

# Idaho labor market and economic report, 2024

Idaho Department of Labor  
Bureau of Research and Communications

September 2025





## **Idaho labor market and economic report, 2024**

Report content based on data available through March 2025

Report prepared by Brandon Duong, labor economist

For more information, contact: [brandon.duong@labor.idaho.gov](mailto:brandon.duong@labor.idaho.gov)

### Acknowledgements

- Craig Shaul, labor market research manager
- Ishani Garg, research analyst supervisor
- Sam Wolkenhauer, labor economist
- Lisa Grigg, labor economist
- Jan Roeser, labor economist
- Seth Harrington, labor economist
- Ryan Whitesides, labor economist
- Molly Sleeman, research intern

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## Labor market quick facts

### Summary table

	2024	2023	2010
Population	2,001,619	1,971,122	1,570,819
Average labor force	1,002,524	977,436	765,440
Average number unemployed	36,700	31,329	69,905
Average unemployment rate	3.7	3.2	9.1
Average total employment	965,824	946,107	695,535
Average covered employment	857,565	842,119	605,560
Average covered wage	\$59,573	\$56,281	\$34,905
2026 first quarter industry short-term projections	916,900	N/A	N/A
2034 population projection	2,364,544	N/A	N/A

Source: Idaho Department of Labor, Labor Market Information, 2010-2024

### Quick fact 1. Labor force and unemployment, not seasonally adjusted, Idaho, annual data from select years during 2000-2024

Year	Labor force	Unemployed	Unemployment rate	Employed
2000	661,901	30,733	4.6	631,168
2005	728,606	29,003	4	699,603
2010	765,440	69,905	9.1	695,535
2011	767,689	64,808	8.4	702,881
2012	775,321	58,336	7.5	716,985
2013	781,888	54,134	6.9	727,754
2014	781,191	34,531	4.4	746,660
2015	799,353	31,327	3.9	768,026
2016	818,803	30,282	3.7	788,521
2017	840,303	26,724	3.2	813,579
2018	862,716	24,669	2.9	838,047
2019	889,241	25,690	2.9	863,551
2020	902,300	49,850	5.5	852,450
2021	927,341	33,233	3.6	894,108
2022	954,671	27,562	2.9	927,109
2023	977,436	31,329	3.2	946,107
2024	1,002,524	36,700	3.7	965,824

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, 2000-2024

**Quick fact 2. Labor force and unemployment, not seasonally adjusted, Idaho metropolitan areas, 2024**

Metropolitan area	Labor force	Unemployed	Unemployment rate	Employed
<b>Idaho</b>	<b>1,002,524</b>	<b>36,700</b>	<b>3.7</b>	<b>965,824</b>
Pocatello	41,028	1,629	4.0	39,399
Logan UT-ID	80,070	2,276	2.8	77,794
Idaho Falls	84,607	2,655	3.1	81,952
Boise City	447,489	15,628	3.5	431,861
Twin Falls	60,093	2,105	3.5	57,988
Coeur d'Alene	90,061	3,952	4.4	86,109
Lewiston WA-ID	31,077	1,114	3.6	29,963

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, 2024

**Quick fact 3. Wages and employment by industry, Idaho, 2024 annual averages**

NAICS	Industry sector	Avg. number of firms	Avg. employment	Avg. annual wage
	<b>All industries</b>	<b>102,220</b>	<b>857,979</b>	<b>\$59,576</b>
11	Agriculture, forestry, fishing, and hunting <sup>3,5</sup>	2,714	24,768	\$48,001
21	Mining <sup>5</sup>	257	3,043	\$93,193
22	Utilities <sup>3,5</sup>	441	4,123	\$80,368
23	Construction <sup>3,5</sup>	13,658	69,555	\$64,963
31-33	Manufacturing <sup>1,5</sup>	3,928	74,597	\$79,184
42	Wholesale trade <sup>5</sup>	5,542	35,633	\$88,546
44-45	Retail trade <sup>1,2,3,5</sup>	7,570	94,401	\$40,695
48-49	Transportation and warehousing <sup>1,3,5</sup>	3,294	31,687	\$54,953
51	Information <sup>1,2,3,5</sup>	3,148	9,931	\$95,096
52-53	Financial activities <sup>1,2,3,5</sup>	9,845	39,091	\$83,064
54-56	Professional and business services <sup>1,2,3,5</sup>	22,724	108,841	\$80,472
61	Educational services <sup>1,2,3,5</sup>	2,613	69,343	\$45,249
62	Health care and social assistance <sup>1,2,3,5</sup>	11,993	126,592	\$58,593
71-72	Leisure and hospitality <sup>1,2,3,5</sup>	6,903	95,357	\$24,804
81	Other services (except public administration) <sup>1,2,3,5</sup>	6,047	23,057	\$44,599
92	Public administration <sup>1,2,3</sup>	1,145	47,703	\$67,643

\*Table numbers indicate ownership data availability. 1 = Federal Gov., 2 = State Gov., 3 = Local Gov., 4 = Int'l Gov., 5 = Private

Source: Idaho Department of Labor, Quarterly Census of Employment and Wages, 2024

**Quick fact 4. Projected industry average annual growth rates, Idaho, 2024-2026, 2022-2032**

NAICS	Industry sector	2024 2026	2022 2032
	<b>All industries</b>	<b>1.57%</b>	<b>1.30%</b>
11	Agriculture, forestry, fishing, and hunting	1.85%	0.70%
21	Mining	0.72%	0.62%
22	Utilities	0.80%	0.79%
23	Construction	3.05%	2.31%
31-33	Manufacturing	1.15%	1.41%
42	Wholesale trade	1.34%	1.12%
44-45	Retail trade	0.31%	0.91%
48-49	Transportation and warehousing	2.62%	0.86%
51	Information	0.99%	0.73%
52-53	Financial activities	0.50%	1.08%
54-56	Professional and business services	2.00%	1.23%
61	Educational services (private + government)	1.10%	1.46%
62	Health care and social assistance	3.26%	2.04%
71-72	Leisure and hospitality	1.25%	1.82%
81	Other services (except government)	1.36%	1.31%
92	Government (except education and hospitals)	0.50%	0.11%

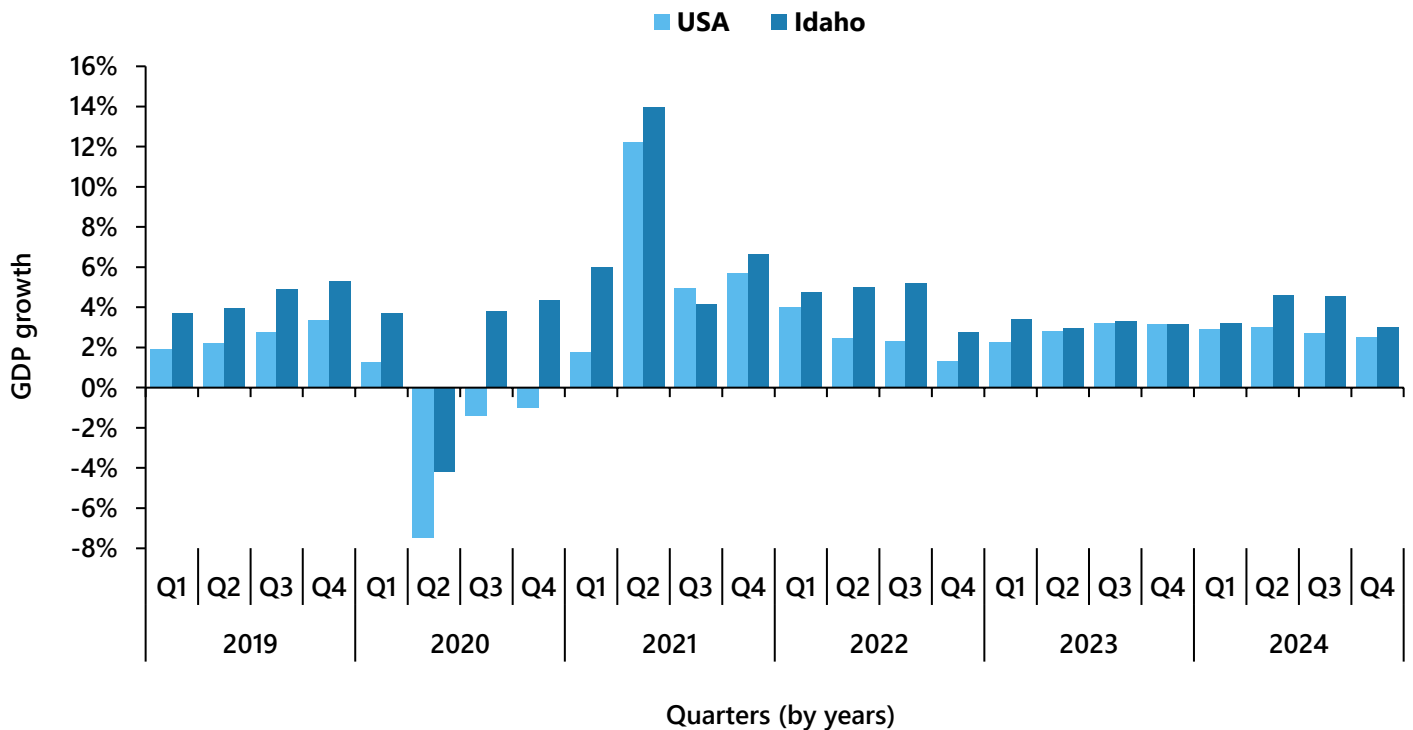
Source: Idaho Department of Labor, Labor Market Information, Industry Projections, 2024-2026, 2022-2032

## Executive summary

In 2024, Idaho navigated change amid the background of national shifts. Idaho’s economy was deeply affected by the 2020 COVID-19 pandemic and its resulting recession. The state also underwent changes in 2022 when monetary policy shifted to moderate growth and slowed the rate of inflation. As the labor market decelerated in 2024, monetary policy again changed to support rising national unemployment. Amidst this, Idaho maintained growth in employment and wages while keeping unemployment below the national average.

Idaho’s gross domestic product (GDP) saw growth that outpaced national GDP throughout 2024. Following more subdued growth in 2023, Idaho had an average 2024 growth of 3.9% surpassing the national average of 2.8%. This is a return to form for Idaho as, immediately after the pandemic in 2022, it saw GDP growth above national levels; Idaho GDP initially only experienced a single quarter of negative growth while the broader U.S. had three. The final quarter of 2024 saw small declines in real GDP much like in 2023, but Idaho was still elevated compared with the U.S. at 3%.

**Figure 0.1. Gross domestic product (chained dollars), change from same quarter previous year, U.S. and Idaho, first quarter (Q1) 2019 through fourth quarter (Q4) 2024**



Source: U.S. Bureau of Economic Analysis, GDP data, 2019-2024

Contributions to Idaho’s \$128.1 billion GDP in 2024 came from a variety of industries. Of Idaho’s total GDP growth, 94% came from the private sector. Top individual industries contributing to this growth included agriculture (+0.95%), health and education (+0.66%), finance (+0.63%) and retail (+0.48%).

This report will examine Idaho’s economic progress in 2024 through a wide variety of economic indicators, grouped across several key categories.

**Jobs and unemployment**

In 2024, Idaho's employment continued to grow along with unemployment. Idaho followed a national trend toward a slackening of the labor market from historically low unemployment though remained with lower unemployment than the national average.

**Income and wages**

Real inflation adjusted wages in 2024 increased after a period of stagnation from the 2020 pandemic while some households saw small declines in income.

**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 saw job, population and wage growth but also generally saw some increase in unemployment.

**Economic comparisons with other states**

Compared to other states, Idaho continued to lead in growth metrics including population and employment.

## Section 1: Jobs and unemployment

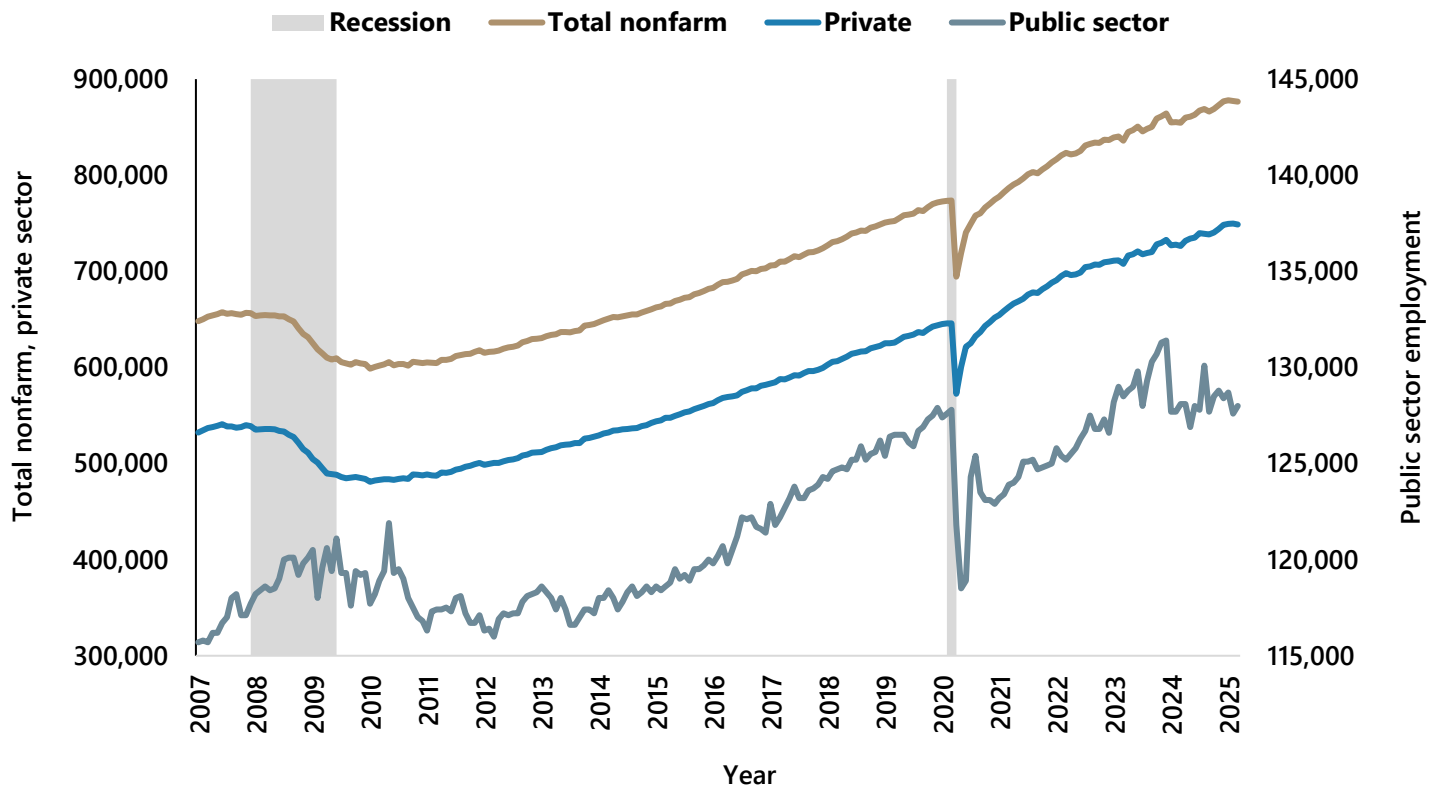
The labor market cooled in 2024 resulting in some big changes. Total nonfarm employment and unemployment both increased in the state as labor demand fell nearer to pre-pandemic levels. Idaho followed national trends in its increasing unemployment but its rate of 3.7% remained at relatively lower levels than the U.S. by the beginning of 2025. Employment increased in most industries and in every metropolitan area in the state, demonstrating resilience in the changing employment landscape.

### Total nonfarm employment remains positive

Nonfarm job growth in Idaho saw rapid linear growth following the 2008 recession. During the COVID-19 pandemic there was a pause to this growth with the loss of nearly 80,000 jobs. Marked in grey in Figure 1.1, this March and April 2020 recession was followed by a quick restoration in total nonfarm jobs by December 2020.

Public sector employment lagged a bit in the post-pandemic period as these positions struggled to keep up with an environment of rapid wage growth. In 2024 and early 2025, there was a continuation of expected nonfarm job growth overall but a further decline in the public sector, leveling off to around 128,000 jobs statewide with no lasting growth over the year. For the private sector, there were 20,000 jobs added over 2024.

**Figure 1.1. Total private and public sector nonfarm jobs, seasonally adjusted, Idaho, January 2007 through March 2025**

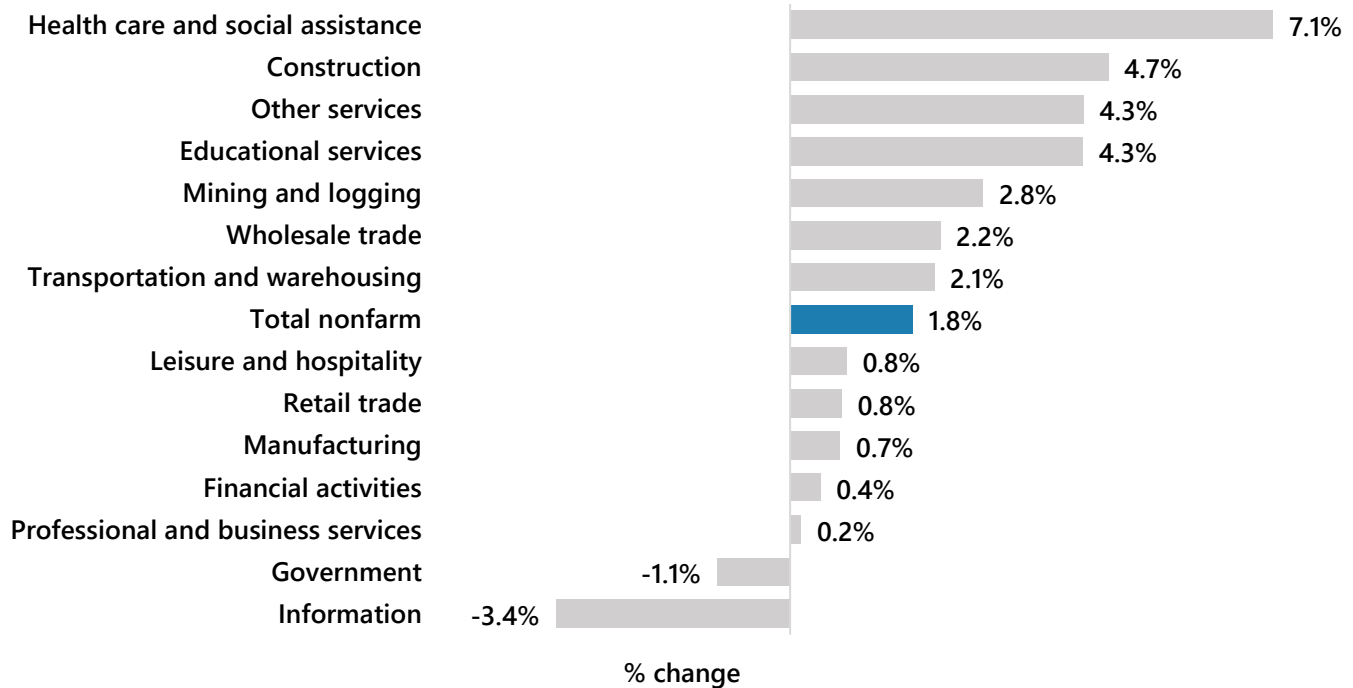


Source: U.S. Bureau of Labor Statistics, Current Employment Statistics, 2007-2025

By industry, the breakdown of 2024 employment growth in Figure 1.2 shows health care leading at 7.1% growth since 2023. The industries classified as other services and educational services both saw growth at 4.3% while productive industries like construction and mining saw higher than average 4.7% and 2.8% growth respectively. The trade and transportation industries both saw higher than average increases in employment over the year as well.

