

Cashing Out? Labor Market Withdrawal by Wyoming Workers Age 45 and Older

by: Sylvia D. Jones, Senior Research Analyst

Because of the aging baby-boomer cohort of the population, the number of working individuals age 45 and older in Wyoming increased between 2001 and 2006. During the same period, the rate at which those people exited the labor market grew more rapidly than could be explained by population aging. In light of the current strong economy and increasing wages, especially in certain industries, it may be expected that older residents would remain in the workforce rather than exit at an earlier age. The increased exit rate suggests either a change in the population itself or in the circumstances surrounding the population. After investigating effects of age, gender, divorce rates, migration, state of origin, industry, and wages, it was determined that none of the factors could be responsible for the increase in exits seen among the 45 and older population. However, a factor external to individual workers, the recent rapid increase in housing values, was found to be significantly related to the exit rate.

By most reported research, Wyoming is expected to be one of the oldest states in the country by the year 2020 (Batdorff, 2004; Wagner, 2004). This is largely an effect of the large numbers of baby boomers currently in the state (see Figure 1, page 3) but is also influenced by loss of younger residents (Jones, 2007), areas of the state becoming retirement

destination counties (RUPRI, 2006), and the state's mineral-based economy, which relies heavily on nonresident, impermanent labor. An older population has many implications, one of which is the state shouldering larger relative financial responsibility for Medicaid and other programs funded at the

(Text continued on page 3)

HIGHLIGHTS

- A total of 36 work-related fatalities occurred in 2006, a decline of 21.7% from 2005. Nearly half (47.2%) of deaths in 2006 were investigated by the Wyoming Highway Patrol, making accidents on the state's highways the leading cause of occupational fatalities in Wyoming....page 17
- Wyoming's seasonally adjusted unemployment rate fell from 3.1% in March to 2.6% in April (not a statistically significant change). In contrast to the situation in Wyoming, U.S. unemployment stood at 5.0% in April and national job growth was 0.3%....page 20

Unemployment Rate by Wyoming County, April 2008 (Not Seasonally Adjusted)



IN THIS ISSUE

Cashing Out? Labor Market Withdrawal by Wyoming Workers Age 45 and Older1
Wyoming Highway Patrol Leads in Investigation of Occupational Fatalities in 200617
Wages & Benefits in Wyoming: Fact Sheet
Coming Soon: 2008 Employer Seminars
Wyoming Unemployment Falls to 2.6% in April 2008 20
State Unemployment Rates
Wyoming Nonagricultural Wage and Salary Employment
Economic Indicators
County Unemployment Rates25
Unemployment Insurance Statistics



Wyoming Labor Force Trends

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(Text continued from page 1)

state and local level (Bean, Myers, Angel, & Galle, 1994). More workers drawing from programs that fund the elderly than workers paying into the programs may cause difficulties with solvency.

One of the major functions of Research & Planning (R&P) is the production of occupational projections. Overall projected employment is a function of growth and replacement need. In most states, the number of workers required to replace the retiring or exiting labor force is determined based on national rates of worker exit expressed as a constant/demographic segment. However, replacement need may be a variable subject to its own set of contingencies.

Job growth in the state has slowed recently but still remains strong (Bullard, 2008). The current economic expansion started in 1988 while the current "boom" started in 2005. Even though individual employers may have difficulty hiring employees, the economy as a whole is growing. Accordingly, the number of individual workers continues to rise (Jones, 2008). Maintaining an adequate workforce is likely to become more difficult over time, especially if competition from other states increases while the Wyoming market remains strong. Because of current expressed concern (Curran, 2007) and anticipated worker shortages, it is

Editors' Note: This article follows a new line of analysis for Research & Planning. We welcome any comments from readers. Contact us at:

Research & Planning P.O. Box 2760 Casper, WY 82602 doeerd_r&p_web@state.wy.us important to consider the role of retention strategies to reduce the outflow of workers from the state. Recruitment efforts may increase the number of workers who enter the state but do little to increase the overall number of workers in the state, as many of the new entrants leave within one quarter. Retaining the current labor supply appears to be an area worthy of further study.

It is well understood that Wyoming's young residents exit the state in large numbers (Jones, 2008). However, little attention has been paid to the other end of the age continuum even though the numbers of older workers continue to rise. There has been discussion about a severe labor shortage as a function of impending retirement of the boom generation, but the discussions are based on the number of workers nearing traditional retirement age rather than specific data about retirement patterns of Wyoming workers (Research & Planning, 2006 and in press). At this point, it is unclear at what age most retirees exit the labor force. Given the size of the boom generation, we do know that the timing of withdrawal from the labor market, whether at age 56, 62, or 65, has serious implications for the supply of labor. Because of the current interest in, and obvious need for, succession planning, R&P decided to investigate workforce withdrawal patterns for workers age 45 and older. There is no other known research-based attempt to describe or explain the permanent withdrawal of workers from a state workforce using administrative records.

Methodology

Unemployment Insurance Wage Records for 2000 through 2007 were combined with the Wyoming Department of Transportation Driver's License File in order to associate age and gender with earnings from wages. Only Wyoming residents (see Jones, 2004, for a discussion of residency) age 45 and older who worked in at least two consecutive years were included in the analysis. Exiters were defined as those who left employment in the state and did not return throughout the time series. Other theoretically relevant explanatory variables were developed for the analysis.

In order to minimize bias resulting from individuals exiting the workforce and then returning after an absence, the data were adjusted. Wage records for the years 1992 to 2006 were compiled in such a way that it was possible to determine when residents age 45 and older exited the market and whether they returned at any point thereafter. We then computed the average number of workers who returned to work after leaving the market for one to five years. The computation was done separately for men and for women as well as by age segment. The average number of workers who returned to work was then subtracted from the original number of exiters in each of the reference period years, 2002 through 2006, in order to control for market re-entry within five years. For example, in 2002 there were 1,446 women between the ages of 45 and 54 who left work and did not return by 2006. Using the adjustment factor, based on the previous patterns of market re-entry, we estimated that 3 women were likely to return to work in 2007. Obtaining the adjusted value meant subtracting 3 from 1,446 women to obtain 1,443.

The retirement age used in research is usually based on the social security eligibility ages of 62 or 65 (Uccello, 1998; U.S. GAO, 2001). However, we decided to investigate market withdrawal behavior for all Wyoming residents age 45 and older for the reasons discussed earlier. Doing so

allowed the opportunity to look for patterns among individuals at the age when their children are most likely to leave the home. The tendency of the young to out-migrate may affect the migration discussions of parents. R&P research on the nursing occupation revealed that many nurses who came from another state and are presently working in Wyoming plan to leave as soon as their youngest child finishes school (Research & Planning, in press). If this finding applies more generally to other occupations and has predictive validity, the consequences would have far-reaching implications. For example, the projected elderly population would be significantly lower than currently expected if many of the aging baby boomers who previously moved to the state leave before they reach social security or retirement eligibility age.

To compute average wages we decided to eliminate the transition quarter of exiters (the last quarter before permanent exit). This was done because few people wait until the exact end of the quarter to terminate employment; therefore, the transition quarter wages are usually lower and not representative of the rate of compensation. Average earnings were computed using the last four quarters of wages prior to the exit quarter. For example, if an individual permanently left employment in the first quarter of 2006, his or her wages were averaged for the four quarters of 2005 even though he or she would appear as part of the 2006 exit cohort.

As in most R&P research, state of origin was determined based on the first three digits of the social security number (SSN). Numbers issued in Wyoming start with 520.

It is critical to note in this analysis that the most recent end point in the tabulation is 2006, the point in time when the first of the boom generation attained the age of 60. When administrative records become available for 2008, we will be able to study the interaction between those of the boom generation reaching the first of the traditional retirement ages (62) and the rate of exit from work in Wyoming.

Results and Discussion

General Findings on Exit

From 2001 to 2006, the number of working persons age 45 and older rose from 94,170 to 112,312 persons (19.3%; see Table 1) with the annual rate of change remaining fairly constant at 3%-4%.

		2001			2006		Change							
Age		Total	Exit		Total	Exit	Exi	iters	Total	Age	Exit	Rate		
Group	Exiters	Age	Rate	Exiters	Age	Rate	n	%	n	%	n	%		
45-54	2,909	59,772	4.9%	5,599	64,119	8.7%	2,690	92.5%	4,347	7.3%	3.9%	79.4%		
55-61	1,434	21,234	6.8%	2,932	30,171	9.7%	1,498	104.4%	8,937	42.1%	3.0%	43.9%		
62-65	743	6,204	12.0%	1,421	8,667	16.4%	678	91.2%	2,463	39.7%	4.4%	36.9%		
66-70	493	3,848	12.8%	1,013	5,245	19.3%	520	105.4%	1,397	36.3%	6.5%	50.7%		
71+	421	3,112	13.5%	807	4,083	19.8%	386	91.6%	971	31.2%	6.2%	46.0%		
Total	6,000	94,170	6.4 %	11,807	112,312	1 0.9 %	5,807	96.8 %	18,142	19.3 %	4.5%	70.8 %		

Table 1: Withdrawal of Employed Workers Age 45 and Older from the Market (Adjusted), 2001 and 2006

Note: Percentages may not sum due to rounding.

Table by S. Jones, Wyoming Department of Employment, Research & Planning.

