

# **Year in Review 2022**

**IDAHO**  
DEPARTMENT OF LABOR

**BRAD LITTLE, GOVERNOR**  
**JANI REVIER, DIRECTOR**



# *Message from the Director, Jani Revier*

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I'm proud of the accomplishments of the Idaho Department of Labor over the past year. Labor staff has worked hard to serve the citizens of Idaho.

Throughout our more than 50 statewide locations and among the large variety of programs, we've served thousands of Idahoans in 2022. From helping businesses with hiring and economic data, to helping claimants receive their unemployment insurance benefits, and connecting adults, dislocated workers and youth with on-the-job training, we're here when and where we are needed.

In 2022, through employment services alone, we served

- 31,433 job seekers
- 674 Workforce Innovation and Opportunity Act youth participants
- 1,029 veterans
- More than 10,315 employers
- And hosted 285,750 job listings in the IdahoWorks application.

Through our unemployment staff services, we served

- 13,036 customers in local offices around the state
- Almost 43,000 customers by processing their UI claims and certifications

This publication provides a look into who we are, who we serve and how Idaho's economy has fared in 2022. I hope this publication gives you a deeper understanding about the Labor Department and our dedication to providing services to you.

The background of the entire page is a photograph of a wooden workshop. In the foreground, there are several long wooden workbenches with metal clamps. Above the benches, there are several industrial-style pendant lights hanging from the ceiling. The lighting is warm and focused on the work areas.

## OUR MISSION

The Idaho Department of Labor *connects* job seekers with employment opportunities, *supports* workers through career and life transitions, and *administers* state labor laws.

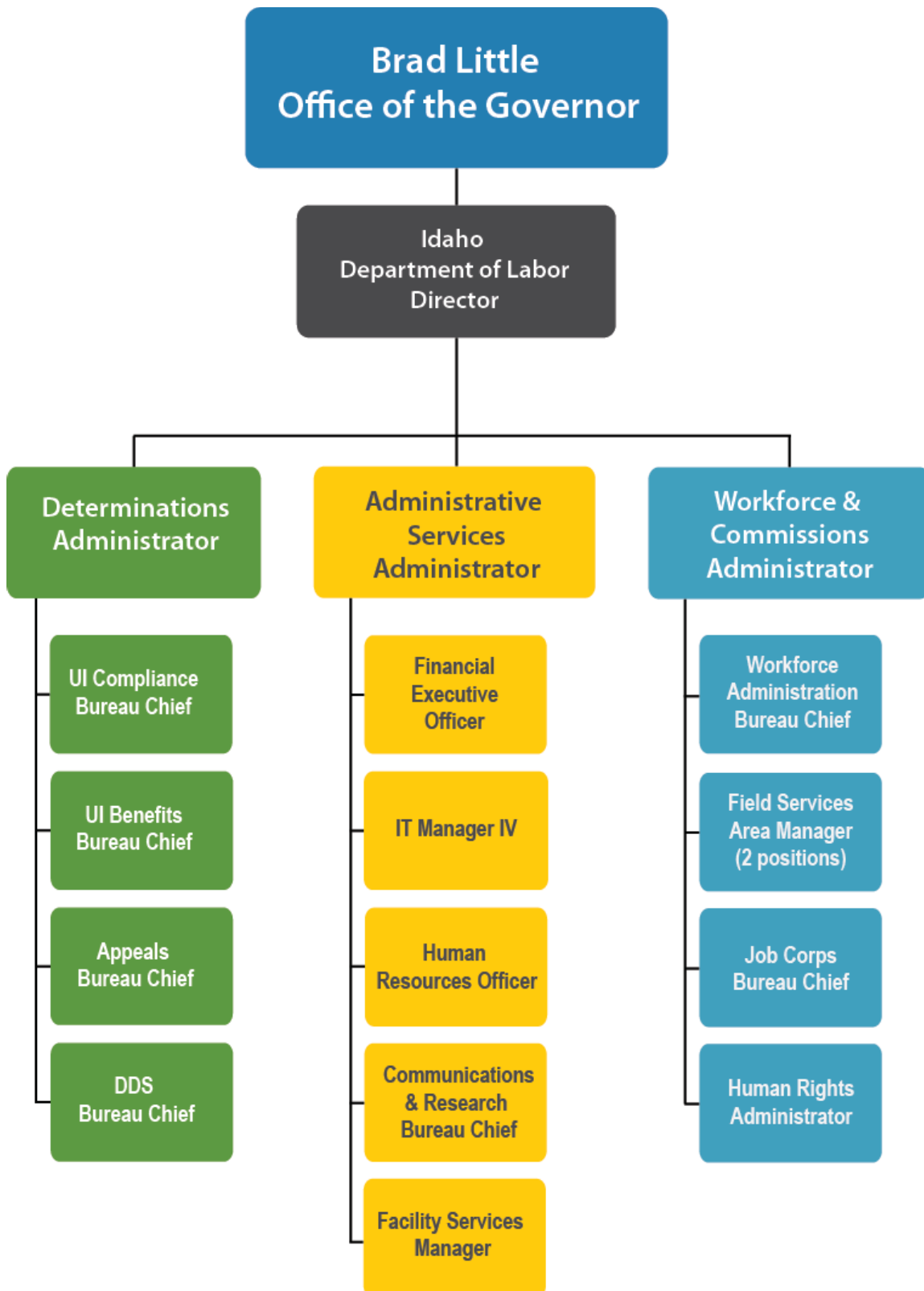
## 2023 - 2026 GOALS

1. *Connect* job seekers with employment opportunities
2. *Provide* effective and efficient program administration
3. Provide *opportunities* for employee development
4. *Deliver* technology solutions for Department challenges

## OUR CORE VALUES

- *Integrity* – Acting with high ethical standards and consistency in how we treat others and deliver services.
- *Productivity* – Effective and efficient program administration achieved through an ongoing focus on process improvement.
- *Teamwork* – Working smarter through collaboration that seeks the valued contributions of all employees.

