

Wyoming Workforce Information Grant:

Annual Performance Report PY 2022

I. WID

- A. Description: Wyoming upgraded the Workforce Information Database (WID) to version 2.8 in PY2019, and continues to populate core and non-core tables. Research & Planning (R&P) also continues to update additional databases used in previous years, such as wage records, Quarterly Census of Employment and Wages (QCEW), Occupational Employment Statistics (OES), postsecondary education student records, vital statistics, drivers' license, and health licensing boards.
- B. Customer Consultation: The ARC WID Center guidance is followed for the database structure. R&P adheres to guidance for constraints and the current version of the database. Appropriate R&P staff attends live and online training when available.
- C. Customer Needs Met: Data from the WID are used to update the customer facing Geosol LMI suite.
- D. Collaboration: R&P uses the data from the WID to populate our state's Labor Market Information module of Wyoming at Work, a Geosol product. Besides our publications and website, this is a primary distribution point for Wyoming's LMI.

II. Industry and Occupational Employment Projections

- A. Description: R&P has two economists who are responsible for the creation of the Industry and Occupational Projections. The lead economist develops the projections utilizing the Projection Management Partnership software version 10.0.0906.00. Once preliminary projections are completed, the lead and secondary economists meet and evaluate each three-digit North American Industrial Classification System industry and sub-state region projection. The economists adjust the projections based on economic assumptions and more current data from the QCEW. Industry projections are combined with data from the OES Local Employment and Wage Information System (LEWIS) to create occupational projections. The following projections deliverables were published and submitted to the Projections Management Partnership.
 1. Wyoming Short-Term Industry and Occupational Employment Projections, 2022-2024: Published March 2023
https://doe.state.wy.us/lmi/projections/2023/WY_ST_Projections_2022-2024.htm
 2. Wyoming Long-Term Sub-State Occupational Employment Projections, 2020-2030: Published June 2023
<https://doe.state.wy.us/lmi/projections/2023/LT-Substate/2020-2030.htm>
 3. Using the most current long-term projections, R&P created custom projections for Science, Technology, Engineering, and Mathematics

(STEM) occupations in Wyoming.

https://doe.state.wy.us/lmi/STEM/stem_wy_proj.htm

B. Collaboration: R&P is also contacted through the year by the public, Legislative Services Office, local workforce centers, and the DWS executive team regarding Projection information.

III. LMI Training for Service Delivery

A. R&P provided two presentations during the year:

1. "Inside the 2022 Wyoming Workforce Annual Report." Presented by Michael Moore, Research Supervisor, of the Research & Planning section of the Wyoming Department of Workforce Services to the Wyoming Workforce Development Council, November 2, 2022, Casper, WY
https://doe.state.wy.us/lmi/presentations/11_02_2022_WWDC.ppt
2. "Labor Market Information for Workforce Centers." Presented by Michael Moore, Research Supervisor, of the Research & Planning section of the Wyoming Department of Workforce Services to Wyoming Workforce Center Staff, October 12, 2022, Casper, WY
https://doe.state.wy.us/lmi/presentations/10_12_2022_Workforce_Center_s.ppt
3. Customer Consultation: These presentations were developed in a partnership with each audience to find out what information would be most beneficial.
4. Customer Needs Met: The presentations succeeded in teaching the audiences (local workforce center staff and the workforce board) how to understand Labor Market Information, where to find it, and how to determine which information would be most useful in a given situation.
5. Collaboration: "Labor Market Information for Workforce Centers" was developed by first providing a presentation to workforce center managers to determine what type of information would be most useful to workforce center staff. The presentation was completed based on their collaboration and recommendations.

B. LMI Fact of the Week.

1. Description: A recent and applicable fact is chose from programs such as QCEW, LAUS, UI, etc. The fact is shared on all DWS social media and in the Weekly Roundup, the agency's intra-agency weekly bulletin.
2. Customer Consultation: This initiative was developed by the research manager initially as a weekly email. After meeting with DWS leadership and communications staff, it was suggested that the fact also be shared on the DWS website and all social media.
3. Customer Needs Met: The LMI Fact of the Week continues R&P's outreach goals of delivering concise LMI data to customers while directing them to the R&P website for more information.
4. Collaboration: R&P developed this project in collaboration with DWS leadership and communications staff.

