



Getting to Know Wyoming's Workforce

Presented at the Wyoming Department of
Workforce Services Annual Meeting
on October 30, 2024,
by Michael Moore, R&P Research Supervisor



Getting to Know Wyoming's Workforce

About Research & Planning

OUR ORGANIZATION:

R&P is an exclusively statistical entity within DWS.

WHAT WE DO:

R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards.

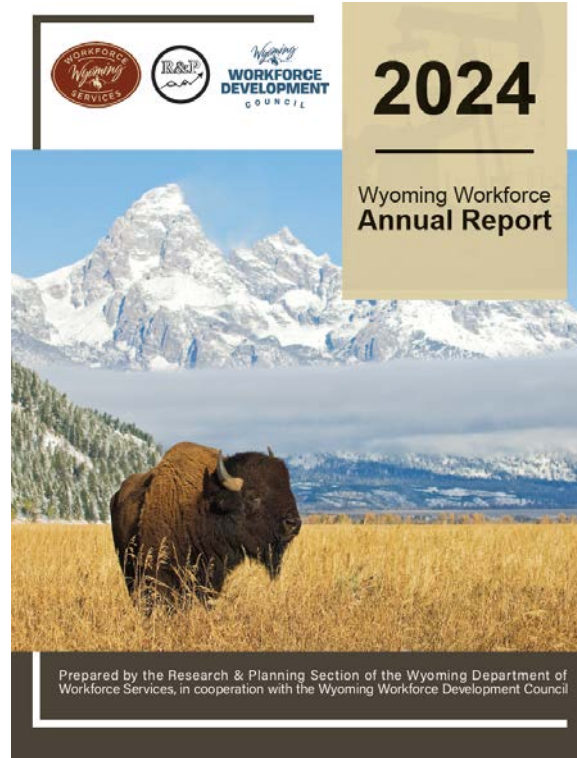
OUR CUSTOMERS:

LMI makes the labor market more efficient by providing the public and the public's representatives with the basis for informed decision making.



Getting to Know Wyoming's Workforce

2024 Wyoming Workforce Annual Report





Getting to Know Wyoming's Workforce

Wyoming Labor Force Trends



New Wyoming Residents: Where They Came From and Where They Are Working
 by: *Kimberly Haines, Senior Economist*

This article analyzes which states had individuals who in 2023 and the industries in which they found employment. This Research & Planning look at individuals who have state driver's licenses and obtained a Wyoming driver's license show that the majority of those that relocated to Wyoming from Colorado, Florida, Texas, Minnesota, and Arizona. The employment were educational services, health care & social assistance, accommodations & food services, and construction.

According to the Wyoming Economic Analysis Division (EAD) and population estimates from the U.S. Census Bureau, Wyoming's population grew by an estimated 2,438 individuals from 2022 to 2023 (Jan. 2023). Census estimates are limited in what information is available about those new residents, leaving many questions unanswered: Who are these individuals? Where did they come from? What are their demographics? Where are they working?

The research presented in this article from the Research & Planning (R&P) section of the Wyoming Department of

This article is the first part of a series that will identify both the to attainment and our annual wages for a

how the information

HIGHLIGHTS

- The 2024 Wyoming Migration Annual Report from the Research & Planning section of the Wyoming Department of Workforce Services, in partnership with the Wyoming Workforce Development Center - page 10
- Wyoming total resident employment rose by 1.7% from April 2023 to April 2024. - page 10

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



2023Q4 Quarterly Update Construction Drives Wyoming Employment Growth
 by: *Michael Moore, Research Economist*

Wyoming's employment and wages in during levels. Employment and wages 2023Q4 and 2019Q4. In addition, this using a construction sector in order to such occurred.