# Who we are





# Our commitment

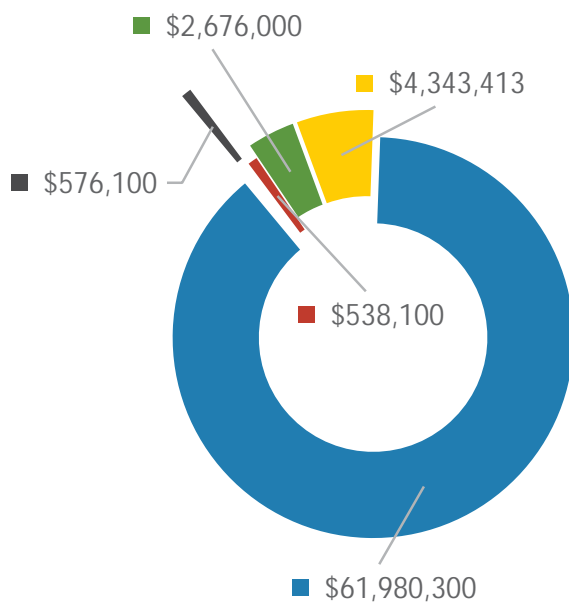
Idaho Department of Labor staff are committed to ensuring Idaho's job seekers and employers have access to a wide array of quality employment-related services and economic information.

Idaho Gov. Brad Little appointed Jani Revier to serve as the Labor director in December 2018. Today she leads a team of more than 530 employees who work to make a positive difference in the lives of job seekers, employers, government officials and Idaho citizens.

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

## Our operating revenue

SFY 2022



- Employment Security Special Admin
- Penalty and Interest
- Federal Grants
- Miscellaneous Revenue
- General Fund

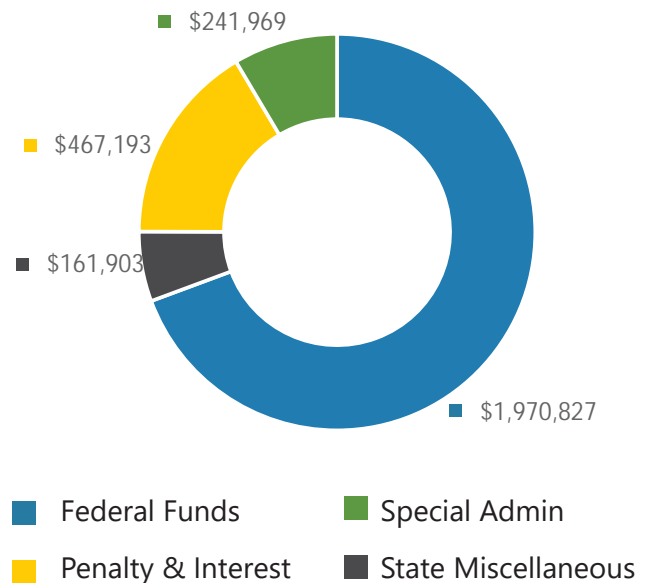




## Administrative services

The Administrative services division provides support to other programs and fulfills department needs in accounting, information technology, human resources, facilities, communications and research.

### Administrative services division SFY 2022 expenditures by funding source



## Workforce and commissions

Workforce and commissions consists of local office services, labor exchange activities, employment and training programs, Idaho Job Corps, the Idaho Human Rights Commission and Serve Idaho.

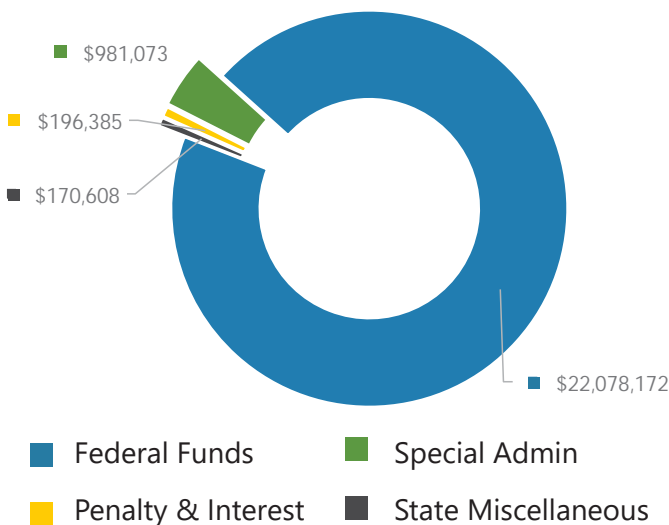
Nine local Labor offices and more than 50 mobile locations throughout the state deliver a broad range of workforce development services to help connect and prepare workers for Idaho jobs in demand.

Idaho Job Corps, in partnership with community colleges and agencies, serves youth ages 16-24 with wrap-around services including community college classes, vocational exploration and training, physical and mental wellness support, and life skills classes, all of which prepare youth for employment success.

The Idaho Human Rights Commission (IHRC) works to prevent and remedy illegal discrimination in employment, housing, education and places of public accommodation. The IHRC also handles complaints under federal employment law deferred to the commission by the Equal Employment Opportunity Commission (EEOC). The IHRC provides free resources and training to businesses and other organizations on topics including harassment prevention, disability accommodations, respectful workplace best practices and other anti-discrimination topics related to the Idaho Human Rights Act. The nine commission members are appointed by the governor for three-year terms.

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

**Workforce and commissions division**  
SFY 2022 expenditures by funding source



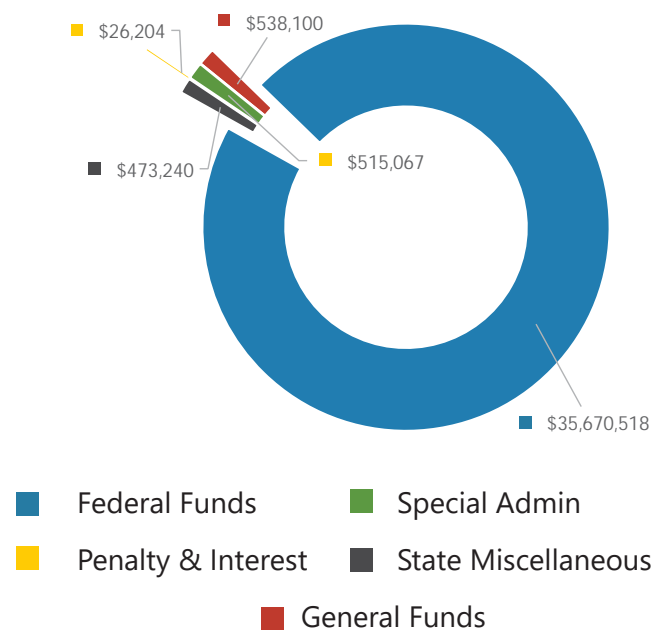




## Determinations

The determinations division includes the unemployment insurance (UI) call center, UI tax, UI compliance and integrity, UI benefits adjudication and claims, appeals, Disability Determination Services and wage & hour. UI programs for eligible workers are administered through federal and state cooperation, including unemployment compensation for federal employees or ex-service members, disaster unemployment assistance and Trade Adjustment Assistance.

