

Chapter 5: Construction

Note: Figures for this chapter are located on pages 51-57.

As shown in Figure 1.5.1, men comprise the vast majority of workers in the Construction industry. The age distribution of resident men who work in Construction tends to be older than most industries in the state. For example, 47.6 percent of resident workers in Construction are men 35 years of age or older. Construction's age and gender distribution contrasts with the statewide averages (see Figure 1.1.2, page 12), where men 35 years of age and older comprise only 29.3 percent of the total. Women comprise 44.6 percent of resident workers statewide, but only 12.1 percent of the resident worker population in Construction.

Construction has a higher nonresident population than the state as shown in Figure 1.5.2 and Figure 1.1.3 (see page 13). In 2002, 35.5 percent of Wyoming workers in Construction were nonresidents, compared to the statewide average of 23.0 percent. Resident turnover is nearly seven percent higher in Construction than the statewide average and Construction nonresident turnover is 9.4 percent higher than the statewide average. Given the higher level of turnover and nonresident workers compared to the statewide averages, it then follows that insurance eligibility would be relatively lower in this industry. As shown in Figures 1.5.3 and Figure 1.1.4 (see page 14), the insurance eligibility rates in 2002 particularly for nonresident Construction workers (40.7%) was much lower than the statewide average (55.5%). Resident eligibility rates in Construction were 5.5 percent lower than the statewide averages in 2002.

The seasonal nature of the Construction industry lends itself to labor utilization strategies that are considerably different from those of the state as a whole. Figure 1.5.4 and 1.1.5 (see page 15) illustrate the differences in labor utilization. In 2002, 49.7 percent of resident Construction workers were highly tenured, compared to the statewide average of 60.8 percent. Conversely, the proportions of seasonal and marginal workers in this industry were 3.3 percent and 7.6 percent greater than the statewide averages, respectively.

Construction firms also tend to have fewer workers than businesses statewide. Table ii (see page 7) shows that in 2002, 2.7 percent of Construction firms had 50 or more workers compared to 4.1 percent statewide. Smaller firm size, higher turnover, greater proportions of seasonal and marginal workers, in addition to a higher concentration of nonresident workers is associated with a lower likelihood of benefits offering. But, as shown in Figure 1.5.5 and Figure 1.1.6 (see page 16), insurance offering tends to be higher in Construction than statewide. This high offering rate may be a function of the dominance of older males in this industry.

While employment in the Construction industry is less stable than statewide, the likelihood of medical benefit offering is greater for all employer sizes. In 2002, an estimated 70 percent of Construction workers were offered health benefits compared to the statewide average of 65 percent.

The top bar in Figure 1.5.6 shows the estimated average annual cost of health insurance per worker in the Construction industry. During the period for which these estimates were prepared, information regarding the number of workers participating in health insurance was unavailable. Additionally, the capacity to produce cost per participant in health, dependent health, and dental benefits together was under development. The estimated average insurance cost per Construction worker was \$674 less than the statewide average of \$1,714 (see Figure 1.1.7, page 17). However, the wages paid to Construction workers was higher than the wages paid to Wyoming workers, in general, for each type of tenure.

As shown in Figure 1.1.8 (see page 18) and Figure 1.5.7, full-time employees statewide have a greater likelihood of benefit offering (81% health, 74% dependent health, 65% dental), than do full-time Construction workers (75% health, 70% dependent health, 55% dental). What raises the overall proportions of offering in Construction is the benefit offering status of part-time workers. Nearly one-third of part-time Construction workers are offered some type of benefit compared to one-eighth of workers statewide.

Construction Figures

Figure 1.5.1: Percentage of Resident Wyoming Workers in Construction by Age and Sex, 2002