The data discussed in this article are from the Quarterly Census of Employment

(Data continued on page 11)

Table 1: Average Monthly Employment (in thousands), Total Wages, and Average Weekly Wage for Wyoming, Q3:2023 and Q3:2019

	2023Q3	2019Q3	%	%
Average Monthly Employment	278,133	271,363	4,316	1.6
Total Wages	\$4.5	\$4.1	\$08.0	4.8
Average Weekly Wage	\$713.97	\$713.57	\$20	0.3

Source: Quarterly Census of Employment and Wages, prepared by M. Moore, Research & Planning, WY DWS, 7/15/24

Wages & QCEW engineering construction - page 18
 new in base total hires in 2023Q3, with 15,541 total hires.

doe.state.wy.us/LMI



New Long-Term Industry and Occupational Employment Projections Wyoming Projected to Add 35,000 Jobs in the Next 10 Years
 by: *Laura Yeter, Senior Economist*

The Research & Planning section of the Wyoming Department of Workforce Services publishes long-term industry and occupational employment projections for Wyoming every year. The newest long-term projections cover the 10-year period from 2022 to 2032 and are available at <https://doe.state.wy.us/LMI/> projections.htm.

Wyoming is projected to add approximately 35,000 new jobs over the next 10 years, according to the newest long-term industry and occupational employment projections from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services. This includes an increase of approximately 12% from 2022 to 2032. On average, Wyoming is projected to add more than 3,000 jobs each year during that 10-year period.

Projections are based on historic trends of how employment levels respond to market conditions such as oil & natural gas prices, building permits, mortgage rates, and coal production. Projections cannot account for certain factors, such as extreme weather patterns, large-scale

government investments, and economic downturns. For example, projections run prior to 2020 could not have accounted for the COVID-19 pandemic.

The complete 2022-2032 long-term projections are available at <https://doe.state.wy.us/LMI/> projections.htm, along with prior projections, articles, and more.

Industry Projections

Industries are defined by the North American Industry Classification System (NAICS). The long-term industry

(Data continued on page 11)



HIGHLIGHTS

- Wyoming's two Administrative Information Services, Career and Cheyenne, are similar to the fact have zero different employees. A new article from the Research & Planning section - page 11
- The table together is used for Wyoming full from 27 to June 2023 to 13 to June 2024. - page 20

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

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



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Various Data Sources

- U.S. Census Bureau
- Local Area Unemployment Statistics (LAUS)
- American Community Survey (ACS)
- Wyoming Wage Records
 - Linked to other administrative databases



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U.S. Census Bureau: Population Estimates for Wyoming



