

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 identify in-demand occupations and is augmented with projected growth and total annual openings (based on both projections and real-time job postings), 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://lmi.idaho.gov/occupations-in-demand>

Commented [WS1]: Will verify link once new tool is moved to production.

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 the region where the training is being provided.
4. The "Typical Education Requirement" should be set such that "No formal educational credential, Bachelor's degree, Master's degree, and Doctoral or professional degree" are not selected.
5. The "Median Average Hourly Wage" wage must be greater than set to \$10 per hour.
6. The "Projected Growth Rate" must be set to 0 or higher.

SOC Code	Title	Typical Education Requirement	2020 Employment	Average Hourly Wage	Average Annual Wage	Projected Growth Rate	Projected Growth	Total Annual Openings	Job Postings (2020)	Occupational Title
11-3071	Transportation, Storage, and Distribution Managers	High school diploma or equivalent	641	\$39.33	\$21,514	0.5%	57	82	212	
11-8013	Farmers, Ranchers, and Other Agricultural Managers	High school diploma or equivalent	8,828	5,971	\$31.12	\$64,722	12.9%	1,143	1,282	145
11-8051	Food Service Managers	High school diploma or equivalent	1,373	1,713	\$26.51	\$53,965	8.5%	140	200	1,182
11-9051	Logging Managers	High school diploma or equivalent	293	296	\$28.53	\$61,383	2.8%	5	47	164
11-9141	Property, Real Estate, and Community Association M.	High school diploma or equivalent	3,331	3,583	\$19.53	\$41,622	7.4%	252	352	322
13-1021	Claims Adjusters, Examiners, and Investigators	High school diploma or equivalent	1,171	1,270	\$36.97	\$64,410	8.5%	99	157	151
13-2022	Tax Preparers	High school diploma or equivalent	661	684	\$26.96	\$43,996	5.5%	33	84	912
15-1211	Computer Network Support Specialists	Associate's degree	600	566	\$29.84	\$61,626	19.2%	56	67	N/A
15-1212	Computer User Support Specialists	Some college, no degree	3,599	4,040	\$24.00	\$49,524	12.3%	441	491	N/A
17-3011	Architectural and Civil Drafters	Associate's degree	1,077	1,243	\$26.50	\$53,847	15.4%	166	181	29
17-3013	Electrical Drafters	Associate's degree	199	226	\$23.53	\$48,360	16.6%	37	35	65
17-3022	Civil Engineering Technicians	Associate's degree	243	267	\$23.00	\$49,272	5.8%	14	36	34
17-3023	Electrical and Electronics Engineering Technicians	Associate's degree	967	1,196	\$29.97	\$62,328	19.6%	189	167	150
17-3026	Industrial Engineering Technicians	Associate's degree	198	234	\$31.81	\$66,161	19.2%	36	33	349
17-3028	Surveying and Mapping Technicians	High school diploma or equivalent	374	581	\$22.46	\$46,712	1.9%	7	71	48
17-3088	Calibration and Engineering Technicians and Technicians	Associate's degree	147	165	\$38.83	\$81,273	8.2%	12	22	N/A
19-4010	Agricultural and Food Science Technicians	Associate's degree	395	446	\$21.00	\$44,711	12.9%	51	86	N/A
19-4031	Chemical Technicians	Associate's degree	623	581	\$21.27	\$44,243	11.1%	58	95	12
19-4042	Environmental Science and Protection Technicians, In.	Associate's degree	238	413	\$27.89	\$57,823	23.3%	78	79	804
19-4051	Nuclear Technicians	Associate's degree	362	404	\$26.44	\$54,996	33.3%	122	93	6
19-4099	Life, Physical, and Social Science Technicians, All O.	Associate's degree	443	409	\$23.36	\$48,584	5.4%	25	89	243
21-1093	Social and Human Service Assistants	High school diploma or equivalent	2,008	2,987	\$17.74	\$36,904	11.2%	301	526	161
21-1094	Community Health Workers	High school diploma or equivalent	268	365	\$22.38	\$46,548	19.5%	60	58	25
23-2011	Paralegals and Legal Assistants	Associate's degree	1,307	1,672	\$23.94	\$49,796	8.5%	116	233	169

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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
- Registered Nurse

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.

If the Policy Committee approves the request, the occupation will be added to the list of additional statewide occupations above.