**Determinations services division**  
SFY 2022 expenditures by funding source



The UI benefits bureau helps customers file claims, answers questions from customers and determines eligibility under state law and rule for unemployment insurance benefits.

Claimants and employers may file an appeal if they disagree with an unemployment insurance determination issued by the benefits bureau. When an appeal is received by the Labor appeals bureau, a telephone hearing is scheduled, and all interested parties are mailed a notice of the hearing. During the hearings, the parties to an unemployment insurance appeal may present evidence and sworn testimony to a hearing officer and



receive a fair and unbiased decision. During state fiscal year 2021, the appeals bureau conducted 4,152 hearings.

The compliance bureau protects the integrity of Idaho's UI trust fund by making sure all Idaho citizens abide by the statutes and rules as set forth by the Idaho Legislature. This includes:

- Enforcement – Make every effort to discover and prevent UI fraud.
- Education – Provide resources to businesses and claimants to see that all Idaho citizens are on a level playing field.
- Recovery – When an overpayment occurs, actively recover the monies owed.
- Audit – Audit and educates business to make sure that wages are being properly reported and that taxes owed are being paid.

Idaho Labor has been recognized by the U.S. Department of Labor as having one of the best fraud prevention and enforcement units in the United States. By having a robust identity screening process, Labor prevented millions of dollars in identity theft fraud in 2021-2022.

The wage and hour section is responsible for administering Idaho's minimum wage law, wage payment law and farm labor contractor licensing law. This is the only Labor program that receives monetary support from the general fund.

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



# Who we serve

## Business

Employment services and unemployment insurance (UI) staff both serve business customers.

With nine local offices and more than 50 mobile locations, local office staff provide a variety of services to assist Idaho employers with their recruitment efforts. We list jobs on the IdahoWorks website, facilitate hiring events on site and at off-site locations and refer qualified applicants to job openings. More than 10,000 employers were served by Labor staff. And the IdahoWorks job search application had 288,750 job postings in 2022.

### Employer training

In 2022, we offered educational webinars in person and online. More than 300 employers learned about topics including wage and hour rules and laws, unemployment insurance, discrimination, labor market information such as economic conditions and current demographic challenges, Labor Department services, employee retention strategies and setting up and managing Registered Apprenticeships.

UI compliance staff educated businesses about UI tax and reporting responsibilities to help ensure that employers understand the rules and laws. Benefits staff educated employers on unemployment eligibility, how to keep their UI tax rate low and how the UI appeals process works.

Information on SIDES – an online program that saves employers time and money in responding to requests for information when a former employee files a UI claim – was shared through media outreach and training sessions. In 2022, 376 employers signed up for SIDES.

### Foreign Labor Certification

Labor manages the Foreign Labor Certification (FLC) program which permits U.S. employers to hire foreign workers on a temporary or permanent basis to fill jobs essential to the U.S. economy. This program includes

**14,953**

**new businesses with  
employees covered under  
unemployment insurance  
FY 2022**



**298,551**

**new hires by  
Idaho employers FY 2022**



agricultural (H-2A) and non-agricultural (H-2B) certification where it can be demonstrated that there are insufficient qualified U.S. workers available and willing to perform the work at wages that meet or exceed the prevailing wage paid for that occupation. Labor's role is to refer U.S. workers for these open job opportunities, assist Idaho employers by processing job orders for H-2A and H-2B and conducting housing inspections for H-2A. In FY 2022, approximately 6,550 workers were requested as part of the H2A process.

## Apprenticeships

The Apprenticeship Idaho program assists employers in the development and administration of Registered Apprenticeship Programs.

Registered Apprenticeships are an industry-driven, high-quality career pathway where employers can develop and train their current and future workforce. Registered Apprenticeships aren't just for just the trades, some of our fastest-growing programs are in education, health care and advanced manufacturing.

**455**

**active employers with  
registered programs**



**81**

**new apprenticeship programs  
registered in the past year**



## Why we serve

*Labor local offices hosted more than 100 hiring events in 2022 around the state. These hiring events provided a convenient way to bring multiple employers and job seekers together in one location. Often, interviews and job offers took place on the spot. Some positive experiences include:*

- Morton Building needed to fill over 20 positions. They attended multiple job fairs in Idaho Falls and Pocatello to recruit new employees. In addition, in Idaho Falls two veterans referred by Labor staff were hired into management or supervisory roles. Both veterans are happy and see this as an opportunity to help establish a new local business, as well as potential future career growth.*

- Wendy's Corp. has been an active partner at our Post Falls job fairs. The company has struggled to fill evening supervisory positions. Local office staff referred two job seekers who met with Wendy's representatives at a job fair. Wendy's management was impressed with the candidates and hired both. The supervisor shared his appreciation for help and said he looks forward to attending future job fairs.*

- Boise local office staff hold hiring events at different locations to make it easier for employers and job seekers. Employer feedback after a November hiring event was overwhelmingly positive and included: "Great experience and good foot traffic, I feel confident in the connections I made," "Great atmosphere, very organized & prepared."*



# Unemployment insurance claimants

Idaho Labor was awarded a \$2.3 million U.S. Department of Labor Equity grant early in 2022. The grant will help improve access to the unemployment insurance program for claimants with barriers. To date, we have:

- Hired three additional navigators (for a total of 10) to assist customers needing help with the UI claims process.
- Began work on converting the language on our determinations letters, websites and forms to plain language to make the claims process easier to understand for the average person.
- Added our informational overview [UI video](#) to the unemployment insurance filing process.

