



Research & Planning  
Wyoming DOE

# The Use of Labor Market Information in Strategic Human Resource Management

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(307) 473-3811  
<http://doe.state.wy.us/lmi>

# Topics Covered

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- What Research & Planning is and what it does
- Standardized comparable compensation data
- Custom products

# Research & Planning:

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## **OUR ORGANIZATION:**

R&P is a separate, exclusively statistical entity.

## **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.

# Confidentiality

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- Wyoming Employment Security Law, Statute 27-3-603 Confidentiality of Information
- PL 107-347, Title V Confidential Information Protection and Statistical Efficiency Act of 2002
- PL 103-322 Title XXX Protection of Privacy of Information in State Motor Vehicle Records
- Interagency Agreement with Board of Nursing
- Memorandum of Understanding with R&P counterpart research offices in ten states
- Memorandum of Understanding with the Worker's Compensation and Safety Division of the Department of Employment
- Memorandum of Understanding with the Vital Statistics section of the Department of Health
- Memorandum of Understanding with the Defense Manpower Data Center (Pentagon)

# Standardized Comparable Compensation Products

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# Research & Planning's Website (<http://doe.state.wy.us/LMI>)

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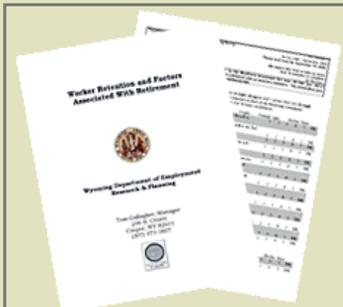
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**"Labor Market Information (LMI) is an applied science; it is the systematic collection and analysis of data which describes and predicts the relationship between labor demand and supply."**  
*The States' Labor Market Information Review, ICESA, 1995, p. 7.*

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### Succession Planning Report for the Department of Employment



*Worker Retention and Factors Associated With Retirement* [October 2006]

- 88 Page Report (PDF — 1.48MB).
- Accompanying Presentation for Succession



Wyoming Department of Employment  
Research & Planning  
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Casper, WY 82602  
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Local intranet

# Example: Wage rates for the Casper Metropolitan Statistical Area.

Wyoming Occupational Employment and Wages May 2006: Total all industries in Casper, WY - Microsoft Internet Explorer

Address: http://doe.state.wy.us/LMI/200602EDS/PAGE0020.HTM

Links: Dir, Answers, CS-T, Google, LMI, M-W, DOE Casper, O\_NET, Weather, MSN.com

## Total all industries Casper, WY

### Construction and Extraction Occupations

Occupation	Occ. code	Estabs. reporting occupation	Est. empl.	Mean wage	Mean of the lower one-third	Mean of the upper two-thirds	10th pct	25th pct	Median wage	75th pct
<b>CONSTRUCTION AND EXTRACTION OCCUPATIONS</b>	47-0000	110	4,510	40,228	24,702	47,991	22,163	28,399	39,675	49,427
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	47-1011	54	310	58,980	35,705	70,618	31,803	39,741	52,215	71,241
Brickmasons and Blockmasons	47-2021	3		45,915	40,528	48,609	38,092	41,678	46,632	50,717
<b>Carpenters</b>	47-2031	22	270	30,896	21,070	35,809	19,921	23,001	<b>30,008</b>	39,020
Cement Masons and Concrete Finishers	47-2051	8	110	31,062	24,067	34,560	22,338	26,020	30,068	36,143
Construction Laborers	47-2061	15		26,017	21,585	28,232	20,496	22,155	24,766	29,098
Operating Engineers and Other Construction Equipment Operators	47-2073	18	150	35,900	30,025	38,837	27,778	31,493	35,243	39,403
Electricians	47-2111	19	270	43,202	34,082	47,762	31,580	36,547	42,171	47,272
Painters, Construction and Maintenance	47-2141	6	40	20,122	22,811	22,202	20,262	25,120	20,047	26,142