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Population Estimates

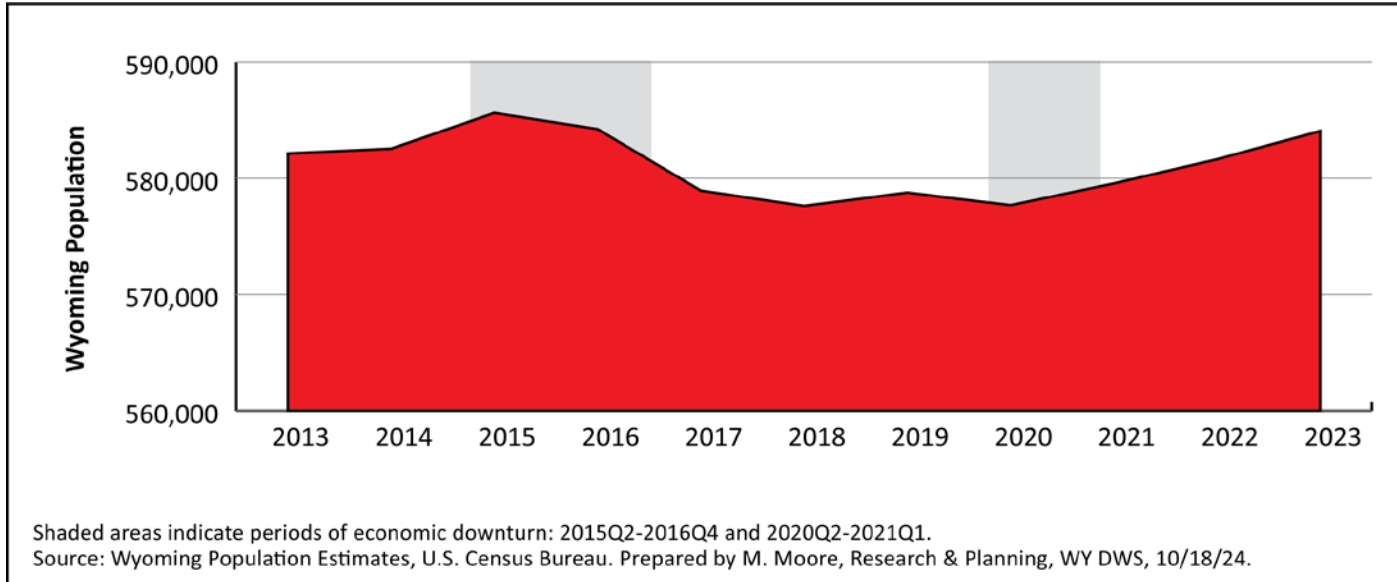
Wyoming 2023 Population: 584,057

- Up 2,428 (0.4%) over the year
- Up 5,298 (0.9%) since 2019
- Up 1,935 (0.3%) since 2013



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Wyoming Population, 2013-2023

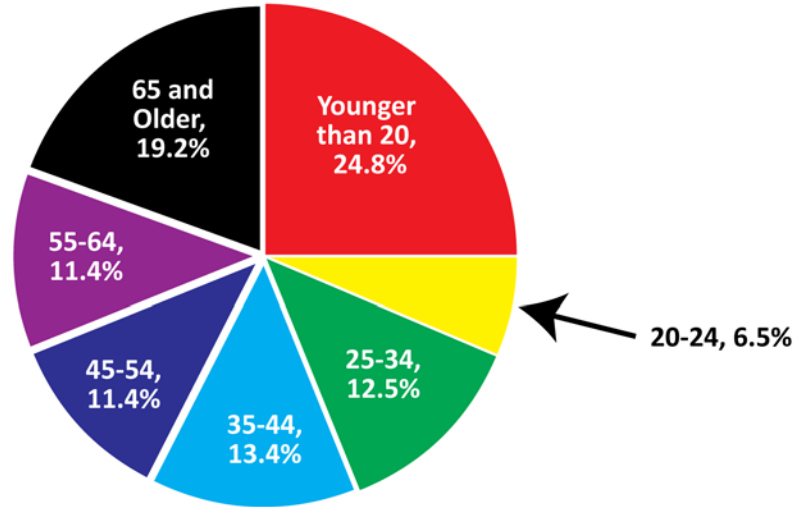




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Population Estimates by Age, 2023

Total = 584,057



Source: Wyoming Population Estimates, U.S. Census Bureau. Note: May not sum to 100% due to rounding.
Prepared by M. Moore, Research & Planning, WY DWS, 10/1/24.



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Wyoming Population by Generation, 2023

Table: Estimated Wyoming Population by Generation, 2023

Generation	Birth Years	Ages in 2023	Population	
			N	%
Baby Boomers	1946-1964	59-77	129,283	22.1
Generation X	1965-1980	43-58	107,016	18.3
Millennials	1981-1996	27-42	121,821	20.9
Generation Z	1997-2012	11-26	123,201	21.1
Other			102,736	17.6
Total			584,057	100.0

Source: Wyoming Population Estimates, U.S. Census Bureau.

Generation source: Pew Research Center.