## Other 2022 projects

- Work search verification: Verified contacts in 748 cases this year and provided additional training to 1,377 claimants on what an acceptable work search is.
- RESEA (Reemployment Services and Eligibility Assessment): During one-on-one meetings, Labor career planners review a claimant's work search and UI continued eligibility areas. They provide them with individualized labor market information for job openings that match their skills and experience. They help them to create an action plan that outlines steps they can take to improve their job search outcomes. If claimants fail to participate, they become ineligible for benefits. The Department conducted 3,916 interviews through September 2022.

**54,554**

**total number of initial claims  
in 2021**



**\$ 73,048,709**

**amount paid out to unemployment  
insurance claimants FFY 2021**



# Job Seekers

Labor serves job seekers through a variety of programs designed to meet individual needs. The programs include:

## Apprenticeship Idaho

Apprentices learn specific skills necessary to perform the job while they earn a paycheck, gain experience and work toward earning a nationally recognized certificate or credential.

The number of programs and apprentices grew dramatically in 2022. In fact, this year marked the most apprentices and apprenticeships in Idaho.

A program highlight from 2022 was the release of a children's book in November to celebrate National Apprenticeship Week. "Booper Dreams Big: An Almost True Story of Apprenticeship" is about a dog who channels his love of the stars into a career opportunity as an apprentice. The book is designed to engage students in grades K-5 while promoting career planning as a lifelong habit.

**1,179**

**new apprentices enrolled in 2022**



**52%**

**increase in new enrollees from  
2021**



**15%**

**women in apprenticeship  
programs in 2022 - increase  
from 7% in 2021**



## Why we serve

*A 58-year-old woman came into the Lewiston office in August to establish her unemployment claim. After getting to know her, the workforce consultant thought she could use more guidance, so she was enrolled in CAP.*

*During discussions, the customer shared that technology was a struggle for her. She attended a basic computer workshop and a resume workshop and used the Big Interview program to assist with interview questions.*

*The workforce consultant referred her to several jobs and assisted her with online job applications. She came in several times a week for job search assistance and encouragement, every time she said how much she loved and appreciated everyone.*

*At the end of the program, she ended up with a job she was happy with. She still occasionally comes into the office just to say hi.*

## Career Acceleration Program

The Career Acceleration Program (CAP) is designed to help those who are ready and willing to go to work but will benefit from ongoing, individual guidance without any additional financial or training assistance. By developing this close working relationship, staff and job seekers both benefit as staff can provide more individualized advice and job seekers have a champion they can trust. For Labor, this is a way to help make quality referrals for businesses and enhance accountability for individual outcomes as staff track these job seekers to employment.

**1,045**

**job seekers enrolled in CAP  
since January**



**78%**

**exited program as employed**



## Veterans

All employment services staff serve veterans. However, Labor also has staff who specifically focus on getting veterans ready to work and to connect employers with veterans seeking a job.

- In the spring, Labor was awarded \$75,000 a year for three years to serve homeless veterans through the Homeless Veterans Reintegration Program. It offers short-term training and supportive services such as transportation and work clothing, minor car repairs and required tools.



## Why we serve

Steve served in the U.S. Army as an ammunition specialist. After exiting the military, he worked as an ammunitions contractor with local governments in the Middle East and the Balkan Region.

Like many veterans Steve struggled with translating his military experience into a civilian career. For several years he worked an entry level position at Home Depot.

After living out of his home state for many years, Steve relocated back to Idaho in 2022. He hadn't anticipated the high cost of housing in Idaho and, as a result, he wound up being homeless.

While staying at a homeless shelter, Steve was introduced to one of Idaho Labor's disabled veterans outreach program representatives. It was an ideal time because the department had just received a grant for the Homeless Veterans Reintegration Program. Steve was enrolled and was offered supportive services to help with transportation and necessary work clothes.

Through a HUD Housing program, he was able to move into an apartment. Other referrals helped him update his logistics management systems skills..

After attending several job fairs at the Idaho Falls Department of Labor office, he soon found a position in logistics management. Steve is now working full time and loves his new career.

**1,029**

**veterans who received  
employment services in 2022**



**30**

**job fairs geared  
toward veterans  
Jan-Sept 2022**



## Youth

### Idaho Job Corps

The Idaho Job Corps program works in partnership with Idaho's community colleges and agencies to serve youth ages 16 to 24 and provide training opportunities and resources to secure high-demand employment that will provide a livable wage. Idaho Job Corps staff and the community college staff have also created partnerships with over 20 local, state and private agencies to ensure students have help with housing, employment, health and wellness, mental health, transportation and community resources.

Program highlights over the past year:

- Increased enrollment counts with cohorts increases from, on average, 10 to 35 students.
- A summer bridge program for students to earn short-term certificates.
- One in three students are employed.
- Nampa's Centennial Campus residential hall reached close to capacity at 35.

Academic programs and workforce development programs include psychology, paralegal, dental assistant, business, liberal arts, auto tech, welding, cybersecurity/IT, health sciences, light- and heavy-duty diesel, construction, phlebotomy, computer science and mental health first aid.

### Workforce Innovation Opportunity Act (WIOA) Youth Program

Idaho's youth program under the Workforce Innovation and Opportunity Act (WIOA) serves out-of-school (not attending any school) youth and young adults who are between 16 and 24 years old and have been identified as needing additional assistance to complete an educational program or to secure and hold employment.

Through individual plans, WIOA prepares these participants for success in education or training and the

**535**

number of youth served  
over three-year Idaho Job  
Corps program



**674**

number of youth served  
through WIOA program  
SFY 2021

world of work, by connecting them with the skills and knowledge to be successful members of Idaho's future workforce. Eligible youth have access to many services that may include counseling, tutoring, temporary work experience or internship opportunities, assistance with obtaining their GED or on-the-job or classroom training.

For the past three years, over 70 percent of youth who completed the program were either employed, in education or in training six months after exiting. More than 77 percent were employed, in education or in training one year after exit.

## Summer youth program

The Idaho Workforce Development Council provided funding for a special project - the summer youth employment program.

Youth participants received an orientation including job seeking skills (resumes, applications, interviewing and labor market information) and financial literacy information from local banking institutions. Youth were placed at local businesses, public sector and nonprofit work sites and were paid up to \$15 per hour depending on their occupation. They were able to improve their work maturity skills while learning more about various occupations of interest.

From program startup in April through September 2022, the project assisted 89 youth from across the state.

