



# 26 Occupations in 8 Counties

# Contents

|                                |    |
|--------------------------------|----|
| What is Emsi Data? .....       | 1  |
| Report Parameters .....        | 2  |
| Executive Summary .....        | 3  |
| Jobs .....                     | 4  |
| Compensation .....             | 6  |
| Job Posting Activity .....     | 7  |
| Demographics .....             | 12 |
| Occupational Programs .....    | 14 |
| Appendix A (Occupations) ..... | 15 |

## What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



## Report Parameters

### 26 Occupations

|         |   |
|---------|---|
| 11-9121 | Natural Sciences Managers                                     |
| 19-1031 | Conservation Scientists                                       |
| 19-2041 | Environmental Scientists and Specialists,<br>Including Health |
| 19-3011 | Economists  |
| 19-2043 | Hydrologists  |

|  |                                     |
|--|-------------------------------------|
| 17-2081                                      | Environmental Engineers             |
| 19-1013                                      | Soil and Plant Scientists           |
| 25-1099                                      | Postsecondary Teachers              |
| 19-4071                                      | Forest and Conservation Technicians |
| <i>See Appendix A for all 26 Occupations</i> |                                     |

### 8 Counties

|       |                    |
|-------|--------------------|
| 16001 | Ada County, ID     |
| 16027 | Canyon County, ID  |
| 16045 | Gem County, ID     |
| 16075 | Payette County, ID |

|       |                       |
|-------|-----------------------|
| 16087 | Washington County, ID |
| 41023 | Grant County, OR      |
| 41025 | Harney County, OR     |
| 41045 | Malheur County, OR    |

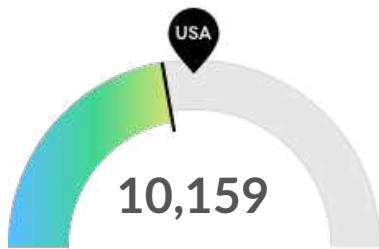
### Class of Worker

QCEW Employees

The information in this report pertains to the chosen occupations and geographical areas.

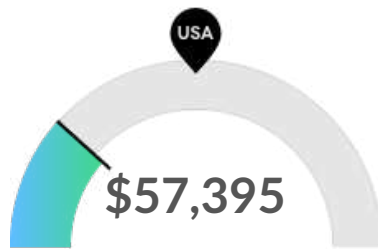
## Executive Summary

### Average Job Posting Demand Over a Thin Supply of Regional Jobs



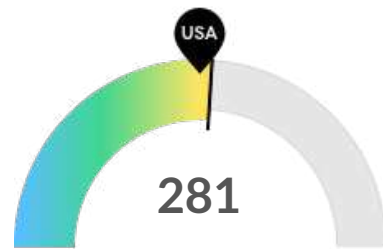
**Jobs (2019)**

Your area is not a hotspot for this kind of job. The national average for an area this size is 11,972\* employees, while there are 10,159 here.



**Compensation**

Earnings are low in your area. The national median salary for your occupations is \$71,933, compared to \$57,395 here.