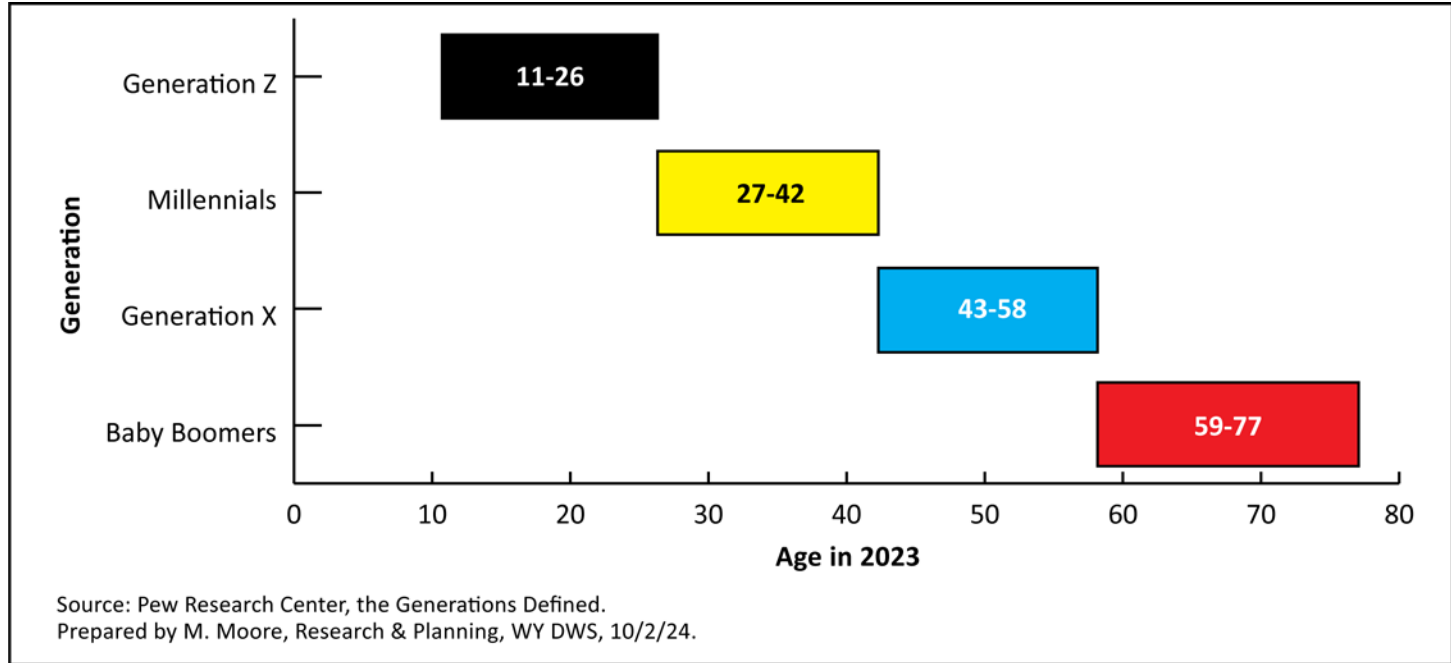
Other includes population younger than gen z and older than baby boomers.

Prepared by M. Moore, Research & Planning, WY DWS, 10/1/24.



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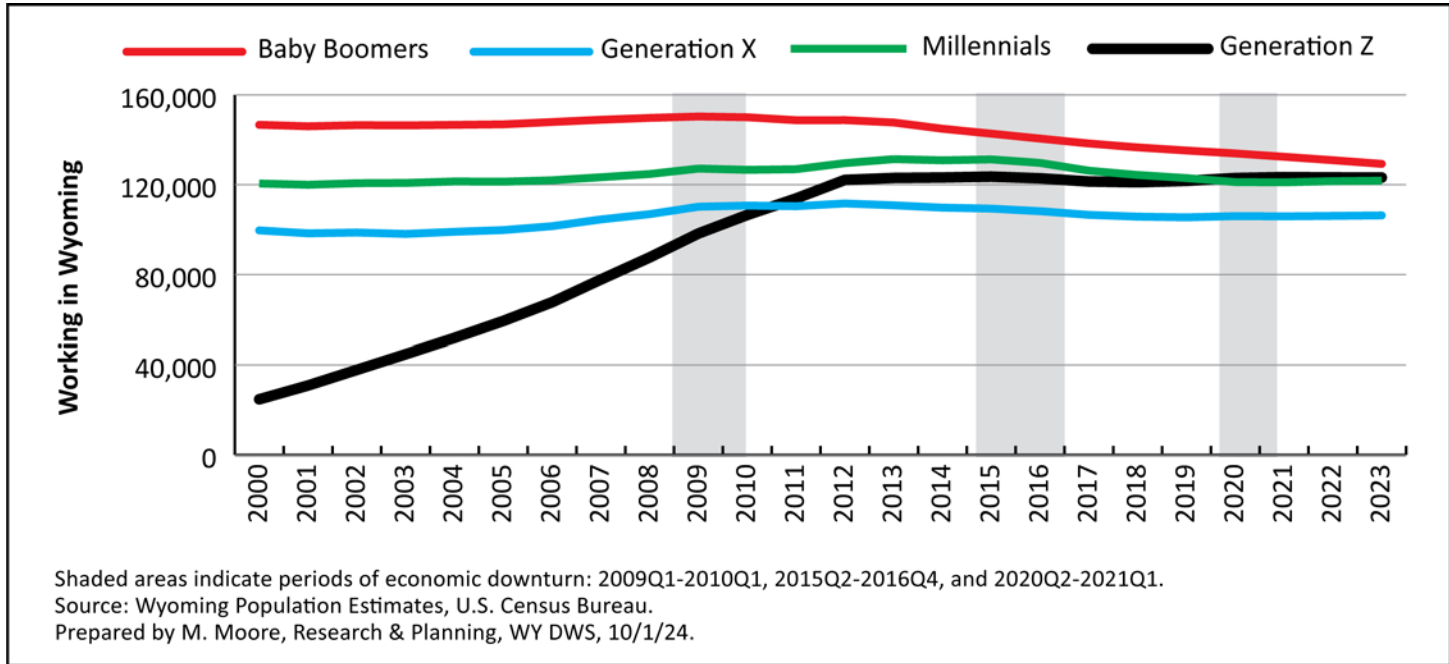
Wyoming Population by Generation, 2023