### *Why we serve*

*Susan was enrolled in January in the WIOA youth program for assistance to earn a GED and receive certified nurse assistance training. She completed her GED in February and started CNA classes in March. The WIOA program helped cover the costs of tuition, books, supplies and two sets of scrubs. Local office staff helped her create a basic resume she can adapt to new positions. After receiving her CNA certification, Susan worked with the local office staff on her job search, and through her efforts, landed a better-paying job.*







**\$3.7  
million**

**AmeriCorps funding  
distributed to  
local organizations for  
AmeriCorps state programs**

**\$21.9  
million**

**in AmeriCorps scholarships  
awarded to Idahoans  
since 1994**

**353**

**AmeriCorps state members  
serving in the 2022 – 2023  
grant year**

## Community

### Serve Idaho

Serve Idaho promotes collaborative efforts among private and nonprofit organizations, schools and state and local government agencies to advance national service programs and volunteerism throughout the state.

In 2022, the team received two new AmeriCorps planning grants and two AmeriCorps competitive grants. Both competitive grants will expand health care access across the state, and one will partner with the Center for Disease Control to expand mental health services across the state and to build the next generation of public health workers.

### Idaho Human Rights Commission

The Idaho Human Rights Commission consists of 10 full-time staff members and nine commissioners who are appointed by the governor to serve three-year terms. Staff investigate charges of discrimination and retaliation, preparing summaries of investigation for commissioner review and determination. Commissioners meet monthly after reviewing completed investigations to issue final determinations on the merits of each case, deciding whether illegal discrimination or retaliation has occurred.

Each year, the Commission receives, investigates and issues determinations on an average of 350 filed charges of discrimination, the majority of which relate to employment discrimination or retaliation. Fewer than 10% of all filings concern alleged discrimination or retaliation in places of public accommodation, housing or education.

### Training

On average, the Idaho Human Rights Commission provides 25 trainings annually to businesses and organizations in Idaho on topics related to anti-discrimination law enforcement and statutes, including both state and federal anti-discrimination laws. This represents more than 500 individuals trained by the

Commission staff, including employees and managers of small, medium and large businesses and organizations.

**500+**

**number of Idaho employers and  
leaders trained on anti-discrimination  
laws FY 2022**

## Idaho Disability Determination Services (DDS)

The Social Security Administration funds the DDS to process disability cases for Idaho citizens. The DDS obtains and reviews claimants' medical, school, vocational and lay information to determine whether or not a claimant meets the medical (rather than monetary) eligibility requirements for disability benefits.

After 40-plus years using a green screen case processing system, in 2022, the DDS fully converted to SSA's new Disability Case Processing System (DCPS) and retired the legacy system. DCPS is a robust web-based case processing system used by all DDS divisions across the country. It includes enhanced functionality, allowing the DDS to more efficiently process disability cases while taking advantage of modern technology.

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## Helping people get answers to employment concerns

Employment security law requires that Labor provide a complaint system where citizens may file employment-related complaints. During state fiscal year 2021, 416 complaints were processed through the complaint system. The complaints were related to various issues such as unpaid wages, child labor, health/safety, discrimination, transportation, family medical leave, food safety, workers compensation, hostile work environment, retaliation, housing, etc. These complaints were assessed and referred to the appropriate agencies or Labor bureaus for resolution.

## Why we serve

*Citlalli Celis had influential teachers in her life who helped guide and support her not only through her K-12 education but helped mentor and inspire her through college and her decision to become a Teach for America member. These teachers were Teach for America members so when Teach for America was recruiting at Arizona State University, she knew she wanted to have the same impact on students.*

*She was offered a position at East Valley Middle School in Nampa as a special education math teacher. She works with 6th-8th-graders, focusing on each student's Individualized Education Program (IEP) and providing math support.*

*Being bilingual in Spanish helps her communicate with her students' parents. In the past, a translator has been needed. Parents are now able to communicate directly with her and help support their child's learning.*

*Her Teach for America contract with East Middle School is for two years so she will continue to teach until May 2023. However, she already loves her job and students so much that she is planning on staying a third year so she can see her current 6th grade students through their 8th grade year.*

# Idaho Economy

## Statewide

Idaho's economy had another strong year in 2022, even as it dealt with the challenges of a limited labor force supply and increases in wages, inflation rates and interest rates.

Idaho's economy was one of the strongest in the nation during 2022. It continued to lead the nation in job growth with almost 7% more jobs than the pre-pandemic peak in February 2020. Idaho emerged from the pandemic as the least affected state in terms of job disruption.

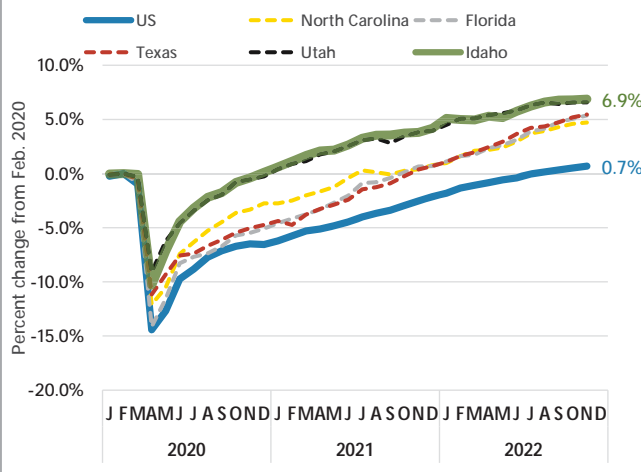
The state's seasonally adjusted unemployment rate began the year at 3% in January and immediately began to decline. It reached a low of 2.5% for May and June before inching up again to 3% in November. The rate was below 3% for nine consecutive months during 2022.

Year-over-year changes in Idaho's total nonfarm jobs were 23,800 (3%) more in November 2022 than in November 2021. The top movers in number of jobs added include an increase of 5,300 jobs in trade, transportation and utilities, 5,200 leisure and hospitality jobs, and 4,200 jobs in education and health services. The biggest percentage change increases from the previous year include information with an increase of 12.7% or 1,000 jobs and the previously mentioned leisure and hospitality at 6%.

Even as Idaho's economy has been adding jobs at a nation-leading pace, its employers have been struggling against a market with too few available workers. In September 2022, there were nearly 49,000 online job postings — roughly 1.7 open jobs for each of the 28,600 Idahoans who were unemployed and searching for work.