**Job Posting Demand**

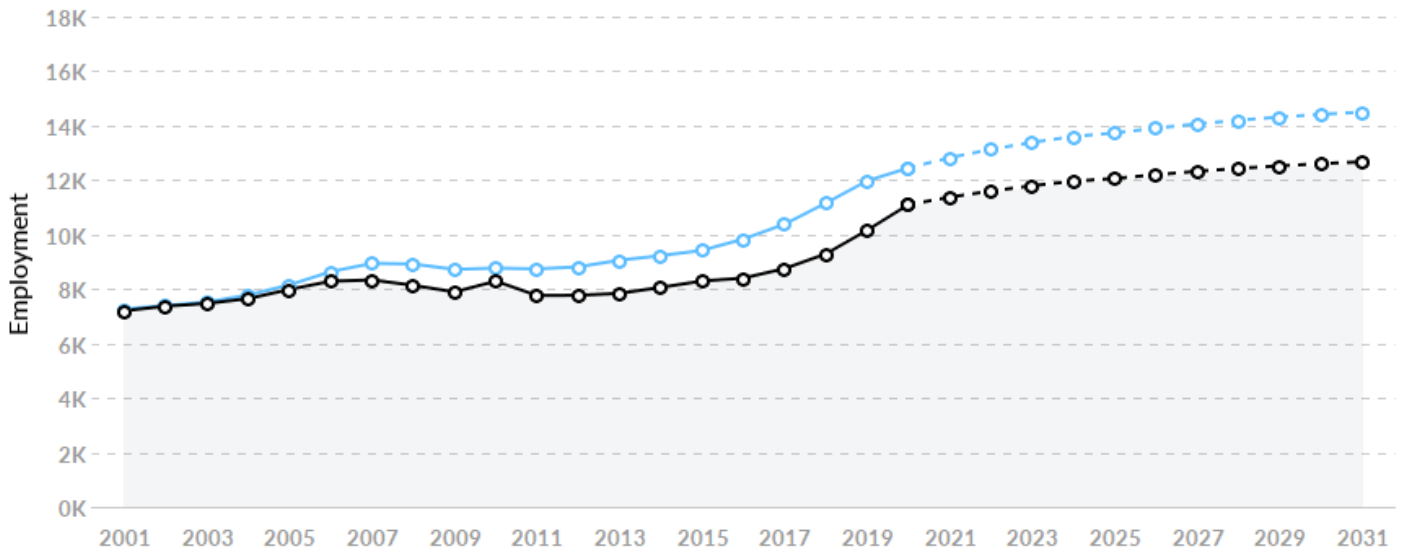
Job posting activity is about average in your area. The national average for an area this size is 265\* job postings/mo, while there are 281 here.

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

# Jobs

## Regional Employment Is Lower Than the National Average

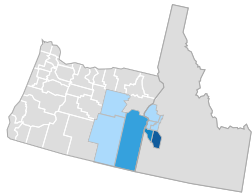
An average area of this size typically has 11,972\* jobs, while there are 10,159 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



| Region             | 2019 Jobs | 2020 Jobs | Change | % Change |
|--------------------|-----------|-----------|--------|----------|
| ● 8 Counties       | 10,159    | 11,097    | 938    | 9.2%     |
| ● National Average | 11,972    | 12,444    | 472    | 3.9%     |

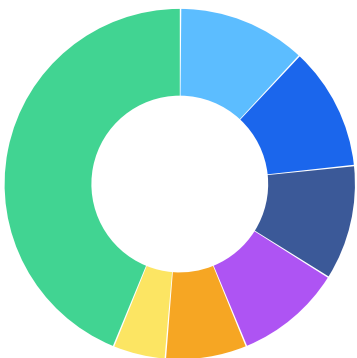
\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

## Regional Breakdown



| County             | 2019 Jobs |
|--------------------|-----------|
| Ada County, ID     | 6,831     |
| Canyon County, ID  | 2,004     |
| Malheur County, OR | 586       |
| Grant County, OR   | 223       |
| Harney County, OR  | 180       |