Regarding industries with negative annual employment change, government saw a 1.1% reduction (lining up with the observed trends in Figure 1.1) and information had a substantial loss at 3.4%.

**Figure 1.2. Annual percentage change in employment by private sector industries and government, Idaho, 2024**



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics, 2024

### All Idaho MSAs continue growth into 2024

In Idaho, there was nonfarm employment growth statewide and in every metropolitan statistical area (MSA) between 2023-2024. Of the state's overall nonfarm employment growth of 1.7% (+14,600 jobs), the city of Boise accounted for 67% and Idaho Falls contributed 10%.

In terms of which MSAs experienced the most employment growth between 2023-2024, the city of Boise led at 2.5% (+9,800 jobs), followed by Pocatello at 2.4% (+1,000 jobs). Other growing MSAs included Coeur d'Alene and Lewiston at 1.6% and Twin Falls at 1.2%. However, nonmetropolitan areas remained almost flat at 0.1% growth (+200 jobs) over the year (Figure 1.3).

**Figure 1.3. Total nonfarm employment change, annual average, Idaho, metropolitan areas and balance of state, 2023-2024**

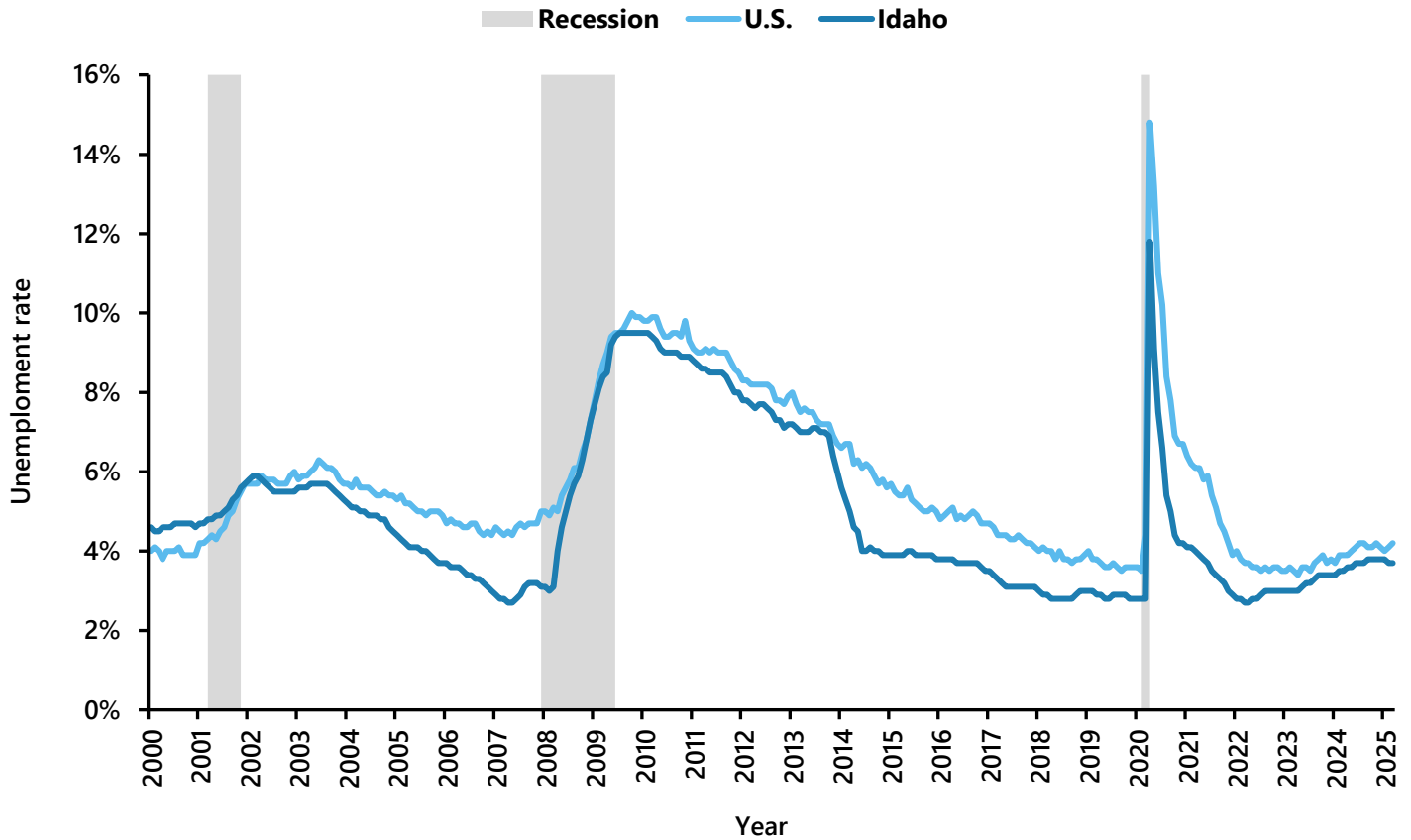
Area		
Boise City	9,800	2.5%
Coeur d'Alene	1,200	1.6%
Idaho Falls	1,400	1.7%
Lewiston, ID-WA	500	1.6%
Pocatello	1,000	2.4%
Twin Falls	600	1.2%
All other nonmetro areas	200	0.1%

Source: U.S. Bureau of Labor Statistics, Current Employment Statistics, 2023-2024

**Unemployment stabilized in 2024**

Unemployment is defined by the number of people who don't have a job and have been actively looking for work in the last four weeks. The unemployment rate can be found by dividing the number of unemployed people by the total number of people currently employed or seeking work.

**Figure 1.4. Unemployment rate, seasonally adjusted, U.S. and Idaho, January 2000 through March 2025**



Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics 2000-2025

Statewide unemployment inched higher in 2024. At the start of the year, unemployment in Idaho was at 3.4%, increasing steadily to 3.8% by the end of 2024. Nationwide unemployment increased from 3.7% to 4.1% in the same period. In September of 2024, this increase caused the U.S. Federal Reserve to begin cutting interest rates, which had been elevated since 2022, in an effort to fight inflation spurred by the pandemic.

By the end of 2024 and into early 2025, Idaho's unemployment rate was 3.7% — 0.5% below the national rate of 4.2%. Historically, 3.7% unemployment has been observable for the state of Idaho at points in 2021, 2016, 2008 and 2005.

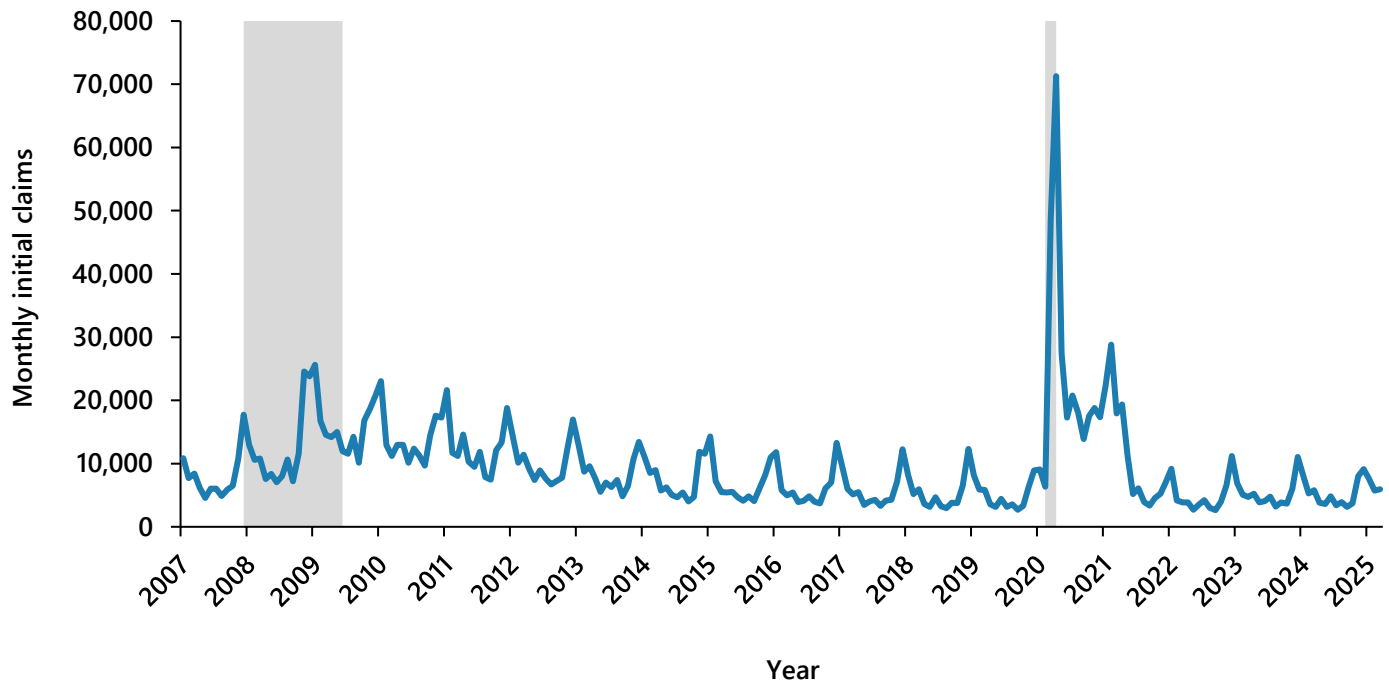
### Initial unemployment claims remain low

Unemployment claims remained unchanged in 2024. Initial unemployment claims are the number of people who request a review of unemployment insurance benefit eligibility through a state's unemployment agency — this can serve as a leading indicator of labor market trends.

Initial unemployment claims tend to be elevated during and after recessions as seen in Figure 1.5; during the 2008 Great Recession (indicated in grey) initial claims spiked to 25,613 in January of 2009. Average annual unemployment claims steadily decreased after this period from 15,849 in 2009 to 4,899 by 2019.

During the COVID-19 pandemic-induced recession of 2020, initial unemployment claims reached a staggering 71,285 claims in April with an average of 23,861 claims for the year, compared with the significantly lower 11,241 average claims seen in 2021. As the economy rebounded in 2022 and new demand for workers surged, unemployment claims dipped to 4,902 on average. As the labor market has stabilized in the years since the 2020 recession, annual average claims have remained at 5,200 in 2023 and 2024.

**Figure 1.5. Monthly initial unemployment claims, not seasonally adjusted, Idaho, January 2007 through March 2025**



\*Shaded area represents a national recession period.

Source: U.S. Department of Labor, Employment and Training Administration 2007-2025

A large portion of unemployment claims in 2024 were in the industries of construction, manufacturing, and administrative and support and waste management, as shown in Figure 1.6. Construction most likely took the lead as projects are usually reduced during the winter months and firms temporarily reduce employment.

**Figure 1.6. Regular unemployment claimant characteristics by industry, Idaho, 2024**

Industry of the insured unemployed	2024 claimants	Percent of total
<b>Total</b>	<b>58,624</b>	<b>100.00%</b>
Construction	11,411	19.5%
Manufacturing	7,177	12.2%
Administrative and support and waste management	6,549	11.2%
Retail trade	4,950	8.4%
Health care and social assistance	4,347	7.4%
Transportation and warehousing	4,107	7.0%
Accommodation and food services	3,290	5.6%
Professional, scientific, and technical services	2,901	4.9%
Finance and insurance	2,423	4.1%
Agriculture and forestry	2,348	4.0%
Wholesale trade	1,872	3.2%
Other services (excl. public administration)	1,245	2.1%
Educational services	978	1.7%
Public administration	972	1.7%
Arts, entertainment, and recreation	943	1.6%
Information	716	1.2%
Real estate and rental and leasing	594	1.0%
Mining	340	0.6%
Utilities	54	0.1%
Management of companies and enterprises	28	0.0%
INA*	0	0.0%

\*Information not available.

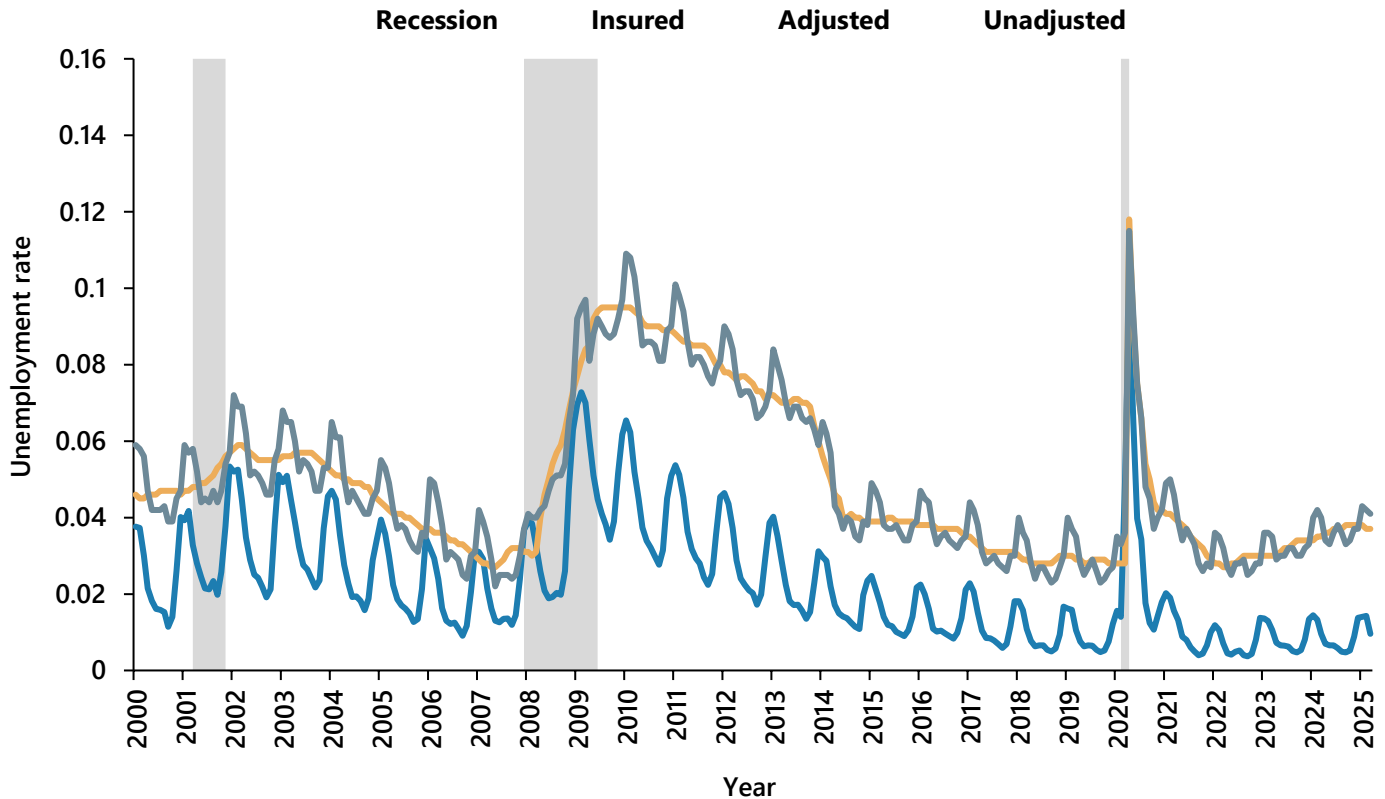
Source: Idaho Department of Labor, *Weekly Unemployment Claims, 2024*

While initial claims measure the number of people who have applied for unemployment benefits, insured unemployment is the number of people who qualify for and are collecting unemployment benefits divided by the number of Idahoans who are covered by unemployment insurance.

Figure 1.7 compares the unemployment rate, both seasonally adjusted and unadjusted, as well as the insured unemployment rate. The insured unemployment rate has a tendency to follow the overall unemployment rate but at a lower ratio as fewer people tend to qualify for unemployment insurance benefits than people who are actually unemployed. In other words, everyone receiving unemployment insurance benefits is unemployed but not everyone who is unemployed is receiving unemployment insurance benefits.

In 2020, unemployment rates increased to 11% while the insured rate reached 10%. Emerging from these highs, unemployment hit a low point of 2.7% before slowly increasing through the latest data from 2025. This is unlike the insured unemployment rate as it hit a minimum annual average of 0.7% then remained stagnant at 0.8% on average into 2024. Early 2025 data suggests insured rates remained on par with the past two years.

**Figure 1.7. Overall unemployment rate (seasonally adjusted and not seasonally adjusted) and insured unemployment rate (not seasonally adjusted), Idaho, January 2000 through March 2025**



Source: U.S. Bureau of Labor Statistics, Employment and Training Administration 2000-2025

When compared with the early 2000s, the wider gap seen more recently between unemployment and insured unemployment could be explained by the tighter than average labor market. After the recessions in 2008 and 2020, there was a drive for companies to increase their employment. The competition for labor may have then created an environment where workers who became unemployed expected not to be for long and therefore were less inclined to apply for benefits.

### Labor underutilization increased slightly in 2024

While the insured unemployment rate is more narrowly defined by who is receiving benefits, labor underutilization is a broader definition of unemployment. The status of unemployed is defined as someone who is jobless and actively looking for work — this does not include other situations like people who are jobless and not looking for work. Another situation is those who are working part time because they can't find full time work.

With this reality in mind, the U.S. Bureau of Labor Statistics publishes data on these common circumstances to give an expanded view of the labor market. The following categories start with standard unemployment (U-3) and get broader from there.

- 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 can be understood as people who are not working but have looked for a job in the past year. The only difference between a discouraged worker and an unemployed person is that an unemployed person must have been actively looking for work in the past four weeks. A discouraged worker must also cite the reason they have not recently looked for work is due to the belief that no jobs were available for them.