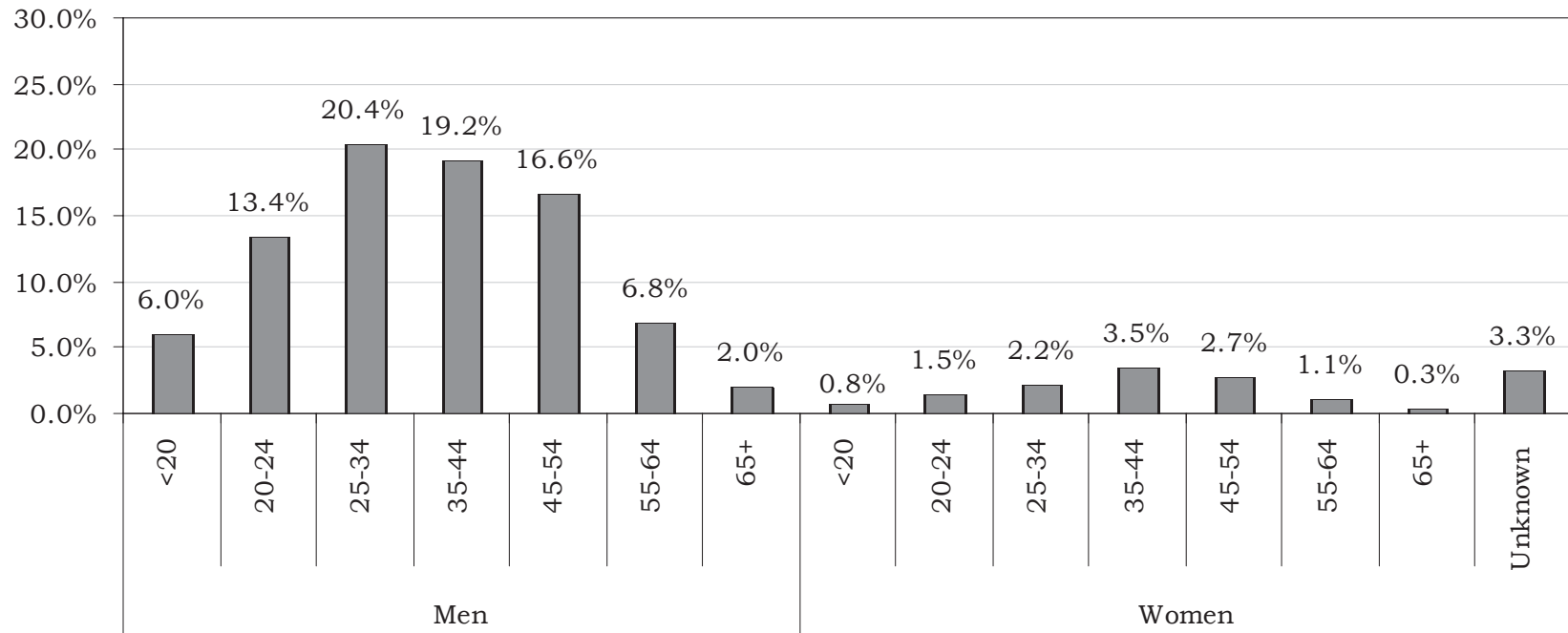


Figure 1.5.2: Percentage of Nonresident Workers and Turnover Rate of Wyoming Workers in Construction by Residency Status, 2002

