

# Handouts for Health Care Workforce Needs in Wyoming presentation

Presented by Tony Glover, Manager, and Michael Moore, Editor, of the Research & Planning section of the Wyoming Department of Workforce Services to the Wyoming Interim Joint Labor, Health, & Social Services Committee, June 13-14, 2019, Cheyenne, WY



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## **Presentation Outline: Health Care Workforce Needs in Wyoming**

- I. Introduction to Health Care in Wyoming
- II. Licensed Health Care Occupation Dashboards
- III. Frontline Provider Health Care Needs
- IV. Special Research: Wages of CNAs
- V. Health Care Workforce Needs in Wyoming: Update 2017
- VI. Mental Health Care in Wyoming

This presentation and all associated handouts and documents will be made available online at <https://doe.state.wy.us/LMI/presentations.htm>.

For more information, please contact Michael Moore, Editor, at (307) 473-3814 or [michael.moore@wyo.gov](mailto:michael.moore@wyo.gov).

# Wyoming Health Care Occupation Dashboards: 2019

Selected Statistics for Health  
Care Occupations in  
Wyoming



Research & Planning  
Wyoming DWS

Prepared by the Research & Planning section of the  
Wyoming Department of Workforce Services for the  
Wyoming Legislative Services Office, May 2019

# Certified Medication Assistants and Certified Nursing Assistants (CNA) SOC<sup>a</sup> 31-1014

## Employment and Wages, March 2019

Region	N	%	Mean Hourly Wage
<b>Total</b>	<b>3,310</b>	<b>100.0</b>	<b>\$15.34</b>
Northwest Region	570	17.2	\$15.81
Laramie County	600	18.1	\$15.69
Natrona County	550	16.6	\$14.91

Industry & NAICS <sup>b</sup> Code	N	%	Median Hourly Wage
<b>Total</b>	<b>3,310</b>	<b>100.0</b>	<b>\$14.87</b>
Educational Services (61)	ND	ND	ND
Health Care & Social Assistance (62)	2,750	83.1	\$14.81
Public Administration (92)	490	14.8	\$15.26

Source: Wyoming Wage Survey (OES), March 2019<sup>c</sup>

## New Hires, 2017

N	517
Average Hourly Wage	\$12.50

## Percent Offered Selected Benefits

Health Insurance	54.5
Retirement	39.4
Paid Time Off	51.5

## Important Job Skills (%)

Service Orientation	97.0
Critical Thinking	100.0
Reading Comprehension	87.9

## Gender (%)

Women	87.9
Men	12.1
Nonresidents	0.0

## Age (%)

<20	21.2
20-24	27.3
25-34	15.2
35-44	9.1
45-54	18.2
55-64	3.0
65+	6.1
Nonresidents	0.0

Source: Wyoming New Hires Job Skills Survey, 2017.

## WY Long-Term Projections, 2016-2026

2016 (Base)	2026 (Projected)	Change		Annual Openings			
		N	%	Change	Exits	Transfers	Total
3,072	3,369	297	9.7	30	196	163	389

Source: Wyoming Long-Term Occupational Projections, 2016-2026.

## WY Short-Term Projections, 2018-2020

2018 (Base)	2020 (Projected)	Change		Annual Openings			
		N	%	Change	Exits	Transfers	Total
3,095	3,133	38	1.2	19	189	158	366

Source: Wyoming Short-Term Occupational Projections, 2018-2020.

## Projections for WY & Other States, 2018-2020

State	Annual Openings		Avg. Annual Wage
	Growth	Total	
Colorado	740	2,720	\$32,610
Idaho	350	1,100	\$27,400
Montana	180	950	\$29,110
Nebraska	360	1,820	\$28,730
South Dakota	100	740	\$26,820
Utah	420	1,430	\$27,880
Wyoming	19	366	\$30,910

Note: Other states' projections are rounded to the nearest 10.

Source: ProjectionsCentral.com.

<sup>a</sup>Standard Occupational Classification. SOC 31-1014 covers both certified medication assistants and certified nursing assistants.

<sup>b</sup>North American Industry Classification System.

<sup>c</sup>May 2018 estimates updated to the March 2019 ECI Employment Cost Index.

ND = Not discloseable due to confidentiality.

## Certified Medication Assistants - SOC<sup>a</sup> 31-1014

### Education and Licensing Requirements

#### Requirements

1. Meet qualifications for CNA II qualification, including completing board-approved CNA II training and competency evaluation program
2. Complete board-approved MAC training and competency evaluation program
3. Successfully pass a national MAC examination

#### Restrictions

Convicted of any act of sexual molestation. All applications are reviewed by the State Board for additional restrictions.

