

Chapter 3: Retail Trade

Note: Figures for this chapter are located on pages 31-37.

Retail Trade was selected for analysis because in many respects its characteristics are similar to those of the state as a whole. The proportion of resident workers in Retail Trade is only slightly higher than the statewide average.

Data from Appendix C, page C14 show the proportion of residents in this industry is 81.4 percent compared to the statewide average of 77.7 percent. Among resident workers, age and sex distributions in addition to average wages also differ. Figure 1.3.1 and Figure 1.1.2 (see page 12) show the proportion of women in younger age groups (those less than 25 years of age) is much higher than in the statewide resident population. Conversely, the proportion of resident male workers who are less than 20 years of age is lower than the statewide resident population. However, the proportion of male workers between the ages of 25 and 65 is higher than in the statewide resident population. Wages are considerably lower than the statewide average for residents working in Retail Trade. As shown in Appendix C, pages C15 and C20, the average wage in the state was \$23,246 in 2002 compared to \$15,538 in Retail Trade. Wages for resident men statewide were \$30,616 compared to \$20,719 for men in Retail Trade. Similarly, wages for women statewide were \$15,684 while wages for women in Retail Trade were \$12,042. More substantial gaps exist when comparing wages for men and women in similar age groups within the industry.

Figure 1.3.2 and Figure 1.1.3 (see page 13) show the turnover rate for Retail Trade (21.0%) is slightly lower than the statewide average (21.6%). The turnover rate for nonresidents in this industry is 38.9 percent compared to the statewide average of 41.9 percent. However, the turnover rate for residents statewide (21.6%) is slightly higher than that of Retail Trade (21.0%). Given the similarity in characteristics between the state and Retail Trade, it is to be expected that benefits eligibility proportions would be similar as well. Figure 1.3.3 and Figure 1.1.4 (see page 14) show that the differences in eligibility by residency are small. In fact, the proportion eligible for benefits in Retail Trade (77.9%) is only 0.4 percentage points higher than the statewide average. In this industry, it appears that nonresidents (59.9%) may fare better when qualifying for benefits than statewide (55.5%). The benefits eligibility rate for residents is 0.4 percent higher in the statewide workforce than in Retail Trade. The proportion of highly tenured workers in Retail Trade (60.7%; see Figure 1.3.4) is 0.1 percentage points lower than the statewide average (see Figure 1.1.5, page 15). The difference between Retail Trade and the statewide average appears to be marginal workers (19.5% in Retail

Trade compared to the statewide average of 19.3%). The similarity between the key characteristics in this industry and access to health insurance suggests Retail Trade workers are foremost to understanding access to health insurance in general.

The proportion of workers offered health benefits in Retail Trade (64%) is similar to the proportion offered to all workers (65%; see Figures 1.3.5, page 35 and 1.1.6, page 16). Although the proportion of workers offered benefits in businesses with 20-49 employees is identical, the statewide averages in employers with 50+ employees and fewer than 10 employees are higher than in Retail Trade. Conversely, the proportion of Retail Trade workers offered health benefits in businesses with 10-19 employees is 4 percentage points greater than the statewide average. Unlike the statewide averages, which increase steadily with firm size, the proportion of Retail Trade workers offered benefits is lower for businesses with 20-49 employees than for businesses employing 10-19 workers.

Table ii (see page 7) shows that 69.6 percent of Retail Trade businesses have fewer than 10 workers compared to the statewide average of 75.5 percent. The proportions of Retail Trade businesses employing between 10 and 49 workers (two size categories) are slightly larger than the statewide averages (16.2% and 9.7% compared to 12.6% and 7.9%, respectively).

Wages and benefits costs in Retail Trade are lower than statewide averages, but higher than those found in Leisure & Hospitality. At \$1,559 per worker (see Figure 1.3.6), insurance costs in Retail Trade are approximately 65 percent of the statewide average. Quarterly wages for highly tenured workers in this industry average \$5,517 per quarter or 67.3 percent of the statewide average (\$8,193). Statewide wages for seasonal and marginal employees are approximately 40 percent higher than the wages for similar Retail Trade workers. Statewide quarterly wages for transitioning workers are 61 percent higher than those found in Retail Trade. As shown in Figure 1.3.7 and Figure 1.1.8 (see page 18), offering rates for health (64%), dependent health (47%), and dental (52%) are all lower than the statewide averages. However, full-time Retail Trade workers are more likely to be offered employee health and dental insurance than workers in the general population. The same cannot be said for part-time employees, where the proportions of those workers offered benefits in Retail Trade are approximately three-quarters the statewide average. Table iii (see page 8) shows that Retail Trade has a slightly larger proportion of part-time workers (27.3%) than the statewide population (23.5%). Approximately 18.3 percent of all the part-time private sector workers in the state are employed in Retail Trade.

