

A photograph of three healthcare professionals in a hospital hallway. On the left, a woman with dark hair in a ponytail, wearing a white lab coat and a stethoscope, looks towards the center. In the middle, a man in blue scrubs holds a tablet and points at the screen. On the right, a man in a white lab coat and glasses holds a blue folder and looks at the tablet. The background shows a brightly lit hospital corridor with doors and ceiling lights.

4 Occupations in 8 Counties

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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

4 Occupations

29-1141 Registered Nurses

11-9111 Medical and Health Services Managers

11-1011 Chief Executives

21-1018 Substance Abuse, Behavioral Disorder, and
Mental Health Counselors

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

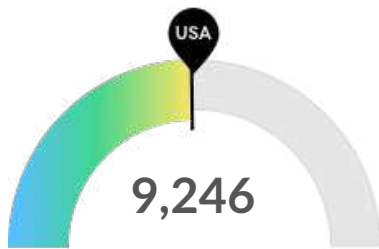
Class of Worker

QCEW Employees

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

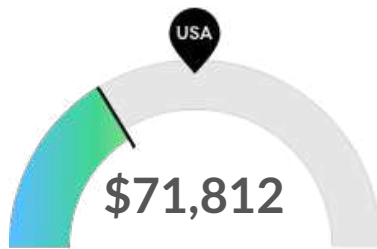
Executive Summary

Aggressive Job Posting Demand Over an Average Supply of Regional Jobs



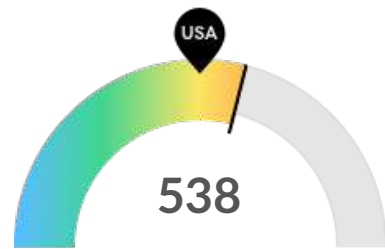
Jobs (2019)

Your area is about average for this kind of job. The national average for an area this size is 9,378* employees, while there are 9,246 here.



Compensation

Earnings are low in your area. The national median salary for your occupations is \$76,733, compared to \$71,812 here.



Job Posting Demand

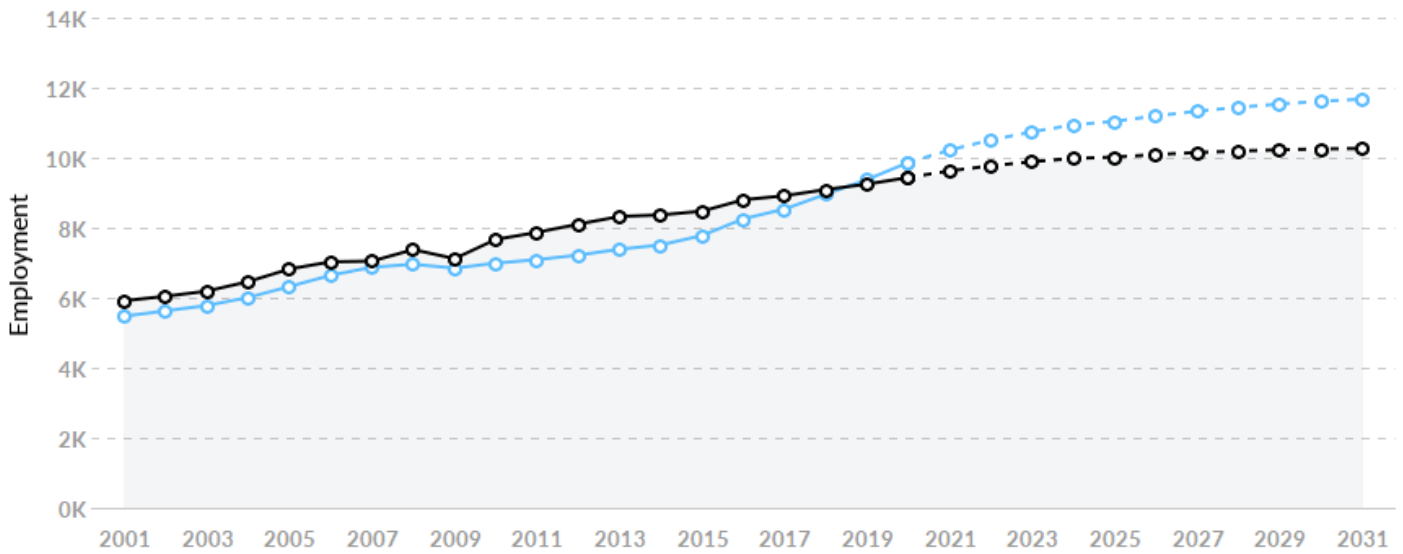
Job posting activity is high in your area. The national average for an area this size is 431* job postings/mo, while there are 538 here.