#### Schools Located in Wyoming

Campbell County Health (Hospital) : MA-CS Program | [http://www.cchwyo.org/News/Classes\\_and\\_Events/MA\\_C\\_Courses.aspx](http://www.cchwyo.org/News/Classes_and_Events/MA_C_Courses.aspx)  
 Carbon County Higher Education Center - Medication Aide program | <http://www.cchec.org/health-and-medical/medication-aide>  
 Wyoming CNA Services, Mills, WY | Phone: (307) 797-3229

#### Certificate

All Medication Assistants-Certified must be certified by the Wyoming State Board of Nursing.

#### Examination

The MA-C test is provided by Pearson Vue and is available at <http://www.pearsonvue.com/mace/wy/>

#### Fees

Examination	\$80
Background Check	\$60
CNA certification by endorsement	\$60
CNA certification by examination	\$60
Bi-Annual renewal	\$50

Source: Directory of Licensed Occupations in Wyoming.

## Certified Nursing Assistants (CNA) - SOC<sup>a</sup> 31-1014

### Education and Licensing Requirements

#### Requirements

1. Graduate from a board-approved CNA training and competency evaluation program.
2. Submit completed application and fee.
3. Submit CBS fingerprint cards and fee.
4. Successfully pass NATCEP or similar national exam.

#### Schools Located in Wyoming

Most Wyoming Community Colleges and local nursing homes can provide the necessary training.

#### Certificate

All Nursing Assistants in Wyoming must be certified by the Wyoming State Board of Nursing.

#### Examination

Examinations schedules for Community Colleges throughout the State are listed on the Wyoming State Board of Nursing Website. It may not be given at all the Community Colleges every month.

#### Fees

Certification by Endorsement	\$60
Certification by Examination	\$60
Examination	\$60
Bi-Annual Renewal	\$50
Background Check	\$60

Source: Directory of Licensed Occupations in Wyoming.

**Table 1: Employment by Industry****Employment for Selected Health Care Occupations in Wyoming by Sector (2-Digit NAICS) and Subsector (3-Digit NAICS), 2018**

SOC <sup>a</sup> Code	Title	Total	Industry and NAICS Code					Public Admin. (92)
			Ambulatory Health Care Services (621)	Hospitals (622)	Nursing & Residential Care Facilities (623)	Social Assistance (624)	Educational Services (61)	
11-9111	Medical & Health Services Managers	850	220	350	50	10	N/D	150
19-3031	Clinical, Counseling, & School Psychologists	300	60	N/D	0	N/D	220	N/D
19-4099	Life, Physical, & Social Science Technicians, All Other	170	0	0	0	0	N/D	60
21-1013	Marriage & Family Therapists	50	20	0	0	N/D	0	0
21-1018	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	510	290	40	40	50	N/D	60
21-1023	Mental Health & Substance Abuse Social Workers	200	130	N/D	40	N/D	0	N/D
21-1093	Social & Human Service Assistants	770	60	0	190	210	N/D	240
29-1011	Chiropractors	100	100	0	0	0	0	0
29-1021	Dentists, General	260	250	0	0	0	N/D	0
29-1031	Dietitians & Nutritionists	80	20	40	N/D	N/D	0	N/D
29-1041	Optometrists	80	80	0	0	0	0	N/D
29-1051	Pharmacists	590	N/D	120	N/D	0	N/D	50
29-1061	Anesthesiologists	60	N/D	20	0	0	0	0
29-1062	Family & General Practitioners	270	210	50	0	0	N/D	N/D
29-1063	Internists, General	60	N/D	30	0	0	0	0
29-1064	Obstetricians & Gynecologists	60	50	N/D	0	0	0	0
29-1065	Pediatricians, General	50	40	20	0	0	0	0
29-1066	Psychiatrists	20	N/D	N/D	N/D	0	0	0
29-1067	Surgeons	90	60	30	0	0	0	0
29-1069	Physicians & Surgeons, All Other	440	160	200	0	0	0	80
29-1071	Physician Assistants	220	130	70	N/D	0	N/D	N/D
29-1081	Podiatrists	20	10	N/D	0	0	0	N/D
29-1122	Occupational Therapists	320	50	50	20	40	N/D	N/D
29-1123	Physical Therapists	460	260	90	20	20	N/D	N/D
29-1126	Respiratory Therapists	200	N/D	160	0	0	0	N/D
29-1127	Speech-Language Pathologists	290	30	20	10	60	150	N/D
29-1141	Registered Nurses	5,010	840	2,610	460	60	170	700
29-1171	Nurse Practitioners	290	190	70	0	N/D	N/D	10
29-1181	Audiologists	N/D	N/D	N/D	0	0	N/D	0
29-2021	Dental Hygienists	440	430	0	0	0	0	N/D
29-2034	Radiologic Technologists & Technicians	400	130	250	0	0	0	N/D
29-2052	Pharmacy Technicians	590	20	80	0	0	N/D	60
29-2061	Licensed Practical & Licensed Vocational Nurses	590	80	150	250	0	N/D	100
31-1014	Nursing Assistants	3,310	250	1,080	1,220	200	N/D	490
31-2011	Occupational Therapy Assistants	150	N/D	20	N/D	20	N/D	N/D
31-2021	Physical Therapist Assistants	140	70	40	20	N/D	0	N/D
31-9092	Medical Assistants	660	440	190	N/D	N/D	N/D	N/D