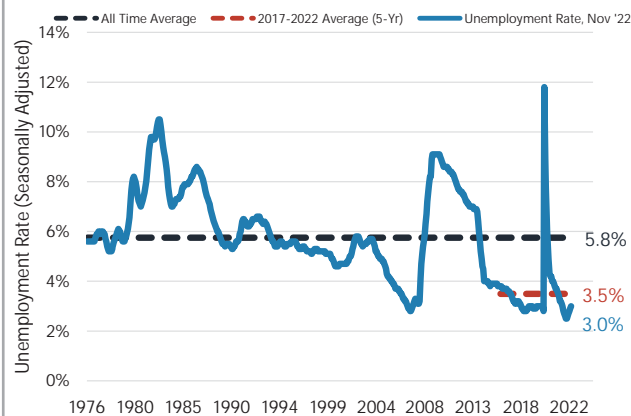
Inflation has been an added challenge for Idahoans and the rest of the U.S. as the core consumer price index in November 2022 was up 6% above the level the year previous. This is a lower over-the-year increase for the core index than the 2022 peak of 6.7% that was reported in September. This year has seen the highest rates of inflation increases in the past four decades. This increase has been due to a combination of increased costs

### Post-pandemic job growth



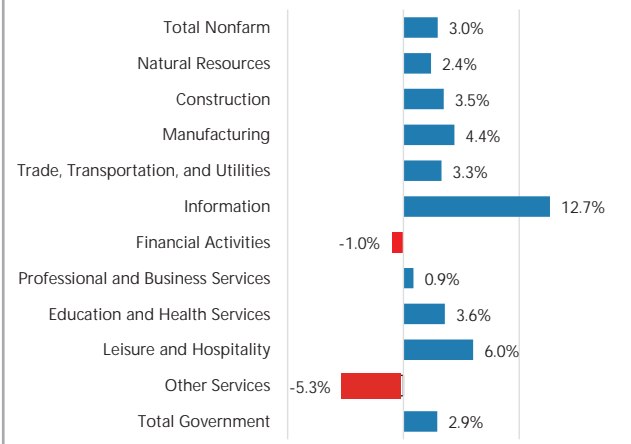
Source: Idaho Department of Labor, U.S. Bureau of Labor Statistics

### Idaho's unemployment rates, 1976-2022



Source: Idaho Department of Labor

### Percent change in payroll growth Nov 2021 to Nov 2022



Source: Idaho Department of Labor, U.S. Bureau of Labor Statistics

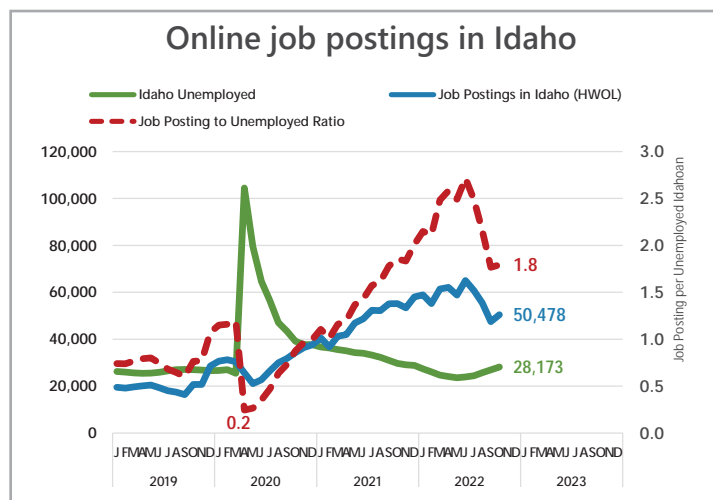


attributable to supply chain disruptions and rapid wage increases as employers compete for workers. The core consumer price index removed food and energy prices from its calculation due to their inherent volatility.

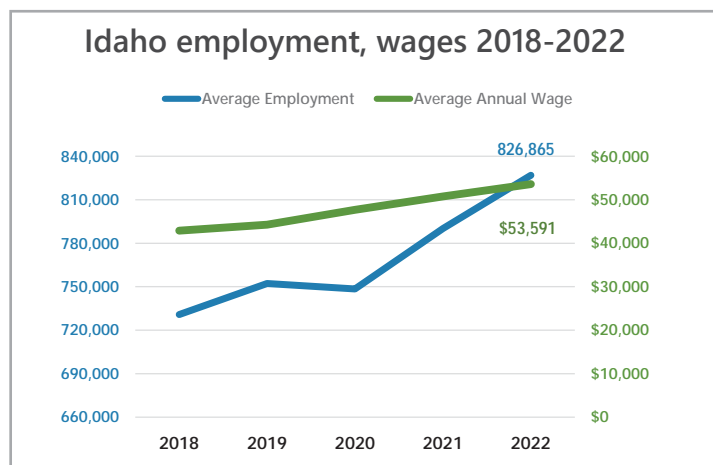
The increase in employer costs is best captured by the Employment Cost Index from the Bureau of Labor Statistics. The employment cost for private industry workers in the Mountain states has increased by 5.9% in 2022 Q3 from the previous year, higher than the national 5.3% increase.

## Population

Fueling Idaho's nation-leading job growth is its nation-leading population growth. In 2020, Idaho added 58,7000 (3.3%) new residents to its borders, primarily from in-migration from other states, and in 2021 added 53,200 (2.9%) additional residents.



Sources: Idaho Department of Labor, U.S. Bureau of Labor Statistics, The Conference Board-HWOL



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



# Idaho



**1.9 million**  
population in 2021

**3.3%**  
growth from 2020 to 2021

## Region 1



**251,159**

population in 2021

**2.7%**

growth from 2020 to 2021

## Region 1

**Northern - Benewah, Bonner, Boundary, Kootenai & Shoshone counties**

After the economic difficulties and job losses suffered during the COVID-19 pandemic, northern Idaho has quickly returned to economic strength, with substantial job growth across all sectors of the economy.

The economic vitality of northern Idaho is based on the region's status as a highly desirable market that draws in significant in-migration year over year, with new residents gravitating toward the area's high quality of life.