Unexpectedly, during the same period, the rate at which people 45 and older exited the labor market increased at an even greater rate. In 2001, 6.4% (6,000) of all workers 45 and older permanently exited the market. By 2006, the percentage rose to a 10.9% exit rate (11,807 exits). Furthermore, the change in the rate occurred abruptly in 2005 and 2006 (see Figure 2).

In light of the current strong economy and increasing wages, especially in certain industries, it may be expected that older residents would remain in the workforce, perhaps to enhance retirement earnings, rather than exit at an earlier age. As Figure 2 illustrates, prior to the recent economic expansion that began in 2005, the number of workers and the number of exiters age 45 and older increased at a fairly consistent rate. However, coinciding with the expansion, the annual change in the number of exiters increased rapidly from 10%-15% to almost 35% while the change in the number of workers remained constant. Because an expansion in the economy is typically associated with higher competition for labor, more job opportunities, and higher wages, a



positive exit rate among established older residents seems counterintuitive. From the finding, one could reasonably discern that there was either a change in the characteristics of the population itself or in the circumstances surrounding the population. To determine which, we analyzed age, gender, divorce rates, mortality, migration, state of origin, industry of employment, wages, and housing sales.

Age

The first potential contributing factor to an increasing rate of exit among workers age 45 and older, at a time of economic expansion, was age. If the segment of older workers in 2006 was considerably older than the equivalent segment in 2000, we could easily explain why the exit rates increased. We decided to segment the age variable to best highlight exit and retirement behaviors.

In 2001, the exit rate among all workers age 45 and older was 6.4% (see Table 1). By 2006 the exit rate increased to 10.9%. The largest rise in exit rate occurred among those age 66-70, an increase of 6.5 percentage points (12.8% to 19.3%), and among those 71 and older, an increase of 6.2 percentage points (13.5% to 19.8%). The smallest change in exit rate was seen in the age group immediately preceding traditional retirement age (55-61) with an increase of 3.0 percentage points.

The largest change in the number of exiters occurred in the 45-54 age group, which almost doubled from 2,909 to 5,599 during the reference period. The 55-61 group followed closely with an increase of 1,498. Those in the oldest cohort (71+) showed the smallest change from 421 to 807 (386); however, the change was substantial.

Using percentage change as the measure (see Table 1), the youngest group exhibited the largest increase in exit rate with a 79.4% change. Those of traditional retirement age experienced the smallest percentage change with a 36.9% increase.

The 66-70 group reflected the largest percentage change in the number of exiters with an increase of 105.4%. The 55-61 segment closely followed with an increase of 104.4%. The smallest change was seen among those of traditional retirement age (91.2%).

By looking at exit patterns by age group, we found that the number of older workers exiting employment in Wyoming increased dramatically in all age groups, but most rapidly for those immediately surrounding traditional retirement age.

Essentially, the groups most at risk for exit from the market are those immediately prior to traditional retirement age. This is of potential concern because this group was expected to remain in the workforce for an additional 10-15 years. If the exit rates were highest for the oldest workers it would certainly affect the labor supply, but since an exodus of those 62 and older has been anticipated, it arguably would not be as serious a situation as an exodus of those younger than retirement age.

Gender Differences

The next logical factor examined was gender. If wages grew quickly enough to

raise household income so that the average family would maintain their standard of living on one income, an increased number of secondary wage earners may have decided to exit the market.

To investigate this potentiality, we looked at exit rates by gender as well as by age group. Table 2 (see page 8) demonstrates that among women, the largest change in exit rates was found among the age 66-70 group with an increase of 6.6 percentage points (13.0% to 19.6%). The 71 and older group followed closely with an increase of 5.7 percentage points (13.0% to 18.7%). The smallest change was seen in the 55-61 group, which experienced an increase of only 2.9 percentage points (6.8% to 9.8%).

The youngest group (45-54) showed the largest increase in the number of exiters, from 1,426 to 2,618 (an increase of 1,192). Those age 55-61 followed with an increase of 712 (672 to 1,384). The smallest change in number of exiters was found among the oldest workers, who increased from 175 to 338 (a change of 163).

As seen in Table 2, the youngest group of women also exhibited the largest percentage change in exit rate with an increase of 70.9%. The 66-70 group was a distant second with an increase of 50.7%. The smallest change of 43.2% was found among those age 55-61.

The 62-65 group showed the largest percentage change in the number of workforce exiters (115.1%). It was followed by the 55-61 group (105.9%). The smallest percentage change was among the youngest age group (45-54) but was still a rather substantial change (83.6%).

Because the number of younger workers changed very little (only 7.4%), the change

					-								
		I	2001			2006				Char	ıge		
	Age		Total	Exit		Total	Exit	Ex	iters	Total	Age	Exit	Rate
Gender	Group	Exiters	Age	Rate	Exiters	Age	Rate	n	%	n	%	n	%
	45-54	1,426	28,741	5.0%	2,618	30,873	8.5%	1,192	83.6%	2,132	7.4%	3.5%	70.9%
	55-61	672	9,845	6.8%	1,384	14,156	9.8%	712	105.9%	4,311	43.8%	2.9%	43.2%
Wanaa	62-65	317	2,752	11.5%	682	3,987	17.1%	365	115.1%	1,235	44.9%	5.6%	48.4%
women	66-70	227	1,741	13.0%	452	2,299	19.6%	225	99.0%	558	32.1%	6.6%	50.7%
	71+	175	1,342	13.0%	338	1,804	18.7%	163	92.9%	462	34.4%	5.7%	43.5%
	Total	2,817	44,421	6.3%	5,490	53,129	10.7 %	2,673	94.9 %	8,708	1 9.6 %	4.3%	68.4%
	45-54	1,483	31,031	4.8%	2,980	33,246	9.0%	1,497	101.0%	2,215	7.1%	4.2%	87.6%
	55-61	762	11,389	6.7%	1,548	16,015	9.7%	786	103.2%	4,626	40.6%	3.0%	44.5%
More	62-65	426	3,452	12.3%	739	4,680	15.8%	313	73.5%	1,228	35.6%	3.5%	28.0%
INIGH	66-70	266	2,107	12.6%	561	2,946	19.0%	295	110.8%	839	39.8%	6.4%	50.8%
	71+	246	1,770	13.9%	469	2,279	20.6%	223	90.6%	509	28.8%	6.7%	48.1%
	Total	3,183	49,749	6.4 %	6,317	59,183	11.1%	3,134	98.4%	9,434	19.0 %	4.7%	73.0%
	45-54	2,909	59,772	4.9%	5,599	64,119	8.7%	2,690	92.5%	4,347	7.3%	3.9%	79.4%
	55-61	1,434	21,234	6.8%	2,932	30,171	9.7%	1,498	104.4%	8,937	42.1%	3.0%	43.9%
Total	62-65	743	6,204	12.0%	1,421	8,667	16.4%	678	91.2%	2,463	39.7%	4.4%	36.9%
Total	66-70	493	3,848	12.8%	1,013	5,245	19.3%	520	105.4%	1,397	36.3%	6.5%	50.7%
	71+	421	3,112	13.5%	807	4,083	19.8%	386	91.6%	971	31.2%	6.2%	46.0%
	Total	6,000	94,170	6.4 %	11,807	112,312	10.9 %	5,807	96.8 %	18,142	1 9.3 %	4.5%	70.8 %
		-			-								

Table 2: Withdrawal of Employed Workers Age 45 and Older from the Market (Adjusted), 2001 and 2006

Note: Percentages may not sum due to rounding.

Table by S. Jones, Wyoming Department of Employment, Research & Planning.

in exit rate was a function of increased exits rather than a change in the number of workers. This is a significant finding because this younger group was not expected to leave the market for several more years. In the event of a sustained labor shortage, this group could potentially be "recruited" into working past retirement age. Leaving the workforce before retirement age certainly decreases that possibility.

Exit rates for men increased by 6.7 percentage points (13.9% to 20.6%) among the oldest age group (71+) and 6.4 percentage points (12.6% to 19.0%) among the second oldest age group (66-70) from 2001 to 2006 (see Table 2). The smallest change in exit rate was found in the 55-61 group with an increase from 6.7% to 9.7% (3.0 percentage points). The age 45-54 group demonstrated the highest increase in the number of male exiters (1,483 to 2,980) with the 55-61 group following (762 to 1,548). The smallest change of 223 (246 to 469) was found among the oldest group (71+).

The percentage change in exit rates for men increased impressively by 87.6% for the youngest group (45-54). All the other groups clustered closely together between 40% and 50% with the exception of the 62-65 group, which fell at 28.0%.

Unlike women, men age 66-70 and 55-61 showed the largest percentage increases in the number of exiters (110.8% and 103.2%, respectively).

Like women, the younger group of male workers had minimal change (7.1%),

meaning that a significant portion of those approaching retirement are withdrawing from the workforce. However, pattern changes among men of traditional retirement age are occurring at a slower rate than among other age groups.

For the most part, men and women had similar exit pattern behavior, effectively refuting the idea that women are leaving the workforce in response to increased wages for men.

Divorce Rates

To investigate the possibility that an increased proportion of divorces among Wyoming residents age 45 and older during the reference period was related to the increased exit rate from the workforce, we utilized the Wyoming Health Department Divorce File (2007). If the divorce rate increased, it could potentially explain the increase in exits from the Wyoming workforce because families (or part of the family) may choose to leave the state after dissolution of a marriage. After separating the divorces by age into two segments (under 45 and 45 and older), divorce rates decreased between 2000 and 2005 (see Table 3). Consequently, divorce does not appear to be a factor in the increased exit rate from the Wyoming workforce.