C. R&P Monthly Electronic Bulletin.

1. Description: At the end of each month, a bulletin is emailed to approximately 600 subscribers that discusses all of R&P's products that were published online in that month. This is somewhat similar to the monthly bulletin produced by the National Association of State Workforce Agencies (NASWA).
2. Customer Consultation: R&P published a notice at the top of its website for LMI users to subscribe and also submit input for ideas for the monthly bulletin.
3. Customer Needs Met: The monthly bulletin provides a gateway to the customers that adds to what has historically been done with Wyoming Labor Force Trends. Customers are made aware of new products such as reports, datasets, publications, and more, along with a brief description and where to find the information.
4. Collaboration: R&P worked with DWS communications staff to design a template and format

IV. Annual Economic Analysis and Other Reports

A. 2023 Wyoming Workforce Annual Report

1. Description: R&P published the *2023 Wyoming Workforce Annual Report* in June 2023, which was then distributed electronically to members of the Wyoming Legislature, Wyoming Department of Workforce Services, state workforce staff, *Trends* subscribers, and others. The 72-page report was made available online at https://doe.state.wy.us/lmi/annual-report/2023/2023_Annual_Report.pdf, with excerpts published occasionally in *Wyoming Labor Force Trends*. In addition, 250 copies were printed and mailed to workforce investment board council members, state workforce staff and workforce centers, and others.

The Annual Economic Analysis report included the following:

- a) Wyoming's Labor Market Shows Growth in 2022
- b) Mining, Leisure & Hospitality Drive Job and Wage Growth in 2022
- c) Lincoln, Sheridan Counties Lead Population Growth in 2022
- d) Labor Force Up, Unemployment Rate Down in 2022
- e) Wyoming Unemployment Claims Drop to Historical Lows in 2022
- f) Wyoming Job Openings Fall Modestly from 2021 Record High
- g) Wyoming Sees Large Increase in Nonresident Workers in 2022
- h) Wyoming Again Trails U.S. in Post-Secondary Degrees in 2021
- i) New Short-Term Projections Show Job Growth for Wyoming
- j) Science, Technology, Engineering, and Mathematics (STEM) Occupations in Wyoming
- k) R&P Resumes Benefits Survey After Pandemic-Related Hiatus
- l) New Research Looks at Multiple Jobholders in Wyoming and the U.S.
- m) New Article Examines Trends and Wages of Teen Drivers

- n) Wyoming Occupational Fatalities Decrease to 27 in 2021
- o) Workplace Injuries and Illnesses: Comparing Incidence Rates in Wyoming to the U.S.
- p) Just the Facts
- 2. Customer Consultation: The report was created with data from BLS program partnerships including LAUS, OES, CES, QCEW, OSH, and others. Wyoming wage records were also used along with R&P survey data and Unemployment Insurance claim data.
- 3. Customer Needs Met: The report is provided to the public via the above link and paper copies are provided to the Legislative Services Office, DWS executive committee, legislators, and by request.
- 4. Collaboration: BLS program data are leveraged and the Wyoming Economic Analysis Division is consulted to create “Just the Facts” including several economic statistics about the state aside from Labor Market Information.

B. Wyoming Labor Force Trends

1. Description: *Wyoming Labor Force Trends* is published monthly, with electronic copies sent to an approximately 600 subscribers. In March 2022, R&P made the decision to change *Trends* to an electronic format based on customer requests and rising printing costs. In addition to the traditional PDF, R&P also began producing an html version of each issue of *Trends*.

<https://doe.state.wy.us/LMI/trends.htm>

Featured articles are as follows:

- a) July 2022
 - (1) 2021Q4 Quarterly Update: Wyoming Shows Continued Job Growth in Fourth Quarter
 - (2) Growing and Declining Industries in Wyoming, 2021Q4
 - (3) New from R&P: 2022 Wyoming Workforce Annual Report
 - (4) Quarterly Turnover Statistics by Industry, Third Quarter 2021
- b) August 2022
 - (1) Pandemic Job Losses and Recovery in Wyoming: A Sector-by-Sector Review
 - (2) Long-Term Industry and Occupational Projections, 2020-2030
- c) September 2022
 - (1) New Data on the Demographics of Wyoming's Labor Market
 - (2) Gross Output and Wyoming's Economy: A Primer
 - (3) Labor Force, Unemployment Rate Decline in 2021
- d) October 2022
 - (1) 2022Q1 Quarterly Update: Wyoming Employment Grows for Fourth Consecutive Quarter
 - (2) Growing and Declining Industries in Wyoming, 2022Q1

