TRENDS IN EMPLOYMENT AND HIGHER EDUCATION IN UTAH AND SURROUNDING STATES

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EXECUTIVE SUMMARY

The following is a collection of figures and graphs documenting the changing labor market in Utah along with a comparison to nearby states. The purpose of this document is to highlight important trends, as well as the labor market imbalances of key occupations. By comparing educational and employment we see a significant deficiency in the supply of key human capital from Utah's colleges. These trends give rise to questions about the location of the supply of Silicon Slopes human capital, we ask where is the human capital coming from to fill the increase in demand? While Silicon Slopes has obviously seen tremendous growth and success in the past two decades, understanding the labor market implications will be important for sustainable and continued growth.

DATA

The data for these figures was gathered from two sources.

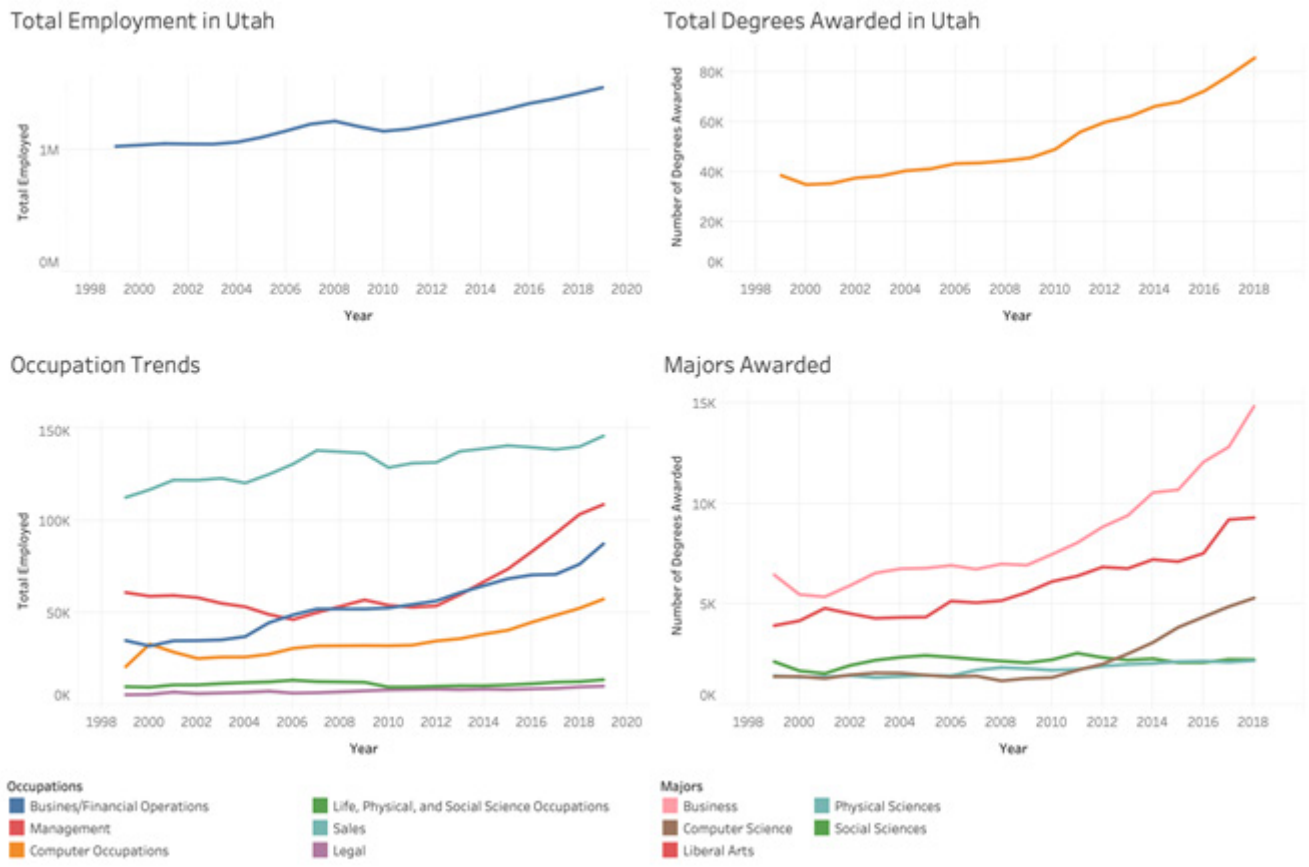
1. The employment data was provided by the Division of Occupation Employment Statistics of the U.S. Bureau of Labor Statistics (BLS). Occupational Employment Statistics estimates are published annually and measure occupational employment and wage rates for over 800 occupations for the nation, states, and nearly 600 metropolitan and nonmetropolitan areas: and for more than 460 industry classifications at the national level. The survey covers wage and salary workers in nonfarm establishments and does not include the self-employed and owners, partners, and proprietors of unincorporated businesses. More information can be found here. BLS data is used to document the employment trends from the years of 1997-2019.