## Most Jobs are Found in the Education and Hospitals (State Government) Industry Sector

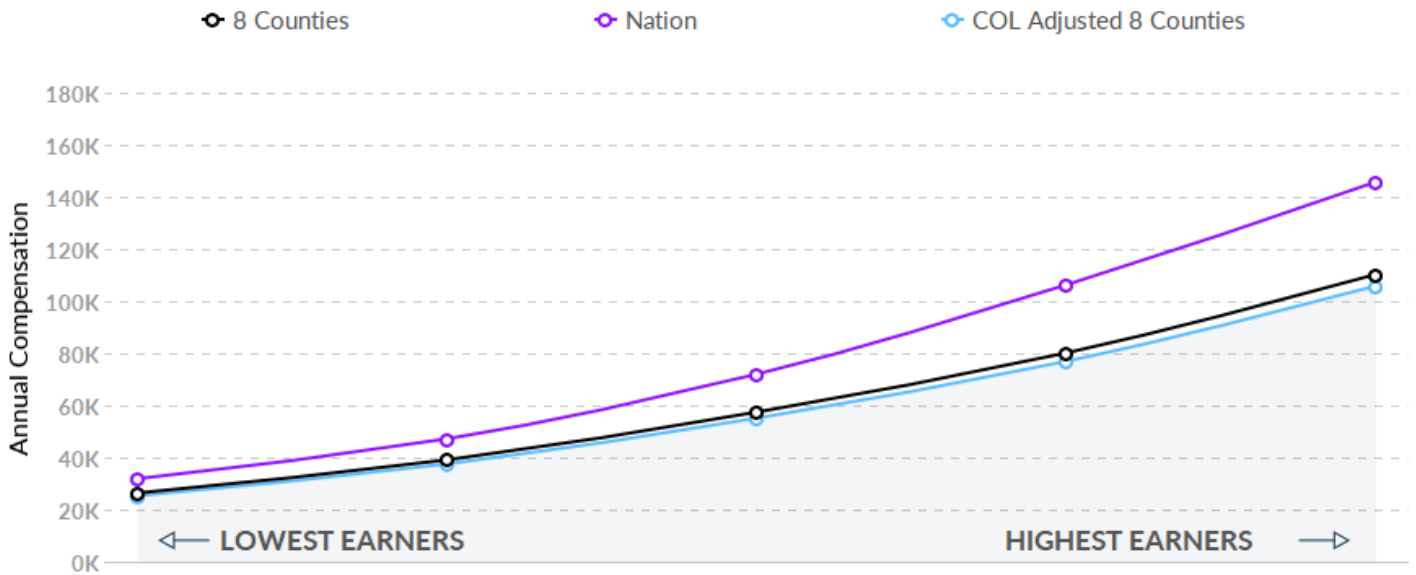


| Industry  | % of Occupation in Industry (2019) |
|---|------------------------------------|
| Education and Hospitals (State Government)          | 11.9%                              |
| Federal Government, Civilian                        | 11.4%                              |
| Local Government, Excluding Education and Hospitals | 10.6%                              |
| State Government, Excluding Education and Hospitals | 9.9%                               |
| Education and Hospitals (Local Government)          | 7.5%                               |
| Animal Production                                   | 4.8%                               |
| Other   | 43.9%                              |

# Compensation

## Regional Compensation Is 20% Lower Than National Compensation

For your occupations, the 2020 median wage in your area is \$57,395, while the national median wage is \$71,933.





# Job Posting Activity



**6,750 Unique Job Postings**

The number of unique postings for this job from Jan 2019 to Dec 2020.