Retail Trade Figures

Figure 1.3.1: Percentage of Resident Wyoming Workers in Retail Trade by Age and Sex, 2002

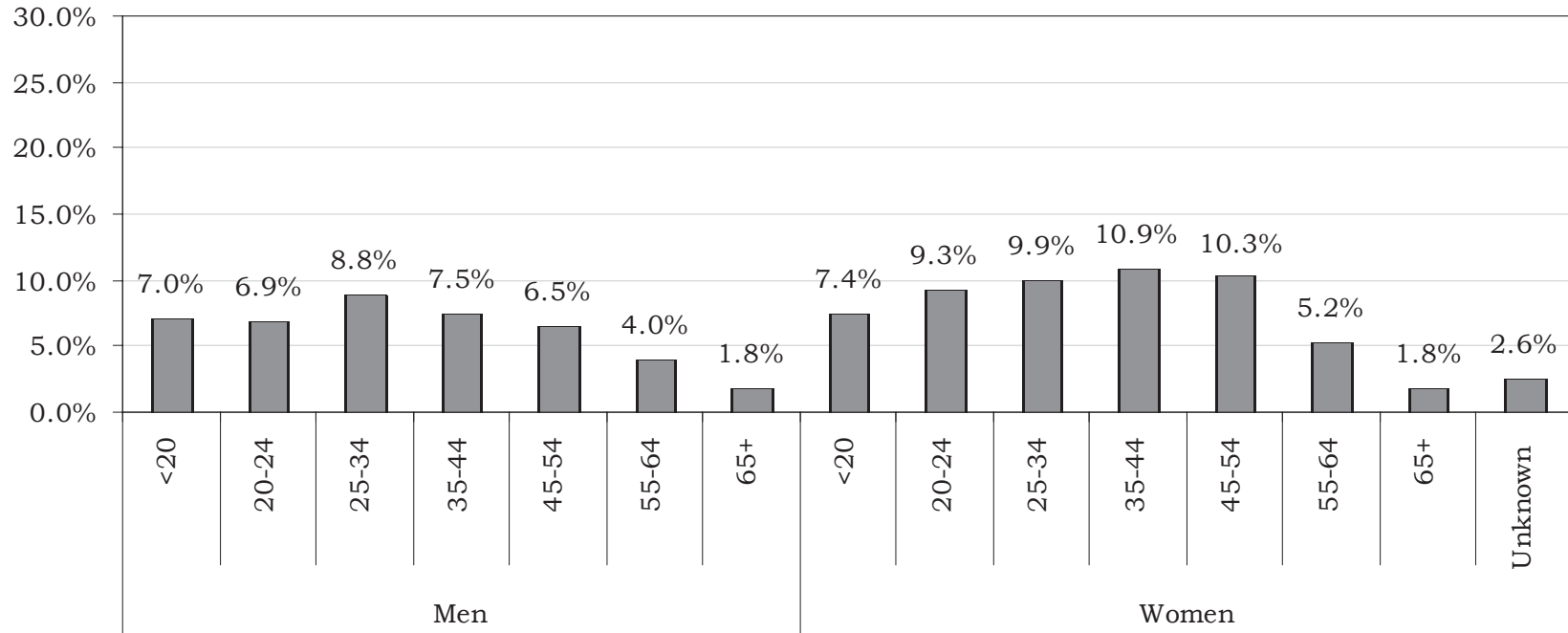


Figure 1.3.2: Percentage of Nonresident Workers and Turnover Rate of Wyoming Workers in Retail Trade by Residency Status, 2002