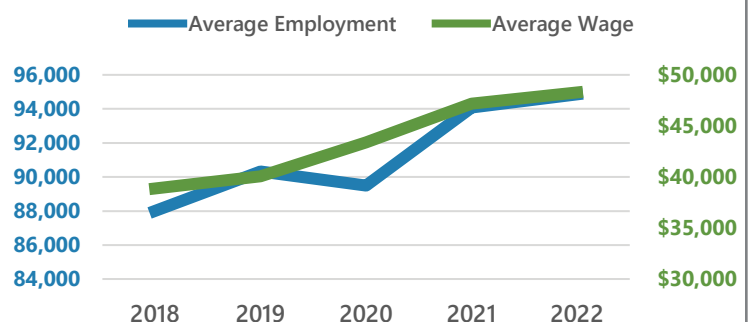
This robust population growth continues to drive growth in several major economic sectors, including

- Construction (+4% from 2021 to 2022),
- Real estate and rental services (+5%), and
- Health care and social assistance (+3%).

Health care providers continue to expand both their physical footprint and their staffing to serve the rapidly growing population, and construction remained extremely busy – both with the construction of new housing and commercial space (in particular on the prairie in northern Post Falls) and working on public infrastructure to cope with higher traffic levels.

The strong overall level of growth has left the labor market extremely tight, with very low labor availability. By the end of the third quarter in 2022, there were over 4,000 unfilled jobs in northern Idaho – nearly four times the levels seen pre-pandemic.

### Region 1 employment, wages, 2018-2021



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



## Region 2

### North Central – Clearwater, Idaho, Latah, Lewis and Nez Perce counties

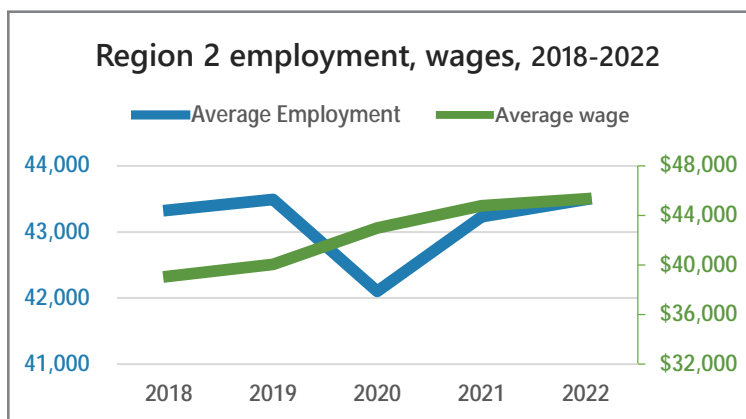
This has been a year of increasing employment in north central Idaho, significantly declining unemployment and rising wages as the local labor market remains at very tight levels. Average total employment is up 4.5% in 2022 while average monthly unemployment is down 21% and weekly initial unemployment claims are down 51%.

Over 2022, the region has seen an average of 1.5 job postings per unemployed person compared with 1.4 in 2021. The median job posting duration has increased to 33 days in 2022 from 31 in 2021 and is 50% higher than the 22-day median duration of postings in 2019.

The top three industries by growth and adding 100+ jobs between 2021-2022

- Manufacturing (+6.6%; +336 jobs),
- Retail trade (+3.3%; +171 jobs), and
- Finance and insurance (+9.1%; +129 jobs).

The region's population growth was entirely due to net migration of 1,991 new residents and offset by a decline in natural growth of 99 more deaths than births. The one-year net migration between July 1, 2020, and July 1, 2021, was approximately 22 times higher than the annual regional average of 88 net new residents who moved into the region between 2015-2019.



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

## Region 2



**112,417**  
population in 2021

**1.7%**  
growth from 2020 to 2021



## Region 3



**878,209**

population in 2021

**3.2%**

growth from 2020 to 2021

## Region 3

Southwestern – Ada, Adams, Boise, Canyon, Elmore, Gem, Owyhee, Payette, Valley & Washington counties

Southwestern Idaho's average employment increased by 4.3% in 2022, adding 15,690 covered jobs. The top ranked industries based on average employment level growth included:

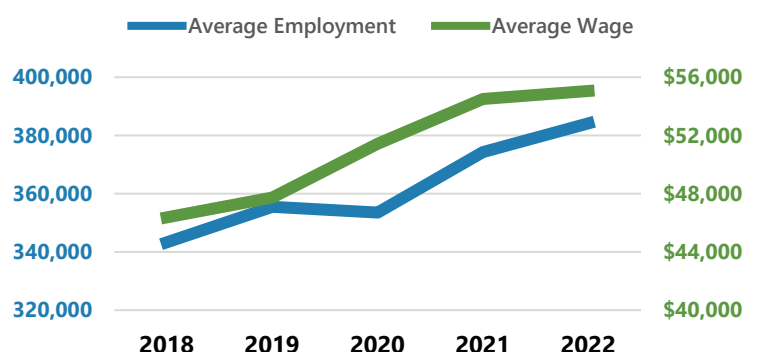
- Accommodation and food service (+10.3%, 3,185 jobs),
- Educational services (+9.6%, 2,517 jobs), and
- Construction (+8.2%, 2,455 jobs).

Manufacturing modestly grew just over 1,000 but with a new decking manufacturer Azek starting production and Micron expanding with a R&D fabrication plant, greater growth is forecast.

The number of businesses saw a huge increase of 10.5% amounting to an additional 3,158 businesses contributing to southwestern Idaho's economy, most of which are small business. The migration of people to southwestern Idaho brings with it a demand for services. This aligns with the new businesses in rural and urban communities across southwestern Idaho.

In September 2022, Burning Glass estimated online job postings at 15,642 for southwestern Idaho — up 10% from the previous year's September postings at 14,179. Southwestern Idaho continues to hire across all industries and posts a significant share of the state's total, which Burning Glass reports at 24,673 for September.