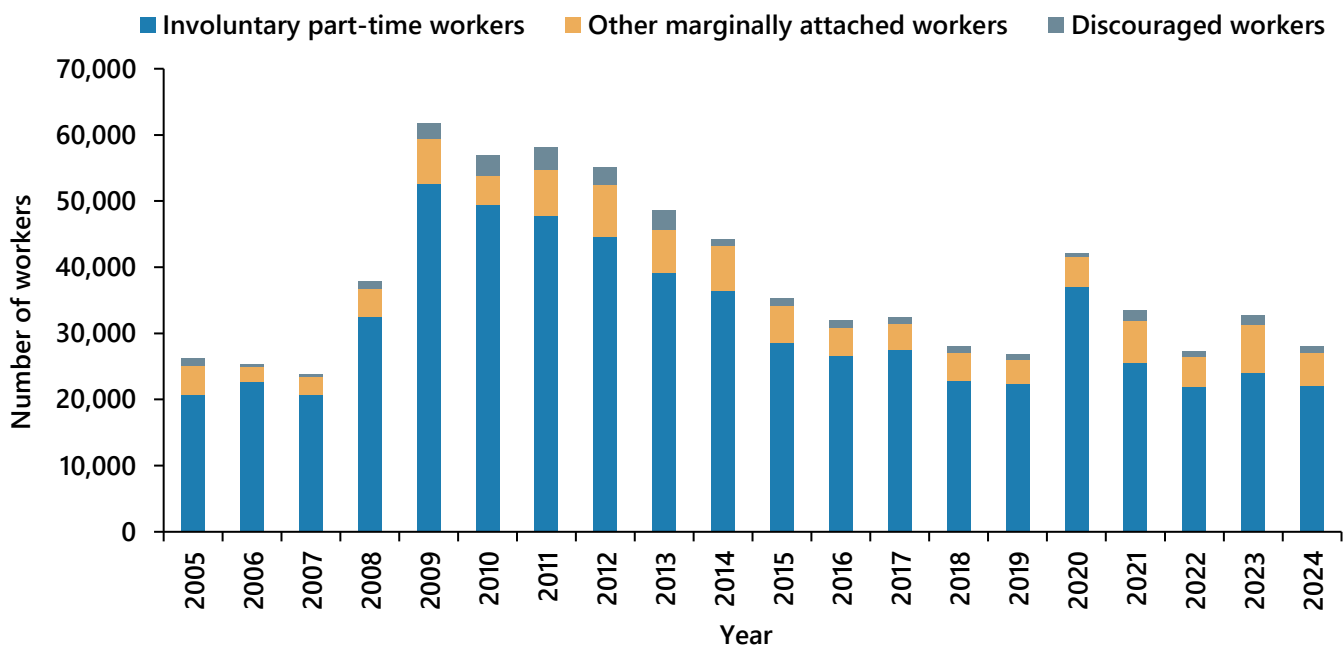
Marginally attached workers are very similar to discouraged workers — they have also looked for a job in the past year and given up. The difference for a marginally attached worker is their reason for not recently looking for work can be any reason except for job availability, including providing child care, dealing with family responsibilities, having an illness or issues with transportation.

Finally, people employed part time for economic reasons, as described by U-6, work less than 35 hours a week but want and are available for full-time work. The reason for being part time must also be an economic reason, such as hours being cut by an employer or because they are unable to find a full-time position. These people are also commonly referred to as “underemployed” or “involuntary part-time workers.”

Trends in labor underutilization in Figure 1.9 show the most broadly defined category of U-6 as the highest rate among workers. This is no surprise as it includes the percentage of the labor force who is not working for any reason and has looked for a job in the past year. This rate declined from 6.5% to 6.4% in 2024 and indicates a decrease in involuntary part-time workers, as is also shown in Figure 1.8.

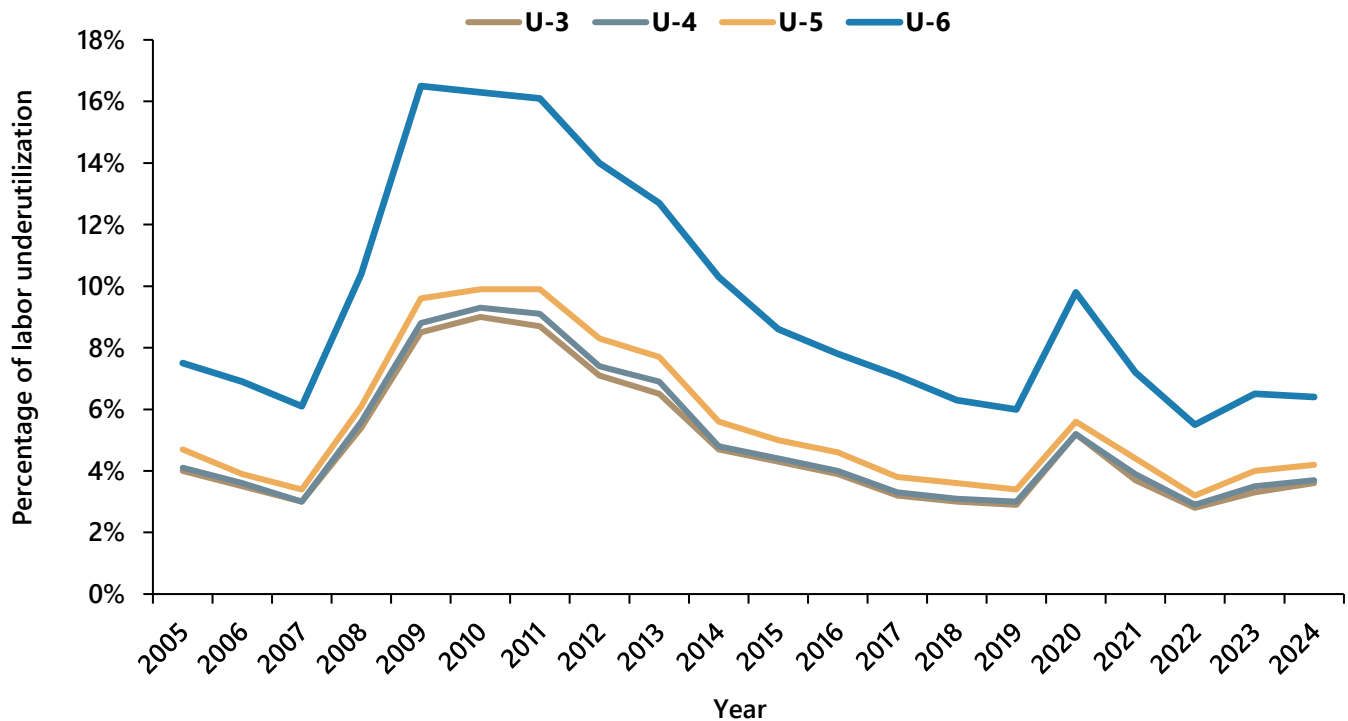
All other metrics increased slightly year over year. Idaho’s annual average unemployment, U-3, increased to an average of 3.6%. Between 2023 and 2024, U-4 and U-5 also both increased by 0.2% to 3.7% and 4.2% respectively. Even so, these increases have thus far been more of a slackening of a tight labor market rather than a deterioration as the rate of increase has slowed from 2022-2024.

**Figure 1.8. Alternatively, unemployed workers, Idaho, 2005-2024**



Source: U.S. Bureau of Labor Statistics, Current Population Survey 2005-2024

**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), four-quarter moving average, Idaho, 2005 through 2024**

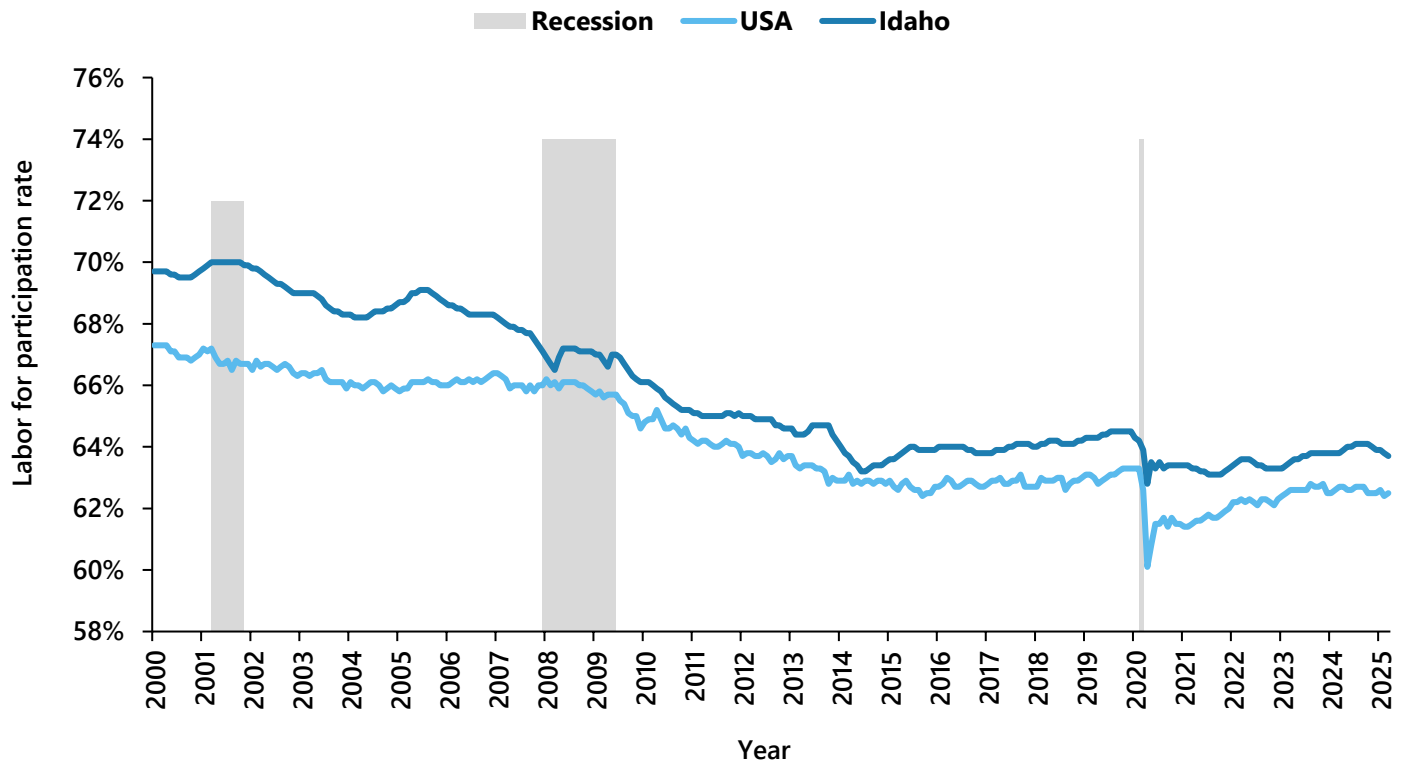


Source: U.S. Bureau of Labor Statistics, Current Population Survey, U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, 2005-2024

### Labor force participation fluctuates in 2024

Labor force participation in Idaho continued its recovery in 2024 but shrank in early 2025. Labor force participation is the number of people with a job or who are looking for one divided by the civilian noninstitutionalized population.

During the COVID-19 recession in 2020, Idaho's labor force participation fell from 63.9% to 62.8% in April — the biggest one month drop for the state in the century, as observed in Figure 1.10. Immediately following the recession, labor force participation increased to the mid 63% range but remained less than the low 64% range observed in the late 2010s. Idaho was spared the worst of this trend as the national labor force participation rate decreased to 60% from 63% during the recession. Labor force participation in Idaho remained in the low 63% range until 2022 — as unemployment began to increase so too did participation.

**Figure 1.10. Labor force participation rate, seasonally adjusted, U.S. and Idaho, January 2000 through March 2025**

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics 2000-2025

As seen in Figure 1.11, the labor force participation rate has been steadily recovering alongside the employee-population ratio since the COVID-19 recession. Both metrics were still increasing in 2024 before beginning to decrease at the start of 2025.<sup>1</sup>

The decline at the beginning of 2025 may have been caused by the retirement of individuals in the baby-boomer generation. Since the COVID-19 pandemic, there has been a large amount of above-trend retirement by those 65 and older. With the baby boomer generation being the second largest generation, mass retirement would lead to a negatively affected labor force participation rate.<sup>2</sup>

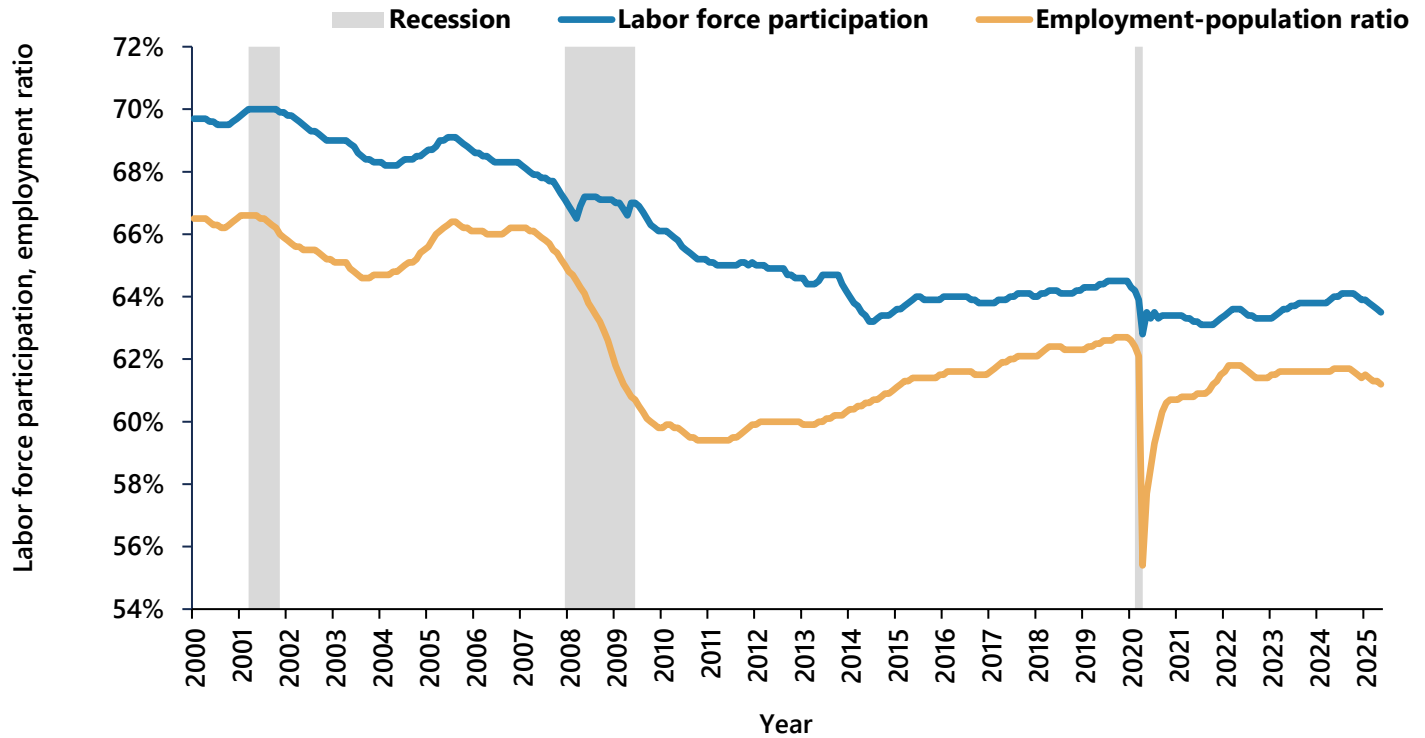
However, the sudden decline may also be attributed to the effects of tariffs that appeared in 2025. According to the Federal Reserve Bank of San Francisco, increasing tariffs temporarily decreases employment in services and agriculture. It is also generally accepted that tariffs on imported goods increase their overall price. Since the services and agriculture sectors are net exporters of goods, their businesses are negatively affected by an increased cost of production.

<sup>1</sup> Faria-e-Castro et al, "U.S. Retirement Normalization."

<sup>2</sup> Aron-Dine, Bauer, and Powell, "Seven Economic Facts."

When the cost of doing business becomes more expensive, it causes production to become less efficient and therefore decreases the labor demand for the business. This decline in labor demand may be contributing to the sudden reversal of labor trends, as shown in Figure 1.11.<sup>3</sup>

**Figure 1.11. Labor force participation rate and employment-to-population ratio, seasonally adjusted, Idaho, January 2000 through March 2025**



Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics 2000-2025

## Unemployment meets job demand

The Conference Board Help Wanted OnLine® data series, a program which partners with Lightcast Inc., is a data series that reflects job demand. This is done by either counting job listings, removing the duplicates, and placing it in an index where 100 is equal to July 2018, or a simple count of unique job advertisements.

Shown in Figure 1.12, the number of job postings have decreased from pandemic highs to pre-pandemic levels. While this is a negative development for workers, this may signal health for the labor market.

Just as high levels of unemployment benefit employers looking for workers, the decreasing demand for workers means less competition for employers looking to hire.

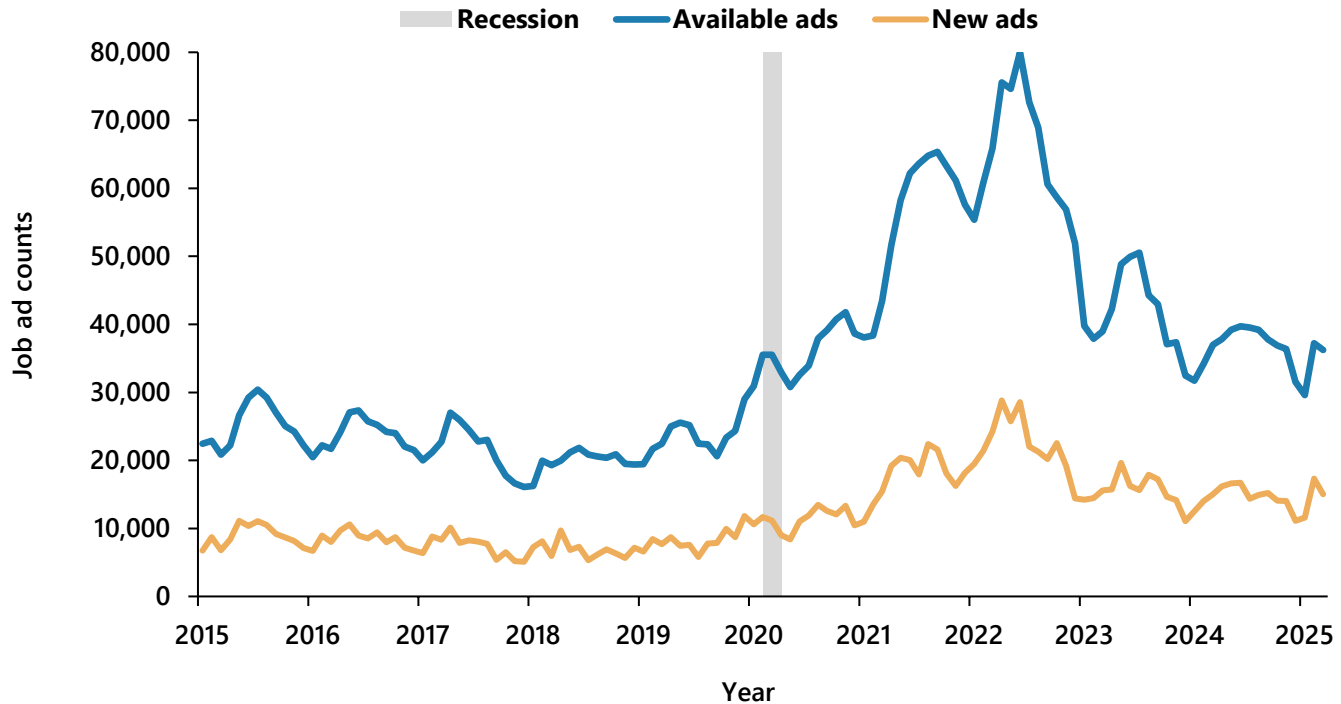
After the 2020 recession, demand for labor increased rapidly as businesses in Idaho looked to refill vacant positions as they returned to normal operation. In June 2022, this expansion of hiring efforts saw a high of 80,000 job advertisements, 28,000 of which came from that same month.