<sup>a</sup>Standard Occupational Classification.

N/D = Not discloseable due to confidentiality.

Source: Occupational Employment Statistics.

Prepared by T. Glover, Research & Planning, WY DWS, 6/3/19.

**Table 2: Wages by Industry****Average Annual Wage for Selected Health Care Occupations in Wyoming by Sector (2-Digit NAICS) and Subsector (3-Digit NAICS), 2018**

SOC <sup>a</sup> Code	Title	Total	Industry and NAICS Code					Public Admin. (92)
			Ambulatory Health Care Services (621)	Hospitals (622)	Nursing & Residential Care Facilities (623)	Social Assistance (624)	Educational Services (61)	
11-9111	Medical & Health Services Managers	\$100,720	\$85,454	\$108,779	\$84,669	\$80,525	N/D	\$95,325
19-3031	Clinical, Counseling, & School Psychologists	\$78,357	\$59,905	N/D	\$0	N/D	\$77,985	N/D
19-4099	Life, Physical, & Social Science Technicians, All Other	\$53,939	\$0	\$0	\$0	\$0	N/D	\$48,063
21-1013	Marriage & Family Therapists	\$63,696	\$60,113	\$0	\$0	\$66,451	\$0	\$0
21-1018	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	\$56,687	\$55,414	\$67,915	\$53,686	\$51,740	N/D	\$58,164
21-1023	Mental Health & Substance Abuse Social Workers	\$49,662	\$45,623	N/D	\$46,591	N/D	\$0	N/D
21-1093	Social & Human Service Assistants	\$34,706	\$28,913	\$0	\$29,607	\$38,539	N/D	\$36,641
29-1011	Chiropractors	\$71,738	\$71,738	\$0	\$0	\$0	\$0	\$0
29-1021	Dentists, General	\$125,117	\$126,831	\$0	\$0	\$0	N/D	\$0
29-1031	Dietitians & Nutritionists	\$63,118	\$66,860	\$64,047	N/D	N/D	\$0	N/D
29-1041	Optometrists	\$135,223	\$136,805	\$0	\$0	\$0	\$0	N/D
29-1051	Pharmacists	\$117,704	\$98,191	\$126,681	N/D	\$0	N/D	\$110,640
29-1061	Anesthesiologists	\$215,912	\$226,578	\$194,241	\$0	\$0	\$0	\$0
29-1062	Family & General Practitioners	\$222,752	\$213,742	\$265,799	\$0	\$0	N/D	N/D
29-1063	Internists, General	\$275,346	\$271,293	\$278,589	\$0	\$0	\$0	\$0
29-1064	Obstetricians & Gynecologists	\$265,186	\$257,615	N/D	\$0	\$0	\$0	\$0
29-1065	Pediatricians, General	\$212,066	\$196,670	\$247,299	\$0	\$0	\$0	\$0
29-1066	Psychiatrists	\$272,171	\$305,633	N/D	N/D	\$0	\$0	\$0
29-1067	Surgeons	\$294,721	\$294,119	\$295,830	\$0	\$0	\$0	\$0
29-1069	Physicians & Surgeons, All Other	\$234,609	\$231,659	\$274,699	\$0	\$0	\$0	N/D
29-1071	Physician Assistants	\$116,888	\$110,868	\$129,411	N/D	\$0	N/D	N/D
29-1081	Podiatrists	\$172,908	\$159,399	N/D	\$0	\$0	\$0	N/D
29-1122	Occupational Therapists	\$82,012	\$86,532	\$82,189	\$89,627	\$85,649	\$79,138	N/D
29-1123	Physical Therapists	\$87,512	\$81,595	\$95,003	\$112,454	\$96,545	\$99,870	N/D
29-1126	Respiratory Therapists	\$57,961	N/D	\$58,380	\$0	\$0	\$0	N/D
29-1127	Speech-Language Pathologists	\$80,466	\$126,160	\$92,191	\$107,495	\$81,165	\$66,979	N/D
29-1141	Registered Nurses	\$67,355	\$65,747	\$68,282	\$61,025	\$76,045	\$54,917	\$74,687
29-1171	Nurse Practitioners	\$116,029	\$118,529	\$113,349	\$0	N/D	N/D	\$106,236
29-1181	Audiologists	\$74,808	N/D	N/D	\$0	\$0	N/D	\$0
29-2021	Dental Hygienists	\$69,621	\$69,671	\$0	\$0	\$0	\$0	N/D
29-2034	Radiologic Technologists & Technicians	\$57,716	\$53,742	\$59,363	\$0	\$0	\$0	N/D
29-2052	Pharmacy Technicians	\$37,455	\$39,044	\$37,279	\$0	\$0	N/D	\$43,430
29-2061	Licensed Practical & Licensed Vocational Nurses	\$46,785	\$48,266	\$45,769	\$46,747	\$0	N/D	\$47,488
31-1014	Nursing Assistants	\$30,909	\$32,530	\$31,883	\$29,146	\$30,102	N/D	\$32,594
31-2011	Occupational Therapy Assistants	\$52,201	\$50,838	\$51,816	N/D	\$47,062	\$54,830	N/D
31-2021	Physical Therapist Assistants	\$56,521	\$56,128	\$51,292	\$67,707	N/D	\$0	N/D
31-9092	Medical Assistants	\$33,827	\$33,297	\$34,987	N/D	N/D	N/D	N/D