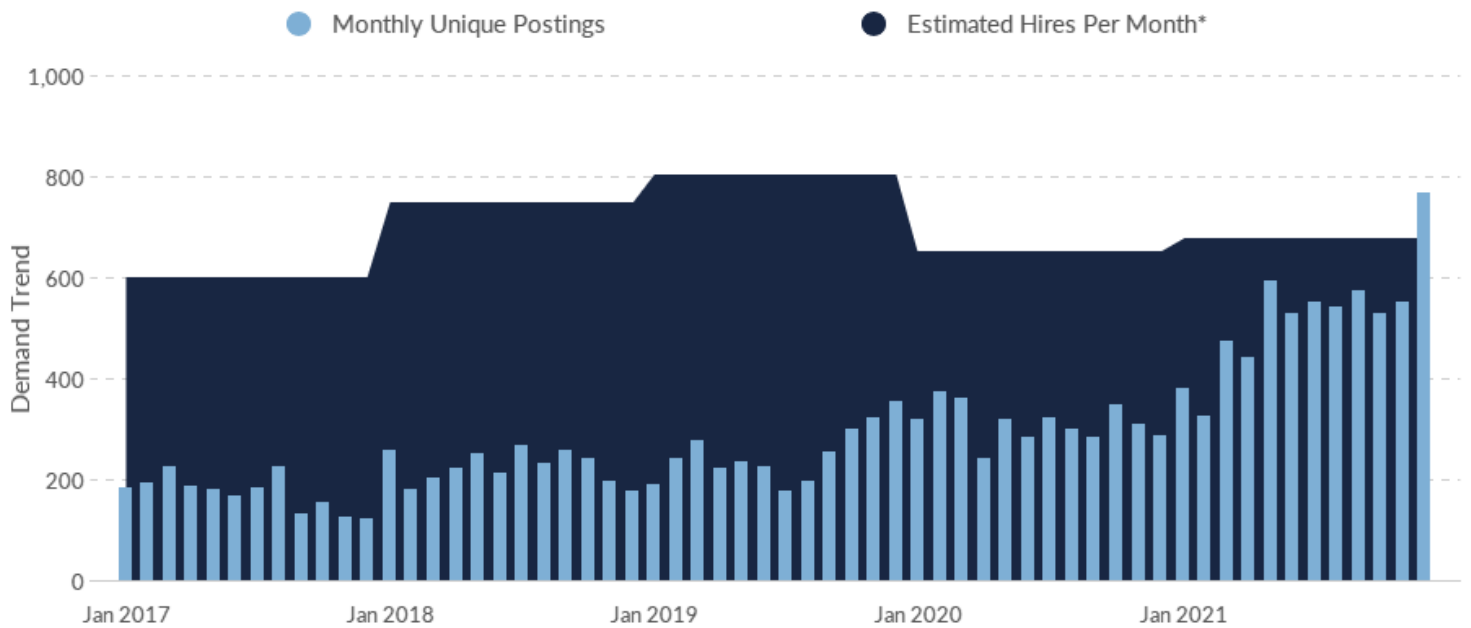
**1,056 Employers Competing**

All employers in the region who posted for this job from Jan 2019 to Dec 2020.



**More Hires Than Postings**











More hires than postings may mean this position is filled via other methods.



| Occupation  | Avg Monthly Postings (Jan 2019 - Dec 2020) | Avg Monthly Hires (Jan 2019 - Dec 2020) |
|---|--|---|
| Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other | 154  | 44                                      |
| Postsecondary Teachers  | 35   | 137                                     |
| Project Management Specialists and Business Operations Specialists, All Other   | 17   | 146                                     |

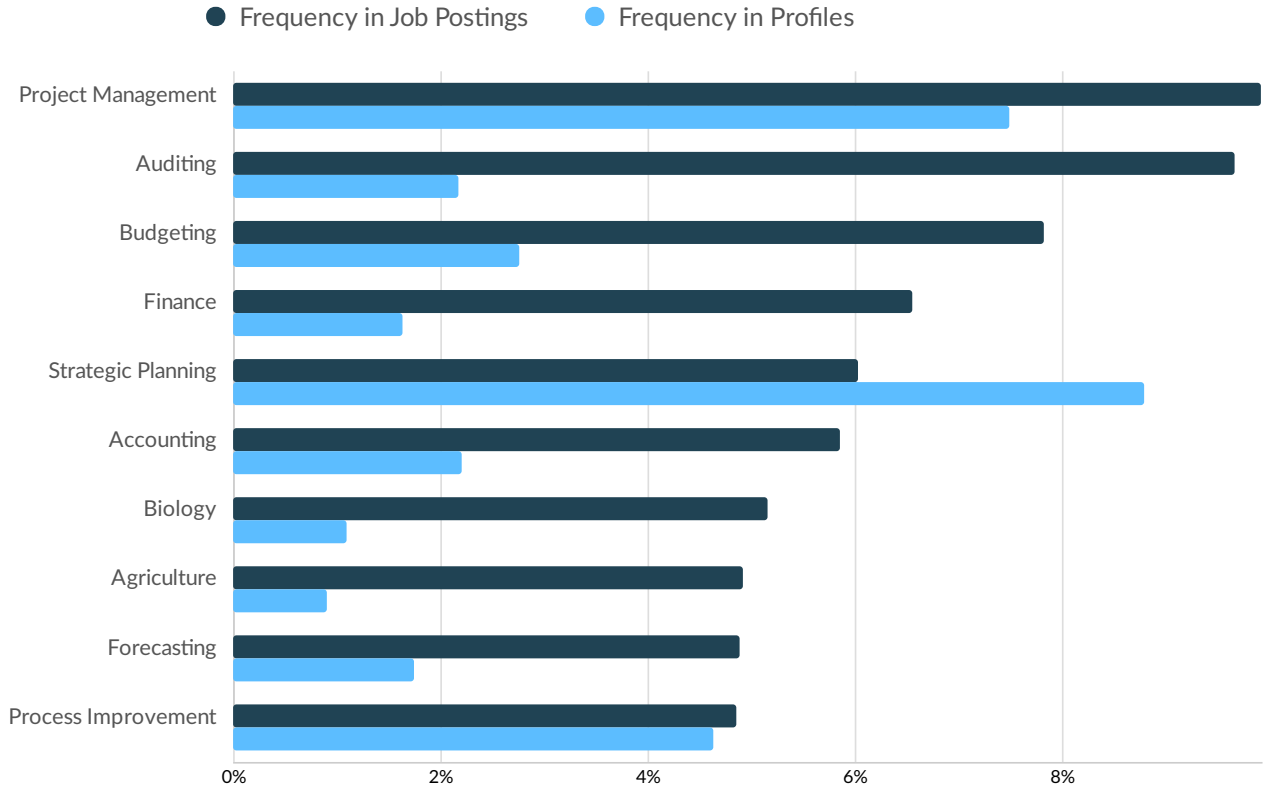
\*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