In 2022, three months prior, the Federal Reserve began its rate hike which increased the cost of borrowing to decrease the rate of inflation. This had the effect of increasing interest rates on loans that businesses use to expand

<sup>3</sup> Paulson et al., "Economic Implications of Tariff Increases."

their workforces. Further reduction was seen in 2024 in total open job postings to an average of 36,700 postings a month down from 41,900 the year prior.

**Figure 1.12. Unique available and new job ad counts, seasonally adjusted, Idaho, January 2015 through March 2025**



\*\*Available ads are for open positions while new ads are those that opened in the recorded month.

Source: Lightcast and The Conference Board 2015-2025

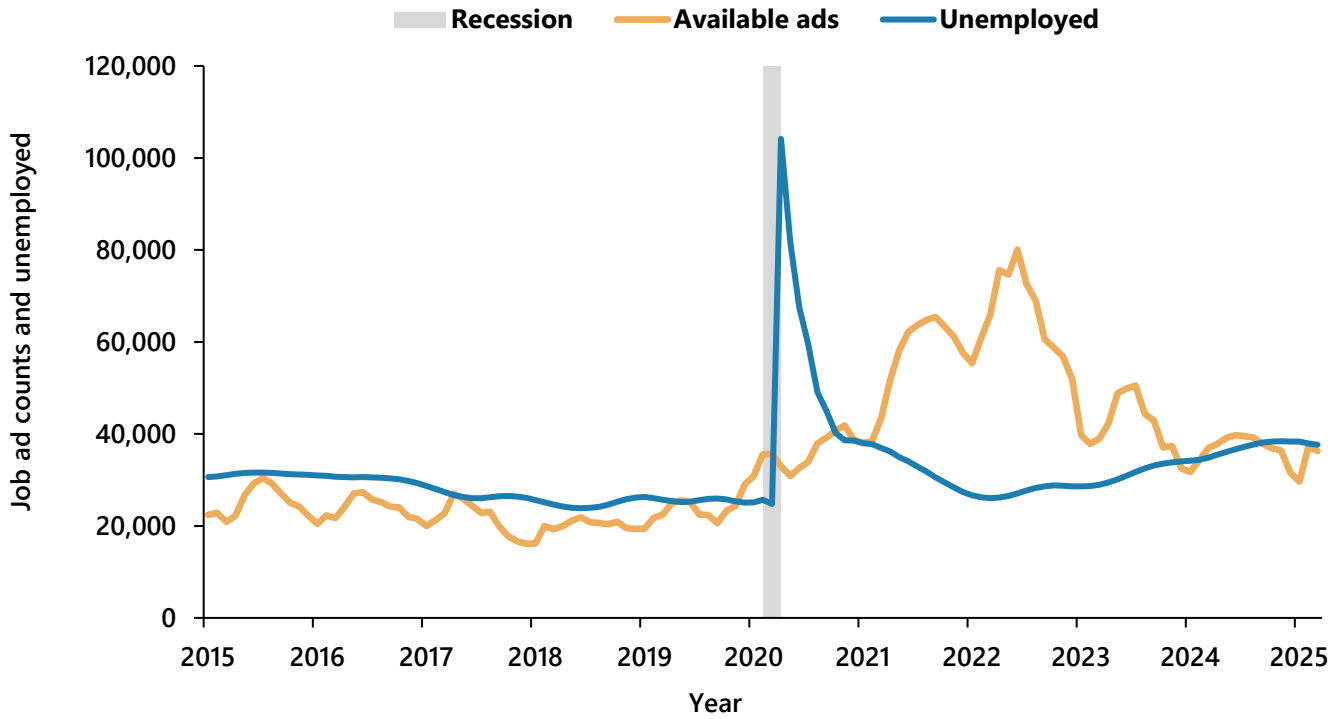
Though there was a reduction in job postings, data shown in Figure 1.13 suggests more of a return to pre-pandemic labor market conditions rather than deterioration. From 2021 to the end of 2024, the estimated number of job openings with online advertisements was far above the number of unemployed in the state. As previously stated, this is a favorable environment for working people but a difficult environment for business operation as finding workers is difficult when the labor market is that tight.

As unemployment increased and job postings decreased, Idaho in 2024 and early 2025 had a similar number of job ads and unemployed people. The latest data from March 2024 suggests there were 37,600 unemployed and 36,300 job postings — more in line with the unemployed reserve in the labor force observed in the years prior to the pandemic, as shown in Figure 1.13.

The Help Wanted OnLine® index from the Conference Board, plotted in Figure 1.14, is an alternate way to look at job demand. Indexed in July of 2018, it measures the changes in job postings from that date. Since it is an index with a common data value, Idaho and the U.S. should have the same value of 100 in July of 2018, but even long before that from 2008 to just after 2020, Idaho had very similar job demand to the U.S.

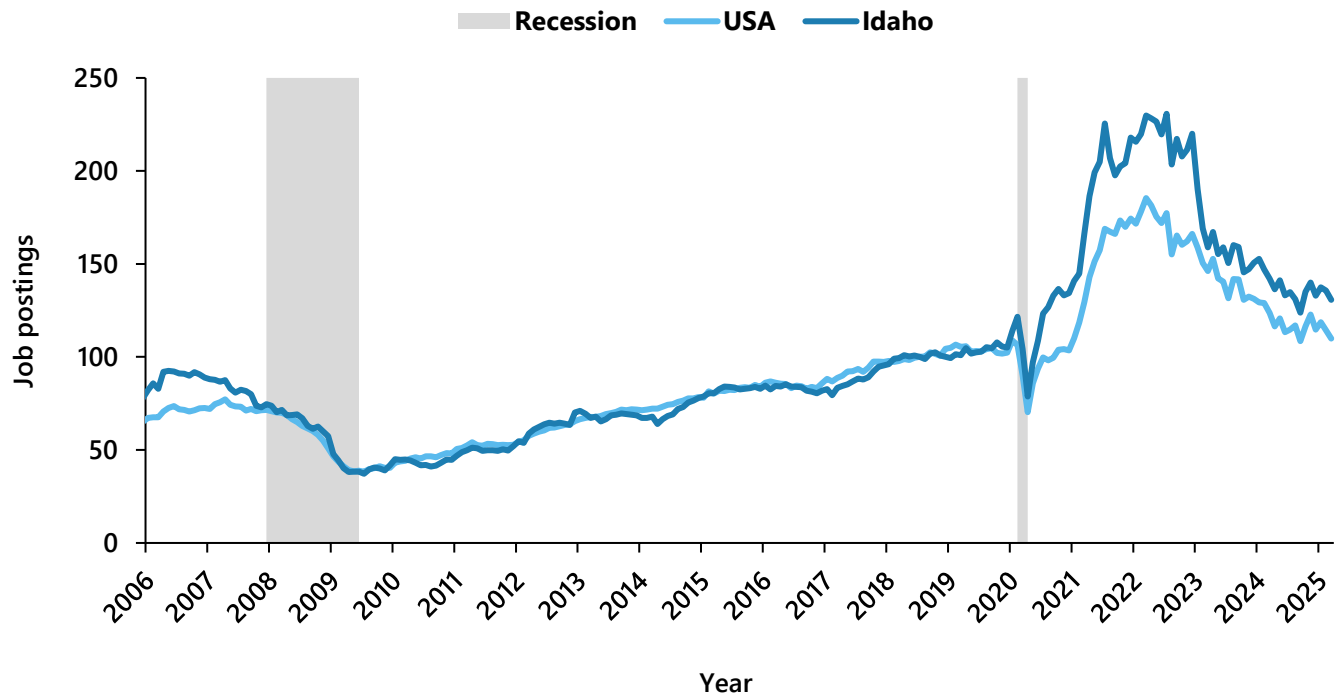
This changed after the pandemic-induced recession when Idaho had a relatively elevated peak index of 231 in July of 2022. The decline of job postings initiated in 2022 brought Idaho's index to an average of 137 in 2024 while the broader U.S. was at 119. By the beginning of 2025, Idaho sat with an index of 133, so 33% more postings than the index date in 2018.

**Figure 1.13. Unique available job ad counts and the number of unemployed, seasonally adjusted, Idaho, January 2015 through March 2024**



Source: Lightcast and The Conference Board, U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics 2015-2025

**Figure 1.14. The Conference Board Help Wanted OnLine® Index, U.S. and Idaho, December 2005 through March 2024**



Source: Lightcast and The Conference Board 2006-2025

## Section 2: Wages and income

Real wages grew in Idaho after a period of post-pandemic stagnation while some households saw declines in income. After adjusting for inflation, wage growth resumed in Idaho for the first time since 2021.

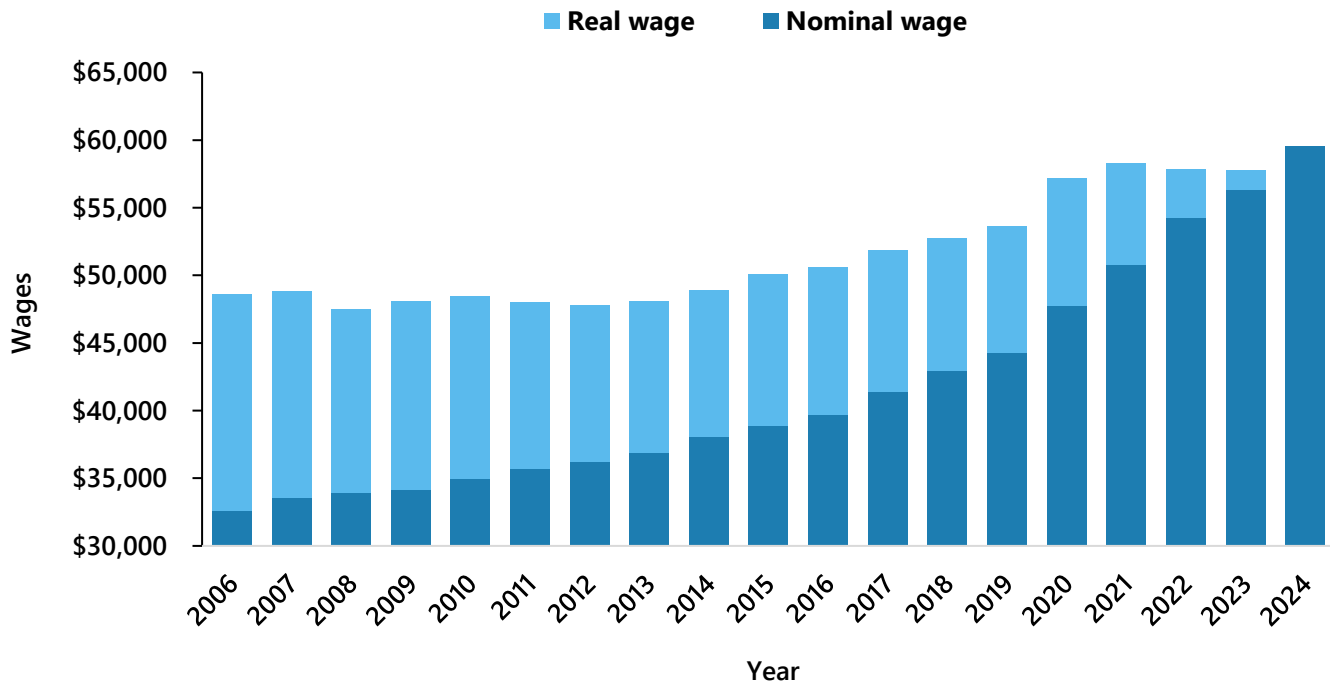
This growth drove increases in per capita personal income from wages which surpassed growth from speculative and rent assets as well as public assistance. Household income fell slightly, driven by declines in non-family households as family households experienced small increases in income. This is as poverty and some social assistance utilization also decreased.

### Idaho real wages increase

In 2024, Idaho experienced real wage growth for the first time since 2021. Nominal wages have increased for decades in Idaho, but this is not always the case for real wages, as visible in Figure 2.1. Real wages are distinct from nominal wages because they account for the estimated effects of inflation based on the cost of a variety of goods.

Instances of stagnating real wages occurred in years like 2008, 2012 and after the pandemic in 2022 and 2023. These instances were likely directly affected by the U.S. Federal Reserve's interest rate hikes, which are theorized to slow the rate of inflation (including the component of labor cost) through reducing economic activity. Accordingly, since interest rates were cut in September 2024, real wage growth resumed with 3% growth from 2023.

**Figure 2.1. Average annual wage, nominal and inflation adjusted (in 2023 dollars), Idaho, 2006-2024**



Source: Idaho Department of Labor, Quarterly Census of Employment and Wages, 2006-2024

Average annual wages by industry in Idaho are recorded in Figure 2.2. Average wages are calculated by total wages paid by the industry divided by average annual employment. The information sector had the highest average wage followed by mining, wholesale trade, financial activities, professional and business services, utilities, manufacturing, public administration and construction.

The 2024 average wage for all industries was \$59,574, as shown in Figure 2.2. This was found by dividing the total wages for all industries by the total average employment in Idaho. Industries below the average wage in 2024 were

health care and social assistance; transportation and warehousing; agriculture, forestry, fishing, and hunting; education; other services; retail trade; and leisure and hospitality.

Some of Idaho's largest industries were on the lower end of wages, including health care at 15% of Idaho's total job share as well as leisure and retail which were both about 11% of total job share.

**Figure 2.2. Average annual wage, by industry, Idaho, 2023-2024**

Economic sector	2024 avg. wage	Wage growth	2024 job share	Job growth
Information	\$95,072	7.80%	1.16%	-3.15%
Mining	\$93,223	0.66%	0.35%	4.37%
Wholesale trade	\$88,575	5.39%	4.15%	2.68%
Financial activities	\$83,041	7.91%	4.56%	-0.34%
Professional and business services	\$80,472	6.78%	12.69%	0.48%
Utilities	\$80,396	-1.44%	0.48%	2.77%
Manufacturing	\$79,182	9.56%	8.70%	0.39%
Public administration	\$68,000	6.83%	5.53%	2.96%
Construction	\$64,953	8.19%	8.10%	4.36%
<b>All industries</b>	<b>\$59,574</b>	<b>5.87%</b>	<b>100.00%</b>	<b>1.84%</b>
Health care and social assistance	\$58,599	4.46%	14.75%	4.35%
Transportation and warehousing	\$54,952	2.69%	3.69%	2.50%
Agriculture, forestry, fishing, and hunting	\$48,016	3.60%	2.89%	0.87%
Education	\$45,072	4.98%	8.12%	2.20%
Other services	\$44,613	4.29%	2.69%	3.96%
Retail trade	\$40,663	2.38%	10.99%	0.20%
Leisure and hospitality	\$24,808	2.75%	11.12%	0.74%

Source: Idaho Department of Labor, Quarterly Census of Employment and Wages, 2023-2024

Wage growth was substantial in manufacturing, construction and information with the only wage decline being in utilities at -1%.

Job growth was highest in mining, construction and health care. The largest decline in job growth took place in the information sector at -3%.

### Net earnings lead growth for per capita personal income

Adjusting for inflation, per capita personal income increased by \$1,091 in 2024 or about 2%. Looking at its individual elements, there were gains in all components including net earnings which hasn't happened since the 2020 and 2021 pandemic era. Additionally, growth in net earnings was the main source of growth for per capita personal income.

**Figure 2.3. Per capita personal income (in 2024 dollars) Idaho, 2007 - 2024**

Year	Per capita personal income	Net earnings	Dividends, interest and rent	Transfer receipts
2007	\$47,194	\$30,175	\$9,984	\$7,035
2008	\$45,820	\$28,317	\$9,759	\$7,744
2009	\$43,937	\$26,892	\$8,599	\$8,447
2010	\$44,359	\$26,912	\$8,391	\$9,057
2011	\$45,063	\$27,260	\$9,063	\$8,740
2012	\$46,006	\$27,454	\$9,939	\$8,612
2013	\$46,607	\$28,348	\$9,569	\$8,691
2014	\$47,755	\$28,891	\$9,967	\$8,897
2015	\$50,010	\$30,047	\$10,646	\$9,318
2016	\$50,620	\$30,284	\$10,881	\$9,454
2017	\$51,679	\$30,984	\$11,152	\$9,543
2018	\$53,186	\$32,076	\$11,343	\$9,767
2019	\$55,607	\$33,483	\$11,953	\$10,171
2020	\$59,485	\$34,776	\$12,207	\$12,502
2021	\$63,599	\$35,738	\$14,312	\$13,549
2022	\$60,744	\$34,965	\$13,891	\$11,888
2023	\$60,745	\$34,738	\$14,642	\$11,365
2024	\$61,836	\$35,574	\$14,771	\$11,490

Source: U.S. Bureau of Economic Analysis, GDP data, 2007-2024

After stagnating in 2023, personal income in 2024 made small gains. Personal income is income from net earnings, dividends, interest, rent and transfer receipts. Likewise, per capita personal income is the sum of all statewide personal income divided by the population.

Although net earnings — earnings from wages or income related to business ownership — decreased in 2023, they increased in 2024. Net earnings were the driving force for increases in per capita personal income for the year, though dividends, interest, rent and transfer receipts also increased slightly. This is distinct from 2023 when the only increase in personal income came from dividends, interest and rent. This is also different from 2020 when transfer receipts and income from government programs had the largest gains due to high utilization of government assistance during the COVID-19 pandemic.

The net earnings component of personal income has been increasing in dollar value per capita but decreasing in proportion since the 2008 recession. In 2007, net earnings were 63.9% of personal income while in 2008 they were only 61.8%. Net earnings were at their smallest proportion of 56.2% in 2021.