<sup>a</sup>Standard Occupational Classification.

N/D = Not discloseable due to confidentiality.

Source: Occupational Employment Statistics.

Prepared by T. Glover, Research & Planning, WY DWS, 6/3/19.

**Table 3: Employment by Substate Region****Table: Employment for Selected Health Care Occupations in Wyoming by Substate Region, 2018**

SOC <sup>a</sup> Code	Title	Substate Region						
		Total	Cheyenne MSA	Casper MSA	Central- Southeast	Northeast	Northwest	Southwest
11-9111	Medical & Health Services Managers	850	220	130	80	140	150	120
19-3031	Clinical, Counseling, & School Psychologists	300	40	40	30	N/D	30	40
19-4099	Life, Physical, & Social Science Technicians, All Other	170	N/D	N/D	70	N/D	N/D	20
21-1013	Marriage & Family Therapists	50	20	N/D	N/D	N/D	0	N/D
21-1018	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	510	110	60	90	70	60	120
21-1023	Mental Health & Substance Abuse Social Workers	200	20	N/D	60	30	40	N/D
21-1093	Social & Human Service Assistants	770	80	100	50	230	200	110
29-1011	Chiropractors	100	20	N/D	N/D	30	10	N/D
29-1021	Dentists, General	260	50	N/D	20	50	50	N/D
29-1031	Dietitians & Nutritionists	80	20	N/D	20	N/D	N/D	20
29-1041	Optometrists	80	N/D	N/D	N/D	N/D	10	20
29-1051	Pharmacists	590	160	120	130	60	70	60
29-1061	Anesthesiologists	60	0	N/D	N/D	N/D	N/D	N/D
29-1062	Family & General Practitioners	270	50	N/D	30	40	40	N/D
29-1063	Internists, General	60	10	N/D	N/D	N/D	N/D	N/D
29-1064	Obstetricians & Gynecologists	60	N/D	N/D	N/D	10	N/D	N/D
29-1065	Pediatricians, General	50	N/D	0	N/D	N/D	N/D	N/D
29-1066	Psychiatrists	20	N/D	N/D	N/D	N/D	N/D	N/D
29-1067	Surgeons	90	30	10	N/D	20	0	30
29-1069	Physicians & Surgeons, All Other	440	120	100	30	N/D	60	30
29-1071	Physician Assistants	220	50	40	20	40	40	40
29-1081	Podiatrists	20	N/D	N/D	N/D	0	0	N/D
29-1122	Occupational Therapists	320	N/D	50	30	N/D	40	40
29-1123	Physical Therapists	460	60	60	20	130	120	70
29-1126	Respiratory Therapists	200	40	N/D	20	N/D	30	30
29-1127	Speech-Language Pathologists	290	50	60	40	50	70	30
29-1141	Registered Nurses	5,010	950	960	580	790	880	840
29-1171	Nurse Practitioners	290	90	50	50	30	10	N/D
29-1181	Audiologists	N/D	N/D	N/D	N/D	N/D	N/D	N/D
29-2021	Dental Hygienists	440	110	70	40	90	N/D	90
29-2034	Radiologic Technologists & Technicians	400	90	80	30	80	70	60
29-2052	Pharmacy Technicians	590	170	100	100	60	60	100
29-2061	Licensed Practical & Licensed Vocational Nurses	590	140	80	80	160	70	70
31-1014	Nursing Assistants	3,310	600	550	360	540	570	690
31-2011	Occupational Therapy Assistants	150	N/D	N/D	N/D	N/D	20	N/D
31-2021	Physical Therapist Assistants	140	40	20	10	40	30	N/D
31-9092	Medical Assistants	660	200	120	70	80	60	140

<sup>a</sup>Standard Occupational Classification.