| Occupation  | Avg Monthly Postings (Jan 2019 - Dec 2020) | Avg Monthly Hires (Jan 2019 - Dec 2020) |
|---|--|---|
| Compliance Officers   | 11   | 31                                      |
| Natural Sciences Managers   | 9  | 7                                       |
| Amusement and Recreation Attendants                                       | 6  | 69                                      |
| Forest and Conservation Technicians                                       | 7  | 47                                      |
| Environmental Engineers   | 6  | 2                                       |
| Farmers, Ranchers, and Other Agricultural Managers                        | 4  | 109                                     |
| Conservation Scientists   | 4  | 6                                       |
| Environmental Scientists and Specialists, Including Health                | 3  | 9                                       |
| Firefighters  | 3  | 17                                      |
| Environmental Science and Protection Technicians, Including Health        | 3  | 3                                       |
| Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers | 3  | 45                                      |
| Biological Scientists, All Other  | 3  | 6                                       |
| Farm and Home Management Educators  | 4  | 2                                       |
| Anthropologists and Archeologists   | 2  | 0                                       |
| Hydrologists  | 2  | 2                                       |
| Foresters   | 2  | 4                                       |
| Soil and Plant Scientists   | 1  | 11                                      |
| Geoscientists, Except Hydrologists and Geographers                        | 1  | 2                                       |
| Geological and Hydrologic Technicians                                     | 1  | 6                                       |
| Economists  | 1  | 1                                       |
| Geographers   | 0  | 0                                       |
| Forest and Conservation Workers   | 0  | 20                                      |
| Fish and Game Wardens   | 0  | 0                                       |

| Top Companies             | Unique Postings   |
|---------------------------|---|
| State of Idaho            | 666    |
| Micron Technology         | 169    |
| College Of Western Idaho  | 115    |
| Boise State University    | 110   |
| J.R. Simplot Company      | 105  |
| St. Luke's Health System  | 95   |
| Bureau of Land Management | 80   |
| City of Boise             | 77   |
| Johns Hopkins             | 74   |
| YMCA                      | 67   |