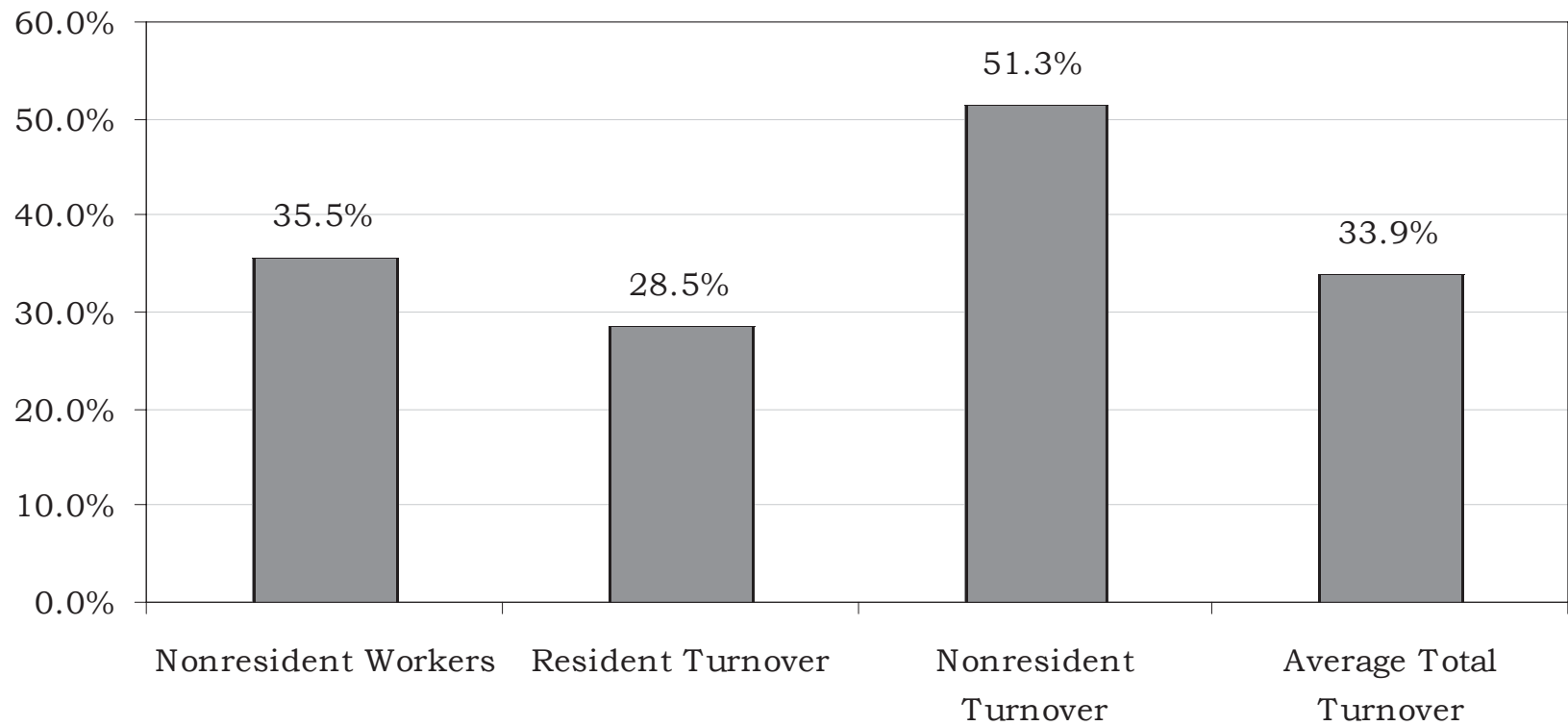


Figure 1.5.3: Distribution of Wyoming Workers in Construction Eligible to Receive Insurance Benefits by Residency Status, 2002Q3