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Wyoming Population by Generation, 2000-2023





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Local Area Unemployment Statistics (LAUS)



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Local Area Unemployment Statistics

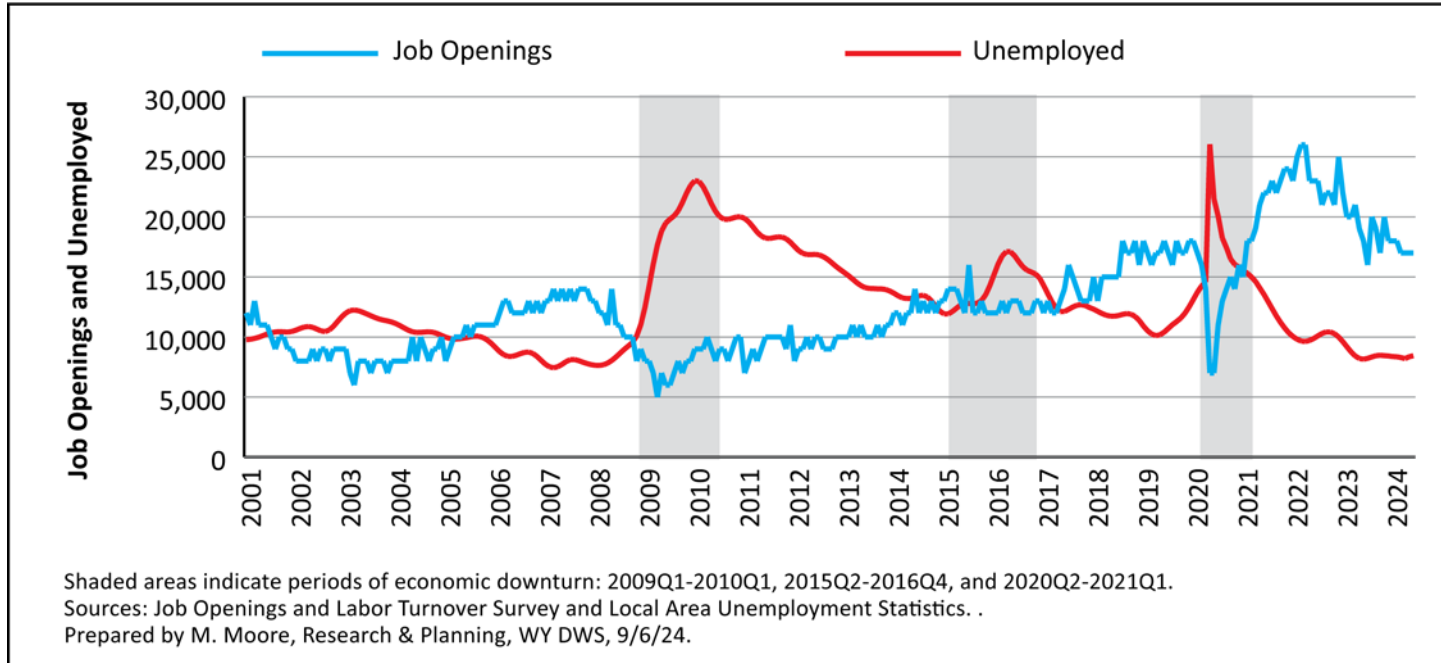
Wyoming in 2023

- Labor force: 295,207
- Employed: 286,669
- Unemployed: 8,538
- Unemployment rate: 2.9%
- U.S. unemployment rate: 3.6%



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Unemployment and Job Openings





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**Wyoming Wage Records:
Individuals Working in Wyoming
at Any Time During the Year**



Wyoming Wage Records

What are Wage Records?

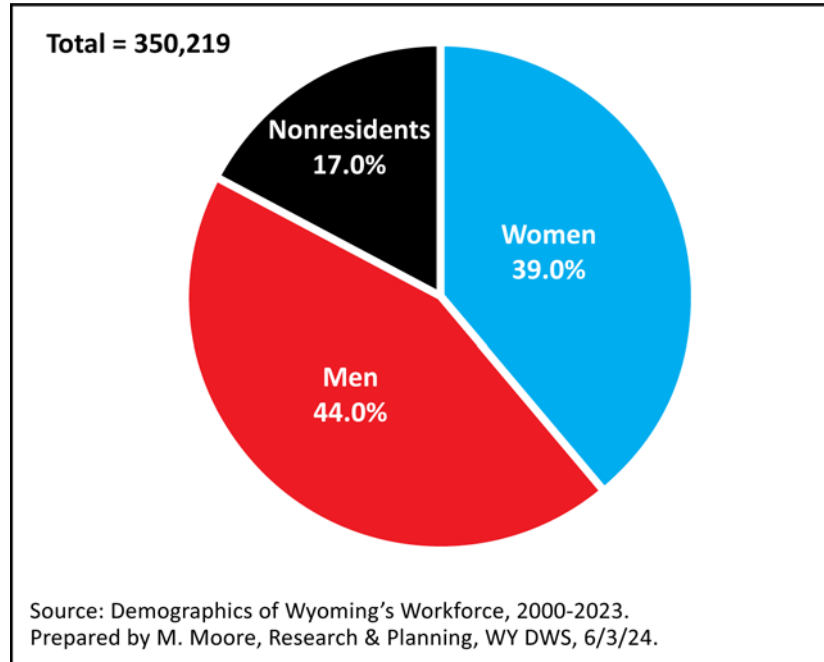
- Based on employers' quarterly wage and employment reports to UI tax
- 1992 to present
- Worked in Wyoming at any time during the year
- Linked to other administrative databases
 - UI claims
 - Driver's license file



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Demographics of the Workforce

Persons Working in Wyoming at Any Time During the Year, 2023





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Demographics of the Workforce

Nonresidents

- Demographic data not available
- Commute to Wyoming from another state or country
- Could be individuals who moved to Wyoming but haven't obtained a driver's license
- 12% to 17% of all individuals working in Wyoming any given year



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Demographics of the Workforce

Decline of Resident Workers

- Younger workers leaving the state
 - 50% of high school seniors not found working in Wyoming 5 years after graduation
- Older workers retiring or exiting the workforce
 - Individuals ages 55+ made up one-third of Wyoming population in 2023
- Commuting to other states
- Not captured in wage records



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Demographics of the Workforce

Individuals Working in Wyoming at Any Time During the Year by Generation, 2023

Generation	Birth Years	Ages in 2023	Working in Wyoming	
			N	%
Baby Boomers	1946-1964	59-77	46,175	13.2
Generation X	1965-1980	43-58	81,067	23.1
Millennials	1981-1996	27-42	97,997	28.0
Generation Z	1997-2012	11-26	63,467	18.1
Other			1,957	0.6
Nonresidents			59,556	17.0
Total			350,219	100.0