# Example: Quarterly Census of Employment & Wages (QCEW)

The screenshot shows a web browser window titled "Wyoming Labor Market Information - Microsoft Internet Explorer". The browser's address bar and menu bar are visible. The website content includes a navigation menu with links like Home, ANSWERS, What's New, News Releases, TRENDS, Archives, State of Wyoming, Search, and Contact. A sidebar on the left lists various categories such as Benefits, Bureau of Labor Statistics, Career Information, and more. The main content area features a quote about Labor Market Information (LMI) and a highlighted section for a "Succession Planning Report for the Department of Employment". This section includes an image of a report cover and a list of links to a PDF report and an accompanying presentation. On the right side, there is a logo for the Wyoming Department of Employment Research & Planning (R&P) and a collage of images showing people in various work settings.

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# Wyoming QCEW Data by County

Table 4: Wyoming Average Monthly Employment, Total Payroll, and Average Weekly Wage for Third Quarter by County, 2005 and 2006<sup>a</sup>

County	Average Monthly Employment				Total Payroll				Average Weekly Wage			
	2005	2006	Change n	%	2005	2006	Change \$	%	2005	2006	Change \$	%
<b>Total</b>	<b>262,078</b>	<b>273,700</b>	<b>11,622</b>	<b>4.4</b>	<b>\$2,187,851,722</b>	<b>\$2,513,016,132</b>	<b>\$325,164,410</b>	<b>14.9</b>	<b>\$642</b>	<b>\$706</b>	<b>\$64</b>	<b>10.0</b>
Albany	15,163	14,872	-291	-1.9	\$ 112,928,125	\$ 114,629,389	\$ 1,701,264	1.5	\$ 573	\$ 593	20	3.5
Big Horn	4,572	4,792	220	4.8	34,891,791	39,387,989	4,496,198	12.9	587	632	45	7.7
Campbell	23,637	25,772	2,135	9.0	255,484,569	303,575,315	48,090,746	18.8	831	906	75	9.0
Carbon	6,749	7,583	835	12.4	48,764,031	61,624,698	12,860,667	26.4	556	625	69	12.5
Converse	4,779	4,816	37	0.8	38,565,342	39,394,394	829,052	2.1	621	629	8	1.4
Crook	2,274	2,334	60	2.6	15,561,497	17,067,831	1,506,334	9.7	526	563	36	6.9
Fremont	15,244	15,414	170	1.1	107,175,239	117,063,253	9,888,014	9.2	541	584	43	8.0
Goshen	3,881	4,134	253	6.5	23,864,343	26,307,812	2,443,469	10.2	473	490	17	3.5
Hot Springs	1,904	1,966	61	3.2	11,536,494	12,452,032	915,538	7.9	466	487	21	4.6
Johnson	3,393	3,473	80	2.3	21,490,890	25,075,041	3,584,151	16.7	487	555	68	14.0
Laramie	41,133	41,987	855	2.1	339,223,217	413,029,390	73,806,173	21.8	634	757	122	19.3
Lincoln	6,015	6,501	486	8.1	46,568,547	53,782,970	7,214,423	15.5	596	636	41	6.9
Natrona	36,815	38,598	1,783	4.8	319,051,906	361,203,713	42,151,807	13.2	667	720	53	8.0
Niobrara	764	795	31	4.0	4,191,057	4,982,213	791,156	18.9	422	482	60	14.3
Park	14,332	14,610	278	1.9	97,871,055	107,527,297	9,656,242	9.9	525	566	41	7.8
Platte	3,269	3,297	28	0.8	23,703,499	23,623,261	-80,238	-0.3	558	551	-7	-1.2
Sheridan	12,229	13,028	798	6.5	87,884,787	102,189,883	14,305,096	16.3	553	603	51	9.2
Sublette	4,012	4,556	544	13.6	37,237,167	46,499,823	9,262,656	24.9	714	785	71	10.0
Sweetwater	22,086	24,398	2,312	10.5	229,626,355	277,675,604	48,049,249	20.9	800	875	76	9.5
Teton	20,054	20,792	738	3.7	166,693,402	179,124,189	12,430,787	7.5	639	663	23	3.6
Uinta	9,295	9,482	187	2.0	73,022,286	77,531,453	4,509,167	6.2	604	629	25	4.1
Washakie	3,888	3,914	27	0.7	28,439,610	30,193,759	1,754,149	6.2	563	593	31	5.4
Weston	2,212	2,126	-86	-3.9	14,056,477	15,039,312	982,835	7.0	489	544	55	11.3
<b>Nonclassified<sup>b</sup></b>	<b>4,378</b>	<b>4,459</b>	<b>82</b>	<b>1.9</b>	<b>50,020,036</b>	<b>64,035,511</b>	<b>14,015,475</b>	<b>28.0</b>	<b>879</b>	<b>1,105</b>	<b>226</b>	<b>25.7</b>