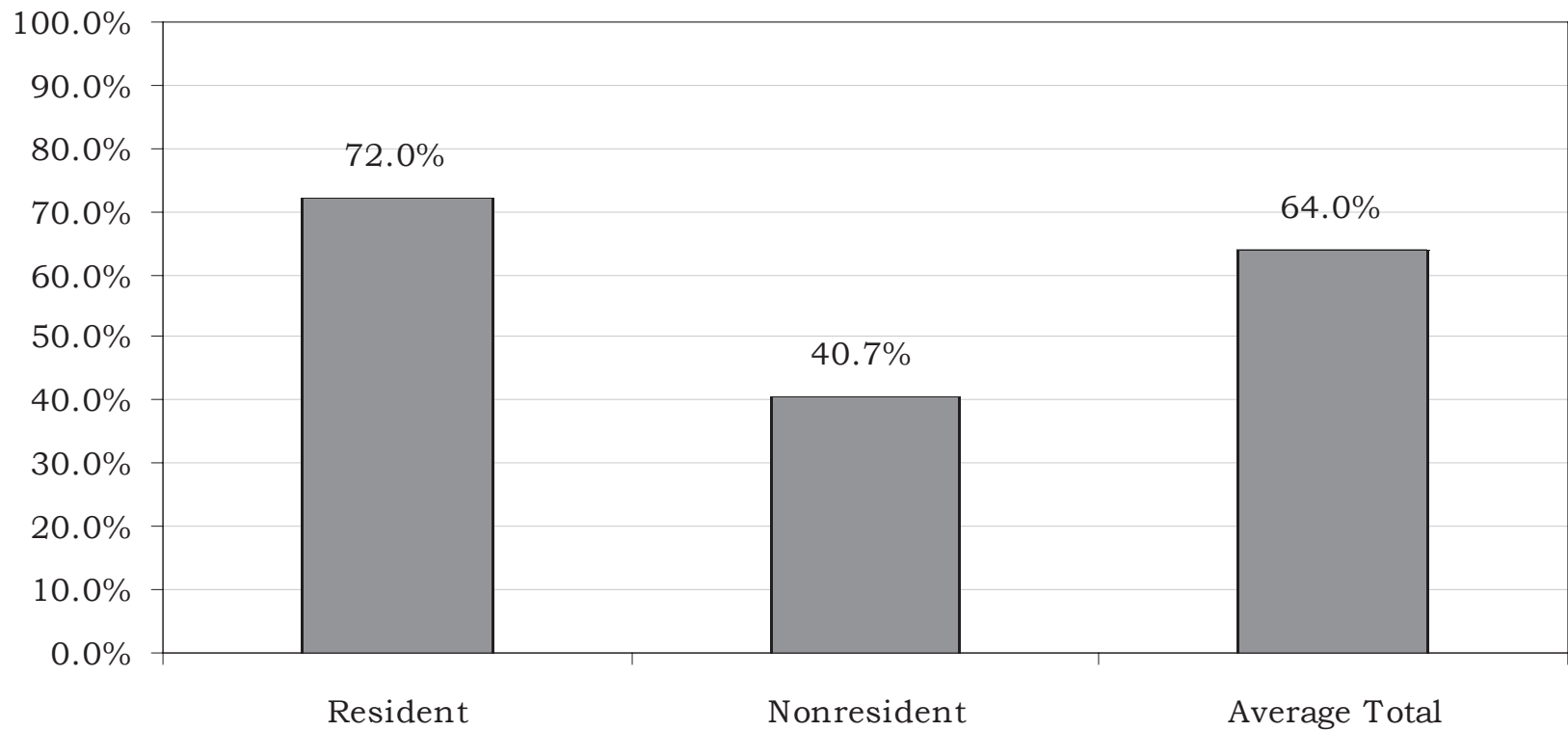


Figure 1.5.4: Wyoming Resident Worker in Construction Average Turnover and Distribution of Wyoming Resident Workers in Construction by Tenure (Worker Attachment to Employer), 2002