2. All education data used in this study come from the Integrated Postsecondary Education Data System (IPEDS), a branch of the National Center for Education Statistics (NCES). Completion of

the IPEDS surveys is mandatory for all postsecondary institutions that participate in Federal financial assistance programs; consequently, there is nearly full compliance from all public and private institutions. IPEDS provides data from the years of 1997-2018 but due to change in degree classification in the year 1999, for the purpose of this study we use data from the years 2000-2018. The measure of total degrees is a combination of all associates, bachelors, masters and doctorate degrees awarded within the state during that year.

TRENDS IN OCCUPATIONS AND DEGREES

Trends in Utah



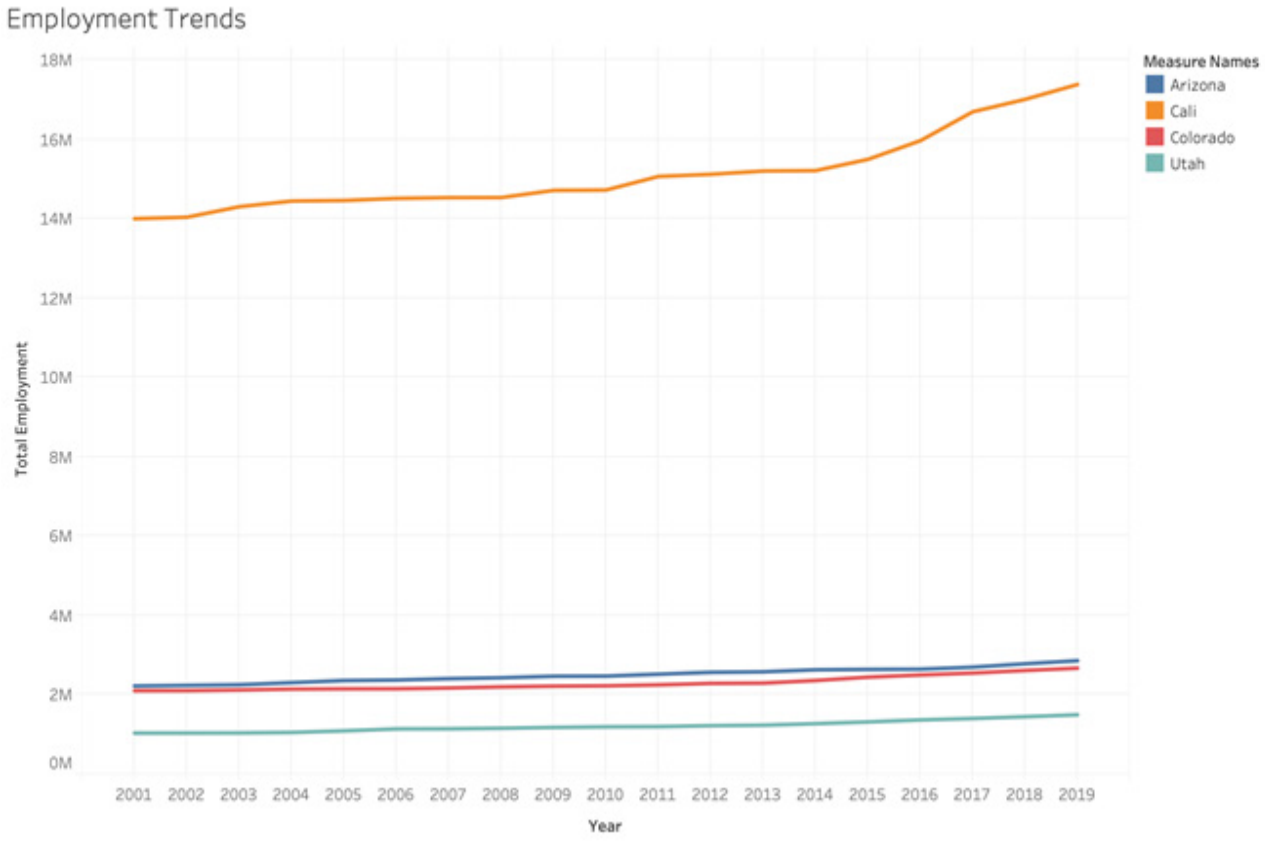
Within the last 10 years the Utah labor market has grown dramatically. We the see the growth most clearly on these graphs as we focus on the jobs and majors associated with Management and Computer Science.

1. From 2002-2020 the total number of employed individuals in management occupations increased by about 50,000 but during this same period business degrees only increased by about 7,000. Utah produced only 1/5th of the human capital that was demanded by the local labor market needed to fill the new 50 positions. We then ask, if they are not produced by Utah schools where are the people coming from to fill new jobs in management in Utah?

2. In the last 10 years, the total number of employed individuals in computer occupations has

increased by 25,000 but the increase in computer science degrees has only been around 5,000. We then again ask, where are these new employees coming from? And how has our labor market learned to deal with a lack of supply of highly skilled human capital?

Employment Trends Across Utah, California, Arizona, and Colorado



This graph shows the comparison in employment trends across Arizona, California, Colorado and Utah. We see obvious differences in not only magnitude but also growth between California and the other comparison states.