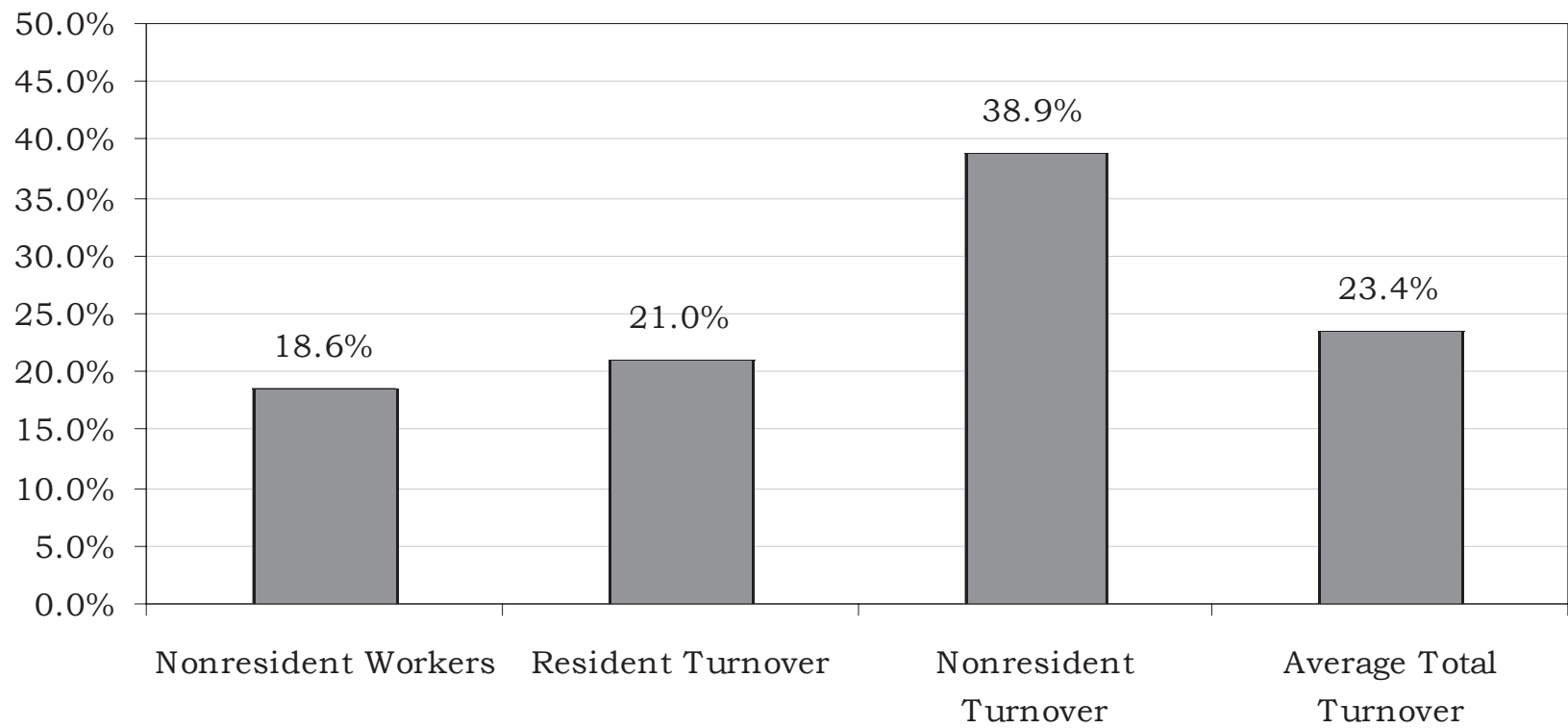


Figure 1.3.3: Distribution of Wyoming Workers in Retail Trade Eligible to Receive Insurance Benefits by Residency Status, 2002Q3