Migration

Migration is another possible contributor. Just as migration into the state could be a factor in the increase in older workers, migration out of the state could be a factor in the increase in workforce exits. Using the Driver's License Surrender data (Wyoming Community Development Authority, 2002-2007), we were able to

Table 3:	Wyoming D	ivorce Rates C	computed by	Age and Ge	ender, 2000-2	005			
				w	omen				
		Under 45			45 and Older			Total	
			Divorce			Divorce			Divorce
Year	Divorces	Population	Rate ^a	Divorces	Population	Rate ^a	Divorces	Population	Rate ^a
2000	2,112	100,548	21.0	594	90,453	6.6	2,861	191,001	15.0
2001	2,095	99,635	21.0	613	93,604	6.5	2,874	193,239	14.9
2002	1,960	99,373	19.7	629	96,751	6.5	2,722	196,124	13.9
2003	1,984	98,996	20.0	640	99,793	6.4	2,729	198,789	13.7
2004	1,927	98,732	19.5	648	102,999	6.3	2,674	201,731	13.3
2005	1,941	98,170	19.8	638	106,303	6.0	2,677	204,473	13.1

				1	Men				
		Under 45			45 and Older			Total	
Year	Divorces	Population	Divorce Rateª	Divorces	Population	Divorce Rateª	Divorces	Population	Divorce Rate ^a
2000	1,910	104,972	18.2	823	85,909	9.6	2,861	190,881	15.0
2001	1,934	104,228	18.6	817	89,089	9.2	2,874	193,317	14.9
2002	1,810	104,051	17.4	805	92,166	8.7	2,722	196,217	13.9
2003	1,814	103,821	17.5	841	95,188	8.8	2,729	199,009	13.7
2004	1,762	103,868	17.0	833	98,453	8.5	2,674	202,321	13.2
2005	1,783	103,646	17.2	826	101,663	8.1	2,677	205,309	13.0

^aPer 1,000 population.

Table by S. Jones, Wyoming Department of Employment, Research & Planning.

estimate an increase of 4.0% in the number of individuals over the age of 45 who surrendered a Wyoming license to another state between 2001 and 2007 (see Table 4 at http://doe.state.wy.us/LMI/0608/a1.htm). The data are limited because not everyone who moves decides to immediately obtain a new license in the destination state. While an obvious contributor to the number of exits, out-migration does not appear to be the final answer.

State of Origin

Because there are currently more workers who came from out of state than in-state (Jones, 2006) and because of nurses' comments about wanting to relocate out of state when children complete school (Research & Planning, in press), we decided to find out if state of origin was a contributing factor. Higher exit rates among those who originated from a different state may validate anecdotal evidence.

During the reference period, there were more workers age 45 and older as well as more exits among those from another state (see Table 5). In 2001, workers in Wyoming who received their social security number in a different state were much more likely to withdraw from the workforce at an earlier age (45-54) than those with an SSN that originated in Wyoming. However, between 2001 and 2006 the proportion of exiters age 45-54 from out of state decreased from 52.1% (2,159) to 44.6% (3,718) while the percentage of exiters age 45-54 from in-state increased slightly from 40.4% (750) to 41.0% (1,881). This change served to bring the distributions for the two groups much closer together so that by 2006 there was little

Table 5: V	Vithdrav	val of Em	ployed W	orkers .	Age 45 ar	nd Older fr	om the	Market (/	Adjusted):	State of	Origin,	2001 ai	nd 2006
			2001			2006				Chan	ge		
State of	Age		Total	Exit		Total	Exit	Exi	ters	Total	Age	Exi	t Rate
Origin	Group	Exiters	Age	Rate	Exiters	Age	Rate	n	%	n	%	n	%
	45-54	2,159	35,762	6.0%	3,718	37,721	9.9%	1,559	72.2%	1,959	5.5%	3.8%	63.3%
	55-61	967	12,887	7.5%	2,620	18,081	14.5%	1,653	170.9%	5,194	40.3%	7.0%	93.1%
Other	62-65	449	3,673	12.2%	875	5,220	16.8%	426	94.9%	1,547	42.1%	4.5%	37.2%
Other	66-70	309	2,324	13.3%	619	3,171	19.5%	310	100.2%	847	36.4%	6.2%	46.8%
	71+	258	1,683	15.3%	493	2,327	21.2%	235	91.1%	644	38.3%	5.9%	38.2%
	Total	4,142	56,329	7.4 %	8,343	66,520	12.5%	4,201	101.4 %	10,191	18.1%	5.2%	70.6 %
	45-54	750	24,018	3.1%	1,881	26,401	7.1%	1,131	150.8%	2,383	9.9%	4.0%	128.2%
	55-61	467	8,350	5.6%	1,442	12,092	11.9%	975	208.8%	3,742	44.8%	6.3%	113.3%
W	62-65	294	2,531	11.6%	546	3447	15.8%	252	85.7%	916	36.2%	4.2%	36.3%
wyonning	66-70	184	1,524	12.1%	394	2,074	19.0%	210	114.2%	550	36.1%	6.9%	57.4%
	71+	163	1,429	11.4%	314	1,756	17.9%	151	92.5%	327	22.9%	6.5%	56.6%
	Total	1,858	37,852	4.9 %	4,590	45,770	10.0%	2,732	1 47.0 %	7,918	20.9 %	5.1%	104.3 %
	45-54	2,909	59,780	4.9%	5,599	64,122	8.7%	2,690	92.5%	4,342	7.3%	3.9%	79.5%
	55-61	1,434	21,237	6.8%	4,062	30,173	13.5%	2,628	183.3%	8,936	42.1%	6.7%	99.4%
Tete1	62-65	743	6,204	12.0%	1,421	8,667	16.4%	678	91.3%	2,463	39.7%	4.4%	36.9%
Total	66-70	493	3,848	12.8%	1,013	5,245	19.3%	520	105.5%	1,397	36.3%	6.5%	50.7%
	71+	421	3,112	13.5%	807	4,083	19.8%	386	91.7%	971	31.2%	6.2%	46.1%
	Total	6,000	94,181	6.4 %	12,933	112,290	11.5%	6,933	115.5%	18,109	19.2 %	5.1%	80.8%

Note: Percentages may not sum due to rounding.

Table by S. Jones, Wyoming Department of Employment, Research & Planning.

difference between the age distributions of in-state and out-of-state exiters.

Table 5 shows that the percentage change in the number of workers age 45 and older for those who originated in Wyoming was slightly larger than for those who originated out of state (20.9% and 18.1%, respectively). In contrast, the percentage change in the number of withdrawals was substantially higher for those from in-state (147.0% compared to 101.4%). Essentially, both groups increased the number of workers at an equivalent rate. However, workers who originated in the state withdrew from the market at a faster pace than those who originated elsewhere. The same pattern was seen in the exit rates.

The change among exiters was higher for the in-state than the out-of-state group in every age group except traditional retirement age (62-65).

The largest differences in age between the in-state and out-of-state groups were in the youngest groupings. The change in exit rate for those 45-54 was 63.3% among those without an SSN issued in Wyoming. For those from Wyoming the change was a difference of 64.9 percentage points. The exit rate of the pre-retirement group (55-61) changed by 93.1% for out-of-state originators and 113.3% for in-state originators, a difference of 20.2 percentage points.

With the approach of retirement age, residents who originated outside of Wyoming were expected to leave the state at a higher rate than those who originated in the state. Experience suggests that individuals seek out family in their later years, making it seem reasonable to propose for analysis that those with an out-of-state SSN were more likely to have family out of state, and therefore were more likely to leave the state at retirement in order to be closer to that family. An analysis of exit data suggests otherwise. While those from other states were more likely to leave the state after the age of 44, those from in-state appear to be accelerating their rate of exit. Perhaps instead of non-Wyoming originators going "home" after withdrawal from the market, Wyoming originators are leaving the state to follow their children, who leave the state in large numbers for other reasons.

Industry Differences

Another potential contributing factor is industry of employment. If the increase in exits was confined to either a single industry or a set of industries rather than universally spread across all industries, it might be possible to develop and test the idea that something inherent to those sectors (such as wage level, skills transferability, prevalence in the state, etc.) was responsible for the exit behavior observed. We know that some sectors are more at risk for worker shortages than others because of an aging workforce. Increased exits in those industries would not be surprising as increased retirements have been predicted and expected.

Table 6 (see page 12) shows total exits in 2001 and 2006 by industry of primary employment. The first major finding is that there is little variance between industries in the number of workers age 45 and older. All sectors increased in the number of workers and, with few exceptions, the increase was proportionally similar.