- (3) Industry Spotlight: Repair & Maintenance (NAICS 811)
- (4) Quarterly Turnover Statistics by Industry, Fourth Quarter 2021
- e) November 2022
 - (1) Wyoming's Changing Retail Trade Sector, 2001-2021
- f) December 2022
 - (1) Multiple Jobholders in Wyoming: A Post-Pandemic Update
 - (2) Wyoming Occupational Fatalities Decrease to 27 in 2021
 - (3) Wyoming Labor Force Trends Articles from 2022
- g) January 2023
 - (1) 2022Q2 Quarterly Update: Mining, Leisure & Hospitality Drive Job Growth in Wyoming
 - (2) Growing and Declining Industries in Wyoming, 2022Q2
 - (3) Industry Spotlight: Support Activities for Mining (NAICS 213)
 - (4) North American Industry Classification System Code Changes
 - (5) Quarterly Turnover Statistics by Industry, First Quarter 2022
- h) February 2023
 - (1) Science, Technology, Engineering, and Mathematics (STEM) Occupations in Wyoming
 - (2) Migration Drives Slight Population Growth
 - (3) Workplace Injuries and Illnesses: Comparing Incidents Rates in Wyoming to the U.S.
- i) March 2023
 - (1) Wyoming Unemployment Claims Drop to Historic Lows in 2022
 - (2) JOLTS Data: Wyoming Has Second Greatest Hire Rate in U.S.
- j) April 2023
 - (1) 2022Q3 Quarterly Update: Wyoming Adds Nearly 6,000 Jobs, \$397 Million in Total Wages
 - (2) Growing and Declining Industries in Wyoming, 2022Q3
 - (3) Quarterly Turnover Statistics by Industry, Second Quarter 2022
- k) May 2023
 - (1) Teen Drivers in Wyoming: Trends and Wages
 - (2) New Short-Term Projections Show Continued Job Growth
- l) June 2023
 - (1) Expansion and Contraction of the Wyoming and U.S. Economies, 1990-2022: A Study in Contrasts
 - (2) Projected Job Openings for STEM Occupations in Wyoming

2. Customer Consultation Each issue of *Trends* includes a feature article or articles, along with regularly monthly tables and figures from sources such as Local Area Unemployment Statistics (LAUS), CES, Unemployment Insurance (UI) claims, and more. Quarterly issues with data from the QCEW and Wyoming Wage Records are published in the

January, April, July, and October issues of *Trends*. R&P is also contacted throughout the year by the public, Legislative Services Office, and the DWS executive team for LMI. Requests include:

- a) Employment and wage data at the county and industry levels.
- b) Historical employment and wages for Independent Artists, Writers, & Performers (NAICS 711510)
- c) Employment and education statistics for specific Construction occupations for Next Generation Sector Partnerships State Navigation Team.
- d) Largest employers by county.
- e) OEWS wages and projections for Casper College training programs
- f) Employment and wage data on wind turbine service technicians for Laramie County Community College
- g) Benefits offered by Wyoming employers
- h) OEWS and projections data on STEM occupations
- i) OEWS data on childcare workers
- j) UI claims data in response to a request from the Joint Labor Committee
- k) QCEW data on motion picture and video production industry jobs in Wyoming
- l) JOLTS data on job openings and unemployment in Wyoming
- m) Employment and wage statistics for federal, state, and local government in Laramie County
- n) Demographic data on Goshen County workers

3. Customer Needs Met: *Trends* is provided to the public via the website, and electronic monthly updates, and per request. The *Trends* articles provide valuable LMI for the public and decision makers.
4. Collaboration: *Trends* articles are created using wage records, Unemployment Claim information, survey data regarding employer benefits and job skills for newly hired employees, and BLS program information such as LAUS, QCEW, OES, CES, CFOI, and SOII. The partnerships are integral to the production and dissemination of LMI via *Trends*.

C. Wyoming Unemployment Insurance Claims Report (June 2022 to May 2023)

1. Description: A monthly Unemployment Insurance Claims Report is published and emailed to *Trends* subscribers and selected state employees around the third week of each month. Each report includes tables and figures on initial and continued claims, along with two pages of narrative that describes highlights of the report.
<https://doe.state.wy.us/lmi/ui.htm>
2. Customer Consultation: Unemployment Claim information is gathered from the Unemployment Insurance (UI) division of DWS. R&P is also

contacted through the year by the public, Legislative Services Office, and the DWS executive team regarding Unemployment Claim information.