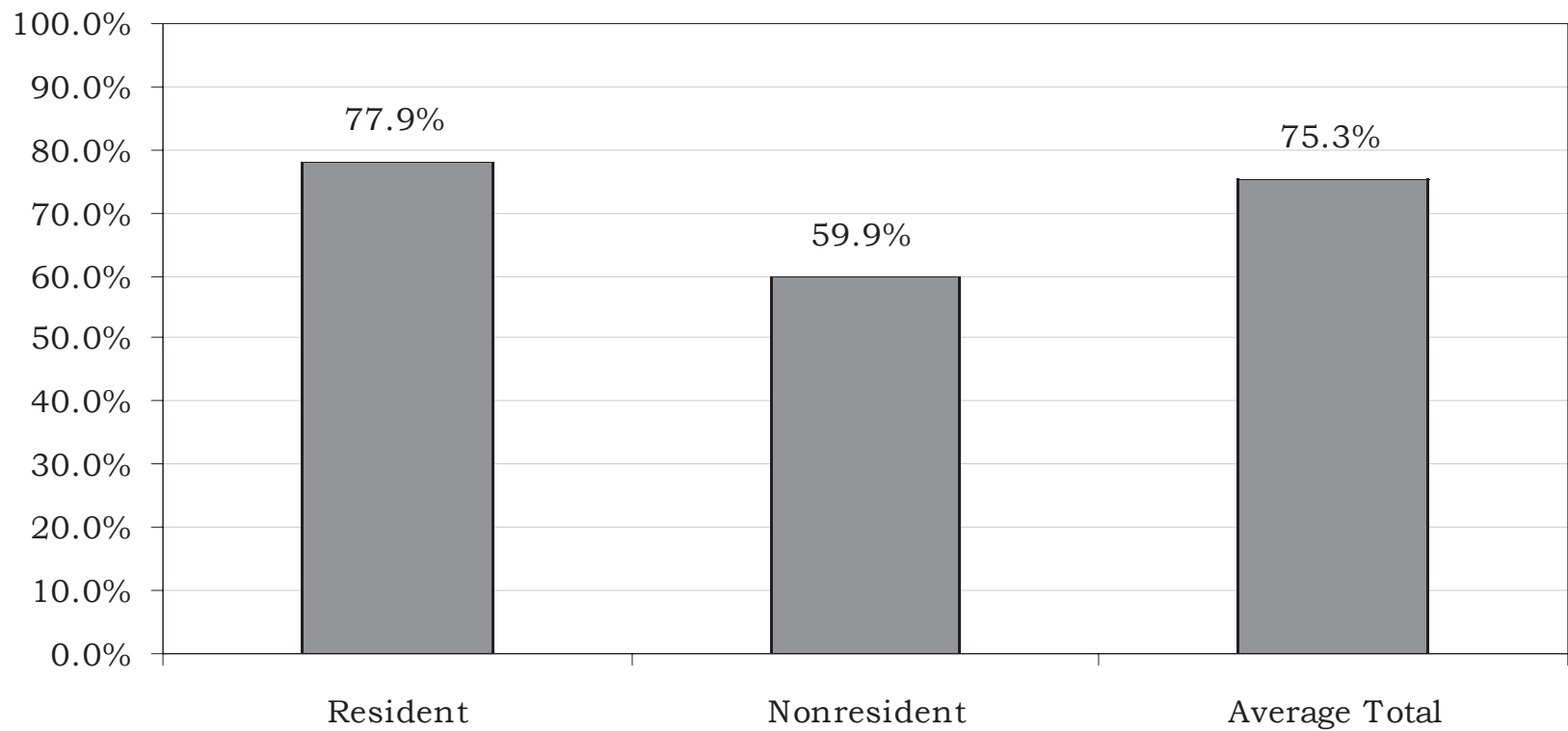


Figure 1.3.4: Wyoming Resident Worker in Retail Trade Average Turnover and Distribution of Wyoming Resident Workers in Retail Trade by Tenure (Worker Attachment to Employer), 2002