N/D = Not discloseable due to confidentiality.

Source: Occupational Employment Statistics.

Prepared by T. Glover, Research & Planning, WY DWS, 6/3/19.

**Table 4: Wages by Substate Region****Table: Average Annual Wage for Selected Health Care Occupations in Wyoming by Substate Region, 2018**

SOC <sup>a</sup> Code	Title	Substate Region						
		Total	Cheyenne MSA	Casper MSA	Central- Southeast	Northeast	Northwest	Southwest
11-9111	Medical & Health Services Managers	\$100,720	\$94,871	\$98,985	\$95,580	\$108,673	\$113,226	\$91,667
19-3031	Clinical, Counseling, & School Psychologists	\$78,357	\$100,024	\$54,176	\$63,273	\$86,665	\$71,280	\$68,091
19-4099	Life, Physical, & Social Science Technicians, All Other	\$53,939	N/D	N/D	\$55,262	\$44,357	N/D	\$45,842
21-1013	Marriage & Family Therapists	\$63,696	\$56,554	N/D	N/D	N/D	\$0	N/D
21-1018	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	\$56,687	\$56,366	\$56,709	\$53,817	\$60,803	\$53,596	\$58,329
21-1023	Mental Health & Substance Abuse Social Workers	\$49,662	\$44,746	N/D	\$46,892	\$53,552	\$39,109	N/D
21-1093	Social & Human Service Assistants	\$34,706	\$44,030	\$30,771	\$37,646	\$32,959	\$34,616	\$34,294
29-1011	Chiropractors	\$71,738	\$45,420	N/D	N/D	\$91,008	\$88,734	N/D
29-1021	Dentists, General	\$125,117	\$94,311	\$194,873	N/D	\$124,412	\$124,284	N/D
29-1031	Dietitians & Nutritionists	\$63,118	\$58,500	N/D	\$50,982	N/D	N/D	\$71,880
29-1041	Optometrists	\$135,223	N/D	N/D	\$87,762	N/D	\$98,028	\$80,474
29-1051	Pharmacists	\$117,704	\$115,017	\$124,119	\$110,531	\$116,391	\$126,451	\$119,877
29-1061	Anesthesiologists	\$215,912	\$0	N/D	N/D	N/D	N/D	\$196,444
29-1062	Family & General Practitioners	\$222,752	\$217,387	N/D	\$263,011	\$191,094	\$207,001	\$234,494
29-1063	Internists, General	\$275,346	\$256,651	N/D	N/D	N/D	\$275,297	N/D
29-1064	Obstetricians & Gynecologists	\$265,186	N/D	\$249,003	N/D	\$305,633	N/D	N/D
29-1065	Pediatricians, General	\$212,066	N/D	\$0	N/D	N/D	N/D	N/D
29-1066	Psychiatrists	\$272,171	N/D	N/D	N/D	N/D	N/D	N/D
29-1067	Surgeons	\$294,721	\$299,755	\$259,652	N/D	\$305,633	\$0	\$300,281
29-1069	Physicians & Surgeons, All Other	\$234,609	N/D	\$215,834	\$295,491	N/D	\$202,498	\$274,932
29-1071	Physician Assistants	\$116,888	\$122,502	\$115,766	\$126,406	\$123,313	\$96,344	\$119,697
29-1081	Podiatrists	\$172,908	N/D	N/D	N/D	\$0	\$0	N/D
29-1122	Occupational Therapists	\$82,012	N/D	\$75,496	\$77,749	\$84,958	\$77,075	\$91,415
29-1123	Physical Therapists	\$87,512	\$84,810	\$91,336	\$85,388	\$87,877	\$91,402	\$80,212
29-1126	Respiratory Therapists	\$57,961	N/D	N/D	\$60,624	N/D	\$60,997	\$57,082
29-1127	Speech-Language Pathologists	\$80,466	\$75,923	\$90,831	\$68,775	\$77,923	\$85,926	\$75,496
29-1141	Registered Nurses	\$67,355	\$77,219	\$62,921	\$63,866	\$66,673	\$66,781	\$64,943
29-1171	Nurse Practitioners	\$116,029	\$122,990	\$109,595	\$100,093	\$111,890	\$142,296	\$120,651
29-1181	Audiologists	\$74,808	N/D	N/D	N/D	N/D	N/D	N/D
29-2021	Dental Hygienists	\$69,621	\$71,078	\$72,901	\$73,676	\$65,678	\$73,579	\$65,875
29-2034	Radiologic Technologists & Technicians	\$57,716	\$50,833	\$58,503	\$52,228	\$61,079	\$65,566	\$55,757
29-2052	Pharmacy Technicians	\$37,455	\$38,471	\$36,021	\$34,689	\$39,479	\$35,891	\$39,962
29-2061	Licensed Practical & Licensed Vocational Nurses	\$46,785	\$45,539	\$48,451	\$47,812	\$45,336	\$48,686	\$47,522
31-1014	Nursing Assistants	\$30,909	\$31,614	\$30,048	\$27,433	\$32,653	\$31,859	\$30,551
31-2011	Occupational Therapy Assistants	\$52,201	N/D	\$51,863	N/D	\$56,657	\$53,096	\$42,174
31-2021	Physical Therapist Assistants	\$56,521	\$56,067	\$63,695	\$53,041	\$55,990	\$56,012	N/D
31-9092	Medical Assistants	\$33,827	\$33,101	\$32,058	\$33,807	\$35,392	\$31,046	\$36,590