*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 About Equal to the National Average

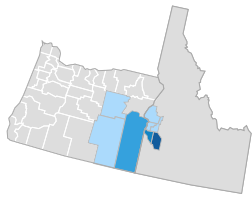
An average area of this size typically has 9,378* jobs, while there are 9,246 here.



Region	2019 Jobs	2020 Jobs	Change	% Change
● 8 Counties	9,246	9,436	190	2.1%
● National Average	9,378	9,866	488	5.2%

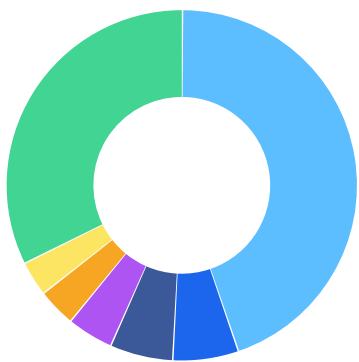
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown



County	2019 Jobs
Ada County, ID	7,087
Canyon County, ID	1,432
Malheur County, OR	266
Payette County, ID	125
Gem County, ID	102

Most Jobs are Found in the General Medical and Surgical Hospitals Industry Sector

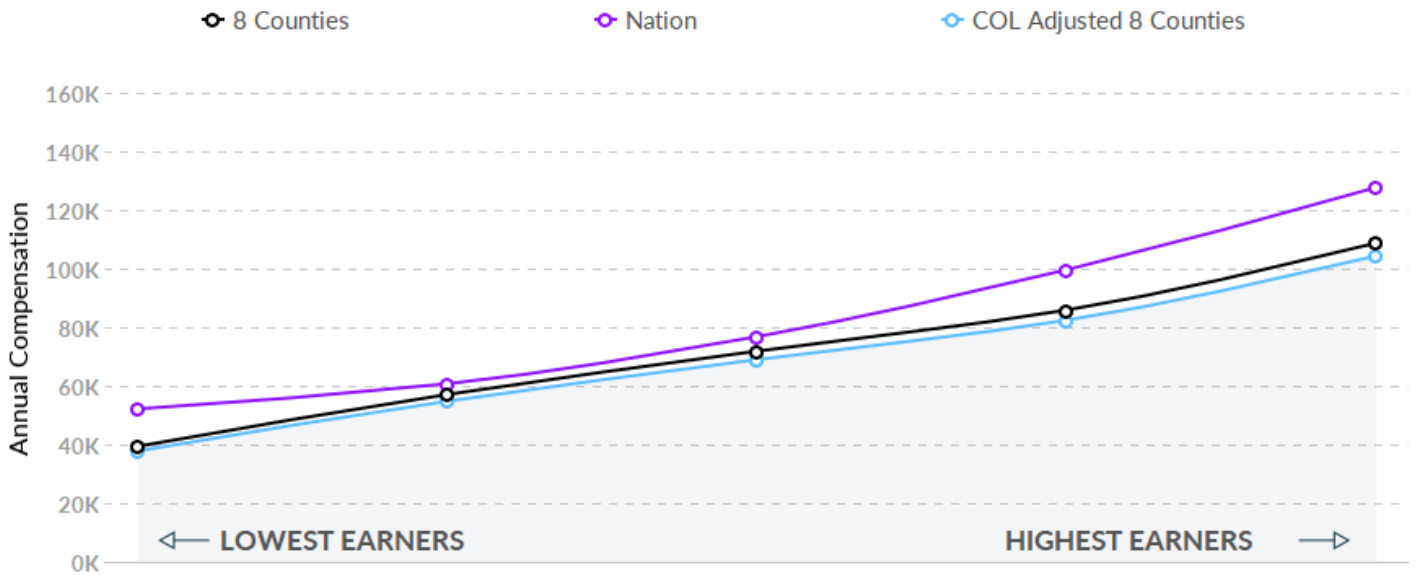


Industry	% of Occupation in Industry (2019)
General Medical and Surgical Hospitals	44.7%