<sup>a</sup>Preliminary

<sup>b</sup>The employer may be located statewide or in more than one county.

Source: Quarterly Census of Employment and Wages, developed through a cooperative program between Research & Planning and the U.S. Bureau of Labor Statistics.

Extract Date: January 2007

# QCEW Data for Natrona County by Industry

http://doe.state.wy.us/lmi/06Q2\_QCEW/06q2t127.htm - Microsoft Internet Explorer

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Address http://doe.state.wy.us/lmi/06Q2\_QCEW/06q2t127.htm

Links Dir Answers CS-T Google LMI M-W DOE Casper O\_NET Weather MSN.com

**Table 127: Natrona County, Central Region, Covered Employment, Total Wages, & Average Weekly Wages by NAICS Industries, Second Quarters 2005 and 2006**

NAICS* Sectors	Average Monthly Employment				Total Wages				Average Weekly Wages			
	Second Quarter		Change		Second Quarter		Change		Second Quarter		Change	
	2005	2006	No.	%	2005	2006	Number	%	2005	2006	%	
<b>Total, Natrona County</b>	<b>36,513</b>	<b>38,599</b>	<b>2,086</b>	<b>5.7</b>	<b>\$311,789,979</b>	<b>\$363,264,395</b>	<b>\$51,474,416</b>	<b>16.5</b>	<b>\$657</b>	<b>\$724</b>	<b>11.0</b>	
<b>Private (NAICS)</b>	<b>11 - 99</b>	<b>31,149</b>	<b>33,185</b>	<b>2,037</b>	<b>6.5</b>	<b>\$256,389,460</b>	<b>\$302,387,244</b>	<b>\$45,997,784</b>	<b>17.9</b>	<b>\$633</b>	<b>\$701</b>	<b>11.0</b>
--Agriculture, Forestry, Fishing, & Hunting	11	135	141	6	4.7	599,443	702,991	103,548	17.3	342	383	11.1
--Mining	21	3,496	4,235	739	21.1	49,643,397	67,089,902	17,446,505	35.1	1,092	1,219	11.1
--Utilities	<u>22-ND</u>											
--Construction	23	2,497	2,733	237	9.5	21,274,058	25,669,732	4,395,674	20.7	655	722	11.0
--Manufacturing	31 - 33	1,764	1,929	165	9.4	16,480,137	19,209,729	2,729,592	16.6	719	766	10.6
--Wholesale Trade	42	2,401	2,487	86	3.6	26,494,395	31,663,901	5,169,506	19.5	849	979	11.5
--Retail Trade	44 - 45	4,827	4,871	44	0.9	27,106,544	29,821,722	2,715,178	10.0	432	471	10.9
--Transportation & Warehousing	48 - 49	983	1,022	39	4.0	9,383,630	10,701,839	1,318,209	14.0	734	805	10.9
--Information	51	577	566	-11	-1.9	4,257,517	4,434,276	176,759	4.2	568	603	10.6
--Finance & Insurance	52	1,014	1,059	45	4.4	10,103,020	11,757,742	1,654,722	16.4	766	854	11.1
--Real Estate & Rental & Leasing	53	906	1,010	104	11.5	7,802,411	8,660,146	857,735	11.0	663	660	-0.5
--Professional & Technical Services	54	1,257	1,320	63	5.0	12,574,697	14,178,798	1,604,101	12.8	770	826	10.6
--Management of Companies & Enterprises	55-ND											
--Administrative & Waste Services	56	1,488	1,646	158	10.6	7,409,415	8,947,843	1,538,428	20.8	383	418	10.7
--Educational Services	61	108	88	-20	-18.3	375,546	317,896	-57,650	-15.4	268	278	10.3
--Health Care & Social Assistance	62	4,547	4,656	109	2.4	39,852,708	42,394,701	2,541,993	6.4	674	700	10.4
---Ambulatory health care services	621	1,601	1,622	21	1.3	19,070,303	20,556,510	1,486,207	7.8	916	975	10.6