Requests include:

- a) Definition for initial and continued claims.
- b) Methodology for calculating initial and continued claims.
- c) Unemployment Benefit Information
- d) Unemployment supplement program information (FPUC/PUA/PUEC).
- e) Claimant types included on unemployment rate (FPUC/PUA/PEUC).
- f) Unemployment benefit payments.
- g) Review of inaccurate unemployment information for another agency publication.

3. Customer Needs Met: Unemployment Claim information can be used by the public and policy makers to make informed decisions.
4. Collaboration: R&P partners with UI in order to create accurate information regarding initial and continued Unemployment claims. The information is also used to assist with UI determining employer UI tax rates.

D. Quarterly Growing and Declining Industries Reports (2022Q1-2022Q4)

1. Description: A quarterly report on growing and declining industries is published and emailed to *Trends* subscribers. R&P defines a *growing* or *declining* industry as a three-digit NAICS subsector with its employment level increasing or decreasing for two consecutive quarters by 5% or more compared to the prior the year; only industries with a minimum employment of 100 are included. For example, all industries that grew or declined in employment by at least 5% from third quarter 2021 to third quarter 2022 (2021Q3 to 2022Q3) and subsequently from fourth quarter 2021 to fourth quarter 2022 (2021Q4 to 2022Q4) are included in the respective tables in this report. Each report includes tables and figures on employment and wages for declining industries and two pages of narrative that describes highlights of the report.
https://doe.state.wy.us/lmi/G_DInd/G_D_Industries.htm
2. Customer Consultation: Growing and declining industry data are gathered from the QCEW and Wyoming Wage Records. R&P provides the report to DWS staff for use in relevant presentations.
3. Customer Needs Met: Growing and declining industries reports can be used by the public, policymakers, jobseekers, and others to make informed decisions.
4. Collaboration: R&P collaborates with UI to determine quarterly employment and wages by industry, thus identifying growing and declining industries for Wyoming.

E. Licensed Occupation Data – June 2023

1. Description: Data were revised and posted to the Analyst Resource Center on 8/21/23.
2. Customer Consultation: R&P collaborates with the licensing boards around the state to collect the information necessary to update the data.
3. Customer Needs Met: The submission to the Analyst Resource Center fulfills the WIG requirements and provides contact information for schools and each licensing board, job descriptions for each occupation, additional resources related to each occupation, and more.
4. Collaboration: State licensing boards were consulted to assist in creating the relevant tables.

F. Wyoming Benefits Survey – June 2023

1. Description: Research & Planning conducts a quarterly survey of Wyoming employers to determine how many employers are offering and how many employees are offered benefits such as paid leave, a retirement plan, health insurance, etc. The results are published in an annual publication.
2. Customer Consultation: During the Covid-19 pandemic at the request of employers, R&P temporarily suspended the benefits survey because so many employers were closed or short-staffed. R&P resumed the survey in 2022. In the last year, R&P received several requests from employers and benefit providers to resume the survey.
3. Customer Needs Met: The benefits report helps employers and benefit providers determine how frequently certain benefits are being offered in a given industry, sub-state region, or by employer firm size.
4. Collaboration: R&P collaborates with employers and benefit providers in conducting the survey.

V. Optional LMI Activities

A. Wyoming Workforce Development Council (WWDC) Partnership

1. Description: R&P Manager and Research Supervisor attended monthly meetings with the Wyoming Workforce Development Council where staff was often asked for expert knowledge regarding LMI programs. R&P staff were involved in the following committees:
 - a) Executive Committee – Purpose: A) Act on interim business of the full Council in its stead; B) Strategic Planning; C) Educate and inform policy makers and legislators about workforce development issues and its critical connection to education and economic development; E) Ensure that business has the leading voice in workforce programs.
 - b) Strategic Performance & Finance Committee - Purpose: A) Financials; B) WIOA Compliance; C) Policies; D) Foster continuous improvement in workforce (one-stop) centers and program alignment.