Offices of Physicians	6.1%
Home Health Care Services	5.8%
Outpatient Care Centers	4.3%
Specialty (except Psychiatric and Substance Abuse) Hospitals	3.5%
Offices of Other Health Practitioners	3.2%
Other	32.4%

Compensation

Regional Compensation Is 6% Lower Than National Compensation

For your occupations, the 2020 median wage in your area is \$71,812, while the national median wage is \$76,733.



Job Posting Activity



12,921 Unique Job Postings

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



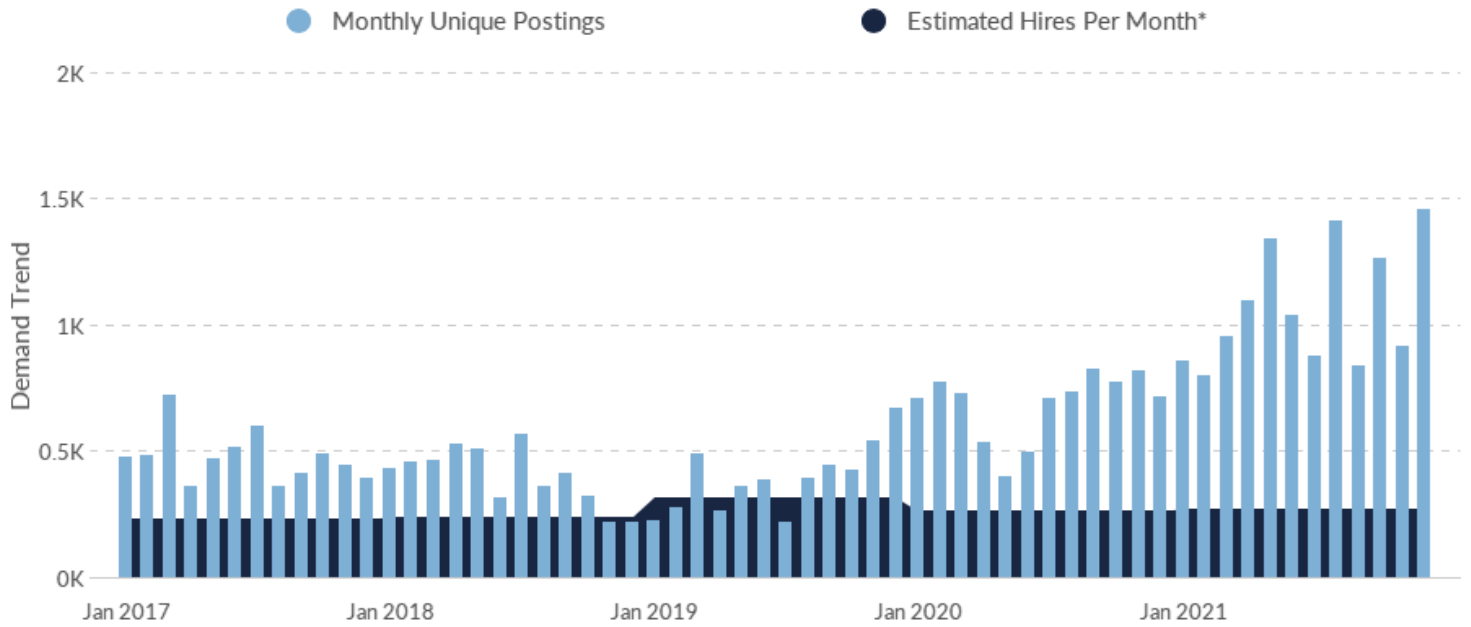
991 Employers Competing

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













1 Out of 2 Positions Filled











The ratio of estimated hires* to unique postings for this job from Jan 2019 to Dec 2020.