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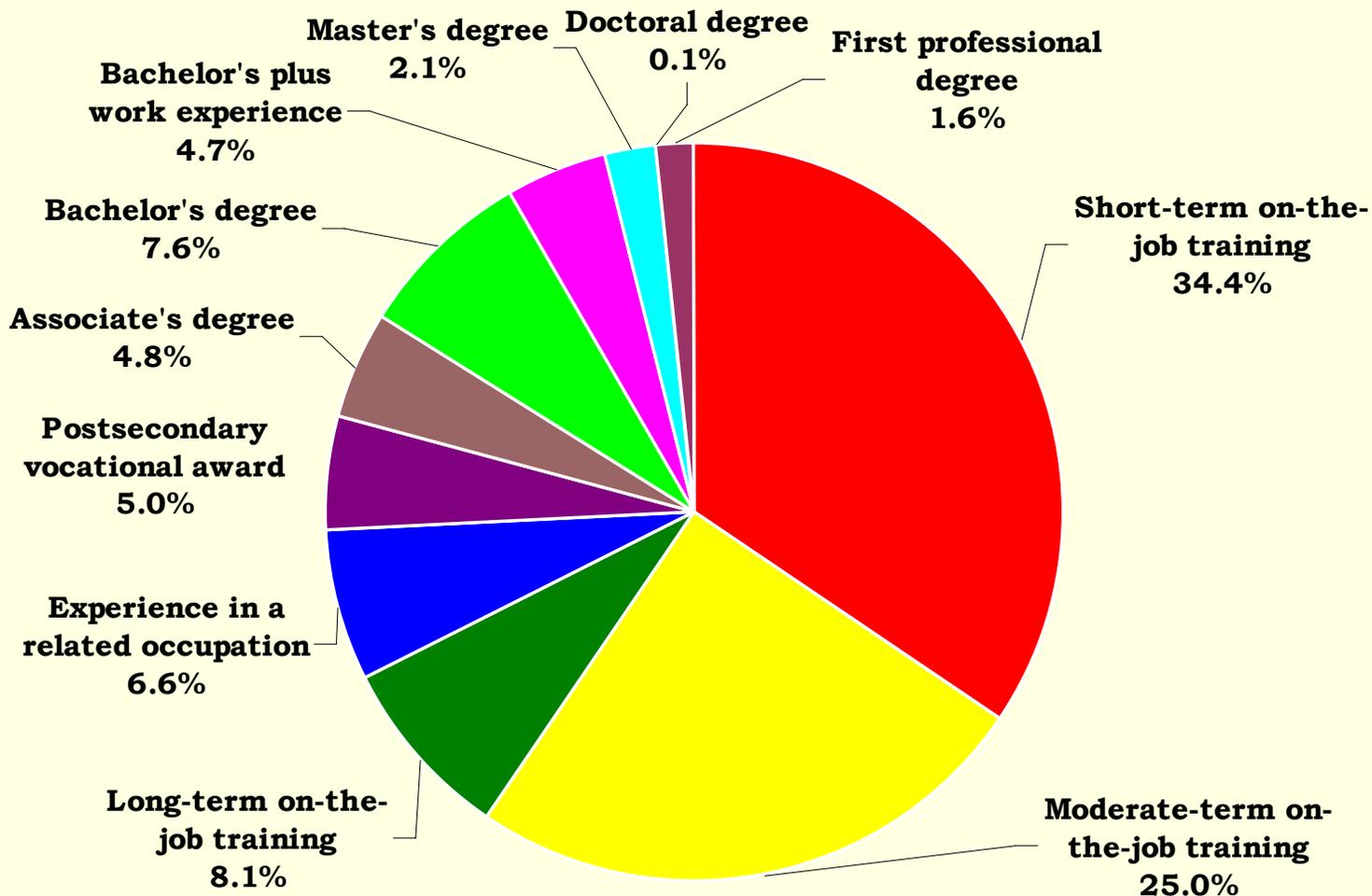
# Occupation and Skill Projections