- c) Next Generation Sector Partnerships & Career Pathways Committee - Purpose: A) Strategically plan to train individuals in emerging industries; B) Work to create apprenticeship training models for industries and employers seeking skilled workers and promote on-the-job training opportunities; C) Promote the use of Wyoming's Career Pathways
- d) Communications & Community Relations Committee – Purpose: A) Building awareness about the Wyoming Workforce Development Council and the Department of Workforce Services; B) Developing new and innovative outreach strategies

2. Customer Consultation: R&P staff are asked to provide expertise on the following:
 - a) In-Demand jobs
 - b) Prevailing wages
 - c) Common education requirements for occupations
 - d) Industry unemployment rates
 - e) Educational outcomes

B. WIOA Unified State Plan

1. Description: R&P is consulted to assist in writing and revisions to the Workforce Innovation and Opportunity Act (WIOA) strategic plan. R&P, working with the Wyoming Workforce Development Council, is developing a Unified State Plan, including an analysis of the economic conditions, economic development strategies, and labor market in which the state's workforce system and programs operate. Using long-term occupational projections, the report looks at top in-demand occupations for each educational level (high school diploma or equivalent, associate's degree, bachelor's degree, etc.).
2. Customer Consultation: R&P provides labor market information and assists in analyzing program outcomes. The report looks at both existing and emerging in-demand industries, using data from Local Area Unemployment Statistics (LAUS), the Quarterly Census of Employment and Wages (QCEW), the American Community Survey (ACS), and other sources. It takes into consideration data on diverse variables such as poverty levels and veterans' status, and provides insight into issues with state-specific impacts such as the "brain drain," which refers to students leaving the state upon graduation, and recent layoffs in coal mining.
3. Customer Needs Met: The strategic plan fulfills the WIOA grant requirements. The Unified Plan includes a Strategic Planning Elements section that analyzes the state's current economic environment and identifies the state's overall vision for its workforce development system. As the plan notes, "The required elements in this section allow the state to develop data-driven goals to prepare an educated and skilled workforce and to identify successful strategies to align workforce development programs to support economic growth."

4. Collaboration: R&P is one of several partners on the WIOA Planning Group. Partners include DWS administrators, members of the WIOA training program, and members of the WDC.

C. Website Updates:

1. Description: R&P continued to update the LMI website content to meet the needs of the public. Regular updates include publications, presentations, webinar content, datasets, presentations, and other BLS partner program deliverables.
2. Customer Consultation: R&P regularly updates its content based on requests from the public, DWS staff, state and local government agencies, educators, training providers, jobseekers, and more.
3. Customer Needs Met: The research presented on R&P's website provides a comprehensive overview of Wyoming's labor market. R&P staff regularly walk customers through the website and explain to them where to find the appropriate resources and how to use them.
4. Collaboration: R&P leverages BLS data to create the publications, datasets, reports, presentations, and more that are presented on the website.

D. Industrial Siting Research

1. Description: R&P is tasked with reviewing industrial siting applications for the Industrial Siting Division of the Department of Environmental Quality (DEQ). Projects with a budget of slightly over \$200 million require approval.
2. Customer Consultation: R&P's objective is to review the socioeconomic sections of these applications and address any concerns or mistakes when workforce data were utilized.
3. Customer Needs Met: R&P verified information from the following projects:
 - a) Anticline Wind Energy Project 8/12/2022
 - b) Dinosolar Solar Energy Project 10/7/2022
 - c) South Cheyenne Solar Project 11/21/2022
 - d) CK Gold Project 3/21/2023
 - e) Cedar Springs IV Wind Energy Project 4/25/2023
4. Collaboration: This is an ongoing partnership with the Wyoming Department of Environmental Quality (DEQ).

E. Statewide Longitudinal Education Data Systems (SLEDS)

1. Description: The goal of SLEDS is to create a system combining education and employment records. R&P and the Wyoming Department of Workforce Services (DWS) has five staff members sitting on various committees of the SLEDS initiative.
2. Customer Consultation: The Director of DWS attends the Executive Governance, Manager of R&P is on the Data Governance Board, and others attend the Privacy, Data Stewards, Security, and Policy Sub-

Committees. The staff sitting on these committees provide information as requested.

3. Customer Needs Met: R&P provides expert information, analysis, and answers to LMI inquiries.
4. Collaboration: Other agencies involved in the initiative are as follows:
 - a) Wyoming Community Colleges Commission
 - b) University of Wyoming
 - c) Wyoming Department of Education
 - d) Wyoming Department of Workforce Services
 - e) Wyoming Enterprise Technology Services
 - f) Wyoming Attorney General's Office