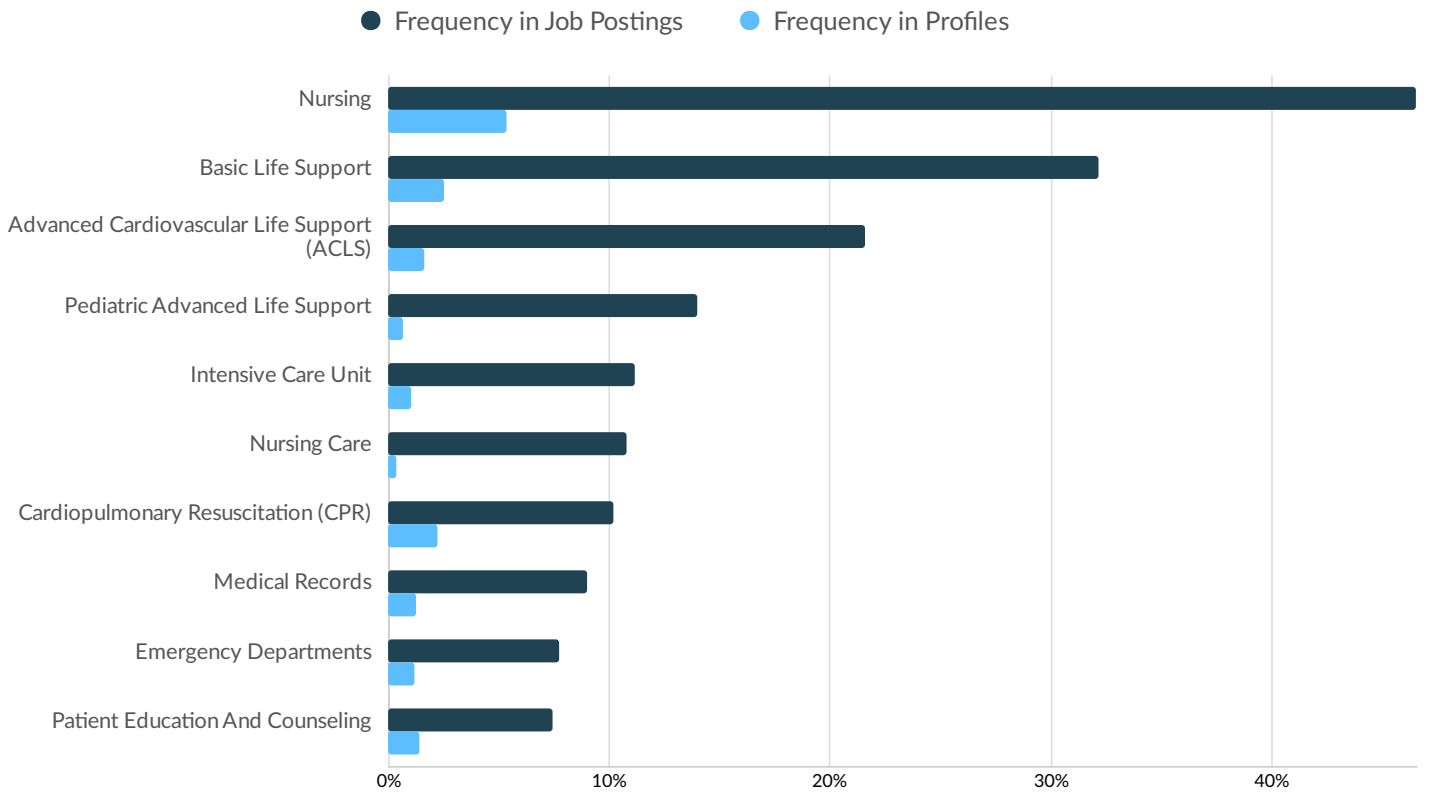
Occupation	Avg Monthly Postings (Jan 2019 - Dec 2020)	Avg Monthly Hires (Jan 2019 - Dec 2020)
Registered Nurses	394	109
Medical and Health Services Managers	105	39
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	32	84
Chief Executives	8	60

*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.