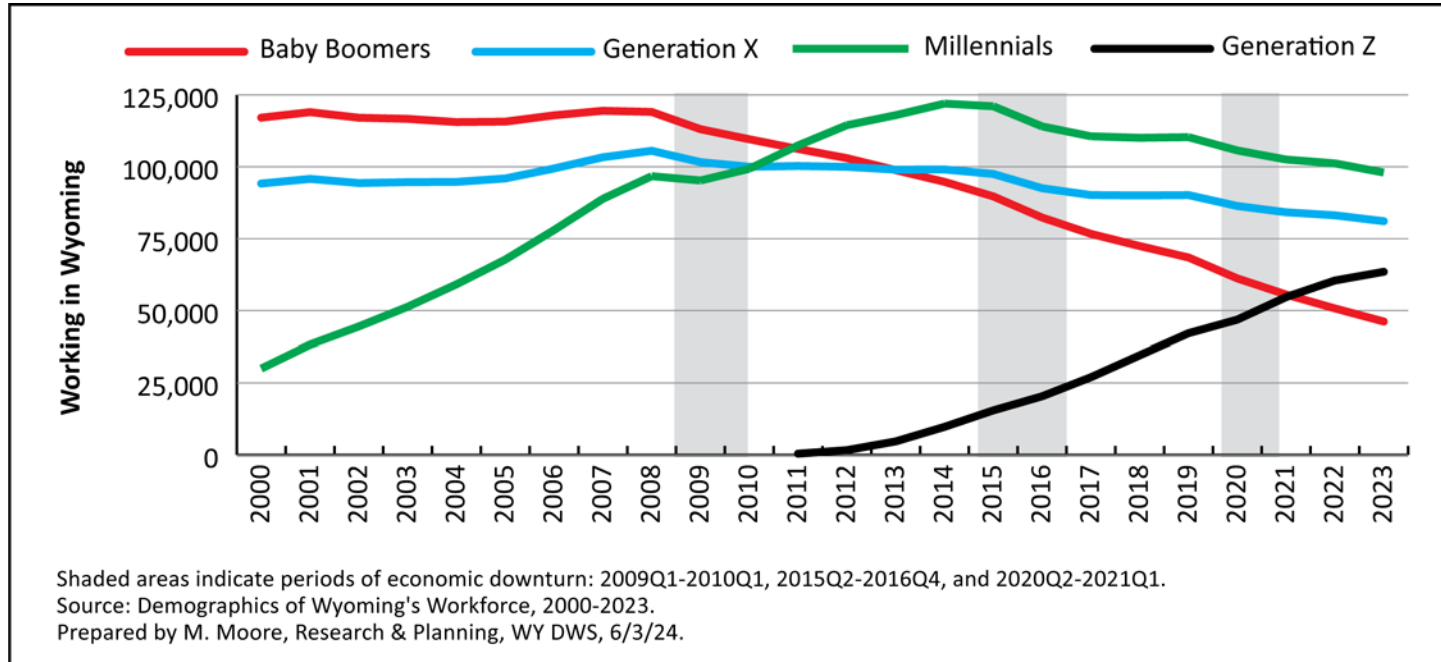
Source: Demographics of Wyoming's Workforce, 2000-2023.

Prepared by M. Moore, Research & Planning, WY DWS, 9/6/24.