The change in the number of exits by Wyoming workers age 45 and older was much more dramatic than the change in the number of workers age 45 and older. The mean change in the number of exits

(Text continued on page 13)

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Industry												
	Exits	Workers	% Exits	Exits	Workers	% Exits	Exits	Exit %	Workers	Worker %	Exit Rate %	Rate of Change in % Exits
Agriculture, Forestry, Fishing, & Hunting	103	1,160	8.9%	189	1,209	15.6%	86	83.5%	49	4.2%	6.8%	76.1%
Mining	356	7,681	4.6%	914	10,747	8.5%	558	156.7%	3,066	39.9%	3.9%	83.5%
Utilities	82	1,530	5.4%	108	1,722	6.3%	26	31.7%	192	12.5%	0.9%	17.0%
Construction	520	7,542	6.9%	1,410	9,150	15.4%	890	171.2%	1,608	21.3%	8.5%	123.5%
Manufacturing	323	4,799	6.7%	445	5,128	8.7%	122	37.8%	329	6.9%	1.9%	28.9%
Wholesale Trade	159	2,653	6.0%	329	3,593	9.2%	170	106.9%	940	35.4%	3.2%	52.8%
Retail Trade	713	10,537	6.8%	1,388	12,097	11.5%	675	94.7%	1,560	14.8%	4.7%	69.6%
Transportation & Warehousing	245	3,189	7.7%	514	4,325	11.9%	269	109.8%	1,136	35.6%	4.2%	54.7%
Information	112	1,946	5.8%	184	1,964	9.4%	72	64.3%	18	0.9%	3.6%	62.8%
Finance & Insurance	152	2,752	5.5%	363	3,430	10.6%	211	138.8%	678	24.6%	5.1%	91.6%
Real Estate & Rental & Leasing	109	1,385	7.9%	220	1,738	12.7%	111	101.8%	353	25.5%	4.8%	60.8%
Professional & Technical Services	204	3,137	6.5%	493	3,983	12.4%	289	141.7%	846	27.0%	5.9%	90.3%
Management of Companies & Enterprises	11	154	7.1%	24	161	14.9%	13	118.2%	2	4.5%	7.8%	108.7%
Administrative & Waste Services	277	2,670	10.4%	590	3,477	17.0%	313	113.0%	807	30.2%	6.6%	63.6%
Educational Services	780	14,423	5.4%	1,064	15,961	6.7%	284	36.4%	1,538	10.7%	1.3%	23.3%
Health Care & Social Assistance	598	9,875	6.1%	1,207	12,065	10.0%	609	101.8%	2,190	22.2%	3.9%	65.2%
Arts, Entertainment, & Recreation	96	1,026	9.4%	217	1,080	20.1%	121	126.0%	54	5.3%	10.7%	114.7%
Accommodation & Food Services	514	5,363	9.6%	1,148	6,174	18.6%	634	123.3%	811	15.1%	9.0%	94.0%
Other Services, Except Public Administration	180	2,701	6.7%	468	3,161	14.8%	288	160.0%	460	17.0%	8.1%	122.2%
Public Administration	416	9,123	4.6%	793	10,703	7.4%	377	90.6%	1,580	17.3%	2.8%	62.5%
Total 6	,000	94,168	6.4%	12,223	112,298	10.9%	6,223	103.7%	18,130	19.3%	4.5%	70.8%

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Research & Planning

(Text continued from page 11)

was 103.7%, but the observations were variable, ranging from a 31.7% increase in exits to a 171.2% increase. Of the 20 industries, 13 more than doubled the number of exits of workers age 45 and older during the reference period.

The change in exit rate was also fairly variable. The average change was 70.8% but the values ranged between a low in utilities (17.0%) and a high in construction (123.5%).

Because the observed differences in industry exits could be driven by age, we decided to break out the findings into two groups: pre-retirement (45-61) and retirement (62 and older). As shown in Table 7a (see http://doe.state.wy.us/ LMI/0608/a1.htm), the pre-retirement group was substantially larger than the retirement group and, as such, was very similar in pattern to the overall group.

The retirement group, alternatively, did vary somewhat from the overall observations (see Table 7b at http://doe. state.wy.us/LMI/0608/a1.htm). One of the most interesting findings was that the largest changes in the number of workers age 62 and older occurred in mining (61.4%), professional & technical services (59.5%), and finance & insurance (56.3%). This is an indication of which sectors are aging most quickly. However, the change in the number of exits was largest in agriculture, forestry, fishing, & hunting (171.0%) and finance & insurance (170.3%). Industries expecting a large exodus of retiring workers, such as educational services and health care & social assistance, appeared to be shielded, at least during the reference period. They both experienced a fairly large increase in the number of older workers but a fairly

small increase in the number of exits. Essentially, between 2001 and 2006, the number of workers staying past retirement age increased. Perhaps intervention strategies such as flexible work schedules are being used to retain employees.

Again, the industry detail was interesting and highlighted some differences between the sectors; however, the distribution of exits among the industries did not change enough between 2001 and 2006 to explain the increased exit rates. This indicates that whatever is "causing" the change in exit behavior is related to the market as a whole or the individuals involved, not to the industries that employed them before exit.

Wages

While unlikely considering the current perceived worker shortage in the state, it may be that employers are offering early retirement incentives to their higher paid workers in an effort to cut costs. If true, wages would be associated with increased exit rates among workers 45 and older. Also, wage increases among exiters could support the proposition that worker retirement becomes viable because a recent history of strong wages has increased retirement benefits. Alternatively, low wages could be reason to search elsewhere for work. The need to save for retirement is of significant interest among those approaching traditional retirement age.

Analysis of the data provided findings inconsistent with a wage explanation for the change in the rate of exit between 2001 and 2006. Throughout the reference period, wages for exiters were consistently lower than average wages for workers in general (see Table 8, page 14). This was true for men and women and in most age groups. For women, wages for all workers (including the subset of exiters) increased by 26.8% while wages for exiters alone increased by 17.6%. For men, the wages for all workers increased by 23.8% while wages for exiters increased by 19.7% between 2001 and 2006. The percentage of worker wages earned by exiters decreased over time for both genders and most age groups. For women, the percentage of wages earned by exiters decreased in all age segments with the exception of those in traditional retirement age (62-65). For men, the percentage of wages earned by exiters decreased in only the youngest two groups and actually increased substantially (63.6%) in the oldest group (71+).

It is apparent that workers were generally not leaving because they were highly paid. Workers age 45 and older, as a whole, were paid more and were increasing their wages at a more rapid pace than those who exited. We cannot rule out that exiters may have been employed in lower-paying occupations or may have worked fewer hours than the average worker. However, the possibility does exist that exiters left because of their lower wages. The reason for the lower wages is unknown.

After examining several factors in an attempt to identify a difference in the characteristics between the 2001 and 2006 cohorts of Wyoming workers age 45 and older, we cannot determine that the segments are distinct in any meaningful way. Therefore, we can only postulate that external factors explain the differences.

Sale of Housing

A factor external to individual workers, the recent rapid increase in housing values, could be related to the exit rates

			2001			2006				Cha	nge		
	Age	Total Wages for	Total Wages for	Exiters' Wages as a % of Workers'	Total Wages for	Total Wages for	Exiters' Wages as a % of Workers'	Total V for Ex	Wages titers	Total V for Wo	Wages orkers	Exit Wages of Wor Wag	ers' as a % rkers' ges
Gender	Group	Exiters	Workers	Wages	Exiters	Workers	Wages	\$	%	\$	%	n	%
	45-54	\$4,740	\$5,990	79.1%	\$5,215	\$7,496	69.6%	\$474	10.0%	\$1,506	25.1%	-9.6%	-12.1%
	55-61	\$4,410	\$5,456	80.8%	\$5,395	\$7,376	73.1%	\$985	22.3%	\$1,920	35.2%	-7.7%	-9.5%
Women	62-65	\$3,655	\$4,169	87.7%	\$5,650	\$5,714	98.9%	\$1,995	54.6%	\$1,545	37.1%	11.2%	12.8%
	66-70	\$2,792	\$3,051	91.5%	\$3,564	\$3,952	90.2%	\$771	27.6%	\$902	29.6%	-1.4%	-1.5%
	71+	\$2,659	\$3,016	88.2%	\$2,619	\$3,457	75.8%	-\$41	-1.5%	\$441	14.6%	-12.4%	-14.1%
	Total	\$4,264	\$5,554	76.8%	\$5,015	\$7,040	71.2%	\$751	1 7.6 %	\$1,486	26.8 %	-5.5%	-7.2%
	45-54	\$9,761	\$11,446	85.3%	\$10,147	\$13,834	73.3%	\$387	4.0%	\$2,388	20.9%	-11.9%	-14.0%
	55-61	\$10,204	\$10,830	94.2%	\$12,694	\$14,096	90.0%	\$2,490	24.4%	\$3,266	30.2%	-4.2%	-4.4%
Maria	62-65	\$8,238	\$8,446	97.5%	\$11,645	\$11,515	101.1%	\$3,407	41.4%	\$3,069	36.3%	3.6%	3.7%
Men	66-70	\$5,171	\$5,601	92.3%	\$8,402	\$8,371	100.4%	\$3,231	62.5%	\$2,771	49.5%	8.0%	8.7%
	71+	\$3,711	\$5,544	66.9%	\$7,196	\$6,573	109.5%	\$3,485	93.9%	\$1,029	18.6%	42.5%	63.6%
	Total	\$8,842	\$10,639	83.1%	\$10,587	\$13,170	80.4 %	\$1,745	1 9.7 %	\$2,531	23.8%	-2.7%	-3.3%

Table 8: Average Quarterly Wage for Wyoming Employment for the Last Four Quarters (Not Counting Transition Quarter) for Exiters and All Workers by Age Group and Gender, 2001 and 2006

Note: Percentages may not sum due to rounding.