### Household income falls in 2023

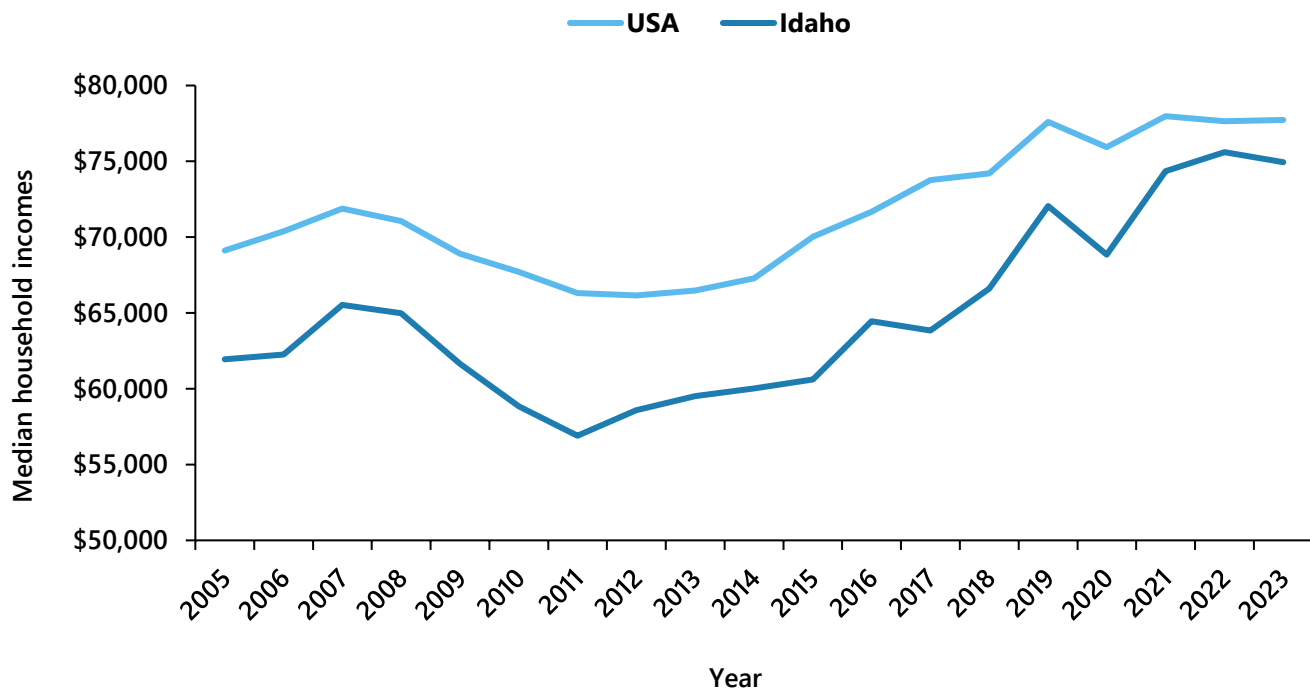
Median household income is like average income but avoids distortion from very low and high earners. It represents the middle income, more accurately reflecting what most people earn than an average which can be warped more easily by extreme incomes.

Median household income also combines incomes of all household members, unlike individual income. This is useful because living costs are shared in multi-person households but borne alone by single-person households. For example, a student earning minimum wage living alone faces higher costs than one living with parents.

As seen in Figure 2.4, Idaho's median household income was seen catching up with the national amount between 2021-2022, but a flat national income and a slight decrease for Idaho over the next year widened the gap again. Idaho's median household income declined from \$75,605 in 2022 to \$74,942 in 2023 inflation-adjusted dollars.

Idaho's median household income fell from 97% of the national median to 96% in 2023. Even so, this was still closer to the national median than it has been in previous decades — from 2005 to 2019, Idaho had an average median household income that was 89% of the national median.

**Figure 2.4. Median household income (in current dollars), U.S. and Idaho, 2005-2023**



Source: U.S. Census Bureau, American Community Survey, one-year estimates 2005-2023

Figure 2.5 further breaks down median household income in Idaho by household type. While family and married-couple family households increased in median income, nonfamily median household income declined enough to offset these gains. Nonfamily households encompass both households where it is occupied by a single person, or where other residents of the household are not related. This household often describes the situation of roommates who rent.

**Figure 2.5. Median household income (in current dollars), Idaho, select years between 2013-2023**

Household type	2013	2019	2020	2021	2022	2023	Change, 2013-23
<b>All households</b>	<b>\$59,517</b>	<b>\$72,042</b>	<b>\$68,841</b>	<b>\$74,351</b>	<b>\$75,605</b>	<b>\$74,942</b>	<b>25.9%</b>
Family	\$71,467	\$85,465	\$82,828	\$89,472	\$88,493	\$91,098	27.5%
Married-couple family	\$79,190	\$95,720	\$91,632	\$98,912	\$96,864	\$99,346	25.5%
Nonfamily	\$33,982	\$41,521	\$40,044	\$43,182	\$43,778	\$42,022	23.7%

Source: American Community Survey, one-year estimates 2013-2023

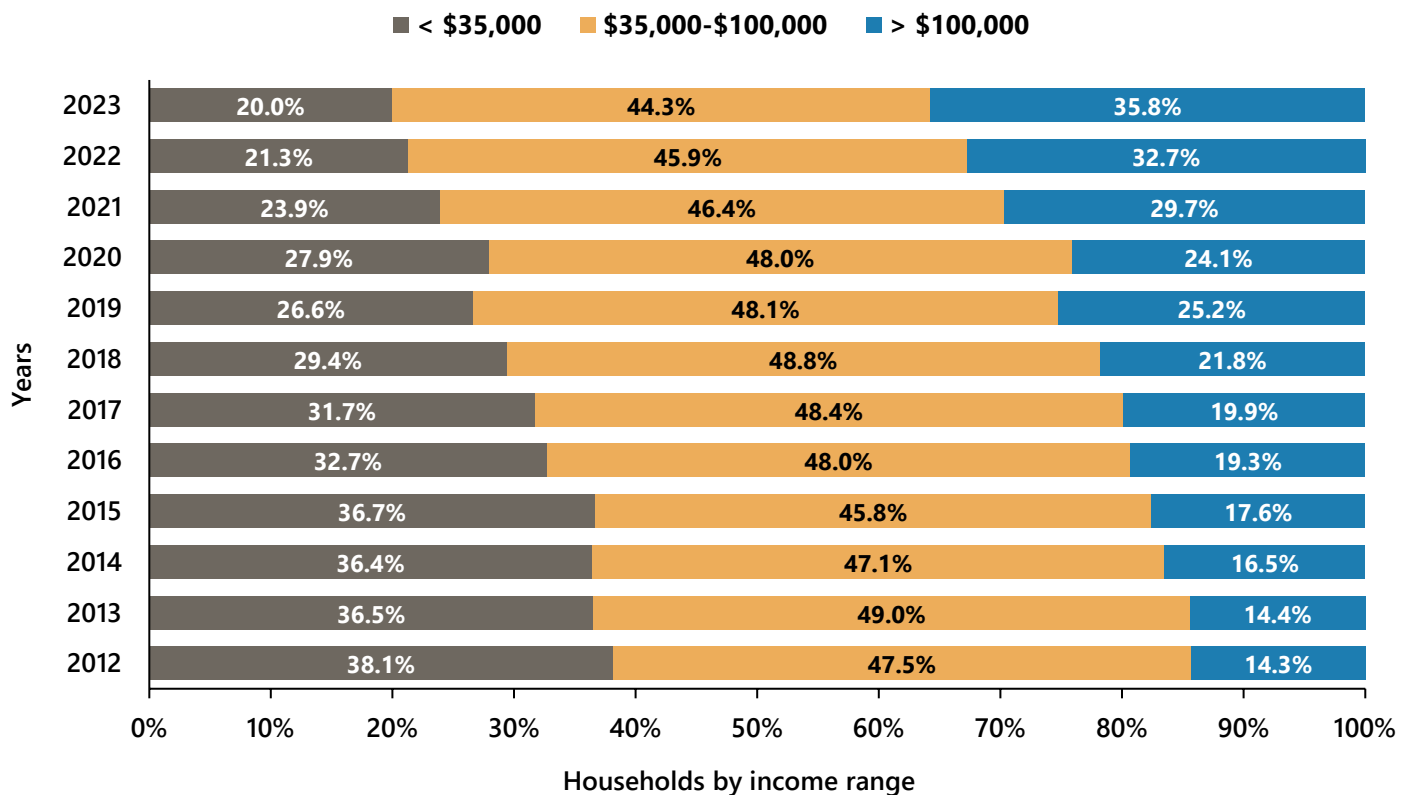
Nonfamily households are mostly occupied by individuals living alone. In Idaho in 2023, 24% of nonfamily households were over 65, lived alone and owned their homes. The next largest age demographic for this group were those aged 35 to 64 years old, representing 19% of all nonfamily households in Idaho.

The two age groups of homeowners living alone outnumbered the total number of nonfamily households who rent, both living alone and with roommates combined. Therefore, the decline in median household income among nonfamily households in 2023 was likely driven by homeowners living alone aged 35 or older. These households are limited in income by virtue of being the sole earner.

Additionally, those over 65 may also be retired which could further contribute to the decreased median household income in 2023. So, while family or married-couple households are likely to have two or more sources of income, the median household income in nonfamily households often represents the income of a single individual. This would make sense as the median income of nonfamily households in 2023 was less than half of family and married-couple family households.

Figure 2.6 shows trends in Idaho household income by income range. This figure is not inflation adjusted, so it's more of a measure on the effects of inflation on income. After 2015, the percentage of households making less than \$35,000 fell drastically to just 20% in 2023. This income translates to under \$3,000 dollars a month before taxes which, in the midst of rising housing costs, becomes less feasible every year. Households that can no longer be maintained at that wage have either increased their income or moved back into a larger household to share resources — both circumstances have increased Idaho's percentage of households earning more.

**Figure 2.6. Percentage of households by income range, not inflation adjusted, Idaho, 2012-2023**



Source: U.S. Census Bureau, American Community Survey, one-year estimates 2012-2023

The Census Bureau defines poverty on a scale dependent on income, age, family size and number of children. This is unique because it isn't geographically based like many poverty definitions. A family of five in Texas with three

children making less than \$36,000 in 2023 would be defined as just as impoverished as the same size and income family in Idaho.

Generally, in 2023, the threshold for poverty increased by about \$5,000 for each added family member starting at one person making \$15,480 and decreased by about \$1,000 for each child family member. In 2023, a three-person household with one child had a poverty line of \$24,526.

Looking at the most recent survey data, poverty rates for Idahoans fell from 10.7% to 10.1% in 2023. Child poverty also decreased by nearly 2%. Some measures of poverty were also reduced from 2022-2023, including the number of households receiving welfare and food stamps.

Decreases were also seen in the number of households receiving social security, retirement and supplemental security. The American Community Survey did not indicate a decline in the elderly population, so this trend could be from policy changes to assistance programs or an increase in the elderly returning to work.

On metrics of housing, there were some changes in 2023. The latest data indicates a 0.2% increase in homeownership to 72.5%. There was also an increase in renters and homeowners who paid 30% or more of their income for housing — these households are considered by the federal government as cost burdened. Cost-burdened homeowners and renters have been increasing since the pandemic as the existing housing stock has struggled to keep up with rapid state population growth.

**Figure 2.7. Percentage of households by household characteristics, Idaho, select years between 2013-2023**

Household characteristics	2013	2019	2020	2021	2022	2023
Poverty rate for all people	15.6%	11.2%	11.9%	11.0%	10.7%	10.1%
Poverty rate for children under 18	19.1%	13.2%	14.4%	13.1%	13.3%	11.5%
Households with earnings from a job	78.3%	77.9%	77.6%	77.3%	77.2%	77.4%
Households receiving Social Security	30.7%	32.1%	32.6%	32.8%	32.8%	32.3%
Households receiving retirement income	18.0%	25.5%	21.7%	25.1%	25.4%	25.3%
Households receiving Supplemental Security Income	5.1%	4.5%	4.6%	4.8%	4.8%	4.2%
Households receiving welfare cash payments	3.4%	2.3%	2.9%	4.0%	2.7%	2.4%
Households receiving food stamps	13.0%	8.3%	9.0%	8.4%	7.3%	7.0%
Homeownership rate	69.4%	71.6%	70.8%	71.9%	72.3%	72.5%
Renters paying 30% or more of income for housing	47.7%	46.7%	45.0%	46.7%	47.3%	49.9%
Homeowners paying 30% or more of income for housing	30.1%	23.6%	25.6%	25.8%	27.5%	28.6%

Source: U.S. Census Bureau, American Community Survey, one-year estimates 2013-2023

## 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, as well as show future demand for workers. The most recent long-term projections (2022-2032) highlight the following key findings:

- The average annual growth rate for total employment is projected to be 1.3%.
- The health care and social services industry sector is projected to lead statewide job growth with the most added jobs, followed closely by construction. Meanwhile, construction is projected to have the highest annual growth rate of any industry, followed by health care and transportation and warehousing.

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

### Industry projections show 1.3% future job growth rate

Idaho's employment is projected to grow by 120,000 jobs by 2032. This translates to 13.8% total growth or an annual growth rate of 1.3%. Figure 3.1 shows the projected growth rates for the state by industry, and as indicated, growth will come from a broad range of sectors.

Construction is forecasted to be the fastest-growing sector with a projected annual growth rate of 2.3%, while health care and social assistance is estimated to be the highest-growing industry, with a growth rate of 2%.

In terms of numerical job growth, the health care and social assistance, construction, and professional and business services sectors were projected to bring the most jobs into Idaho. Collectively, these three sectors account for roughly 32% of the employment share in the base year (2022) and 46% of total projected job growth. Projections anticipate the slowest growth to occur in public administration and mining.

**Figure 3.1. Base and projected total employment (industry and self-employed), Idaho, 2022-2032**

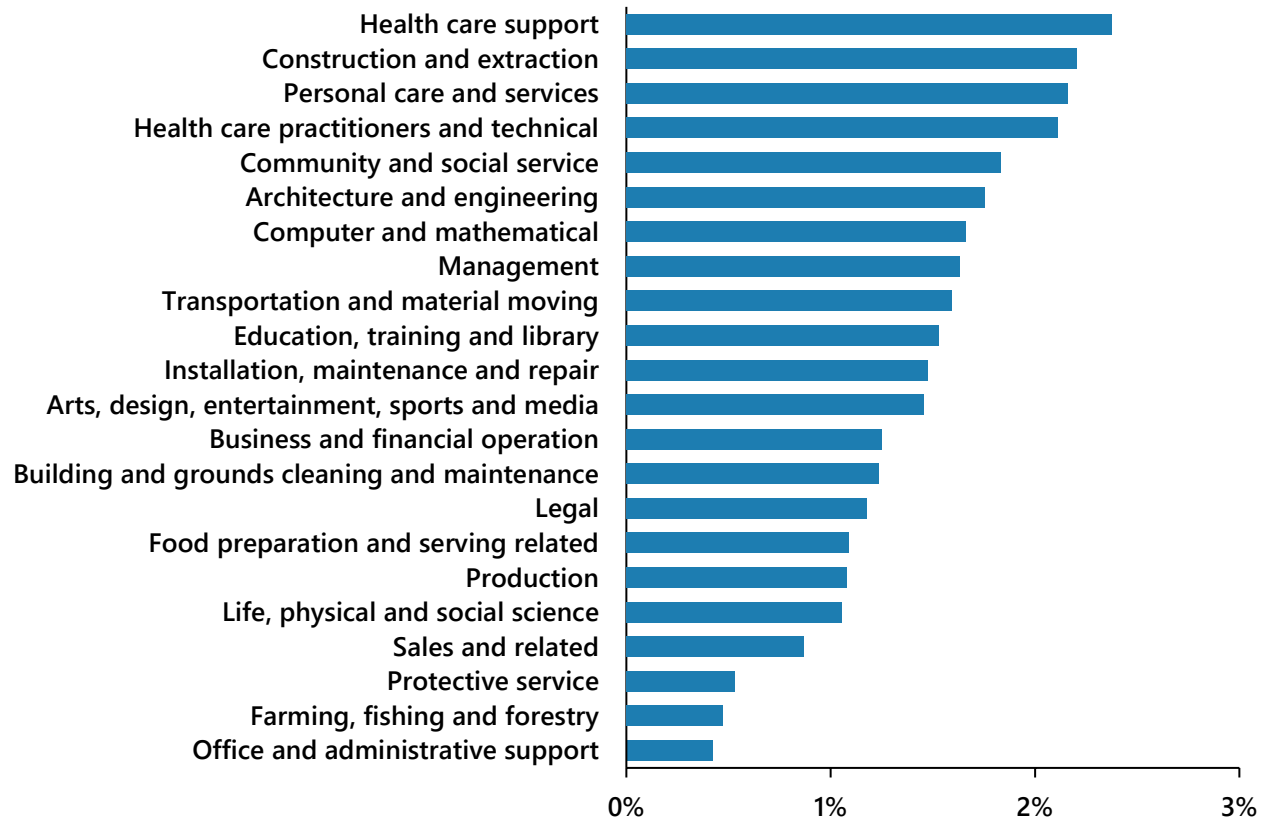
NAICS industry title	2022 employment	2032 projection	Net change	Annual growth
<b>Total all industries</b>	<b>875,946</b>	<b>996,885</b>	<b>120,939</b>	<b>1.3%</b>
Agriculture, forestry, fishing, and hunting	23,929	25,670	1,741	0.7%
Mining	2,840	3,020	180	0.6%
Construction	64,237	80,700	16,463	2.3%
Manufacturing	72,753	83,690	10,937	1.4%
Utilities	3,788	4,100	312	0.8%
Wholesale trade	34,268	38,300	4,032	1.1%
Retail trade	94,558	103,500	8,942	0.9%
Transportation and warehousing	30,587	36,075	5,488	1.7%
Information	9,907	10,650	743	0.7%
Financial activities	39,321	43,780	4,459	1.1%
Professional and business services	105,871	119,600	13,729	1.2%
Educational services	66,572	76,950	10,378	1.5%
Health care and social assistance	114,057	139,600	25,543	2.0%
Leisure and hospitality	89,969	102,450	12,481	1.3%
Other services (except government)	21,474	24,800	3,326	1.5%
Self employed	56,738	57,500	762	0.1%
Public administration	45,078	46,500	1,422	0.3%

Source: Idaho Department of Labor, Labor Market Information, Industry Projections, 2022-2032

### Occupational projections show rapid growth in health care and construction jobs

Projected annualized growth rates for the major occupational groups in Idaho are shown in Figure 3.2. Health care support (2.4%), construction and extraction occupations (2.2%) and personal care and service occupations (2.2%) were calculated 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 (2.4%), as well as health care practitioners and technical occupations (2.1%), reflects 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, 2022-2032**

Source: Idaho Department of Labor, Labor Market Information, Industry Projections, 2022-2032

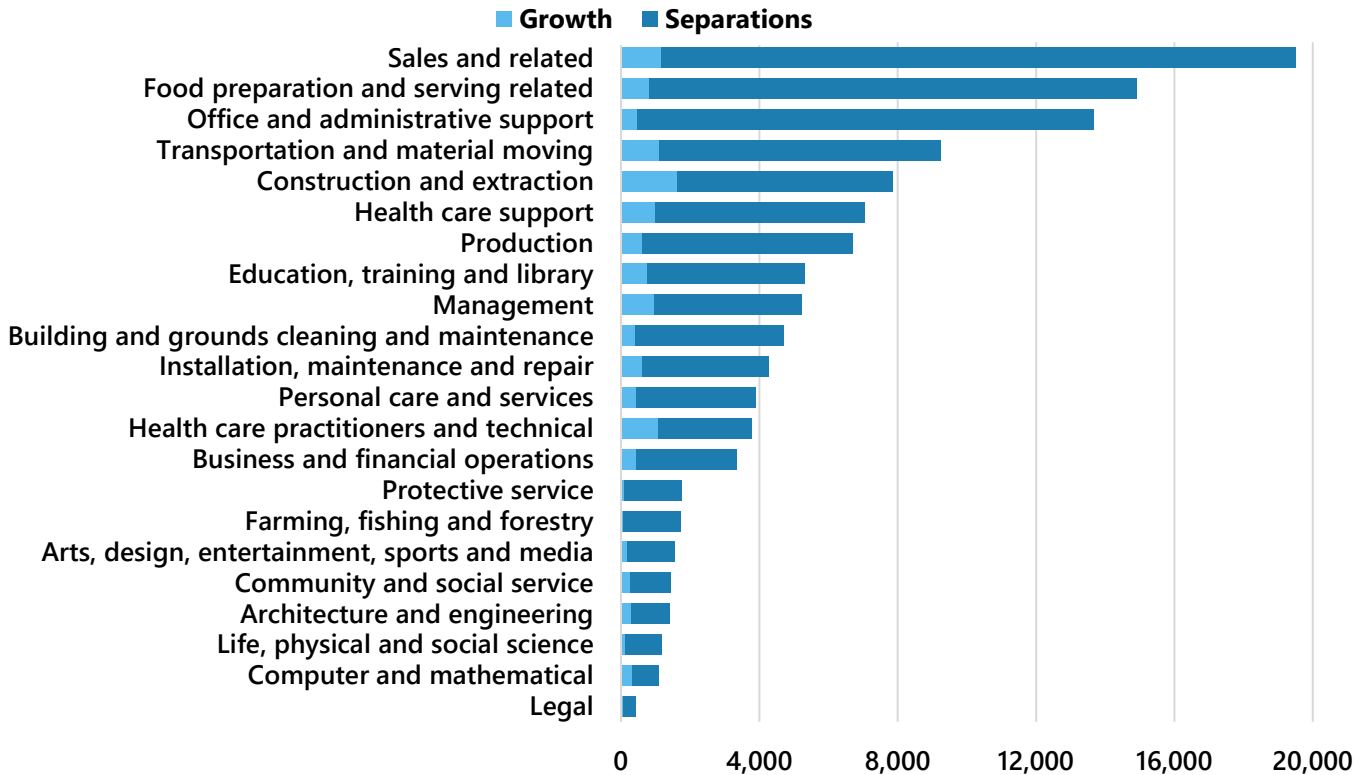
### Service sector jobs projected for most job openings

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 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.