Top Companies	Unique Postings
St. Luke's Health System	1,033 
Healthcare Employment Network	843 
Trinity Health	546 
State of Idaho	318 
Mercy Medical Center Clinton	274 
St Luke's	250 
Accountable Healthcare Staffing	248 
Corizon Health	248 
Holy Cross Hospital	205 
Travel Nurse	200 

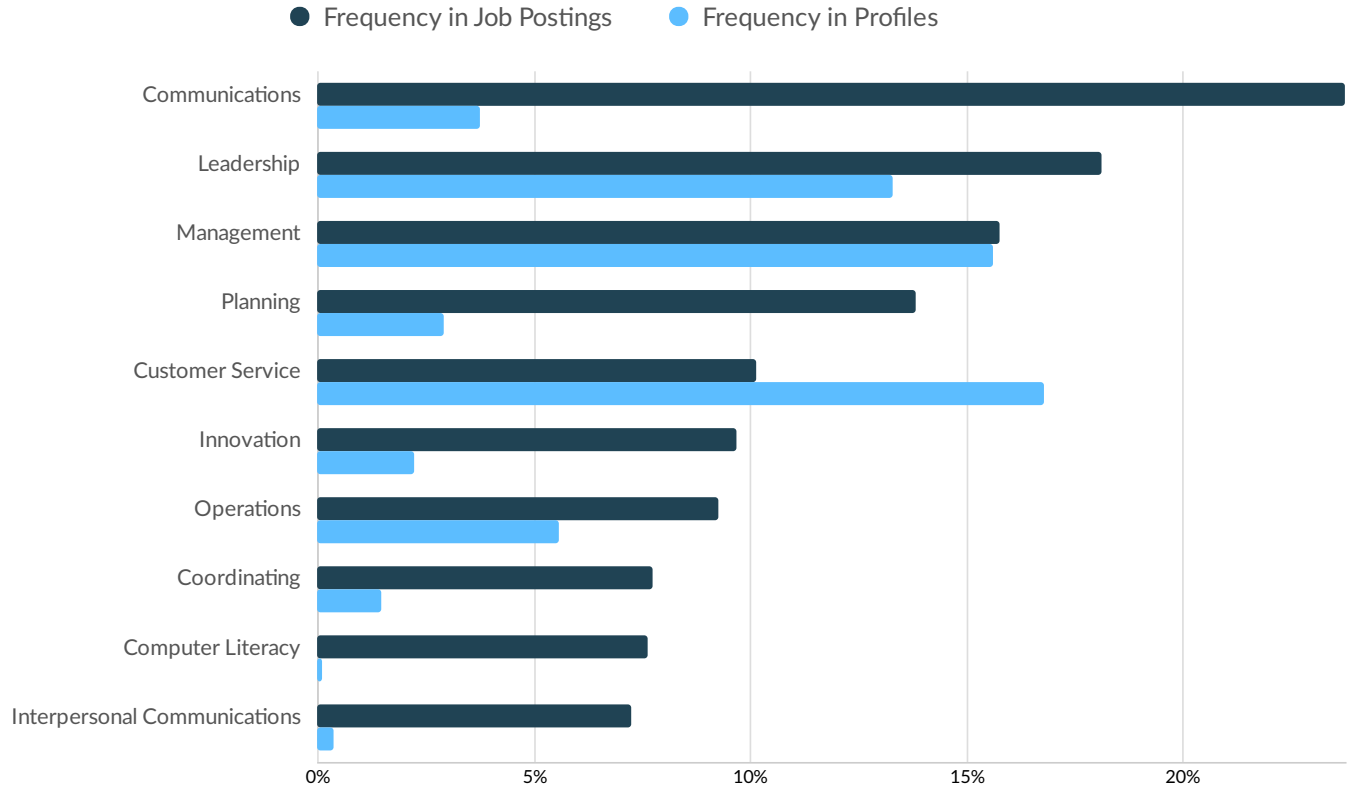
Top Job Titles	Unique Postings
Registered Nurses	704 
Travel Registered Nurses	317 
ICU Registered Nurses	266 
Medical Surgical Registered Nur...	264 
ICU Travel Registered Nurses	257 
Medical Surgical Travel Register...	253 
Directors of Nursing	177 
PACU Registered Nurses	177 
Labor and Delivery Registered N...	169 
Emergency Room Registered Nu...	166 

Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Nursing	6,016	47%	1,643	5%
Basic Life Support	4,162	32%	782	3%
Advanced Cardiovascular Life Support (ACLS)	2,793	22%	511	2%
Pediatric Advanced Life Support	1,814	14%	214	1%
Intensive Care Unit	1,442	11%	323	1%
Nursing Care	1,399	11%	117	0%
Cardiopulmonary Resuscitation (CPR)	1,314	10%	675	2%
Medical Records	1,169	9%	394	1%
Emergency Departments	1,002	8%	361	1%
Patient Education And Counseling	966	7%	429	1%

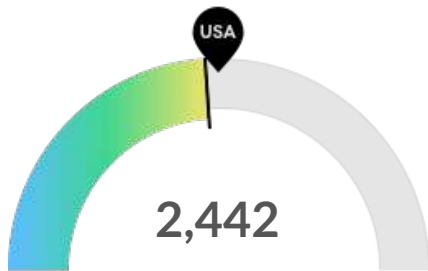
Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	3,069	24%	1,152	4%
Leadership	2,344	18%	4,084	13%
Management	2,040	16%	4,789	16%
Planning	1,785	14%	897	3%
Customer Service	1,311	10%	5,157	17%
Innovation	1,254	10%	684	2%
Operations	1,198	9%	1,710	6%
Coordinating	1,001	8%	454	1%
Computer Literacy	987	8%	36	0%
Interpersonal Communications	936	7%	117	0%

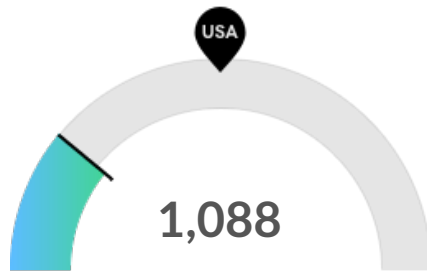
Demographics

Retirement Risk Is About Average, While Overall Diversity Is Low



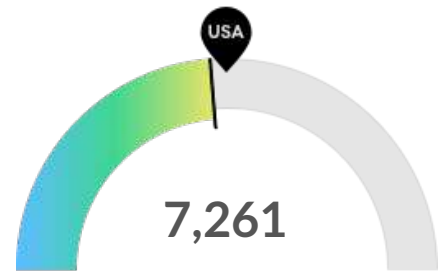
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 2,592* employees 55 or older, while there are 2,442 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 3,038* racially diverse employees, while there are 1,088 here.