<sup>a</sup>Standard Occupational Classification.

N/D = Not discloseable due to confidentiality.

Source: Occupational Employment Statistics.

Prepared by T. Glover, Research & Planning, WY DWS, 6/3/19.

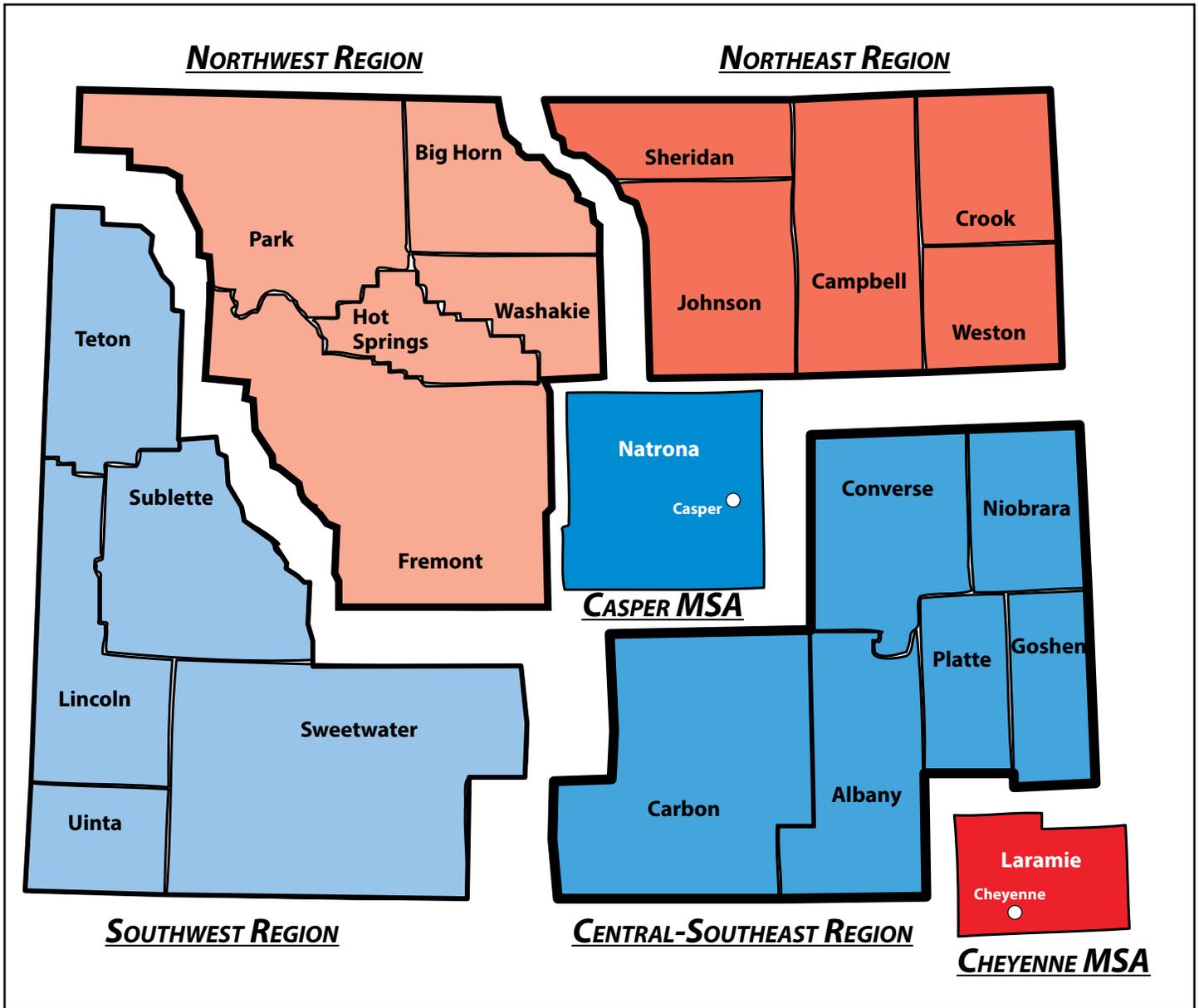
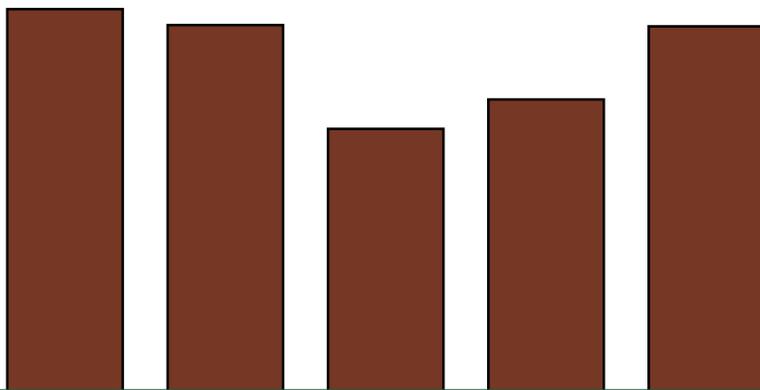