The Idaho Department of Labor projects a total of about 120,000 openings each year due to growth and separations from 2022-2032. Figure 3.3 shows the projected annual openings for major occupation groups with sales, food service, and office and administrative jobs dominating projections.

**Figure 3.3. Projected annual openings due to growth and separations, Idaho, 2022-2032**



Source: Idaho Department of Labor, Labor Market Information, Industry Projections, 2022-2032

**Top occupations ranked by projected job openings**

Figures 3.4 to 3.8 show the projected top five occupations in Idaho for 2022-2032 broken out by educational requirement for entry. These figures also show the average annual job openings projected for 2022-2032 and the most recent 2023 data on wages for these roles.

The average annual wage demonstrates a link between educational attainment and monetary compensation by occupation. The 2023 average wage for the top five occupations requiring a high school education or less was \$31,073 per year, while for master’s or doctoral degrees the average wage was \$72,868.

**Figure 3.4. Idaho’s top five jobs typically requiring a high school education and their average annual openings projected for 2022-2032 with 2023 average wages**

Top five occupations, 2022 2032	Avg. annual openings	Annual avg. wage, 2023
Retail salespersons	10,187	\$31,450
Cashiers	4,459	\$29,432
Fast food and counter workers	4,236	\$27,872
Waiters and waitresses	3,222	\$29,702
Customer service representatives	2,786	\$38,771
		<b>\$31,073</b>

Source: Idaho Department of Labor, Labor Market Information, Industry Projections, 2022-2032

**Figure 3.5. Idaho's top five jobs typically requiring a postsecondary certificate and their average annual openings projected for 2022-2032 with 2023 average wages**

Top five occupations, 2022 2032	Avg. annual openings	Annual avg. wage, 2023
Heavy and tractor-trailer truck drivers	1,696	\$50,752
Nursing assistants	1,396	\$37,128
Medical assistants	669	\$40,664
Hairdressers, hairstylists, and cosmetologists	610	\$30,992
Automotive service technicians and mechanics	563	\$46,030

Source: Idaho Department of Labor, Labor Market Information, Industry Projections, 2022-2032

**Figure 3.6. Idaho's top five jobs typically requiring an associate degree and their average annual openings projected for 2022-2032 with 2023 average wages**

Top five occupations, 2022 2032	Avg. annual openings	Annual avg. wage, 2023
Forest and conservation technicians	257	\$51,875
Dental hygienists	208	\$82,742
Paralegals and legal assistants	178	\$48,194
Preschool teachers, except special education	154	\$28,434
Architectural and civil drafters	135	\$50,461

Source: Idaho Department of Labor, Labor Market Information, Industry Projections, 2022-2032

**Figure 3.7. Idaho's top five jobs typically requiring a bachelor's degree and their average annual openings projected for 2022-2032 with 2023 average wages**

Top five occupations, 2022 2032	Avg. annual openings	Annual avg. wage, 2023
General and operations managers	1,640	\$70,491
Teachers and instructors, all other	1,266	\$61,370
Registered nurses	1,226	\$80,142
Elementary school teachers, except special education	705	\$32,700
Accountants and auditors	440	\$61,630

Source: Idaho Department of Labor, Labor Market Information, Industry Projections, 2022-2032

**Figure 3.8. Idaho's top five jobs typically requiring a master's degree or greater and their average annual openings projected for 2022-2032 with 2023 average wages**

Top five occupations, 2022 2032	Avg. annual openings	Annual avg. wage, 2023
Lawyers	155	\$101,740
Educational, guidance, and career counselors and advisors	152	\$51,410
Rehabilitation counselors	147	\$58,240
Instructional coordinators	140	\$60,340
Physical therapists	133	\$93,100
		<b>\$72,868</b>

Source: Idaho Department of Labor, Labor Market Information, Industry Projections, 2022-2032

## Section 4: Regional economic highlights

### Northern Idaho

- 2023-24 population growth: 1.7%
- 2023-24 job growth: 0.5%
- 2023-24 average pay growth: 5.3% (not inflation adjusted)
- 2024 unemployment rate: 4.7%
- 2023 unemployment rate: 3.9%

Northern Idaho continued its long-running pattern of growth in 2024, adding more than 7,000 new residents to grow to a total population of over 282,000.

With a population growth rate of 1.7%, northern Idaho had the fastest growing population among Idaho's six sub-state regions. However, the region had the slowest job growth among sub-state regions at 0.5%. With employment growing relatively slowly compared to the population and the labor force, the region's unemployment rate rose from 3.9% in 2023 to 4.7% in 2024.

Perennially high levels of population growth have created strong sectors of employment growth in northern Idaho, particularly in construction and health care.

Construction has grown by 25% over the past five years and continued to grow in 2024, particularly in Kootenai County. Subdivision development continues in Hayden and on the prairie in northern Post Falls, and major new projects like the 2,800-unit Coeur Terre development in Coeur d'Alene indicate construction activity will remain strong in the coming years.

The growing population has also spurred major infrastructure improvements, including work on Idaho State Highway 41 (which connects the cities of Post Falls and Rathdrum) and the heavily trafficked interchange between Highway 41 and Interstate 90.

Health care continues to be a strong economic driver for the region, and Kootenai County in particular has seen new providers, hospitals and urgent cares in addition to expansions to existing facilities and new campuses for local hospitals.

In 2024, Northwest Specialty Hospital and Heritage Health both conducted expansions. Northwest Surgery Center opened a new outpatient surgery center in Post Falls and Post Falls ER & Hospital opened. Additionally, Kootenai Health began developing a new 30-acre medical campus in Post Falls.

Health care and social assistance currently comprises 16.8% of total employment in northern Idaho and continues to be one of the fastest growing and highest paying industries.

However, despite the strong performance of industries like construction, wholesale trade and health care, total employment growth in the region was relatively tepid, and seven out of 16 economic sub-sectors saw their employment decline slightly in 2024, weighed against the gains of growing sectors.

Most of the area's economic growth was centered in the region's urban core in Kootenai County, and the region's rural counties faced the challenges of aging demographics and relatively slow employment growth.

#### Other notable developments:

- Hagadone Hospitality broke ground on the new Sherman Tower, which will be a 15-story expansion of the Coeur d'Alene resort with 139 guest rooms. *Source: CDA Press*
- The Thomas George luxury high rise condominium tower was completed in Coeur d'Alene. *Source: CDA Press*

- Trader Joe's opened its Coeur d'Alene location, which became the third location in Idaho and the first outside the Treasure Valley. *Source: CDA Press*
- Two Marriott hotel projects began construction in Coeur d'Alene, including a Townplace Suites and a Marriott in downtown Coeur d'Alene. *Source: CDA Press*
- A new commercial development was built in Post Falls, named North Point Plaza, with a Grocery Outlet anchor tenant. *Source: CDA Press*
- The city of Post Falls approved a special use permit for the Panhandle Affordable Housing Alliance to build townhomes and duplexes in the city's community commercial services zoning district. *Source: CDA Press*
- Kootenai Health began construction to renovate and improve its Women's Imaging Center in Post Falls. *Source: CDA Press*

**Figure 4.1. Average employment and average wage growth by industry, inflation adjusted, northern Idaho, 2014-2024**

	2024 avg. employment	Job growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>99,258</b>	<b>1%</b>	<b>10%</b>	<b>26%</b>
Agriculture, forestry, fishing, and hunting	1,088	-20%	-2%	11%
Mining	1,211	6%	66%	15%
Utilities	647	0%	18%	15%
Construction	8,927	1%	25%	86%
Manufacturing	8,341	-3%	0%	7%
Wholesale trade	2,698	4%	22%	47%
Retail Trade	13,802	-1%	7%	13%
Transportation and warehousing	2,046	-1%	3%	10%
Information	1,192	0%	14%	31%
Financial activities	3,966	-2%	-6%	13%
Professional and business services	8,583	-1%	10%	19%
Educational services	6,163	-1%	2%	14%
Health care and social assistance	16,677	4%	12%	34%
Leisure and hospitality	15,593	1%	12%	39%
Other services	2,810	6%	20%	37%
Public administration	5,506	4%	5%	14%
	2024 avg. wage	Wage growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>\$54,963</b>	<b>3%</b>	<b>13%</b>	<b>24%</b>
Agriculture, forestry, fishing, and hunting	\$53,651	7%	4%	12%
Mining	\$105,424	-3%	3%	-6%
Utilities	\$90,416	2%	4%	19%
Construction	\$61,299	4%	13%	29%
Manufacturing	\$61,591	1%	7%	14%
Wholesale trade	\$85,686	0%	14%	29%
Retail trade	\$41,120	-1%	7%	11%
Transportation and warehousing	\$57,800	3%	9%	26%
Information	\$85,187	2%	22%	44%
Financial activities	\$74,463	6%	16%	32%
Professional and business services	\$69,119	4%	28%	53%
Educational services	\$44,338	3%	6%	11%
Health care and social assistance	\$63,442	4%	14%	32%
Leisure and hospitality	\$27,086	0%	14%	22%
Other services	\$42,410	0%	17%	40%
Public administration	\$67,127	3%	10%	19%

Source: Idaho Department of Labor, Quarterly Census of Employment and Wages, 2014-2024

## North central Idaho

- 2023-24 population growth: 0.3%
- 2023-24 job growth: 1.4%
- 2023-24 average pay growth: 4.4% (not inflation adjusted)
- 2024 unemployment rate: 3.7%
- 2023 unemployment rate: 3.1%

North central's population of nearly 116,000 increased by just under 300 residents in 2024. The 0.3% annual growth rate for the year was below both the 0.7% in 2023 as well as the three-year average annual population growth rate of 0.9%.

Latah County had the region's strongest annual population growth at 1.2%, adding nearly 500 net residents. The remaining four counties each reported population declines as positive migration growth was unable to fully offset natural population decreases (deaths outnumbered births).

Regional population growth rates over the most recent three-year period of 2021-2024 were led by Idaho County at 5%, followed by Latah at 4.4%, Clearwater at 2.5%, Lewis at 1.1% and Nez Perce at 0.8%. In 2024, 73.4% of the region's residents lived within the urban counties of Latah and Nez Perce, down from 73.6% in 2021.

Job growth within the region continued to be robust with a 1.4% annual rate increase and expansion of over 600 jobs. Over 80% of regional job growth in 2024 was concentrated in health care, education and construction. Health care, however, continued to have 100 fewer regional jobs filled in 2024 than it did in 2019, despite regional job postings being 75% higher in 2024 than in 2019.

Slight job declines occurred in leisure and hospitality, information, transportation and warehousing, professional and business services and manufacturing in 2024. Despite contributing over 1,000 regional jobs from 2019-2024, manufacturing jobs contracted in the region for the first time in 2024 since a previous decline seen over the 2017-2019 period.

In current dollars, average annual wages per employee in the region increased 4.4% to \$51,000. After accounting for inflation, average real wages per employee increased by 1.7% during the year compared to 3.2% statewide. The highest inflation-adjusted wage growth occurred in professional and business services (+4.3%), construction (+4.2%) and information (+3.2%).

The region's unemployment rate increased from 3.1% in 2023 to 3.7% in 2024 but remained in line with statewide averages. After starting out the year around 3.4% in the first quarter of 2024, unemployment rates rose closer to 4% throughout the second half. On average, the labor force gained 1,100 participants during the year, comprised of approximately 750 more employed people and an additional 350 unemployed people.

Significant economic developments during the year included a partial/full ownership change for Clearwater Paper and CCI/Speer — two of Lewiston's largest manufacturers — and the opening of the brand-new Pullman-Moscow Airport terminal in May 2024.

### Other notable developments:

- Clearwater Paper's Lewiston facility suffered equipment damage and temporarily suspended operations following a deep freeze weather event in January 2024. In October 2024, Clearwater Paper sold its tissue production assets to Sofidel America, but retained its paperboard and pulp division. Nearly 500 employees were transferred from Clearwater Paper to Sofidel America as a result of the transaction. *Source: Clearwater Paper*

- Vista Outdoor sold all of its bullet manufacturing operations to The Czechoslovak Group in November 2024. All of Lewiston’s assets and over 1,300 company employees, now called The Kinetic Group, were transferred to the new owner. *Source: Vista Outdoor*
- Significant developments for the University of Idaho included:
  - An \$11 million grant award from the National Institute of Health to create a biomedical research center targeting research on women’s health and nutrition. *Source: University of Idaho*
  - A six-year \$15 million grant by the National Science Foundation’s Biology Integration Institute to create the EMBER Institute with a specialized focus on drought and wildfire research on forest ecosystems. *Source: University of Idaho*
  - Approval from the Idaho State Board of Education to establish the School of Health and Medical Professions and expand the Huckabay Medical Education Building on the Moscow campus. *Source: Idaho State Board of Education*
- Four school districts — Culdesac, Highland, Kamiah and Lewiston — received a combined \$6 million in grants from the Idaho Career Ready Students Council to expand/upgrade their career technical education programs. *Source: Idaho Department of Education*

**Figure 4.2. Average employment and annual average wage growth by industry, inflation adjusted, north central Idaho, 2014-2024**

	2024 avg. employment	Job growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>45,549</b>	<b>1%</b>	<b>5%</b>	<b>7%</b>
Agriculture, forestry, fishing, and hunting	944	0%	3%	-10%
Mining	191	5%	-8%	-5%
Utilities	170	10%	12%	14%
Construction	2,605	4%	26%	53%
Manufacturing	5,730	0%	25%	20%
Wholesale trade	1,192	1%	-6%	3%
Retail trade	5,381	1%	6%	1%
Transportation and warehousing	1,000	-1%	-15%	-16%
Information	610	-2%	-7%	-8%
Financial activities	1,975	1%	6%	3%
Professional and business services	2,430	0%	9%	17%
Educational services	6,855	3%	4%	6%
Health care and social assistance	7,013	3%	-2%	7%
Leisure and hospitality	4,834	-1%	-3%	6%
Other services	1,092	-1%	7%	12%
Public administration	3,519	2%	-1%	-3%
	2024 avg. wage	Wage growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>\$51,473</b>	<b>2%</b>	<b>6%</b>	<b>12%</b>
Agriculture, forestry, fishing, and hunting	\$58,865	-3%	-1%	7%
Mining	\$79,596	-3%	7%	15%
Utilities	\$89,733	0%	5%	10%
Construction	\$55,717	4%	10%	24%
Manufacturing	\$67,186	2%	-1%	4%
Wholesale trade	\$62,107	1%	5%	9%
Retail trade	\$35,157	-1%	5%	5%
Transportation and warehousing	\$53,693	0%	0%	6%
Information	\$64,785	3%	42%	60%
Financial activities	\$72,666	1%	14%	20%
Professional and business services	\$60,968	4%	24%	31%
Educational services	\$52,164	1%	-5%	6%
Health care and social assistance	\$51,542	3%	7%	14%
Leisure and hospitality	\$21,477	1%	8%	15%
Other services	\$38,000	2%	16%	23%
Public administration	\$61,342	0%	6%	12%

Source: Idaho Department of Labor, Quarterly Census of Employment and Wages, 2014-2024

## Southwestern Idaho

- 2023-24 population growth: 1.6%
- 2023-24 job growth: 2.6%
- 2023-24 average pay growth: 7.4% (not inflation adjusted)
- 2024 unemployment rate: 3.6%
- 2023 unemployment rate: 3.0%

From 2023-2024, southwestern Idaho had the fastest job growth rate among Idaho's regions at 2.6% with new jobs distributed across all sectors except financial activities which declined 1.7%.

On the county level, Ada's share of employment growth was 62% and Canyon's was 31%, while the smaller counties contributed 7% of the growth. Owyhee led the smaller counties with 3.4% of the job growth share and Payette was second with 1.9%. Washington county experienced negative growth, losing 1%.

Over the past decade, the transportation and warehousing sector of southwestern Idaho has grown by 103%. Many believe the recent regional warehousing activity has been stoked by the high-volume I-84 providing access for growing industries in need of distribution centers.

The region's information sector paid the highest average wage in 2024 at \$106,761. Information technology firms pay higher wages to occupations such as software engineers, database administrators or software developers which were once in great demand but have normalized recently. A greater share of high paying jobs in the information sector may have also occurred due to the closing of some movie theaters and the continued shift from print to digital for newspapers and broadcasters.

Southwestern Idaho's manufacturing industry had the fastest growing wage with a jump of 13.8% from 2023. It was also one of the highest average wage levels at \$97,425. Despite high wages, manufacturing employment growth was flat across the region with its approximately 33,000 workers growing by just 0.3% or 94 jobs. This is likely due to the automation of repetitive tasks requiring workers to have more troubleshooting and technical skills. With industry turnover rates declining, this could potentially result in less replacement hires in the future and reduce training costs.