### Region 3 employment, wages 2018-2022



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

## Region 4

South Central – Blaine, Camas, Cassia, Gooding, Jerome, Lincoln, Minidoka & Twin Falls counties

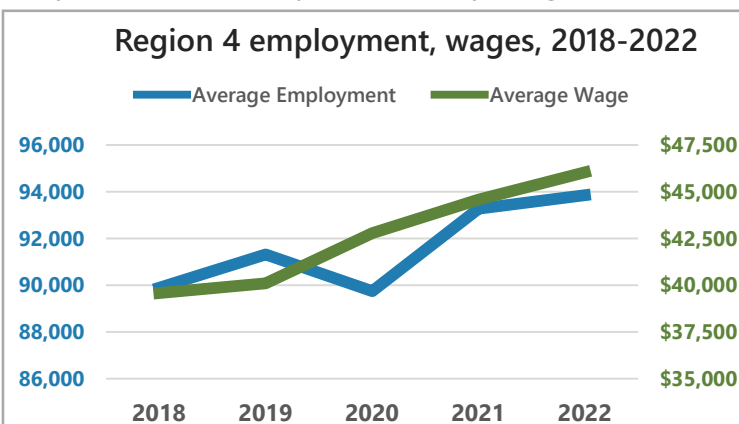
The south central region has seen a 2% increase in average employment from the third quarter of 2021 to the second quarter of 2022. During the same time, many industries grew by over 5%:

- Information (+8.1%)
- Finance and insurance (+7.2%)
- Professional, scientific and technical services (+6.3%)
- Manufacturing (+5.7%)
- Educational services (+5.5%)
- Construction (+5.2%)

Idaho moved quickly out of the economic downturn caused by COVID-19, and the south-central region is no exception, recovering from the employment decline within a year.

To meet the increasing training and education needs in the region, south central Idaho has invested throughout the region. The College of Southern Idaho is partnering with the city of Jerome to build a 20,000 square-foot educational facility to replace the current Jerome Center. Additionally, a \$12 million bond will increase elementary school capacity in the Jerome School District.

Other regional developments include several plant openings including a 270,000 square foot slaughterhouse and meat cutting plant in Jerome County. Additionally, the University of Idaho broke ground on a 2,000-cow dairy in Rupert to study sustainability of agriculture.



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

## Region 4



**210,983**  
population in 2021

**1.9%**  
growth from 2020 to 2021



## Region 5



**178,022**

population in 2021

**1.5%**

growth from 2020 to 2021

## Region 5

**Southeastern – Bannock, Bear Lake, Bingham, Caribou, Franklin, Oneida & Power counties**

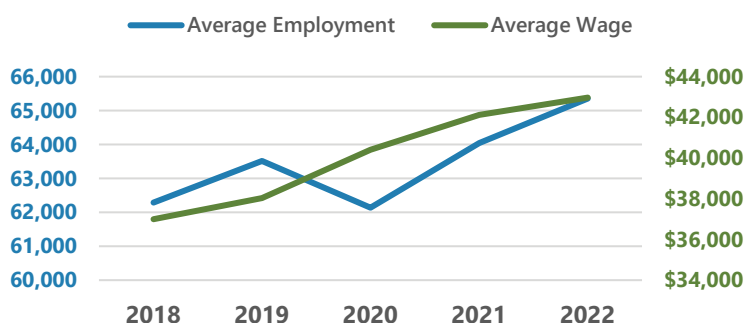
The labor market in southeastern has continued to be strong with gains in employment and wages throughout 2021 and 2022. Among the sectors driving this growth have been manufacturing, education and health services, as well as leisure and hospitality, all of which have experienced annualized employment growth this year of 2% or more. Trade, transportation and utilities; government; and to a lesser extent professional and business services have experienced employment declines in 2022. The largest employment growth occurred in:

- Accommodation and food services (+691 jobs, +13.5%)
- Construction (+451 jobs, +11.7%) and
- Educational services (+804 jobs, +10.3%).

Among notable openings in the southeastern region were the addition of health care facilities in and around the Pocatello-Chubbuck area. Projects employing many construction workers included the beginning of a multi-year project to renovate the "Flying Y" I-15/I-86 Interchange; a new park and performance stage in historic downtown Pocatello; multiple housing developments throughout Bannock, Power and Franklin counties and renovations made to the Malad City airport.

For many agriculture producers in the region, the cold and wet spring delayed the planting season while the summer drought and wildfires had an adverse impact on yields. However, the quality for some products including potatoes and barley was up.

### Region 5 employment, wages, 2018-2022



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



## Region 6

Eastern – Bonneville, Butte, Clark, Custer, Fremont, Jefferson, Lemhi, Madison & Teton counties

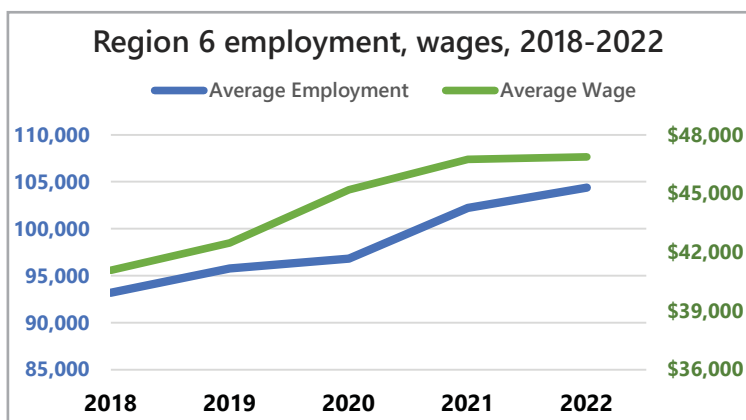
The labor market remained stable with average employment in the eastern Idaho region increasing by 2,157 people (2.1%) from 2021 to 2022.

Certain industry sectors have demonstrated economic growth in the region this past year, including health care, public administration, retail, construction, manufacturing and professional/scientific. The top sectors were:

- Education services (+19%),
- Finance and insurance (+6%), and
- Information (+5%).

The prospects of growth in employment in the professional, scientific and technical services sector, thanks to Idaho National Laboratory's presence in the region, are promising. INL has announced significant expansion projects for the next four years. In other industries, a 66,000-square-foot Idaho Falls meat packing plant opened earlier this year, hiring 200 people, and the new Mountain America Center opened in November with 300 employees and 38,000 square feet of space.

Idaho's eastern region has seen both commercial and residential real estate growth. Idaho Falls' commercial real estate market is still attracting new businesses to the region. Bonneville County carries the most weight in residential construction growth for the region. The challenge in to the next year will be how infrastructure keeps up with the housing and population growth.



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

## Region 6



**255,908**  
population in 2021

**2.1%**  
growth from 2020 to 2021



*connects* job seekers with  
employment opportunities,  
*supports* workers through career  
and life transitions, and  
*administers* state labor laws.

Idaho Department of Labor

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