Figure 1: Map of Wyoming's Substate Regions



# 2019 Wyoming Workforce Annual Report



Wyoming Department of Workforce Services,  
Research & Planning



## Chapter 16: Certified Nursing Assistant Study

### CNAs Have Higher Earnings, Employment in Wyoming

by: Katelynd Faler, Senior Economist

Employment, earnings, and retention of certified nursing assistants (CNAs) in Wyoming are of interest to many groups, including educators, workforce specialists, and health care administrators. This study compared over 1,000 individuals (CNAs) who obtained a nursing assistant certificate in Wyoming but no other postsecondary awards to similar individuals who attended a postsecondary institution but did not receive any kind of postsecondary award. After accounting for age and gender, the study concluded that female nursing assistants were more likely to be employed in Wyoming and earned several thousand dollars more in wages in the years

following certification (see Figure 16.1).

The nursing assistant occupation is largely female dominated, and since fewer males were available to be included in this study, statistical differences were not consistent for males. Further information on outcomes for male CNAs and on methodology can be found at <https://doe.state.wy.us/LMI/nursing/CNA2019.htm>.

Prior to certification, female CNAs were not statistically different from female non-CNAs in terms of employment and earnings, with one exception: three years prior to certification, 61.8% of future CNAs were employed in Wyoming compared