Construction created the second highest number of jobs in the region, increasing by almost 1,700 from 2023. The industry has continued to expand since 2014 with employment growth of 113%. Both infrastructure and industrial projects are filling the pipeline for the next three to five years.

Residential construction has slowed in the past couple of years with higher interest rates and slower population growth since the pandemic. However, affordable housing projects financed by municipalities or nonprofit organizations continued to garner both attention and accolades in 2024.

The health care sector expanded by over 3,000 jobs during 2023 with a 5.3% growth rate amidst smaller providers leaving the market. Saltzer Health closed 11 clinics in 2024 with St. Alphonsus absorbing a portion in Meridian and Nampa. St. Luke's is continuing to expand its downtown Boise campus with a second tower under construction. West Valley Medical Center in Caldwell closed its labor and delivery unit amid staffing shortages.

### Other notable developments:

- Micron hosted a ribbon cutting at its newly constructed Early Learning Center. It is open to Micron employees' children and offers a curriculum based around STEM education. Progress also continues on the construction of Micron's \$15 billion research and development fabrication plant which will enhance production of dynamic random-access memory (DRAM) semiconductor chips. Production is expected to start in 2027. In addition, Micron partnered with the College of Western Idaho to establish an Advanced Mechatronics Engineering Technology program for development of its workforce. *Sources: KTVB News, Idaho Education News, College of Western Idaho*

- The University of Idaho opened a \$12.1 million, 9,600-square-foot research and development facility in Parma. The state-of-the-art laboratories will conduct research into specialty fields such as nematology, pomology, plant pathology, microbiology and hops quality. *Sources: Idaho Press and University of Idaho*
- Great American Snacks, owned by Canadian McCain Foods, shuttered its facility in Nampa and laid off 250 workers. *Source: Idaho Press and KTVB News*
- Heartland RV closed its Nampa manufacturing plant and laid off 70 workers. *Source: RV Travels and WARN Notice, Idaho Department of Labor*
- Vallivue School District broke ground on two new elementary schools to support its growing student enrollment, funded by a \$78 million bond passed in 2023. *Source: Idaho News 6*
- The YMCA in Boise broke ground on its new facility with a cost estimate of \$80 million. *Source: Idaho Statesman*
- In-N-Out Burger franchises opened in Meridian and Boise with long lines signaling pent-up demand for the popular franchise. *Source: Idaho Statesman*

**Figure 4.3. Average employment and annual average wage growth by industry, inflation adjusted, southwestern Idaho, 2014-2024**

	2024 avg. employment	Job growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>410,471</b>	<b>3%</b>	<b>15%</b>	<b>40%</b>
Agriculture, forestry, fishing, and hunting	6,593	6%	-1%	2%
Mining	416	6%	57%	48%
Utilities	1,999	3%	19%	15%
Construction	36,178	5%	36%	113%
Manufacturing	33,068	0%	5%	24%
Wholesale trade	18,663	4%	21%	39%
Retail trade	42,833	1%	7%	21%
Transportation and warehousing	18,134	5%	51%	103%
Information	4,440	2%	-4%	-14%
Financial activities	20,772	-2%	14%	43%
Professional and business services	57,016	2%	17%	43%
Educational services	29,983	3%	15%	30%
Health care and social assistance	60,756	5%	18%	42%
Leisure and hospitality	44,211	1%	13%	49%
Other services	11,728	4%	14%	46%
Public administration	23,618	4%	5%	13%
	2024 avg. wage	Wage growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>\$64,668</b>	<b>5%</b>	<b>12%</b>	<b>22%</b>
Agriculture, forestry, fishing, and hunting	\$47,341	3%	8%	21%
Mining	\$94,805	1%	27%	-15%
Utilities	\$73,354	-7%	-30%	-27%
Construction	\$69,171	6%	18%	29%
Manufacturing	\$98,654	14%	8%	4%
Wholesale trade	\$97,425	5%	16%	34%
Retail trade	\$43,210	-1%	6%	14%
Transportation and warehousing	\$54,442	0%	-4%	2%
Information	\$106,761	8%	58%	70%
Financial activities	\$89,827	7%	15%	32%
Professional and business services	\$81,635	6%	23%	52%
Educational services	\$45,143	1%	-1%	10%
Health care and social assistance	\$63,412	1%	7%	15%
Leisure and hospitality	\$25,845	0%	14%	34%
Other services	\$46,496	3%	14%	37%
Public administration	\$73,353	4%	9%	17%

Source: Idaho Department of Labor, Quarterly Census of Employment and Wages, 2014-2024

## South central Idaho

- 2023-24 population growth: 1.0%
- 2023-24 job growth: 1.2%
- 2023-24 average pay growth: 4.1% (not inflation adjusted)
- 2024 unemployment rate: 3.4%
- 2023 unemployment rate: 3.0%

South central Idaho's 2024 over-the-year population growth rate was 1.3%, lower than the state's growth rate of 1.5%, but higher than its 2023 population growth rate of 1.1%. While the region is estimated to have added 2,890 new residents since 2023, its percentage of the statewide population has remained flat at 11%.

Despite south central Idaho's population growth rate increasing in 2024, job growth declined from 2.3% to 1.2% as the economy cooled from recent post-pandemic highs. Even so, the region added over 1,100 jobs in 2024, with the largest percentage gains in the industries of construction, utilities, wholesale trade, and health care and social assistance. This growth was offset by minor losses in the industries of mining, information, financial activities, professional business services, and transportation and warehousing.

Wage growth remained strong at 4.1% on a current dollar basis over the year, averaging a little over \$50,000 per worker. Factoring inflation, real wages grew 1.2% over the year. Inflation-adjusted wage gains were highest in professional and business services (+7%), educational services (+6%) and information (+5%). This real wage growth was offset by real wage declines in mining (-3%), manufacturing (-2%), leisure and hospitality (-2%), retail trade (-1%) and utilities (-1%) respectively.

South central's unemployment rate rose modestly to 3.4% in 2024 from 3% in 2023 as the labor market continued to cool from the elevated demand of past years. However, demand for labor was still very high in the region with the second lowest unemployment rate in the state, right behind eastern Idaho's rate of 3.3%.

Developments for the region in 2024 included a mix of workforce housing projects, new firms entering the Magic Valley, expansions of existing firms and additional technical education opportunities for the community.

### Other notable developments:

- Idaho Milk Products has announced an ice cream plant in Jerome. The project is planned to be completed in early 2026. *Source: BoiseDev*
- The Hagerman Joint School District received over \$800,000 in grant funding to construct a food science lab for its Agriculture and Food Science Program. *Source: KMVT*
- DOT Foods has announced a \$22 million expansion to their distribution center in Burley, which will add an additional 68,000 square feet of warehouse space. *Source: KMVT*
- The College of Southern Idaho has broken ground on a transportation technology center that will hold the college's heavy equipment agriculture technology and diesel technology programs. *Source: KMVT*
- Food processing distributor Nelson-Jameson has completed its distribution center in Jerome. *Source: KMVT*
- Food processor Mart Group has completed their frozen baked potato plant in Rupert. *Source: Magic Valley Times News*
- Bluebird Village, a 51-unit workforce housing project in Ketchum completed construction. *Source: Idaho Mountain Express*

**Figure 4.4. Average employment and annual average wage growth by industry, inflation adjusted, south central Idaho, 2014-2024**

	2024 avg. employment	Job growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>98,858</b>	<b>1%</b>	<b>8%</b>	<b>20%</b>
Agriculture, forestry, fishing, and hunting	11,255	1%	5%	15%
Mining	173	-18%	5%	4%
Utilities	660	4%	11%	17%
Construction	7,394	5%	37%	91%
Manufacturing	12,327	2%	19%	34%
Wholesale trade	3,943	3%	7%	15%
Retail Trade	11,106	0%	8%	19%
Transportation and warehousing	4,166	-2%	-1%	0%
Information	855	-4%	-10%	-12%
Financial activities	2,748	-3%	-3%	10%
Professional and business services	7,402	-2%	-7%	-9%
Educational services	7,227	2%	5%	13%
Health care and social assistance	12,057	3%	14%	29%
Leisure and hospitality	10,831	2%	10%	29%
Other services	2,495	0%	-4%	15%
Public administration	4,194	1%	-2%	4%
	2024 avg. wage	Wage growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>\$50,986</b>	<b>1%</b>	<b>9%</b>	<b>20%</b>
Agriculture, forestry, fishing, and hunting	\$47,633	0%	2%	18%
Mining	\$54,271	-3%	10%	23%
Utilities	\$77,427	-1%	-8%	0%
Construction	\$59,426	3%	14%	26%
Manufacturing	\$60,889	-2%	-1%	7%
Wholesale trade	\$77,091	1%	13%	25%
Retail trade	\$37,666	-1%	5%	14%
Transportation and warehousing	\$57,556	1%	8%	23%
Information	\$66,776	5%	23%	35%
Financial activities	\$71,907	3%	14%	31%
Professional and business services	\$60,753	7%	31%	47%
Educational services	\$42,293	6%	8%	15%
Health care and social assistance	\$54,698	2%	10%	15%
Leisure and hospitality	\$25,555	-2%	13%	23%
Other services	\$44,175	0%	9%	17%
Public administration	\$55,917	4%	11%	19%

Source: Idaho Department of Labor, Quarterly Census of Employment and Wages, 2014-2024

## Southeastern Idaho

- 2023-24 population growth: 0.6%
- 2023-24 job growth: 1.6%
- 2023-24 average pay growth: 4.3% (not inflation adjusted)
- 2024 unemployment rate: 3.6%
- 2023 unemployment rate: 3.1%

Southeastern Idaho saw continued employment growth with some modest population growth. Wage growth from 2023 was at 4.3% and when adjusted for inflation amounted to a real wage growth of 1.6%. The region's unemployment rate has moved in tandem with the state's as it increased from 3.1% to 3.6% in 2024.

The region saw an increase of about 1,000 residents in 2024. Of that growth, 42% was from natural growth (births minus deaths) and 58% was from in-migration. Bannock and Bingham counties had the most population change with the addition of 400-500 residents while Bear Lake County had the least growth with out-migration driving population change into a net negative for the county.

Average employment rose 2% year over year in 2024. Mining had the most job growth at 6% as it went from 700 to 800 jobs in the region. Mining growth has also been significant in the last decade with new projects increasing employment by 74%.

Other industries with high growth in 2024 included transportation and business services both up by 5% and construction and health care both up by 4%. Industries that declined were leisure and hospitality down 3% but up 30% over the decade and information which saw a 7% reduction in employment and a continued decline of 37% over the past decade.

Southeastern Idaho had a 4.3% increase in wages that, after adjusting for inflation, was still 1.6% in 2024. The region's median wage for all industries was \$48,589. Despite increasing 12% over the decade, southeastern Idaho lagged behind other regions in 2024 for its average wage. Industries with the most inflation adjusted wage growth were the education and construction industries at 6% and the information and public administration industries at 4%. Wages for the utilities industry decreased 6% after inflation as did manufacturing and mining at 3%.

### Other notable developments:

- Clearway Energy Group began operating the Cedar Creek Wind Farm. The 152-megawatt farm east of the city of Firth has the capability to power 41,000 homes annually. The project, initially approved in 2008, amounted to a \$250 million dollar investment and created 175 jobs with 250,000 hours of labor. *Source: Clearwater Energy Group*
- The Bureau of Land Management approved a plan by Burns Industries to mine limestone in Wolverine Canyon. The plan also approved 51 acres of facilities and roads to store and transport the limestone to the batch plant located in Idaho Falls. The mine is expected to yield limestone in 20-acre phases for the next 100 years with plans to begin reclaiming in 2124. *Source: Idaho State Journal*
- Onsemi, formally ON Semiconductor, closed its last facilities in Pocatello. After its plant was purchased by LA Semiconductor in 2022, the company began to reduce employment in its other facilities culminating in its final closure. *Source: Idaho State Journal*
- Pocatello became the first city in Idaho to receive Google Fiber. Construction began in the Alameda neighborhood and took a year to complete. At launch, the available gigabit of upload and download speed could be obtained for \$70 a month. *Source: Idaho State Journal*

- Lamb Weston opened a new french fry processing line in American Falls, adding an estimated 135 jobs to the region. The new 600,000-square-foot plant is capable of producing 1.1 million pounds of frozen potato products. *Source: Potato Pro, Idaho State Journal*
- Riverbend Elementary School opened in Blackfoot. The \$23.9 million bond approved for the construction translated to 46,500 square feet and 23 classrooms with a capacity for 450 students. *Source: East Idaho News*

**Figure 4.5. Average employment and annual average wage growth by industry, inflation adjusted, southeastern Idaho, 2014-2024**

	2024 avg. employment	Job growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>68,886</b>	<b>2%</b>	<b>8%</b>	<b>17%</b>
Agriculture, forestry, fishing and hunting	2,503	0%	1%	-4%
Mining	839	6%	6%	74%
Utilities	289	0%	-3%	0%
Construction	4,669	4%	33%	69%
Manufacturing	7,395	3%	6%	23%
Wholesale trade	2,662	2%	5%	0%
Retail trade	7,503	0%	5%	8%
Transportation and warehousing	1,962	5%	9%	20%
Information	446	-7%	-18%	-37%
Financial activities	2,109	3%	-2%	-25%
Professional and business services	5,779	5%	4%	21%
Educational services	8,551	0%	12%	17%
Health care and social assistance	11,118	4%	15%	26%
Leisure and hospitality	6,859	-3%	7%	30%
Other services	1,551	0%	15%	25%
Public administration	4,639	0%	-1%	1%
	2024 avg. wage	Wage growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>\$48,589</b>	<b>2%</b>	<b>5%</b>	<b>12%</b>
Agriculture, forestry, fishing and hunting	\$46,088	1%	6%	12%
Mining	\$83,262	-3%	-6%	18%
Utilities	\$85,301	-6%	-14%	-7%
Construction	\$56,877	6%	11%	22%
Manufacturing	\$65,588	-3%	2%	-6%
Wholesale trade	\$67,104	0%	17%	17%
Retail trade	\$33,502	-1%	5%	15%
Transportation and warehousing	\$53,340	0%	3%	16%
Information	\$41,064	4%	-1%	11%
Financial activities	\$63,645	3%	9%	21%
Professional and business services	\$56,467	-1%	19%	35%
Educational services	\$42,542	6%	0%	7%
Health care and social assistance	\$50,461	1%	3%	15%
Leisure and hospitality	\$19,585	1%	3%	12%
Other services	\$38,526	0%	8%	14%
Public administration	\$54,743	4%	5%	13%

Source: Idaho Department of Labor, Quarterly Census of Employment and Wages, 2014-2024

## Eastern Idaho

- 2023-24 population growth: 1.4%
- 2023-24 job growth: 2.0%
- 2023-24 average pay growth: 4.9% (not inflation adjusted)
- 2024 unemployment rate: 3.3%
- 2023 unemployment rate: 2.6%

In 2024, the nine-county eastern Idaho region experienced relatively solid labor market stability with overall improved industry wage and job growth since 2023. Despite having the state's lowest regional unemployment rate at 3.3%, there was a minor increase in unemployment over the year, consistent with state and national trends.

The eastern Idaho labor market remained fairly tight in 2024 with general increases in job postings across industries. A favorable hiring climate for employers in the region bolstered faster employment growth and job creation.

By the end of 2024, some key labor market indicators in eastern Idaho exceeded 2023 measures, including employment up 2%, labor force up 5.8% and average wages up 4.9%. In the past five years, despite a short recession, the region saw employment up 17%, labor force up 14.1% and average wages up 5%.

While eastern Idaho's employment growth from 2023-2024 slowed to 2%, or 2,232 workers, there were still industry sectors with significant employment gains, such as other services (+10%) which includes services like dry cleaning, laundry, personal care, pet care and photo finishing. The industries of construction (+6%); mining (+6%); health care, including social assistance (+4%); and utilities (+4%) also grew in employment.

Information industry employment — such as publishing, broadcasting, telecommunications and data processing — saw a decline in the region in 2024 (-5%). Wholesale trade, education services and financial activities industry employment in the region was static over the year, neither growing nor declining.

Non-seasonally adjusted average annual wages in eastern Idaho accelerated to about 5% net growth between 2023 and 2024, compared to net zero wage growth from 2022 to 2023. Notable average annual wage growth realized among certain industry sectors, corresponding with stable labor demand, included utilities (+8%), construction (+6%), professional and business services (+4%), and public administration (4%).

Conversely, certain regional industries exhibited over-the-year average wage declines, such as mining (-12%) and other services (-1%). Industries that saw net zero average wage change were agriculture, forestry, fishing and hunting; retail trade; transportation and warehousing; information; health care and social assistance; and leisure and hospitality. However, all of these industries still enjoyed positive short-term wage growth from 2019 to 2024, except mining.

It's yet to be seen how employment will respond next year in regional industries like retail trade, health care, mining, and transportation and warehousing which all still managed to enjoy employment gains despite net zero or declining wage trends.

The purchasing power of goods and services on a typical eastern Idaho worker's wage in 2024 began to improve with overall pay increases across industries, closing the gap of a rising cost of living. Many local employers began to reward higher wages to attract and retain employees.

While regional employment has recently slowed, it is still growing year over year. Meanwhile, wages between industry sectors changed at unequal rates from 2023-2024, including only 2% overall wage growth when aggregating all industries.

### Other notable developments:

- Idaho Advanced Energy Consortium (IAEC) created the Intermountain-West Nuclear Energy Corridor Tech Hub, a partnership between Idaho and Wyoming, in response to the U.S. Department of Commerce's

Economic Development Association's funding opportunity for Technology Hubs. It is the only nuclear energy-focused Tech Hub in the nation, solidifying the region as the epicenter of the nation's energy transition. *Source: KMVT*

- It was an extraordinarily active wildfire season affecting the region in 2024. Between the Sawtooth Wilderness and Salmon-Challis National Forest, over 200,000 total acres were burned. *Source: Post Register, InciWeb and KIFI*
- \$42.5 million in Federal Aviation Administration grants were awarded to Idaho Falls Regional Airport for terminal expansion. *Source: KIFI and East Idaho News*
- \$23.2 million in supplemental levies passed in eight school districts across the region. *Source: East Idaho News*
- The \$30 million Sherman Park Workforce Housing Development Agreement between the city of Victor and the developer was approved for a 90-unit complex. *Source: Teton Valley News*
- The \$36 million Idaho Falls Power Peaking Plant and Clean Energy Research Park broke ground in Idaho Falls. *Source: East Idaho News*

**Figure 4-6. Average employment and annual average wage growth by industry, inflation adjusted, eastern Idaho, 2014-2024**

	2024 avg. employment	Job growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>111,592</b>	<b>2%</b>	<b>17%</b>	<b>36%</b>
Agriculture, forestry, fishing, and hunting	2,278	2%	1%	-7%
Mining	156	6%	58%	-32%
Utilities	305	4%	4%	7%
Construction	8,329	6%	40%	100%
Manufacturing	6,779	2%	13%	35%
Wholesale trade	4,386	0%	8%	-16%
Retail trade	12,926	1%	11%	23%
Transportation and warehousing	3,859	1%	24%	38%
Information	995	-5%	-14%	-19%
Financial activities	3,837	0%	17%	44%
Professional and business services	19,542	1%	12%	42%
Educational services	9,681	0%	13%	27%
Health care and social assistance	17,864	4%	29%	63%
Leisure and hospitality	12,527	1%	21%	52%
Other services	2,726	10%	15%	34%
Public administration	5,380	3%	3%	10%
	2024 avg. wage	Wage growth 2023 24	2019 24	2014 24
<b>All industries</b>	<b>\$54,046</b>	<b>2%</b>	<b>5%</b>	<b>15%</b>
Agriculture, forestry, fishing, and hunting	\$45,784	0%	4%	19%
Mining	\$92,530	-12%	-13%	-28%
Utilities	\$100,232	8%	14%	16%
Construction	\$59,779	6%	14%	23%
Manufacturing	\$55,625	3%	2%	20%
Wholesale trade	\$65,699	1%	9%	19%
Retail trade	\$36,586	0%	6%	13%
Transportation and warehousing	\$50,190	0%	3%	12%
Information	\$53,700	0%	10%	19%
Financial activities	\$61,557	1%	8%	19%
Professional and business services	\$91,813	4%	7%	20%
Educational services	\$43,987	3%	1%	5%
Health care and social assistance	\$46,506	0%	1%	7%
Leisure and hospitality	\$20,830	0%	8%	22%
Other services	\$37,065	-1%	10%	22%
Public administration	\$64,814	4%	7%	14%

Source: Idaho Department of Labor, Quarterly Census of Employment and Wages, 2014-2024

## Section 5: Economic comparisons with other states

Idaho is consistently one of the top states in the country for growth among key metrics including population growth, GDP growth, job growth and business creation. This section includes tables comparing Idaho to other states in the following measures: population growth, GDP growth, job growth, unemployment rates, entrepreneurship rates and per capita income.