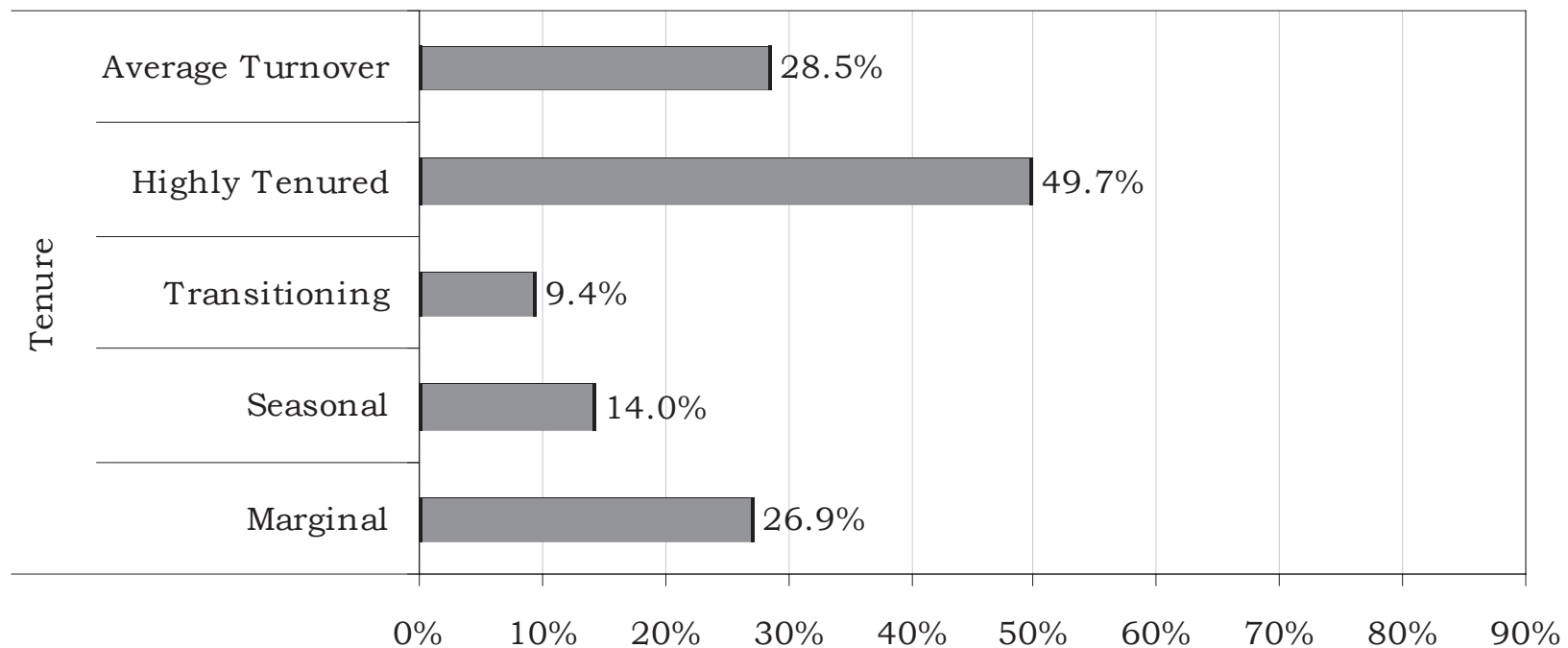


Figure 1.5.5: Percentage of Wyoming Workers in Construction Offered Benefits by Firm Size, 2002