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- Combination of two data elements:
  - Occupational Employment Statistics staffing pattern (see slide 17)
  - Current and projected QCEW employment levels (shown on slides 9 & 10)

### Distribution of Employment Growth by Typical Education/Experience Level for All Industries in Wyoming, 2012



Source: Glover, T. (2006). Industries and occupations with a demand for skilled workers. *Outlook 2010 Revisited: Wyoming's Labor Market at Mid-Decade*.

Typical Education/ Experience Level	Standard Occupational Classification (SOC) Code & Title	Employment		Job Growth	Annual	% of Total
		2002	2012	2002 - 2012	Adds.	Job Growth
<b>Long-term on-the-job training</b>	47-2031 Carpenters	2,174	2,733	559	56	18.3%
	47-2111 Electricians	1,843	2,346	503	50	16.5%
	47-2152 Plumbers, pipefitters, & steamfitters	966	1,228	262	26	8.6%
	35-2014 Cooks, restaurant	1,715	1,946	230	23	7.6%
	51-4121 Welders, cutters, solderers, & brazers	1,305	1,535	230	23	7.5%
	33-3051 Police & sheriff's patrol officers	943	1,040	97	10	3.2%
	49-3021 Automotive body & related repairers	339	415	76	8	2.5%
	49-9021 Heating, A/C, & refrigeration mechanics & installers	290	367	76	8	2.5%
	49-2022 Telecommunications equip. installers & repairers	580	655	75	7	2.5%
	33-9099 Protective service workers, all other	542	608	67	7	2.2%
<b>00-0000 Total</b>	<b>19,686</b>	<b>22,735</b>	<b>3,049</b>	<b>305</b>	<b>100.0%</b>	

Source: Glover, T. (2006). Industries and occupations with a demand for skilled workers. *Outlook 2010 Revisited: Wyoming's Labor Market at Mid-Decade*.

Source: Glover, T. (2006). Industries and occupations with a demand for skilled workers. *Outlook 2010 Revisited: Wyoming's Labor Market at Mid-Decade*.

**Index of Skills Needs Reflecting Changes in the Projected Staffing Pattern for Occupations in Industries With the Greatest Forecasted Short-Term Employment Growth, 2003 - 2005**

<b>O*NET Skill</b>	<b>Index of Importance</b>	
	<b>2003</b>	<b>2005</b>
Active Listening	1.5	1.5
Speaking	1.5	1.5
Reading Comprehension	1.4	1.4
Problem Identification	1.3	1.3
Mathematics	1.3	1.3
Information Organization	1.3	1.3
Product Inspection	1.3	1.3
Writing	1.2	1.2
Information Gathering	1.2	1.2

Source: Jones, S.D. (2006). Using O\*Net to identify skill needs for the available, critical, and projected jobs. *Outlook 2010 Revisited: Wyoming's Labor Market at Mid-Decade*.

