Appendix A - Idaho Occupations in Demand

Appendix A is updated annually by the Workforce Development Policy Committee in July.

Methodology

The Idaho Department of Labor's labor market information unit has developed a dynamic web tool that ranks Idaho's occupations in demand. The methodology uses quantifiable information to comprise the list and is augmented with projected growth and total annual openings, entry level wage information and education and training requirements. The list can be filtered by sub-region of the state, typical education requirement and STEM and/or industry designation.

This list may be found online at: https://public.tableau.com/profile/idlabor#!/vizhome/In-DemandOccupations/In-DemandOccupations

To be included on the Eligible Training Provider List, programs of training must lead to one or more of the occupations when the following filters have been applied:

1. The tab must be set to "In-Demand Occupations".
2. The "Top N Hot Jobs" must be set to 150.
3. The "Area Selection" should be set to region where the training is being provided.
4. The "Typical Education Requirement" should be set such that Bachelor's degree, Doctoral or professional degree and Master's degree are not selected.
5. The "Median Hourly" wage must be greater than $10 per hour.

In-Demand Occupations
Area: Idaho
STEM: All
Industry: All

Source: Idaho Department of Labor

Hot Job Rank	Typical Education Requirement	SOC Code	Title	Hourly Median Wage	Annual Median Wage	Projected Growth Rate	Projected Growth	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
1	Bachelor's degree	29-1141	Registered Nurses	$29.90	$62,190	29.3%	3,865	433	328	386	1,147
2	Bachelor's degree	15-1132	Software Developers, Applicat..	$38.15	$79,360	30.2%	612	32	115	61	208
3	Master's degree	29-1171	Nurse Practitioners	$46.19	$96,080	35.1%	231	15	22	23	60
4	Master's degree	29-1071	Physician Assistants	$45.22	$94,050	32.8%	202	12	25	20	57
5	Bachelor's degree	15-1122	Information Security Analysts	$41.95	$87,260	30.3%	156	11	29	16	56
6	High school diploma or equiva..	49-9041	Industrial Machinery Mechanics	$24.58	$51,120	23.2%	551	90	137	55	282
7	Bachelor's degree	13-1161	Market Research Analysts an..	$24.23	$50,400	27.7%	390	42	110	39	191
8	Doctoral or professional degree	29-1051	Pharmacists	$56.85	$118,250	16.7%	261	39	33	26	98
9	Doctoral or professional degree	29-1123	Physical Therapists	$36.75	$76,430	26.3%	233	19	21	23	63
10	Bachelor's degree	13-2072	Loan Officers	$26.13	$54,350	20.3%	563	74	170	56	300
11	Associate's degree	29-1126	Respiratory Therapists	$26.48	$55,070	51.2%	309	18	17	31	66
12	Master's degree	21-1022	Healthcare Social Workers	$25.65	$53,360	25.4%	152	24	43	15	82
13	Bachelor's degree	17-2112	Industrial Engineers	$43.41	$90,290	15.4%	171	27	49	17	93
14	Master's degree	29-1122	Occupational Therapists	$35.71	$74,280	25.4%	108	10	13	11	34

Top N Hot Jobs
100

Occupational Title

Area Selection
- ◉ Idaho
- ○ Northern
- ○ North Central
- ○ Southwestern
- ○ South Central
- ○ Southeastern
- ○ Eastern

Typical Education Requirement
- ☑ (All)
- ☑ None
- ☑ Associate's degree
- ☑ Bachelor's degree
- ☑ Doctoral or professional degree
- ☑ High school diploma or equival..
- ☑ Master's degree
- ☑ No formal educational credential
- ☑ Postsecondary nondegree aw..
- ☑ Some college, no degree

The following "career pathway" programs are approved statewide regardless of where they appear on the regional lists:

- Certified Nurse Assistant
- Related training for Electrical, Plumbing and HVAC apprenticeship programs

A training provider may request review by the Policy Committee if the occupation their program prepares individuals for fall outside this policy. They must provide a compelling case as to why the program should be added based on documented demand for individuals with the skills and certifications delivered through the program. The Policy Committee will review the request against available real-time labor market information and make a determination. If approved, the Policy Committee will provide a letter stating such to be attached to the application. If denied, no further recourse is available.

The request must be sent (electronically or by mail) to the Executive Director of the Workforce Development Council at the address found on www.wdc.idaho.gov. Requests that are received 7 or more days prior to the next regularly scheduled Policy Committee meeting will be reviewed at that meeting. If there are fewer than 7 days until the next meeting, it will be reviewed at the following meeting.

The request should include the following information:

- Name of Provider
- Brief Description of Program
- Documented demand for the program by local employers (i.e. letters stating that employers hire from the program, information from the Idaho Occupations In-Demand tool that shows regional demand, other cited data sources that show demand for the occupation). Information provided must be clear, concise and compelling.

The Policy Committee will consider the following, at a minimum, in making a determination:

- Real-time labor market analysis of the occupation through tools such as Help Wanted Online, Burning Glass Labor Insight, EMSI Analyst.
- Regional wage data.
- Whether the occupation is part of a career pathway that leads to additional in-demand, high wage occupations.