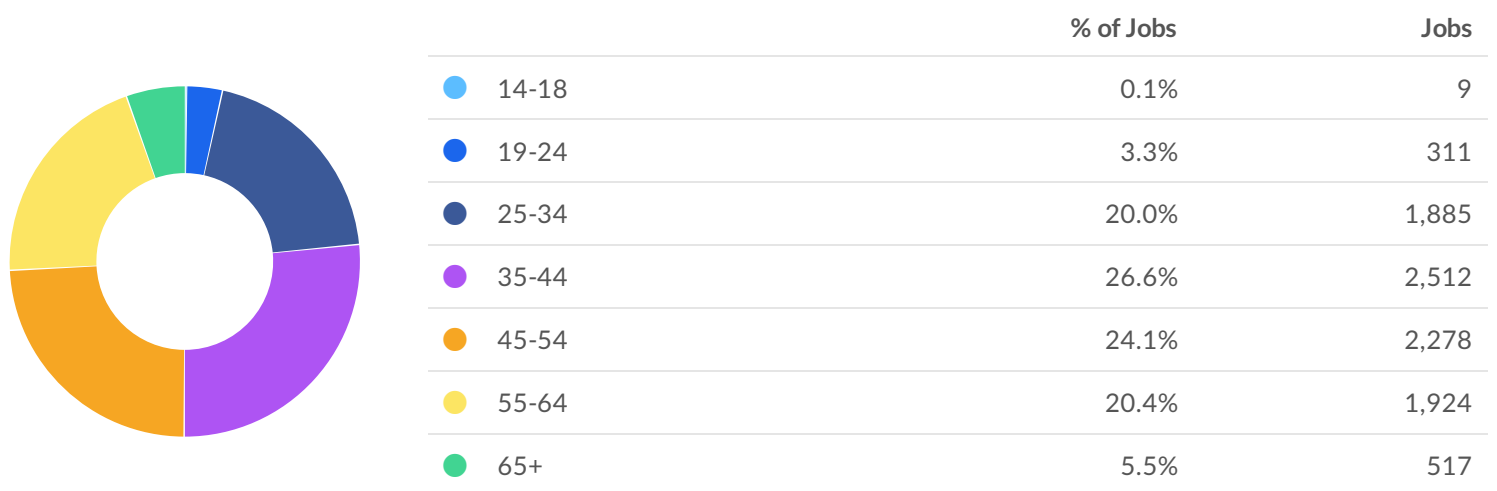


Gender Diversity

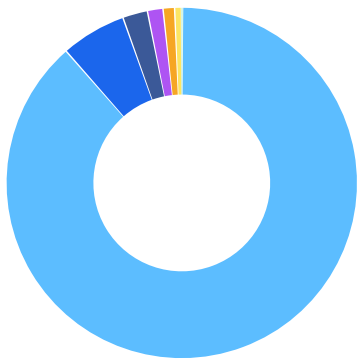
Gender diversity is about average in your area. The national average for an area this size is 7,815* female employees, while there are 7,261 here.

*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

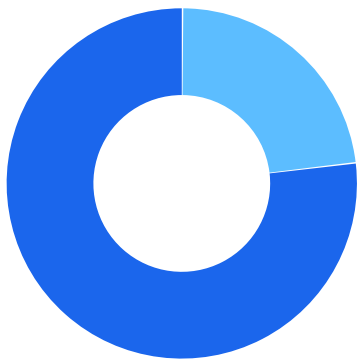


Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	88.5%	8,348
Hispanic or Latino	6.0%	568
Asian	2.3%	217
Two or More Races	1.4%	135
Black or African American	1.1%	100
American Indian or Alaska Native	0.6%	59
Native Hawaiian or Other Pacific Islander	0.1%	9

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	23.0%	2,175
Females	77.0%	7,261

Occupational Programs



34 Programs

Of the programs that can train for this job, 34 have produced completions in the last 5 years.



4,104 Completions (2020)






The completions from all regional institutions for all degree types.



777 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
51.3801	Registered Nursing/Registered Nurse	603
24.0101	Liberal Arts and Sciences/Liberal Studies	431
52.0201	Business Administration and Management, General	401
52.0101	Business/Commerce, General	342
44.0701	Social Work	338
30.0000	Multi-/Interdisciplinary Studies, General	230
42.0101	Psychology, General	198
52.0213	Organizational Leadership	114
30.9999	Multi-/Interdisciplinary Studies, Other	105

Top Schools	Completions (2020)
Boise State University	2,274 
College of Western Idaho	1,268 
Northwest Nazarene University	218 
Treasure Valley Community College	168 
Carrington College-Boise	84 
The College of Idaho	84 
Stevens-Henager College	8 

Appendix A - 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.