**Projected Growth of Primary Occupation Skill for Occupations in Industries With the Greatest Forecasted Long-Term Employment Growth, 2002 - 2012**

O*NET Skill	Number of Occupations	Employment		Job Growth 2002 - 2012
		2002	2012	
Service Orientation	30	20,832	24,351	3,519
Operation and Control	49	9,419	11,651	2,232
Equipment Selection	16	4,511	5,885	1,374
Instructing	37	12,253	13,506	1,253
Coordination	20	5,169	6,387	1,218
Repairing	22	3,303	4,377	1,074
Mathematics	19	3,590	4,580	991
Installation	16	3,111	4,014	903
Equipment Maintenance	7	4,561	5,350	789
Reading Comprehension	15	2,839	3,585	746
Product Inspection	23	3,057	3,751	694
Speaking	26	2,709	3,401	692
Management of Personnel Resources	10	2,597	3,227	630
Information Gathering	19	1,553	2,026	473

Source: Jones, S.D. (2006). Using O\*Net to identify skill needs for the available, critical, and projected jobs. *Outlook 2010 Revisited: Wyoming's Labor Market at Mid-Decade*.

# National Compensation Resources

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## Occupational Employment Statistics [\(For more information or help\)](#)

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  - One occupation for multiple geographical areas
  - Multiple occupations for one industry
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- 

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## Occupational Employment Statistics

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Occupation: Registered Nurses (SOC code 291111)  
Period: May 2006

Area name	Employment <sup>(1)</sup>	Hourly mean wage
Los Angeles-Long Beach-Santa Ana, CA	84300	34.74
Denver-Aurora, CO	19240	29.46
Fort Collins-Loveland, CO	2110	26.39
Billings, MT	1640	26.40
Salt Lake City, UT	8830	27.04
Casper, WY	720	24.25
Cheyenne, WY	860	25.23

Footnotes:  
 (1) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.  
 SOC code: Standard Occupational Classification code -- see <http://www.bls.gov/soc/home.htm>  
 Data extracted on June 1, 2007

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## Occupational Employment Statistics