Table by S. Jones, Wyoming Department of Employment, Research & Planning.

http://doe.state.wy.us/LMI/

of older workers. Workers approaching retirement age may be opting to cash out their home equity while prices are high rather than waiting to see the long-term market results. Assets obtained from home sales may be enough to boost retirement funds and make retirement a more viable option. Additionally, less expensive housing in other areas of the country related to the housing market collapse may be a significant pull for Wyoming workers.

To see if home sales were related to exit rates, we used home sale data from the Wyoming Community Development Authority (2002-2007) compared to the change in exit rates from 2001 to 2006. We found a .99 correlation between the average home sale price and the number of exits when using all county information and a .96 correlation when data for Teton County were excluded (see Figure 3). Home sales are likely not the whole answer and we cannot imply causation, meaning we cannot say that the increase in home sale prices caused more older workers to exit the market. However, we can say with a high degree of certainty that they are strongly related.

Conclusion

Workers at the leading edge of the baby boom generation were age 60 in 2006, the end point for the analyses contained in this article. If they were long-term residents of the state, they would have been age 38 during the last "bust" cycle. The group potentially experienced the decrease in job availability and the decline in real estate prices associated with the economic slowdown. Therefore, there is the possibility that the effects of the last boom are still being felt in the state today in the form of workers age 45 and older "cashing out" of the Wyoming market while the state is still in the boom segment of the cycle. Combined with less expensive real estate prices in other areas of the country and the continued out-migration of younger residents, it seems possible that workers at or near retirement age would sell their property and relocate to areas closer to where their children move. This behavior is unlikely to curtail as long as housing prices are high and could be more prevalent among those who originated from in-state because of more equity due to longer home ownership.



June 2008

http://doe.state.wy.us/LMI/

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Wyoming Highway Patrol Leads in Investigation of Occupational Fatalities in 2006

Jurisdiction, 2006

by: Sara Saulcy, Senior Economist

total of 36 workrelated fatalities occurred in 2006. a decline of 10 (21.7%) from 2005. Nearly half (47.2%; 17) of deaths in 2006 were investigated by the Wyoming Highway Patrol (see Table), making accidents on the state's highways and interstates the leading cause of occupational fatalities in Wyoming. The Occupational Safety & Health Administration within the Wyoming Department of Employment investigated slightly more than one-fourth (27.8%; 10)of occupational fatalities. The remaining nine fatalities were split evenly

	Fata	alities
Agency Jurisdiction	Number	Percentage
Agriculture ^a	3	8.3%
County Sheriff's Office	3	8.3%
Occupational Safety & Health Administration	10	27.8%
Wyoming Highway Patrol	17	47.2%
Other ^b	3	8.3%
Total	36	100.0%

Table: Wyoming Occupational Fatalities by Agency with Investigative

^aUnless an agricultural firm has 11 or more employees, deaths in agriculture are not investigated by the Occupational Safety & Health Administration. ^bAll other work-related fatalities investigated by agencies such as local police and the Federal Railroad Administration. Separately these categories of fatalities are not disclosable because of confidentiality.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Census of Fatal Occupational Injuries in cooperation with state and federal agencies.

(three each) into agriculture, county sheriffs' offices, and other fatalities. These nine accounted for a combined 24.9% of all occupational deaths in 2006. For more information about workrelated deaths in Wyoming, go to http://doe.state.wy.us/ LMI/CFOI/toc.htm. Wyoming Department of Employment © WYOMING LABOR FORCE TRENDS Research & Planning

Wages & Benefits in Wyoming

Excerpted from Wyoming Wages & Benefits 2008, available online at http://doe.state.wy.us/LMI/OES_2008.pdf



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Coming Soon: 2008 Employer Seminars

Running a business can be a daunting task. Fortunately, there is help for employers. The Wyoming Department of Employment is sponsoring the 2008 Employer Seminars, coming to a town near you. The seminars provide information about workers' compensation, the state mine inspector's office, unemployment insurance, workplace safety, labor standards, and labor market information. Upcoming seminars are scheduled for Rock Springs (August 19), Gillette (September 24), Cheyenne (December 3), and Cody (April 22, 2009). Register online at http://doe.state.wy.us/employerseminars.

Wyoming Unemployment Falls to 2.6% in April 2008

by: David Bullard, Senior Economist

yoming's seasonally adjusted unemployment rate fell from 3.1% in March to 2.6% in April (not a statistically significant change). The state's labor force (the sum of employed and unemployed individuals) increased modestly from a year earlier (3,984 individuals, or 1.4%), and establishment survey-based nonagricultural employment growth continued at a solid pace (up 8,500 jobs, or 3.0%, from April 2007). In contrast to the situation in Wyoming, U.S. unemployment stood at 5.0% in April and national job growth was 0.3%.

From March to April Wyoming added 1,100 nonagricultural jobs (0.4%). This level of increase is smaller than the normal seasonal increase for April (2,560 jobs). Seasonal job gains in construction (1,100 jobs, or 4.3%), professional & business services (400 jobs, or 2.2%), and educational & health services (200 jobs, or 0.9%) were partially offset by job losses in retail trade (-300 jobs, or -0.9%) and leisure & hospitality (-400 jobs, or -1.3%). Over the year the state gained 8,500 nonagricultural jobs (3.0%). The fastest job growth occurred in transportation, warehousing, & utilities (900 jobs, or 6.5%), construction (1,500 jobs, or 6.0%), and wholesale trade (500 jobs, or 5.7%). Slower job growth was seen in retail trade (600 jobs, or 2.0%), government (including public schools, colleges, & hospitals; 1,600 jobs, or 2.4%), and natural resources & mining (700 jobs, or 2.6%). Manufacturing employment fell slightly from a year earlier (-100 jobs, or -1.0%), while employment in information and other services was unchanged.

Most county unemployment rates followed their normal seasonal pattern and decreased from March to April. The highest unemployment rates were found in Big Horn (3.9%) and Fremont (3.6%) counties. Almost all unemployment rates fell from

their year-ago levels. The largest decreases from April 2007 occurred in Washakie County (down from 4.0% to 3.1%) and Teton County (down from 3.9% to 3.0%).









State Unemploymen	t Rates
April 2008 (Seesonally Adjust	(bots
(Seasonany Aujus	sicuj
State	Unemp. Rate
Puerto Rico	10.4
Michigan	6.9
Alaska	6.7
California	6.2
Rhode Island	6.1
District of Columbia	6.0
Mississippi	5.9
South Carolina	5.9
Nevada	5.7
Kentucky	5.6
Onio	5.0
Ulinoia	5.5 E 4
North Carolina	5.4
Tennessee	5.4
Georgia	53
Missouri	5.2
New Jersev	5.0
Pennsylvania	5.0
United States	5.0
West Virginia	5.0
Florida	4.9
Minnesota	4.8
Arkansas	4.7
Connecticut	4.7
Indiana	4.7
Maine	4.7
New York	4.7
Washington	4.7
Vermont	4.5
Colorado	4.4
Wisconsin	4.3
Louisiana	4.1
Massachusetts	4.1
lexas	4.1
Kapaaa	4.0
Arizono	4.0
Montana	3.9
New Hampshire	3.8
Delaware	3.7
Maryland	3.7
Iowa	3.5
New Mexico	3.5
Virginia	3.5
Hawaii	3.3

June 2008

http://doe.state.wy.us/LMI/

3.2

3.1

3.1

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2.6

2.6

Oklahoma

Nebraska

North Dakota

South Dakota

Wyoming

Idaho

Utah

Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

Seasonal job gains in construction, professional & business services, and educational & health services were partially offset by job losses in retail trade and leisure & hospitality.