- Figure 5.1. Population growth rates for Idaho compared to other states and the nation.
  - In 2024, Idaho's population grew by 1.5%, ranking seventh highest nationwide.
- Figure 5.2. Annual GDP growth rates for Idaho compared to other states and the nation.
  - In 2024, Idaho's GDP grew by 5.9%, ranking 12th in the country.
- Figure 5.3. Average annual job growth rate of each state.
  - In 2024, Idaho nonfarm employment grew by 1.7%, ranking sixth in the country.
- Figure 5.4. Unemployment rate for Idaho compared to other states and the nation.
  - In 2024, Idaho's unemployment rate was on the higher end — 3.7% — and ranked the 23rd highest in the country.
- Figure 5.5. Number of new businesses established per 1,000 people in the labor force, also known as the entrepreneurship rate.
  - In 2024, Idaho's entrepreneurship rate ranked second highest in the nation. Idaho saw 2.8 new business establishments open per 1,000 people in the civilian labor force.
- Figure 5.6. Compares per capita income by state.
  - In 2024, Idaho had one of the lowest per capita personal incomes, ranking 43rd in the nation.

## Population growth

**Figure 5.1. Highest and lowest state population growth rates, U.S. and Idaho, 2023-2024**

Rank	State	Population growth
<b>United States*</b>		<b>1.0%</b>
1	District of Columbia	2.2%
2	Florida	2.0%
3	Texas	1.8%
4	Utah	1.8%
5	South Carolina	1.7%
6	Nevada	1.7%
<b>7</b>	<b>Idaho</b>	<b>1.5%</b>
8	North Carolina	1.5%
9	Delaware	1.5%
10	Arizona	1.5%
11	New Jersey	1.3%
12	Washington	1.3%
-		
39	Ohio	0.5%
40	Alaska	0.5%
41	New Hampshire	0.5%
42	Pennsylvania	0.5%
43	Oregon	0.4%
44	Wyoming	0.4%
45	New Mexico	0.4%
46	Maine	0.4%
47	Hawaii	0.3%
48	Louisiana	0.2%
49	Mississippi	0.0%
50	West Virginia	0.0%
51	Vermont	0.0%

\*Includes the District of Columbia.

Source: U.S. Census Bureau, Population Division, Population and Housing Unit Estimates, 2023-2024

**Gross domestic product growth****Figure 5.2. Highest and lowest state gross domestic product growth rates, U.S. and Idaho, 2023-2024**

Rank	State	GDP growth
<b>United States</b>		<b>5.3%</b>
1	Utah	7.0%
2	South Carolina	6.9%
3	Florida	6.5%
4	North Carolina	6.5%
5	Rhode Island	6.3%
6	New Hampshire	6.2%
7	Virginia	6.2%
8	Georgia	6.1%
9	Massachusetts	6.0%
10	California	6.0%
11	Nevada	6.0%
<b>12</b>	<b>Idaho</b>	<b>5.9%</b>
-		
39	Louisiana	4.1%
40	Oregon	3.8%
41	Montana	3.7%
42	Minnesota	3.7%
43	Illinois	3.5%
44	Oklahoma	3.5%
45	Kansas	2.8%
46	Alaska	2.8%
47	Nebraska	2.3%
48	Wyoming	1.8%
49	South Dakota	1.5%
50	Iowa	1.2%
51	North Dakota	-0.8%

\*Includes the District of Columbia.

Source: U.S. Bureau of Economic Analysis, GDP data, 2023-2024

## Nonfarm employment growth

**Figure 5.3. Highest and lowest state average annual job growth rates, nonfarm employment, U.S. and Idaho, 2023-2024**

Rank	State	Job growth rate
<b>United States*</b>		<b>1.3%</b>
1	Alaska	2.1%
2	South Carolina	2.0%
3	Maryland	2.0%
4	Nevada	1.9%
5	Florida	1.7%
<b>6</b>	<b>Idaho</b>	<b>1.7%</b>
7	North Dakota	1.7%
8	New York	1.6%
9	Virginia	1.5%
10	Texas	1.5%
11	New Mexico	1.5%
12	North Carolina	1.4%
-		
39	California	0.7%
40	Missouri	0.7%
41	Mississippi	0.7%
42	Indiana	0.7%
43	Wisconsin	0.7%
44	Michigan	0.6%
45	Ohio	0.6%
46	Vermont	0.5%
47	District of Columbia	0.4%
48	Illinois	0.4%
49	Oregon	0.3%
50	Iowa	0.2%
51	Massachusetts	0.1%

\*Includes the District of Columbia.

Source: U.S. Bureau of Labor Statistics, Current Employment Statistics, 2023-2024

## Unemployment rates

**Figure 5.4. Lowest and highest state unemployment rates, not seasonally adjusted, U.S. and Idaho, 2024**

Rank	State	Unemployment rate
<b>United States*</b>		<b>3.6%</b>
1	South Dakota	1.8%
2	Vermont	2.3%
3	North Dakota	2.4%
4	New Hampshire	2.6%
5	Nebraska	2.8%
6	Virginia	2.9%
7	Hawaii	3.0%
8	Iowa	3.0%
9	Maryland	3.0%
10	Minnesota	3.0%
11	Montana	3.0%
12	Wisconsin	3.0%
-		
<b>29</b>	<b>Idaho</b>	<b>3.7%</b>
-		
39	New York	4.3%
40	Ohio	4.3%
41	Rhode Island	4.3%
42	Louisiana	4.4%
43	New Jersey	4.5%
44	Washington	4.5%
45	Alaska	4.6%
46	Michigan	4.7%
47	Illinois	5.0%
48	Kentucky	5.1%
49	District of Columbia	5.2%
50	California	5.3%
51	Nevada	5.6%

\*Includes the District of Columbia.

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, 2024

**Entrepreneurship rates****Figure 5.5. Highest and lowest establishment births\* per 1,000 persons in the labor force, seasonally adjusted, U.S. and Idaho, 2024**

Rank	State	Entrepreneurship rate
<b>United States*</b>		<b>1.9</b>
1	District of Columbia	4.2
2	California	3.5
3	Montana	2.9
<b>4</b>	<b>Idaho</b>	<b>2.8</b>
5	Wyoming	2.8
6	Missouri	2.7
7	Florida	2.6
8	Utah	2.6
9	Vermont	2.6
10	Maine	2.4
11	South Carolina	2.4
12	Rhode Island	2.3
-		
39	Alabama	1.6
40	Louisiana	1.5
41	Mississippi	1.5
42	Washington	1.5
43	Texas	1.4
44	Minnesota	1.4
45	Iowa	1.4
46	Massachusetts	1.4
47	Illinois	1.4
48	Pennsylvania	1.3
49	Michigan	1.2
50	Indiana	1.2
51	Ohio	1.1

\*Does not include nonemployer establishments.

\*Includes the District of Columbia.

Source: U.S. Bureau of Labor Statistics, *Business Employment Dynamics*, 2024

**Personal income****Figure 5.6. Highest and lowest state per capita personal income, U.S. and Idaho, 2024**

Rank	State	Per capita income
<b>United States*</b>		<b>\$72,425</b>
1	District of Columbia	\$108,233
2	Massachusetts	\$93,927
3	Connecticut	\$93,235
4	Wyoming	\$85,945
5	New York	\$85,733
6	California	\$85,518
7	New Jersey	\$84,071
8	Washington	\$83,938
9	New Hampshire	\$82,878
10	Colorado	\$82,705
11	Maryland	\$78,538
12	Virginia	\$77,093
-		
39	Iowa	\$63,573
40	Michigan	\$63,221
41	Oklahoma	\$62,661
42	Georgia	\$62,393
<b>43</b>	<b>Idaho</b>	<b>\$61,836</b>
44	Louisiana	\$61,332
45	South Carolina	\$59,995
46	Arkansas	\$59,663
47	New Mexico	\$57,652
48	Kentucky	\$57,526
49	Alabama	\$56,684
50	West Virginia	\$55,138
51	Mississippi	\$52,017

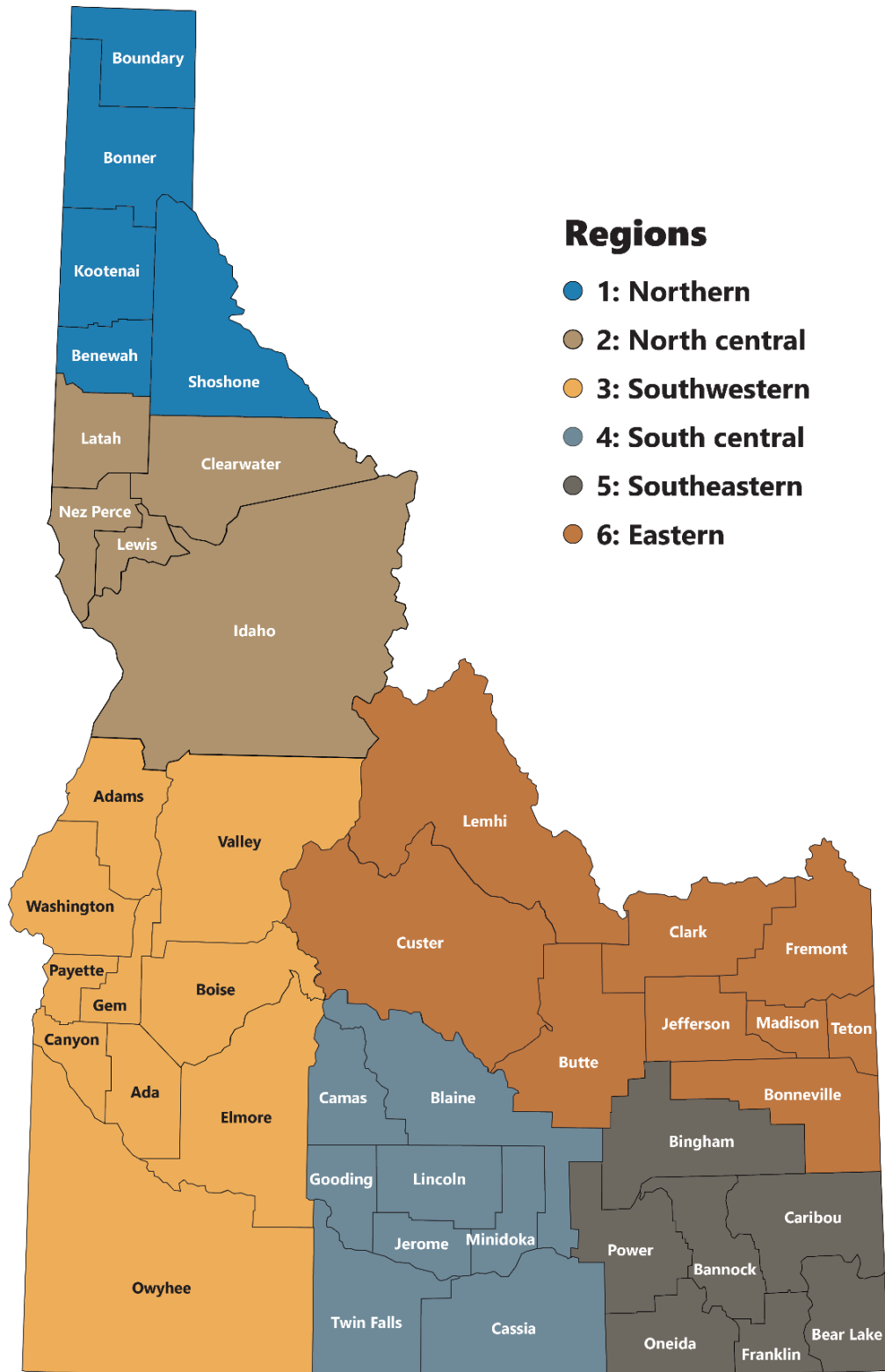
\*Includes the District of Columbia.

Source: U.S. Bureau of Economic Analysis, Personal Income data, 2024

# 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 unemployed to marginally attached and discouraged workers as the state in its entirety. Similarly, the number of part-time workers in each county is estimated using 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, these are the best ballpark estimates of labor underutilization in Idaho counties allowed by the limited data. 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, 2024**

Area	Labor force	Unemployed residents	Discouraged workers	Other marginally attached	Involuntary part time	U-6
<b>Idaho statewide</b>	971,800	32,200	1,879	5,071	24,469	6.5%
<b>1: Northern</b>	129,495	6,059	284	686	3,262	7.9%
Benewah	4,116	236	7	22	104	8.9%
Bonner	23,366	1,216	48	124	588	8.4%
Boundary	5,902	317	15	32	149	8.6%
Kootenai	90,061	3,952	200	476	2,268	7.6%
Shoshone	6,051	338	14	32	152	8.8%
<b>2: North central</b>	56,068	2,068	99	294	1,412	6.9%
Clearwater	3,450	219	6	19	87	9.5%
Idaho	7,570	355	17	40	191	7.9%
Latah	22,392	682	36	116	564	6.2%
Lewis	1,464	64	4	8	37	7.6%
Nez Perce	21,192	749	37	111	533	6.7%
<b>3: Southwest</b>	484,758	17,301	1,000	2,537	12,207	6.8%
Ada	293,329	9,732	554	1,531	7,385	6.5%
Adams	1,918	129	4	10	48	9.9%
Boise	4,133	191	7	22	104	7.8%
Canyon	133,447	5,026	325	700	3,362	7.0%
Elmore	11,987	500	29	63	302	7.4%
Gem	10,378	412	25	55	261	7.2%
Owyhee	6,203	266	14	33	156	7.5%
Payette	12,749	564	23	67	321	7.6%
Valley	5,942	269	11	31	150	7.7%
Washington	4,672	211	9	25	118	7.7%
<b>4: South central</b>	110,587	3,721	230	578	2,785	6.6%
Blaine	14,502	444	36	76	365	6.3%
Camas	558	25	1	3	14	7.7%
Cassia	12,278	389	30	64	309	6.4%
Gooding	8,461	272	16	44	213	6.4%
Jerome	12,833	436	27	67	323	6.6%
Lincoln	2,779	110	7	15	70	7.2%
Minidoka	11,916	376	30	62	300	6.4%
Twin Falls	47,261	1,669	83	247	1,190	6.7%

Table continued on the next page.

Area	Labor force	Unemployed residents	Discouraged workers	Other marginally attached	Involuntary part time	U-6
<b>Idaho statewide</b>	971,800	32,200	1,879	5,071	24,469	6.5%
<b>5: Southeast</b>	86,581	3,152	190	454	2,181	6.9%
Bannock	41,028	1,629	99	216	1,034	7.2%
Bear Lake	3,501	102	6	18	88	6.1%
Bingham	23,751	835	46	124	598	6.7%
Caribou	3,440	118	6	18	87	6.6%
Franklin	7,179	228	16	37	181	6.4%
Oneida	2,667	74	6	14	67	6.0%
Power	5,014	165	11	26	126	6.5%
<b>6: Eastern</b>	135,037	4,400	285	705	3,401	6.5%
Bonneville	65,978	2,096	153	344	1,662	6.4%
Butte	1,222	45	3	6	31	6.9%
Clark	349	15	1	2	9	7.4%
Custer	1,836	95	4	10	46	8.4%
Fremont	6,724	238	11	35	169	6.7%
Jefferson	17,407	514	44	91	439	6.2%
Lemhi	3,866	167	8	20	97	7.5%
Madison	29,467	1,016	46	154	742	6.6%
Teton	8,189	215	15	42	206	5.8%

Source: U.S. Bureau of Labor Statistics, Current Population Survey, Local Area Unemployment Statistics, American Community Survey five-year estimates, 2024

Every labor region experienced an increase in U-6 rates in 2024 compared to 2023. This follows the same trend as 2022-2023. This seems to be an emerging post-pandemic trend that while modest is still apparent. Previously decreasing from the 2010s, 2024's U-6 rates bear some resemblance to 2018 or 2017's rate of labor underutilization.

**Figure A2.2. Alternative measures of labor underutilization: U-6 rate (unemployed with marginally attached workers and involuntary part-time), Idaho labor regions, 2014-2024**

Region	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>1: Northern</b>	12.1	10.1	9.4	8.5	7.5	7.2	10.9	9.1	6.7	7.2	7.9
<b>2: North central</b>	11.1	9.4	8.6	8.0	7.3	7.1	10.0	7.6	6.2	6.4	6.9
<b>3: Southwestern</b>	10.1	8.4	7.6	6.8	6.0	5.8	9.1	7.2	5.9	6.3	6.8
<b>4: South central</b>	8.8	7.2	6.7	6.0	5.5	5.4	8.2	6.9	5.8	6.3	6.6
<b>5: Southeastern</b>	10.2	8.6	7.8	7.0	6.2	6.0	8.3	6.7	5.9	6.4	6.9
<b>6: Eastern</b>	10.5	8.5	7.6	6.9	6.1	5.9	8.1	5.8	5.6	5.9	6.5

Source: U.S. Bureau of Labor Statistics, Current Population Survey, Local Area Unemployment Statistics, American Community Survey five-year estimates, 2024

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This publication is funded by the U.S. Department of Labor for SFY26 as part of the Workforce Information Grant (41%) and state/nonfederal funds (59%) totaling \$860,595. The Idaho Department of Labor is an equal opportunity employer and service provider. Reasonable accommodations are available upon request. Dial 711 for Idaho Relay Service.

September 2025

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