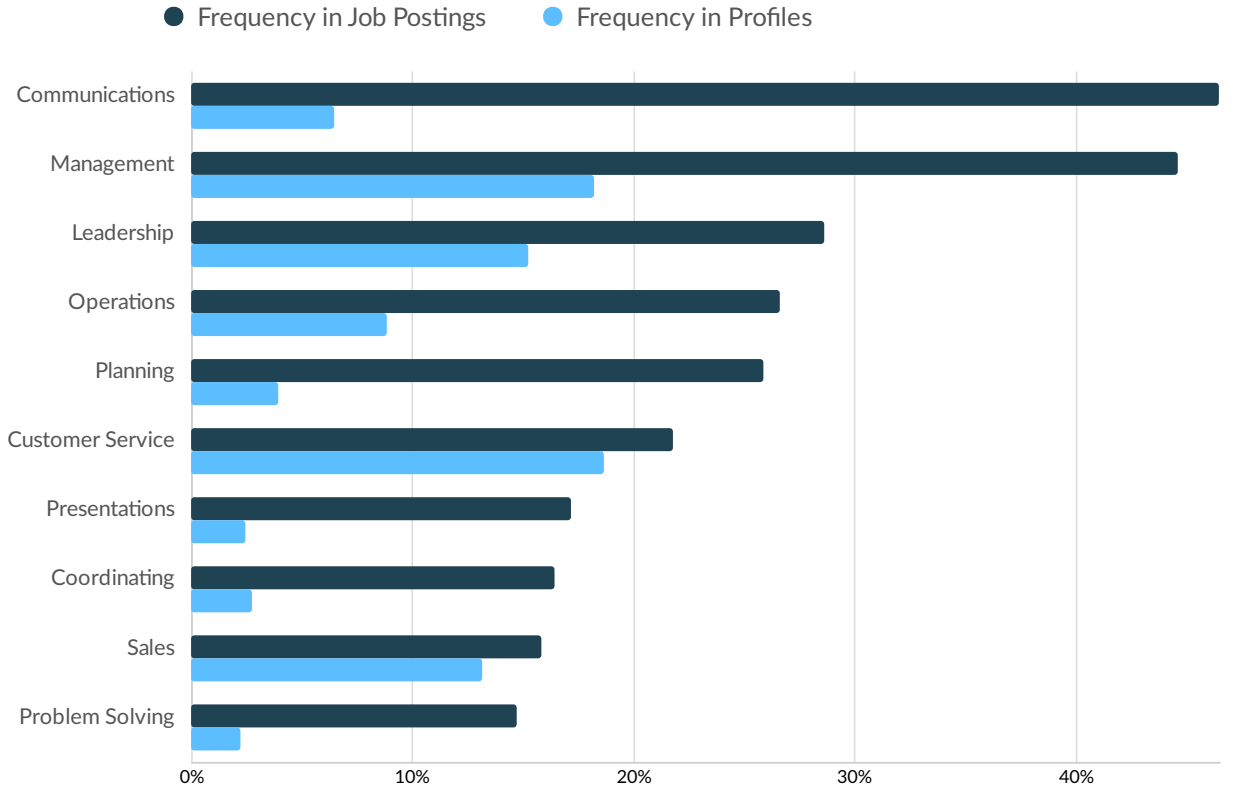
| Top Job Titles         | Unique Postings  |
|------------------------|--|
| Project Managers       | 292   |
| Program Managers       | 127   |
| Project Coordinators   | 111   |
| E-Commerce Clerks      | 76   |
| Forestry Technicians   | 76  |
| Managers               | 49  |
| Compliance Specialists | 44  |
| Lifeguards             | 35  |
| Program Instructors    | 35  |
| Program Specialists    | 35  |

## Top Hard Skills



| Skills              | Postings | % of Total Postings | Profiles | % of Total Profiles |
|---------------------|----------|---------------------|----------|---------------------|
| Project Management  | 670      | 10%                 | 1,385    | 8%                  |
| Auditing            | 653      | 10%                 | 402      | 2%                  |
| Budgeting           | 529      | 8%                  | 509      | 3%                  |
| Finance             | 443      | 7%                  | 302      | 2%                  |
| Strategic Planning  | 407      | 6%                  | 1,625    | 9%                  |
| Accounting          | 396      | 6%                  | 409      | 2%                  |
| Biology             | 348      | 5%                  | 201      | 1%                  |
| Agriculture         | 332      | 5%                  | 168      | 1%                  |
| Forecasting         | 330      | 5%                  | 322      | 2%                  |
| Process Improvement | 328      | 5%                  | 857      | 5%                  |