	Emp	oloyment in	n P	ercent C	hange		Em	ployment ii	n I	Percent C	Change
WYOMING STATEWIDE	<u>11</u>	ousands	10	Mar08	Apr07	LARAMIE COUNTY	<u>11</u>	iousands	10	Mar08	Apr07
	<u>Apr08(p)</u>	<u>Mar08(r)</u>	Apr07	Apr08	Apr08		<u>Apr08(p)</u>	<u>Mar08(r)</u>	<u>Apr07</u>	Apr08	Apr08
TOTAL NONAG. WAGE &						TOTAL NONAG. WAGE &					
SALARY EMPLOYMENT	289.0	287.9	280.5	0.4	3.0	SALARY EMPLOYMENT	44.6	44.4	43.4	0.5	2.8
TOTAL PRIVATE	220.0	218.7	213.1	0.6	3.2	TOTAL PRIVATE	31.1	30.9	30.2	0.6	3.0
GOODS PRODUCING	63.8	62.6	61.7	1.9	3.4	GOODS PRODUCING	4.4	4.4	4.6	0.0	-4.3
Natural Resources & Mining	27.5	27.4	26.8	0.4	2.6	Nat. Res., Mining, & Construction	2.8	2.8	3.0	0.0	-6.7
Mining Oil & Cas Extraction	27.4	27.3	26.8	0.4	2.2	Manufacturing	1.0	1.6	1.6	0.0	0.0
Mining Except Oil & Gas	9.3	9.3	9.0	0.0	3.3	SERVICE PROVIDING	40.2	40.0	38.8	0.5	3.6
Coal Mining	6.6	6.5	6.2	1.5	6.5	Trade, Transportation, & Utilities	10.0	9.9	9.5	1.0	5.3
Support Activities for Mining	13.6	13.5	13.6	0.7	0.0	Wholesale Trade	0.8	0.8	0.8	0.0	0.0
Support Act. for Oil & Gas	10.2	10.2	10.1	0.0	1.0	Retail Trade	5.8	5.7	5.6	1.8	3.6
Construction	26.4	25.3	24.9	4.3	6.0	Trans, Warehouse, & Utilities	3.4	3.4	3.1	0.0	9.7
Construction of Buildings	4.6	4.6	4.6	0.0	0.0	Information	1.1	1.1	1.0	0.0	10.0
Heavy & Engineering Constr.	12.0	8.3	8.2	7.2	8.5	Financial Activities	2.1	2.0	2.0	5.0	5.0
Manufacturing	12.9	9.9	12.1	4.0	-1.0	Educational & Health Services	3.4	3.4	3.3	0.0	5.0 5.4
Durable Goods	5.3	5.3	5.6	0.0	-5.4	Leisure & Hospitality	4.5	4.5	4.4	0.0	2.3
Non-Durable Goods	4.6	4.6	4.5	0.0	2.2	Other Services	1.7	1.7	1.7	0.0	0.0
SERVICE PROVIDING	005.0	005.0	010.0	0.0	0.0	TOTAL COUPDNMENT	10 F	10 F	12.0	0.0	0.0
Trade Traps Warehouse & Util	55 3	223.3 55.4	53.3	-0.2	3.9	Federal Covernment	13.5	2.5	13.2	0.0	2.3
Wholesale Trade	9.2	9.1	87	-0.2	5.7	State Government	4.0	4.0	3.9	0.0	2.6
Merchant Whisirs., Durable	5.5	5.5	5.4	0.0	1.9	Local Government	7.0	7.0	6.9	0.0	1.4
Retail Trade	31.3	31.6	30.7	-0.9	2.0	Local Education	3.8	3.7	3.6	2.7	5.6
Motor Vehicle & Parts Dealers	4.7	4.7	4.6	0.0	2.2						
Food & Beverage Stores	4.5	4.5	4.4	0.0	2.3						
Grocery Stores	3.8	3.8	3.7	0.0	2.7	NATRONA COUNTY					
Gasoline Stations	4.0	4.0	4.0	-4.5	0.0	TOTAL NONAG WAGE &	Fede	ral Fund	ling Cu	ts Lea	d
Miscellaneous Store Retailers	1.9	1.9	1.8	0.0	5.5	SALARY EMPLOYMENT	to Di	iscontin	uation	of MS/	A
Transport., Warehouse, & Util.	14.8	14.7	13.9	0.7	6.5		Emp	lovment	Statis	tics	
Utilities	2.6	2.5	2.4	4.0	8.3	TOTAL PRIVATE	r				
Transportation & Warehousing	12.2	12.2	11.5	0.0	6.1	GOODS PRODUCING	E	ffective w	vith the	releas	e of
Truck Transportation	4.4	4.3	4.1	2.3	7.3	Natural Resources & Mining	Janu	ary 2008	3 data c	on Mare	ch
Information	4.0	4.0	4.0	0.0	0.0	Construction	11, 2	2008, the	Bureau	ו of La	bor
Financial Activities	11.0	11.5	6.0	0.9	3.6	Manufacturing	Stati	stics (BL	S) disco	ontinue	d
Real Estate & Rental & Leasing	4.6	4.5	4.3	2.2	7.4	SERVICE PROVIDING	publ	ication of	all nor	ıfarm	
Professional & Business Services	18.5	18.1	17.9	2.2	3.4	Trade, Transportation, & Utilities	empl	ovment s	eries fo	r 65 sn	nall
Prof., Scientific & Tech. Services	9.7	9.7	9.4	0.0	3.2	Wholesale Trade	metr	opolitan a	areas. I	n Wvor	ning
Architect., Engineering & Rel.	2.9	2.8	2.7	3.6	7.4	Retail Trade	this	funding c	nit affe	ts the	<u>B</u> ,
Mgmt. of Companies & Enterpr.	0.9	0.9	0.8	0.0	12.5	Transport., Warehouse, & Util.	Coor	or motro	noliton	atotiat	icol
Admin., Support & Waste Svcs.	7.9	7.5	7.7	5.3	2.6	Information	Casp		pontan	statist	ICal
Educational & Health Services	23.7	23.5	22.9	0.9	3.5	Professional & Business Services	area	(MSA) ar	ia Natr	ona	
Health Care & Social Assistance	21.5	21.3	20.7	0.0	3.9	Educational & Health Services	Cour	ity. These	e cutba	cks are	due
Ambulatory Health Care	8.1	8.0	7.7	1.3	5.2	Leisure & Hospitality	to a 1	reduction	in BLS	fundir	ng
Offices of Physicians	3.2	3.2	3.1	0.0	3.2	Other Services	from	the 2008	8 Conso	lidated	
Hospitals	3.1	3.0	2.9	3.3	6.9		Appr	opriation	s Act ei	nacted	on
Nursing & Res. Care Facilities	4.4	4.4	4.5	0.0	-2.2	TOTAL GOVERNMENT	Dece	mber 26,	, 2007.	For mo	ore
Social Assistance	5.9	5.9	5.6	0.0	5.4	Federal Government	detai	ls, see ht	tp://w	ww.bls	
Arts Entertainment & Rec	31.5	25	30.5	-1.3	3.3	Local Government	gov/	sae/msa	reducti	ons.htr	n.
Accommodation & Food Services	29.0	29.4	28.0	-1.4	3.6	Local Education	80.1				
Accommodation	10.2	10.4	9.7	-1.9	5.2	Booal Badeaton					
Food Serv. & Drinking Places	18.8	19.0	18.3	-1.1	2.7						
Other Services	11.6	11.7	11.6	-0.9	0.0						
Repair & Maintenance	4.0	4.0	4.0	0.0	0.0	Note: Current Employment Statisti	ics (CES)	estimates	includ	e all ful	l- and
TOTAL GOVERNMENT	69 0	69.2	67 4	-0.3	2.4	worked or received pay during the	in nonag week the	ricultura t includes	i establi s the 19	snmen th of th	e month
Federal Government	67	6.8	6.8	-1.5	-1.5	Self-employed, domestic services	and perso	nnel of th	ie arme	d forces	are
State Government	15.9	16.0	15.6	-0.6	1.9	excluded. Data are not seasonally	adjusted.	Wyoming	g and La	ramie	County are
State Govt. Education	6.6	6.7	6.5	-1.5	1.5	published in cooperation with the	Bureau o	f Labor St	atistics		5
Local Government	46.4	46.4	45.0	0.0	3.1						
Local Govt. Education	24.3	24.4	23.8	-0.4	2.1	(p) Preliminary. (r) Revised.					
Hospitals	6.3	6.3	6.0	0.0	5.0						

Wyoming Nonagricultural Wage and Salary Employment

(Continued)

CAMPBELL COUNTY	Emj <u>Tł</u>	ployment : 10usands	in <u>1</u>	Percent Chang Total Employme Mar08 Apr0	
TOTAL NONAG. WAGE	<u>Apr08</u>	<u>Mar08</u>	<u>Apr07</u>	<u>Apr08</u>	Apr08
& SALARY EMPLOYMENT	28.3	27.9	27.3	1.4	3.7
TOTAL PRIVATE GOODS PRODUCING Natural Resources & Mining Construction Manufacturing	24.1 11.8 7.8 3.3 0.7	23.8 11.7 7.8 3.2 0.7	23.2 11.4 7.5 3.3 0.6	1.3 0.9 0.0 3.1 0.0	3.9 3.5 4.0 0.0 16.7
SERVICE PROVIDING Trade, Transport., & Utilities Information Financial Activities Professional & Bus. Services Educational & Health Serv. Leisure & Hospitality Other Services	16.5 5.4 0.2 0.8 2.0 0.9 2.0 1.0	16.2 5.4 0.2 0.7 1.9 0.9 2.0 1.0	15.9 5.3 0.2 0.7 1.8 0.8 2.0 1.0	1.9 0.0 14.3 5.3 0.0 0.0 0.0	3.8 1.9 0.0 14.3 11.1 12.5 0.0 0.0
TOTAL GOVERNMENT	4.2	4.1	4.1	2.4	2.4
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	25.3	25.1	25.4	0.8	-0.4
TOTAL PRIVATE GOODS PRODUCING Natural Resources & Mining Construction Manufacturing	20.9 8.6 5.3 2.0 1.3	20.7 8.4 5.4 1.7 1.3	21.1 9.1 5.6 2.2 1.3	1.0 2.4 -1.9 17.6 0.0	- 0.9 - 5.5 -5.4 -9.1 0.0
SERVICE PROVIDING Trade, Transport., & Utilities Information Financial Activities Professional & Bus. Services Educational & Health Serv. Leisure & Hospitality Other Services	16.7 5.3 0.2 0.9 1.5 1.0 2.5 0.9	16.7 5.3 0.2 0.9 1.5 1.0 2.5 0.9	16.3 5.2 0.9 1.3 0.9 2.5 1.0	0.0 0.0 0.0 0.0 0.0 0.0 0.0	2.5 1.9 0.0 15.4 11.1 0.0 -10.0
TOTAL GOVERNMENT	4.4	4.4	4.3	0.0	2.3
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	16.6	17.4	16.0	-4.6	3.8
TOTAL PRIVATE GOODS PRODUCING Nat. Res., Mining & Const. Manufacturing	14.5 2.4 2.3 0.1	15.2 2.3 2.2 0.1	13.8 2.4 2.3 0.1	-4.6 4.3 4.5 0.0	5.1 0.0 0.0 0.0
SERVICE PROVIDING Trade, Transport., & Utilities Information Financial Activities Professional & Bus. Services Educational & Health Serv. Leisure & Hospitality Other Services	14.2 2.3 0.2 1.0 1.8 0.8 5.5 0.5	15.1 2.4 0.2 1.0 1.7 0.8 6.3 0.5	13.6 2.3 0.2 0.9 1.7 0.8 5.0 0.5	-6.0 -4.2 0.0 0.0 5.9 0.0 -12.7 0.0	4.4 0.0 0.0 11.1 5.9 0.0 10.0 0.0
TOTAL GOVERNMENT	2.1	2.2	2.2	-4.5	-4.5