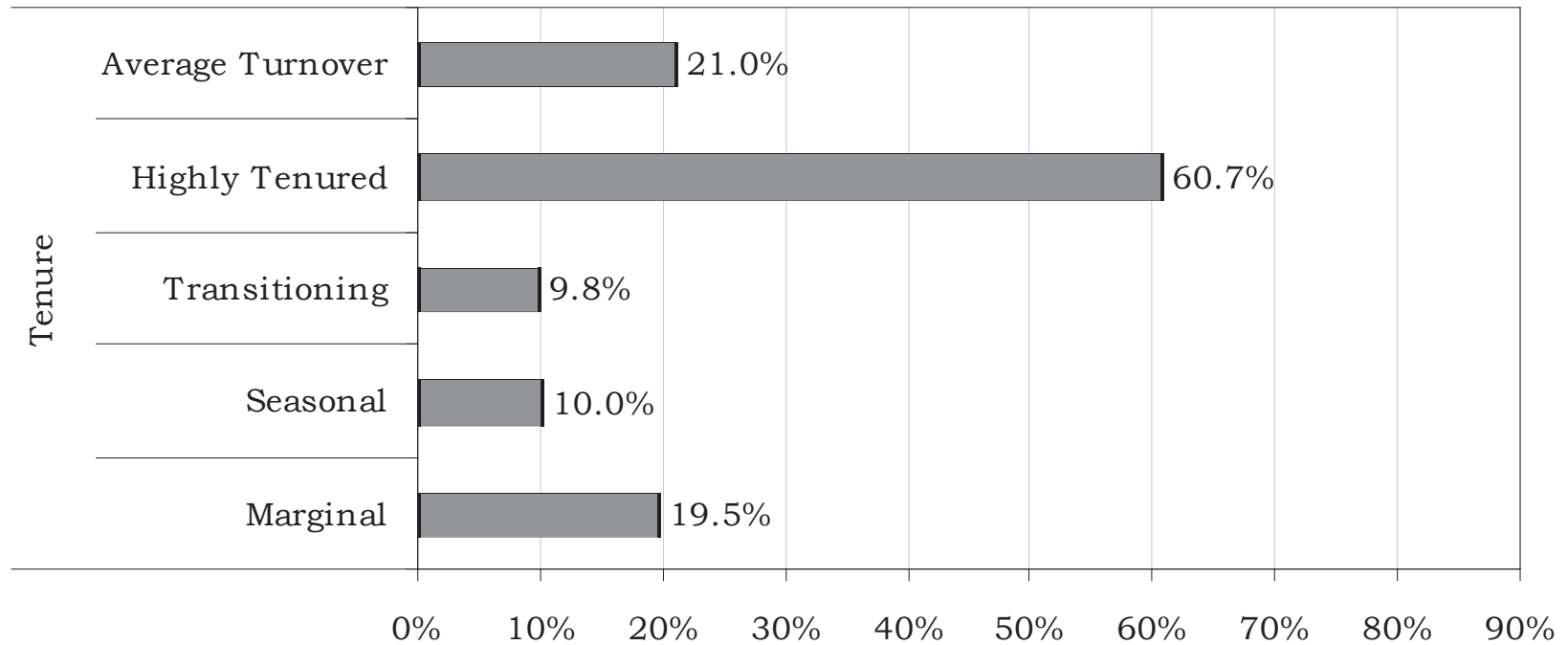


Figure 1.3.5: Percentage of Wyoming Workers in Retail Trade Offered Benefits by Firm Size, 2002