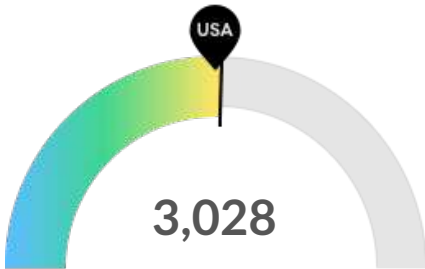
## Top Common Skills



| Skills           | Postings | % of Total Postings | Profiles | % of Total Profiles |
|------------------|----------|---------------------|----------|---------------------|
| Communications   | 3,138    | 46%                 | 1,199    | 6%                  |
| Management       | 3,012    | 45%                 | 3,372    | 18%                 |
| Leadership       | 1,935    | 29%                 | 2,812    | 15%                 |
| Operations       | 1,797    | 27%                 | 1,632    | 9%                  |
| Planning         | 1,749    | 26%                 | 725      | 4%                  |
| Customer Service | 1,471    | 22%                 | 3,450    | 19%                 |
| Presentations    | 1,160    | 17%                 | 451      | 2%                  |
| Coordinating     | 1,110    | 16%                 | 502      | 3%                  |
| Sales            | 1,071    | 16%                 | 2,435    | 13%                 |
| Problem Solving  | 995      | 15%                 | 413      | 2%                  |

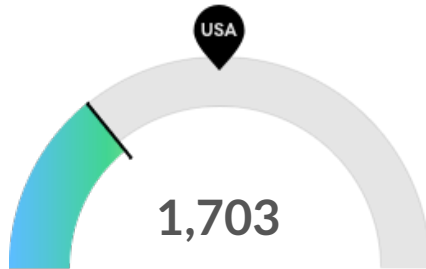
## Demographics

### Retirement Risk Is About Average, While Overall Diversity Is Low



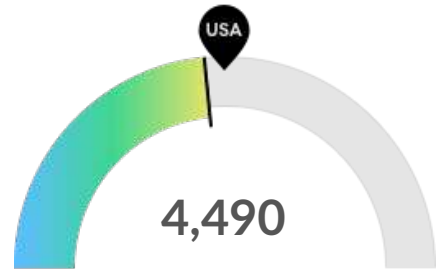
**Retiring Soon**

Retirement risk is about average in your area. The national average for an area this size is 2,948\* employees 55 or older, while there are 3,028 here.



**Racial Diversity**

Racial diversity is low in your area. The national average for an area this size is 3,546\* racially diverse employees, while there are 1,703 here.

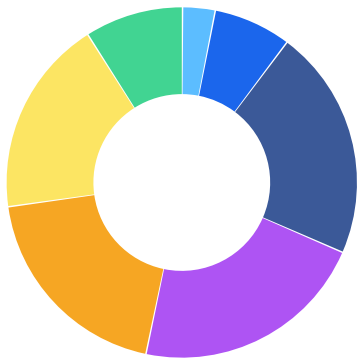


**Gender Diversity**

Gender diversity is about average in your area. The national average for an area this size is 4,917\* female employees, while there are 4,490 here.

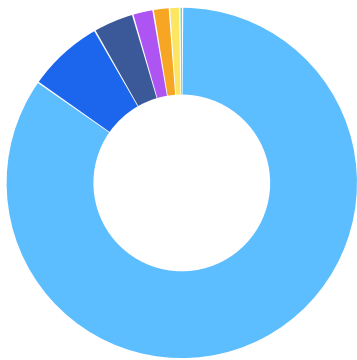
\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

### Occupation Age Breakdown



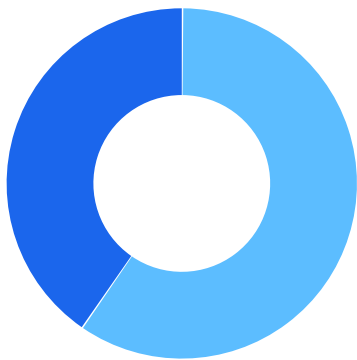
|       | % of Jobs | Jobs  |
|-------|-----------|-------|
| 14-18 | 3.0%      | 333   |
| 19-24 | 7.2%      | 796   |
| 25-34 | 21.3%     | 2,361 |
| 35-44 | 21.8%     | 2,414 |
| 45-54 | 19.5%     | 2,164 |
| 55-64 | 18.2%     | 2,021 |
| 65+   | 9.1%      | 1,007 |