State Unemployment Rates April 2008 (Not Seasonally Adjusted)

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State	Rate
Puerto Rico	9.7
Alaska	7.1
Michigan	6.6
California	6.1
Rhode Island	6.0
Nevada	5.7
Oregon	5.6
Kentucky	5.5
Mississippi	5.5
Ohio	5.5
South Carolina	5.5
District of Columbia	5.4
Illinois	5.4
West Virginia	5.2
Maine	5.1
North Carolina	5.1
Tennessee	5.1
Georgia	5.0
Vermont	5.0
Minnesota	4.9
Missouri	4.9
New Jersey	4.8
United States	4.8
Florida	4.7
Indiana	4.7
Pennsylvania	4.7
New York	4.6
Washington	4.6
Arkansas	4.5
Connecticut	4.5
Wisconsin	4.4
Colorado	4.3
Massachusetts	3.9
Montana	3.9
lexas Delemente	3.9
Delaware	3.8
Arizona	3.8
Vanaaa	3.0
Alabama	3.0
Iowa	3.5
Louisiana	3.5
Maryland	3.5
Idaho	3.4
New Mexico	3.4
North Dakota	3.3
Virginia	3.3
Hawaii	3.2
Nebraska	3.1
Utah	3.0
Oklahoma	2.9
Wyoming	2.7
South Dakota	2.6

Economic Indicators

by: Margaret Hiatt, Administrative/Survey Support Specialist

The Producer Price Index for all commodities rose 11.3% from April 2007 to April 2008.

	April 2008	March 2008	April 2007	Month	Change Year
	(p)	(r)	(b)		1.4
Unemployed	288,605	291,112	284,621	-0.9	1.4
Employed	280,669	280,190	275.586	0.2	1.8
Wyoming Unemp. Rate/Seasonally Adjusted	2.7%/2.6%	3.8%/3.1%	3.2%/3.0%	N/A	N/A
U.S. Unemployment Rate/Seasonally Adjusted	4.8%/5.0%	5.2%/5.1%	4.3%/4.5%	N/A	N/A
U.S. Multiple Jobholders	7,630,000	7,499,000	7,846,000	1.7	-2.8
As a percent of all workers	5.2% 412.000	5.2% 401.000	399 000	N/A 27	N/A 33
U.S. Part-Time for Economic Reasons	5,071,000	5,038,000	4,205,000	0.7	20.6
Hours & Earnings for Production Workers					
Wyoming Mining	Л	oto not ovoilable	and how on nor	<u></u>	
Average Weekly Hours	D	ata not avanable,	see box on pag	C 22.	
U.S. Mining Hours & Earnings					
Average Weekly Earnings	\$991.01	\$1,047.42	\$981.80	-5.4	0.9
Average Weekly Hours	44.6	46.0	45.9	-3.0	-2.8
Average Weeldy Fornings	\$814.64	\$830.01	\$675.03	0.0	20.6
Average Weekly Hours	42.1	41.5	41.4	-2.2	20.0
U.S. Manufacturing Hours & Earnings		1110			111
Average Weekly Earnings	\$717.26	\$723.36	\$705.61	-0.8	1.7
Average Weekly Hours	40.8	41.1	41.0	-0.7	-0.5
Wyoming Unemployment Insurance					
Weeks Compensated	15,603	14,699	11,353	6.2	37.4
Benefits Paid	\$4,719,531	\$4,422,105	\$3,092,424	6.7	52.6
Average Weekly Benefit Payment	\$302.48	\$300.84	\$272.39	0.5	11.0
State Insured Covered Jobs" Insured Unemployment Rate	271,447	200,719	258,027	1.8 N/A	5.2 N/A
mourea enempioyment rate	1.170	1.070	1.070	14/11	11/11
Consumer Price Index (U) for All U.S. Urban Consumers					
(1982 to 1984 = 100) - All Items	214.8	213.5	206.7	0.6	3.9
Housing	211.4	209.7	201.5	0.8	5.0 3.0
Apparel	122.1	120.9	122.9	1.0	-0.7
Transportation	198.6	195.2	185.2	1.8	7.2
Medical Care	363.2	363.0	348.2	0.1	4.3
Recreation (Dec. $1997 = 100$)	112.9	112.7	111.5	0.1	1.2
Other Goods & Services	343.4	341.8	331.7	0.2	3.2 3.5
Producer Prices (1982 to $1984 = 100) - All Commodities$	190.7	188.1	171.4	1.4	11.3
	1901.	10011	1.1.1		1110
Wyoming Building Permits					
(New Privately Owned Housing Units Authorized)	074	102	065	40.0	2.4
Valuation	\$52,814,000	\$62,444,000	\$52,447,000	-15.4	0.7
Single Family Homes	227	176	252	29.0	-9.9
Valuation	\$50,397,000	\$60,531,000	\$51,056,000	-16.7	-1.3
Baker Hughes North American Rotary Rig Count for WY	69	66	72	4.5	-4.2

(p) Preliminary. (r) Revised. (b) Benchmarked. ^aLocal Area Unemployment Statistics program estimates.



Wyoming County Unemployment Rates

by: Carola Cowan, BLS Programs Supervisor

Almost all county unemployment rates fell from their year-ago levels.

	Labor Force			Employed			Unemployed			Unemployment Rates		
REGION County	Apr 2008 (p)	Mar 2008 (r)	Apr 2007 (b)	Apr 2008 (p)	Mar 2008 (r)	Apr 2007 (b)	Apr 2008 (p)	Mar 2008 (r)	Apr 2007 (b)	Apr 2008 (p)	Mar 2008 (r)	Apr 2007 (b)
NORTHWEST	43.555	43,721	42.556	42.056	41.513	40.857	1.499	2,208	1.699	3.4	5.1	4.0
Big Horn	4,886	4,902	4,801	4,696	4,634	4,581	190	268	220	3.9	5.5	4.6
Fremont	18,139	18,371	17,829	17,495	17,446	17,093	644	925	736	3.6	5.0	4.1
Hot Springs	2,348	2,336	2,372	2,270	2,225	2,282	78	111	90	3.3	4.8	3.8
Park	13,967	13,796	13,412	13,511	13,142	12,926	456	654	486	3.3	4.7	3.6
Washakie	4,215	4,316	4,142	4,084	4,066	3,975	131	250	167	3.1	5.8	4.0
NORTHEAST	52,884	53,014	51,716	51,616	51,259	50,191	1,268	1,755	1,525	2.4	3.3	2.9
Campbell	26,354	26,540	25,891	25,866	25,855	25,294	488	685	597	1.9	2.6	2.3
Crook	3,438	3,432	3,367	3,328	3,283	3,253	110	149	114	3.2	4.3	3.4
Johnson	4,001	3,977	3,693	3,868	3,794	3,543	133	183	150	3.3	4.6	4.1
Sheridan	15,965	15,912	15,585	15,524	15,298	15,031	441	614	554	2.8	3.9	3.6
Weston	3,126	3,153	3,180	3,030	3,029	3,070	96	124	110	3.1	3.9	3.5
SOUTHWEST	64,327	64,899	63,099	62,757	62,930	61,329	1,570	1,969	1,770	2.4	3.0	2.8
Lincoln	9,031	9,070	8,409	8,774	8,706	8,140	257	364	269	2.8	4.0	3.2
Sublette	6,924	6,881	6,415	6,840	6,755	6,314	84	126	101	1.2	1.8	1.6
Sweetwater	23,745	23,845	24,132	23,235	23,151	23,566	510	694	566	2.1	2.9	2.3
Teton	13,771	14,158	12,931	13,355	13,804	12,425	416	354	506	3.0	2.5	3.9
Uinta	10,856	10,945	11,212	10,553	10,514	10,884	303	431	328	2.8	3.9	2.9
SOUTHEAST	72,196	73,294	72,103	70,010	70,264	69,642	2,186	3,030	2,461	3.0	4.1	3.4
Albany	18,627	19,116	18,910	18,238	18,577	18,444	389	539	466	2.1	2.8	2.5
Goshen	6,033	6,017	5,890	5,826	5,731	5,678	207	286	212	3.4	4.8	3.6
Laramie	42,297	42,932	42,062	40,886	40,987	40,463	1,411	1,945	1,599	3.3	4.5	3.8
Niobrara	1,233	1,240	1,148	1,191	1,173	1,118	42	67	30	3.4	5.4	2.6
Platte	4,006	3,989	4,093	3,869	3,796	3,939	137	193	154	3.4	4.8	3.8
CENTRAL	55,648	56,185	55,149	54,231	54,223	53,565	1,417	1,962	1,584	2.5	3.5	2.9
Carbon	8,184	8,175	7,948	7,946	7,840	7,691	238	335	257	2.9	4.1	3.2
Converse	6,922	6,984	6,790	6,758	6,739	6,576	164	245	214	2.4	3.5	3.2
Natrona	40,542	41,026	40,411	39,527	39,644	39,298	1,015	1,382	1,113	2.5	3.4	2.8
STATEWIDE	288,605	291,112	284,621	280,669	280,190	275,586	7,936	10,922	9,035	2.7	3.8	3.2
Statewide Seasonally Adjusted							2.6	3.1	3.0			
U.S										4.8	5.2	4.3
U.S. Seasonall	v Adjusted									5.0	5.1	4.5

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/08. Run date 05/08.