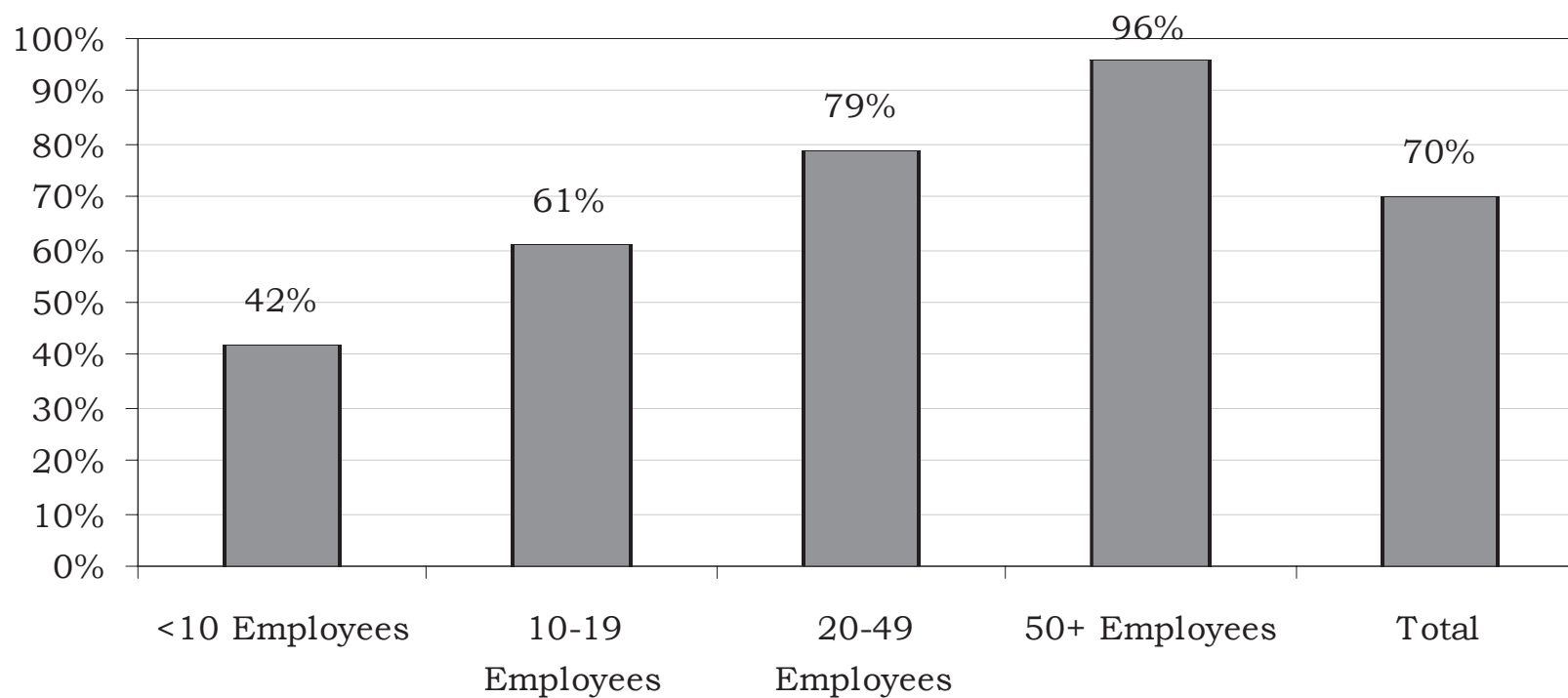


Figure 1.5.6: Average Annual Insurance Cost Per Worker for Wyoming Employers in Construction and Average Quarterly Wage of Wyoming Workers in Construction by Tenure (Worker Attachment to Employer), 2002

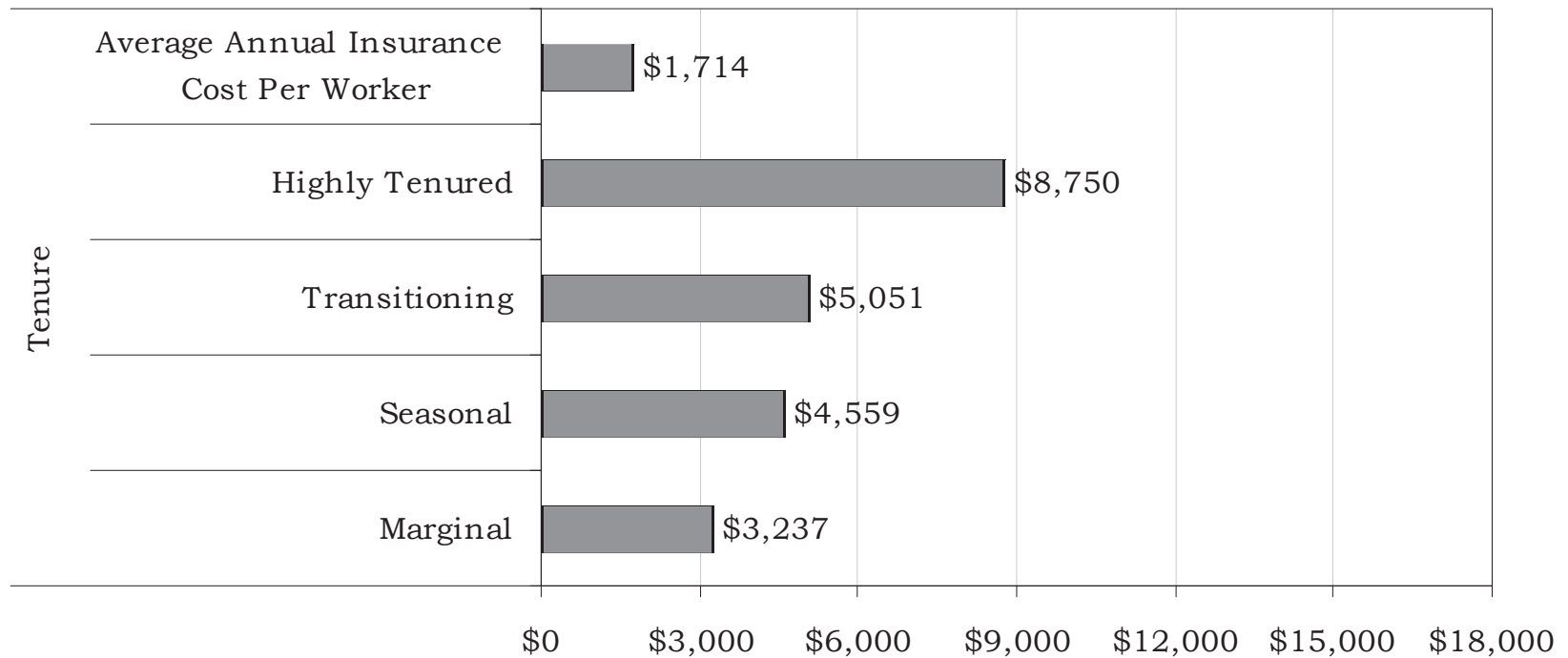


Figure 1.5.7: Percentage of Wyoming Workers in Construction Offered Selected Benefits by Employment Status, 2002