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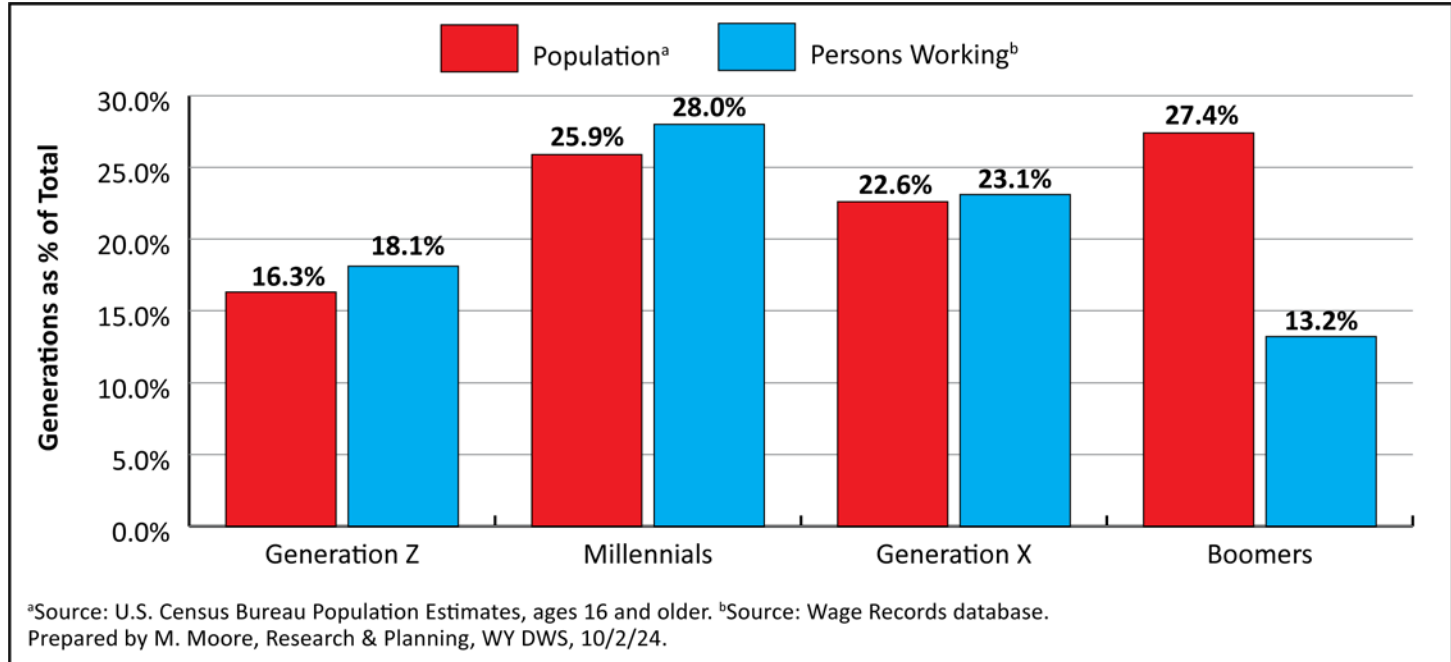
Demographics of the Workforce





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Population and Persons Working by Generation, 2023



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American Community Survey 5-Year Estimates for Wyoming, 2022



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Educational Attainment in Wyoming, 2022

Table: Number and Percent of Population Age 25 or Older by Education Attainment in Wyoming, 2022

Education	N	%
Less than 9th grade	7,876	2.0
9th to 12th grade, no diploma	16,894	4.3
At least a high school diploma	367,219	93.7
High school graduate (includes equivalency)	109,746	28.0
Some college, no degree	98,169	25.0
Associates degree	45,671	11.7
Bachelors degree	71,118	18.1
Graduate or professional degree	42,515	10.8
Total	391,989	100.0

Source: American Community Survey 5-Year Estimates, U.S. Census Bureau.

Prepared by L. Knapp, Research & Planning, WY DWS, 9/20/24.

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Poverty in Wyoming, 2022

- 11.0% age 16+ below 100% poverty level
 - Poverty for individual: \$13,590
 - Poverty for family of 4: \$27,750
- 14.6% unemployment rate of those in poverty

Source: American Community Survey 5-year estimates.



Disability in Wyoming, 2022

- 16.6% of those age 16+ had a disability
 - 76,000 people
- 67.5% of those with disability not in the labor force

Source: American Community Survey 5-year estimates.



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Veterans in Wyoming, 2022

- Nearly 42,000 veterans in Wyoming in 2022
- 9 out of 10 were men
- Nearly half were age 65+
- 96.7% had at least a high school diploma
- 1 in 4 had at least a bachelor's degree
- 4.4% unemployment rate

Source: American Community Survey 5-year estimates.



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Non-English Speakers in Wyoming, 2022

- 20,216 didn't speak English or didn't speak English well (4.4%)
- 68.0% spoke Spanish
- 55.1% had no high school diploma
- 12.1% had a bachelor's degree or higher

Source: American Community Survey 5-year estimates.



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Contact Us

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