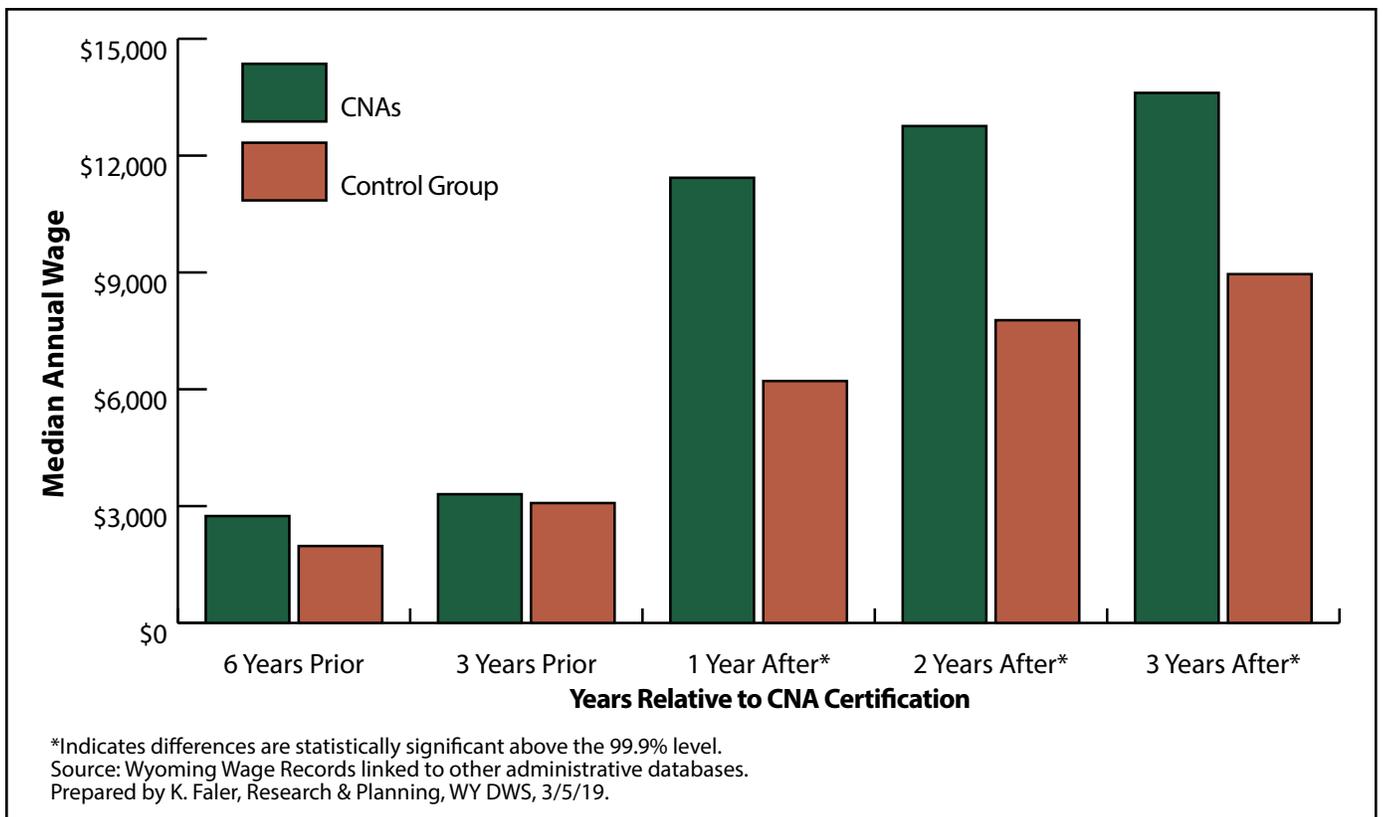


Figure 16.1: Median Annual Wages of Females Before and After Nursing Assistant Certification in Wyoming

CERTIFIED NURSING ASSISTANT STUDY

to 54.6% of the control group (see Table 16.1). This difference prior to certification may indicate that the presence and availability of certified nursing assistant training programs had an effect on individuals who were considering investing in a future occupational certification. It also demonstrates that there were variables this study did not, and could not, control for including the number of children an individual had, whether they were married, what their household income was, whether they had access to a vehicle, if they depended on means-tested benefits, and even more

nebulous factors such as motivation and health.

Following certification, differences between female CNAs and the control group were very pronounced. In the first year after certification, 95.0% of CNAs were employed in Wyoming, compared to 75.0% of the control group. Median annual wages for female CNAs were \$11,431, over \$5,000 greater than the median annual wages for the control group (\$6,213).

Employment two years after certification remained high for CNAs at 90.3% -- much higher than employment in the control group (72.0%). Median

annual wages for CNAs rose to \$12,759, almost \$5,000 greater than the control group median annual wage of \$7,774.

In the third year after certification, median annual wages for female CNAs were \$13,611, statistically significantly greater than the control group (\$8,957). Differences in employment were also statistically significant: 77.0% of female CNAs were employed in Wyoming compared to 62.9% of non-CNAs. A similar study in the future, with more work history to consider, would be likely to find that CNAs were still more likely to be employed in Wyoming than a control group three years after certification, but without the same, steep drop off in employment between the second and third years.

In all, females who were certified as nursing assistants in Wyoming earned more than similar individuals and were more likely to be employed in Wyoming. These results were statistically significant, and may help students to choose the right career, educators to recruit successful students, legislators to fund successful workforce projects, and nonprofits to design high impact social programs.

**Table 16.1: Outcomes of Females Before and After Nursing Assistant Certification**

	Employment		Median Wages	
	CNAs	Control Group Average	CNAs	All Control Groups
6 Years Prior	18.9%	18.3%	\$2,745	\$1,975
3 Years Prior	61.8%*	54.6%	\$3,306	\$3,079
Year 1	95.0%*	75.0%	\$11,431*	\$6,213
Year 2	90.3%*	72.0%	\$12,759*	\$7,774
Year 3	77.0%*	62.9%	\$13,611*	\$8,957

\*Statistically significant above the 97.5% level.  
 Source: Wyoming Wage Records linked to other administrative databases.  
 Prepared by K. Faler, Research & Planning, WY DWS, 3/5/19.

**Find it Online**

**Labor Market Outcomes of Certified Nursing Assistants:  
 A Quasi-Experimental Design**  
<https://doe.state.wy.us/LMI/nursing/CNA2019.htm>

# **Health Care Workforce Needs in Wyoming: Update 2017**



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