### Occupation Race/Ethnicity Breakdown



|   | % of Jobs | Jobs  |
|---|-----------|-------|
| White                                     | 84.7%     | 9,394 |
| Hispanic or Latino                        | 7.0%      | 779   |
| Asian                                     | 3.7%      | 415   |
| Two or More Races                         | 1.9%      | 211   |
| American Indian or Alaska Native          | 1.5%      | 166   |
| Black or African American                 | 1.0%      | 106   |
| Native Hawaiian or Other Pacific Islander | 0.2%      | 27    |

### Occupation Gender Breakdown



|         | % of Jobs | Jobs  |
|---------|-----------|-------|
| Males   | 59.5%     | 6,607 |
| Females | 40.5%     | 4,490 |

# Occupational Programs



## 90 Programs

Of the programs that can train for this job, 90 have produced completions in the last 5 years.



## 4,319 Completions (2020)

The completions from all regional institutions for all degree types.



## 1,357 Openings (2020)

The average number of openings for an occupation in the region is 68.

| CIP Code | Top Programs                                    | Completions (2020) |
|----------|---|--------------------|
| 24.0102  | General Studies                                 | 955                |
| 24.0101  | Liberal Arts and Sciences/Liberal Studies       | 431                |
| 52.0201  | Business Administration and Management, General | 401                |
| 52.0101  | Business/Commerce, General                      | 342                |
| 30.0000  | Multi-/Interdisciplinary Studies, General       | 230                |
| 42.0101  | Psychology, General                             | 198                |
| 43.0104  | Criminal Justice/Safety Studies                 | 192                |
| 26.0101  | Biology/Biological Sciences, General            | 180                |
| 45.1001  | Political Science and Government, General       | 131                |
| 30.9999  | Multi-/Interdisciplinary Studies, Other         | 105                |

| Top Schools                       | Completions (2020) |
|-----------------------------------|--------------------|
| Boise State University            | 2,293              |
| College of Western Idaho          | 1,504              |
| Treasure Valley Community College | 205                |
| Northwest Nazarene University     | 178                |
| The College of Idaho              | 128                |
| Stevens-Henager College           | 11                 |



## Appendix A (Occupations)

| Code    | Description   | Code    | Description   |
|---------|---|---------|---|
| 11-9121 | Natural Sciences Managers   | 19-2042 | Geoscientists, Except Hydrologists and Geographers  |
| 19-1031 | Conservation Scientists   | 19-1029 | Biological Scientists, All Other  |
| 19-2041 | Environmental Scientists and Specialists, Including Health                    | 19-3091 | Anthropologists and Archeologists   |
| 19-3011 | Economists  | 19-4042 | Environmental Science and Protection Technicians, Including Health  |
| 19-2043 | Hydrologists  | 25-9021 | Farm and Home Management Educators  |
| 17-2081 | Environmental Engineers   | 33-2011 | Firefighters  |
| 19-1013 | Soil and Plant Scientists   | 33-9092 | Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers   |
| 25-1099 | Postsecondary Teachers  | 11-9198 | Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other |
| 19-4071 | Forest and Conservation Technicians   | 13-1041 | Compliance Officers   |
| 19-3092 | Geographers   | 19-1032 | Foresters   |
| 19-4045 | Geological and Hydrologic Technicians   | 45-4011 | Forest and Conservation Workers   |
| 13-1198 | Project Management Specialists and Business Operations Specialists, All Other | 33-3031 | Fish and Game Wardens   |

| Code    | Description  | Code    | Description                         |
|---------|--|---------|-------------------------------------|
| 11-9013 | Farmers, Ranchers, and Other Agricultural Managers | 39-3091 | Amusement and Recreation Attendants |

## Appendix B - Data Sources and Calculations

### Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

### Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Emsi earnings by industry.

### Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

### Cost of Living Data

Emsi's cost of living data is based on the Cost of Living Index published by the Council for Community and Economic Research (C2ER).

### Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

### Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.