Data are not seasonally adjusted except where otherwise specified.

(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Normalized Unemployment Insurance Statistics: Initial Claims

by: Douglas W. Leonard, Senior Economist

Initial claims declined 5.5% over the month and 7.6% over the year. Nearly all of the decline in claims was concentrated in the goods-producing sector.



WYOMING STATEWIDE	<u>Cl</u> : Apr08	<u>aims Fi</u> Mar08	Po <u>led</u> Apr07	ercent (<u>Claims</u> Mar08 Apr08	Change <u>Filed</u> Apr07 Apr08
TOTAL CLAIMS FILED	1,920	2,031	2,079	-5.5	-7.6
TOTAL GOODS PRODUCING Natural Resources & Mining Mining Oil & Gas Extraction Construction Manufacturing TOTAL SERVICE PROVIDING Trade, Trans., Storage, & Util. Wholesale Trade Retail Trade Trans., Storage, & Utilities Information Financial Activities Professional & Business Serv. Educational & Health Services Leisure & Hospitality Other Services TOTAL GOVERNMENT Federal Government State Government Local Government Local Education	$\begin{array}{c} 673\\ 158\\ 135\\ 7\\ 438\\ 77\\ 998\\ 294\\ 49\\ 138\\ 107\\ 13\\ 36\\ 101\\ 70\\ 436\\ 48\\ 120\\ 49\\ 16\\ 55\\ 13\end{array}$	970 213 195 13 590 167 834 301 32 143 126 9 33 102 89 263 37 124 45 17 62	866 244 233 22 508 114 993 286 31 134 121 9 90 87 462 300 127 51 26 50 13	-30.6 -25.8 -30.8 -46.2 -25.8 -53.9 19.7 -2.3 53.1 -3.5 -15.1 44.4 9.1 -1.0 -21.3 65.8 29.7 -3.2 8 -5.9 -5.9 -11.3 -23.5	$\begin{array}{c} -22.3\\ -35.2\\ -42.1\\ -68.2\\ -13.8\\ -32.5\\ 0.5\\ 2.8\\ 58.1\\ 3.0\\ -11.6\\ 44.4\\ 24.1\\ 12.2\\ -19.5\\ -5.6\\ 60.0\\ -5.5\\ 60.0\\ -5.5\\ -3.9\\ -38.5\\ 10.0\\ 0.0\end{array}$
UNCLASSIFIED	129	103	93	25.2	38.7
TOTAL CLAIMS FILED	308	332	257	-7.2	19.8
TOTAL GOODS PRODUCING Construction TOTAL SERVICE PROVIDING Trade, Trans., Storage, & Util. Financial Activities Professional & Business Serv. Educational & Health Services Leisure & Hospitality TOTAL GOVERNMENT UNCLASSIFIED	109 92 168 75 5 30 24 23 21 10	115 92 181 108 14 21 15 17 25 11	109 84 117 58 6 12 17 15 25 6	-5.2 0.0 -7.2 -30.6 -64.3 42.9 60.0 35.3 -16.0 -9.1	0.0 9.5 43.6 29.3 -16.7 150.0 41.2 53.3 -16.0 66.7
NATRONA COUNTY					
TOTAL CLAIMS FILED	199	228	165	-12.7	20.6
TOTAL GOODS PRODUCING Construction TOTAL SERVICE PROVIDING Trade, Trans., Storage, & Util. Financial Activities Professional & Business Serv. Educational & Health Services Leisure & Hospitality TOTAL GOVERNMENT UNCLASSIFIED	96 54 93 34 5 16 11 16 7 3	115 74 105 34 8 11 10 28 4 4	67 36 87 27 5 10 23 15 6 5	-16.5 -27.0 -11.4 0.0 -37.5 45.5 10.0 -42.9 75.0 -25.0	43.3 50.0 6.9 25.9 0.0 60.0 -52.2 6.7 16.7 -40.0

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims by: Douglas W. Leonard, Senior Economist

Continued claims rose 11.3% compared to April 2007. Construction and professional & business services were the primary contributors to increases in the goods and service sectors.

Continued Claims

	Percent Change					
			(Claims	Filed	
	<u>C</u>	laims Fi	led I	/Iar08	Apr07	
WYOMING STATEWIDE	Apr08	Mar08	Apr07	Apr08	Apr08	
TOTAL WEEKS CLAIMED 1	5,643	17,834	14,051	-12.3	11.3	
TOTAL UNIQUE CLAIMANTS	4,215	5,245	4,467	-19.6	-5.6	
TOTAL COODS PRODUCING	6 670	8 6 1 0	6 1 8 3	22.5	7.0	
Notural Pesources & Mining	1 300	1 402	1 / 5 8	-22.3	0.3	
Mining	1,322	1,402	1,430	-3.7	-9.5	
Mining	1,149	1,213	1,322	-5.3	-13.1	
Oil & Gas Extraction	92	105	144	-12.4	-30.1	
Construction	4,411	6,041	3,865	-27.0	14.1	
Manufacturing	939	1,167	860	-19.5	9.2	
TOTAL SERVICE PROVIDING	6,655	6,400	5,710	4.0	16.5	
Trade, Trans., Storage, & Util.	2,147	2,071	1,697	3.7	26.5	
Wholesale Trade	276	249	301	10.8	-8.3	
Retail Trade	1,125	1,138	893	-1.1	26.0	
Trans., Storage, & Utilities	746	684	503	9.1	48.3	
Information	91	107	124	-15.0	-26.6	
Financial Activities	287	281	175	2.1	64.0	
Professional & Business Serv.	1,217	1,590	917	-23.5	32.7	
Educational & Health Services	545	585	605	-6.8	-9.9	
Leisure & Hospitality	2.017	1.441	1.898	40.0	6.3	
Other Services	351	325	294	8.0	19.4	
TOTAL GOVERNMENT	1.303	1.645	1.439	-20.8	-9.5	
Federal Government	597	774	665	-22.9	-10.2	
State Government	195	219	239	-11.0	-18.4	
Local Government	511	652	535	-21.6	-10.4	
Local Education	120	102	000	-21.0	20.4	
	1 0 1 2	1 1 7 0	94 710	-2.4	40.0	
UNCLASSIFIED	1,015	1,179	719	-14.1	40.9	
LARAMIE COUNTY						
TOTAL WEEKS CLAIMED	0 541	2 059	2 250	16.0	12.0	
TOTAL WEEKS CLAIMED	2,341	3,058	2,250	-10.9	12.9	
TOTAL UNIQUE CLAIMANTS	694	907	695	-23.5	-0.1	
TOTAL GOODS PRODUCING	962	1 4 5 8	028	-34.0	37	
Construction	802	1 250	820	24.0	0.7	
TOTAL SEDVICE DEOVIDING	1 0 0 0 0	1,200	1 0 0 2 9	-34.2	25.0	
Trada Trana Staraga & Util	1,200	1,200	1,025	19.6	40.0	
Financial Activities	300	472	400	10.0	40.0	
Philancial Activities	051	210	011	-2.5	100.1	
Educational & Health Services	251	174	211	-21.3	19.0	
Educational & Health Services	150	174	144	-10.3	8.3	
Leisure & Hospitality	1//	168	111	5.4	59.5	
TOTAL GOVERNMENT	200	212	225	-5.7	-11.1	
UNCLASSIFIED	91	105	74	-13.3	23.0	
NATRONA COUNTY						
TOTAL WEEKS OF ALMED	1 590	1 700	1 165	11 6	26 4	
TOTAL WEEKS CLAIMED TOTAL UNIQUE CLAIMANTS	417	1,7 98 523	379	-11.6	36.4 10.0	
TOTAL GOODS PRODUCING	732	880	530	-16.8	38.1	
Construction	437	628	336	-30.4	30.1	
TOTAL SERVICE PROVIDING	769	799	538	-3.8	42.9	
Trade, Trans., Storage, & Util.	247	252	198	-2.0	24.7	
Financial Activities	74	57	17	29.8	335.3	
Professional & Business Serv.	165	234	77	-29.5	114.3	
Educational & Health Services	77	66	122	16.7	-36.9	
Leisure & Hospitality	109	108	74	0.9	47.3	
TOTAL GOVERNMENT	52	82	69	-36.6	-24.6	
UNCLASSIFIED	36	37	28	-2.7	28.6	



June 2008

Wyoming Department of Employment Research & Planning P.O. Box 2760 Casper, WY 82602

Official Business Penalty for Private Use \$300 Return Service Requested