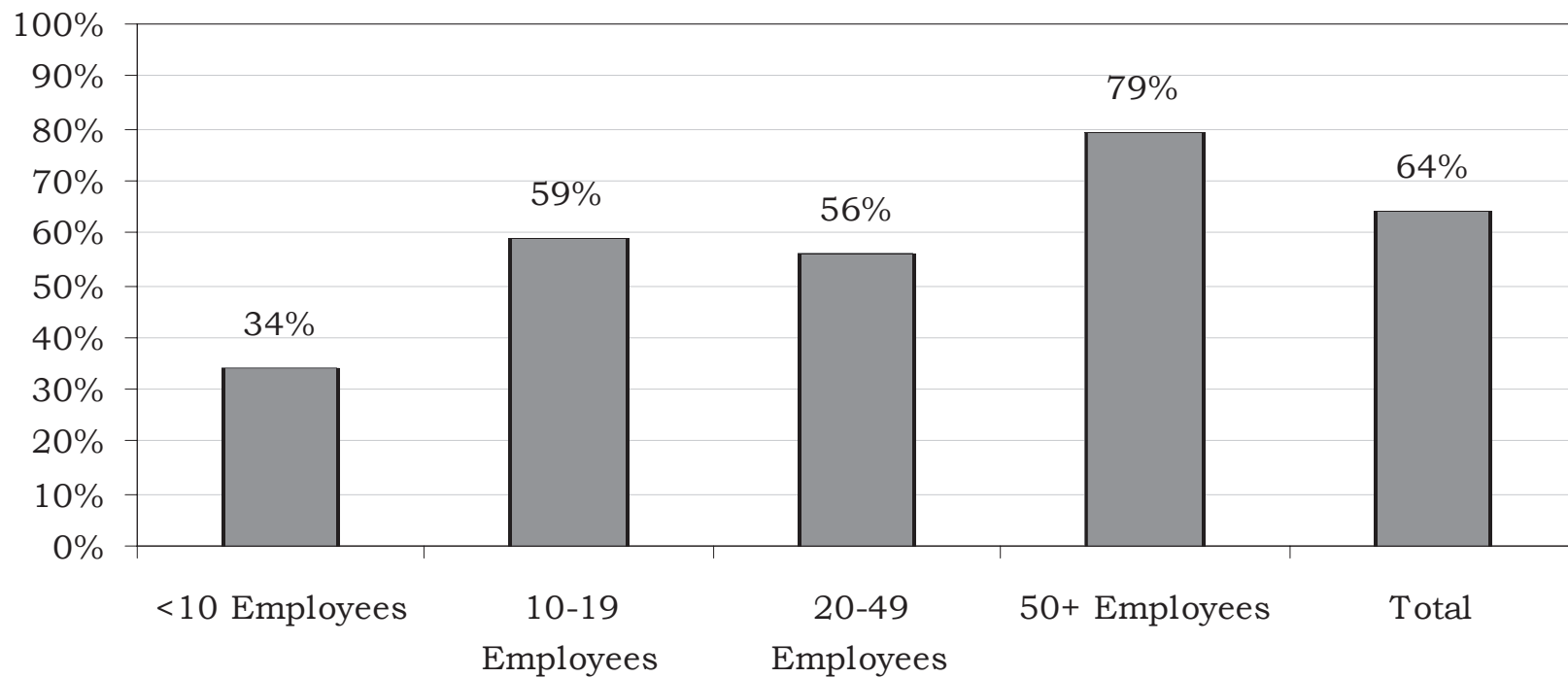


Figure 1.3.6: Average Annual Insurance Cost Per Worker for Wyoming Employers in Retail Trade and Average Quarterly Wage of Wyoming Workers in Retail Trade by Tenure (Worker Attachment to Employer), 2002

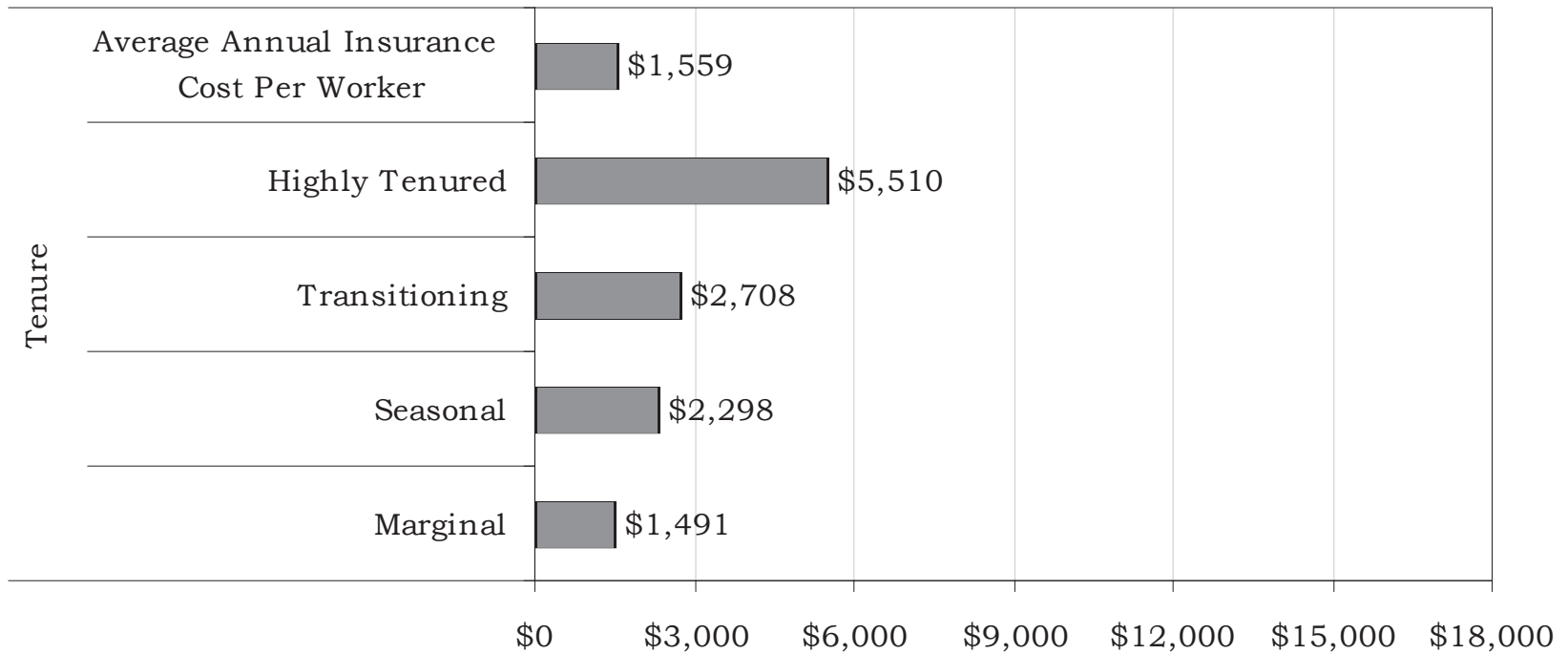


Figure 1.3.7: Percentage of Wyoming Workers in Retail Trade Offered Selected Benefits by Employment Status, 2002

