclear reliability commercialization. Finally, groundbreakings for both the world’s first cobuilt nuclear plant and data center by Aalo Atomics and Oklo Inc.’s innovative Aurora power facility at INL will create hundreds of jobs regionally.^{4,5}

Figure 1. Idaho’s labor market, 2019-2025



Source: "Local area unemployment statistics," U.S. Bureau of Labor Statistics, accessed October 2025, <https://www.bls.gov/lau/>.

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¹ Population estimates are released by the U.S. Census Bureau and cover June 30, 2023 – July 1, 2024.

² Source: Idaho Advanced Energy Consortium

³ Source: U.S. Department of Energy

⁴ Source: Idaho Business Review

⁵ Source: Business Wire



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