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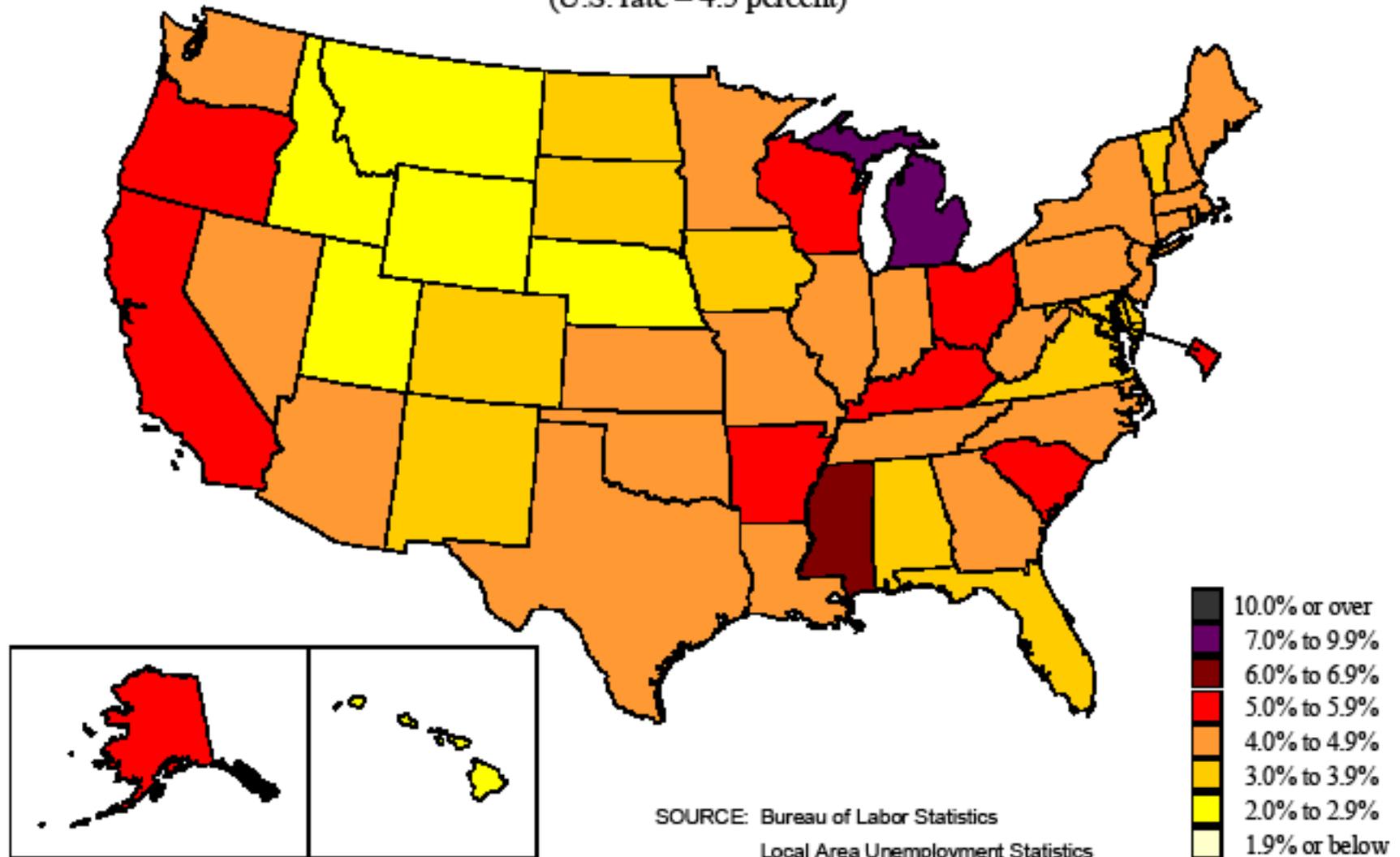
Occupation: Electricians (SOC code 472111)  
Period: May 2006

Area name	Employment <sup>(1)</sup>	Hourly mean wage
Little Rock-North Little Rock, AR	1180	17.39
San Diego-Carlsbad-San Marcos, CA	5990	22.41
Boulder, CO	500	24.04
Atlanta-Sandy Springs-Marietta, GA	11000	20.38
Boise City-Nampa, ID	1270	20.06
Detroit-Warren-Livonia, MI	10640	29.83
Billings, MT	250	21.26
Omaha-Council Bluffs, NE-IA	2480	19.23
Albuquerque, NM	2030	18.16
Rapid City, SD	310	17.50
Casper, WY	270	20.77
Cheyenne, WY	200	19.91

Footnotes:  
(1) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.

# Unemployment rates by state, seasonally adjusted, April 2007

(U.S. rate = 4.5 percent)



U.S. Department of Health & Human Services

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Advancing Excellence in Health Care

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- [Survey Questionnaires](#)

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The Medical Expenditure Panel Survey (MEPS) is a set of large-scale surveys of families and individuals, their medical providers, and employers across the United States. MEPS is the most complete source of data on the cost and use of health care and health insurance coverage. [Learn more about MEPS.](#)

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# U.S. Census Bureau

## State Interim Population Projections by Age and Sex: 2004 - 2030

The state population projections associated with this release were produced by the Population Division as an interim product consistent with the [U.S. interim projections](#) released in March 2004. The projections were produced for each of the 50 states and the District of Columbia by age and sex for the years 2001 to 2030, based on Census 2000 results, and the general assumption that recent state-specific trends in fertility, mortality, domestic migration, and international migration will continue. The projections to 2006 have been superseded by population estimates which are available on the [Estimates web site](#).

### I. Highlights (Press release)

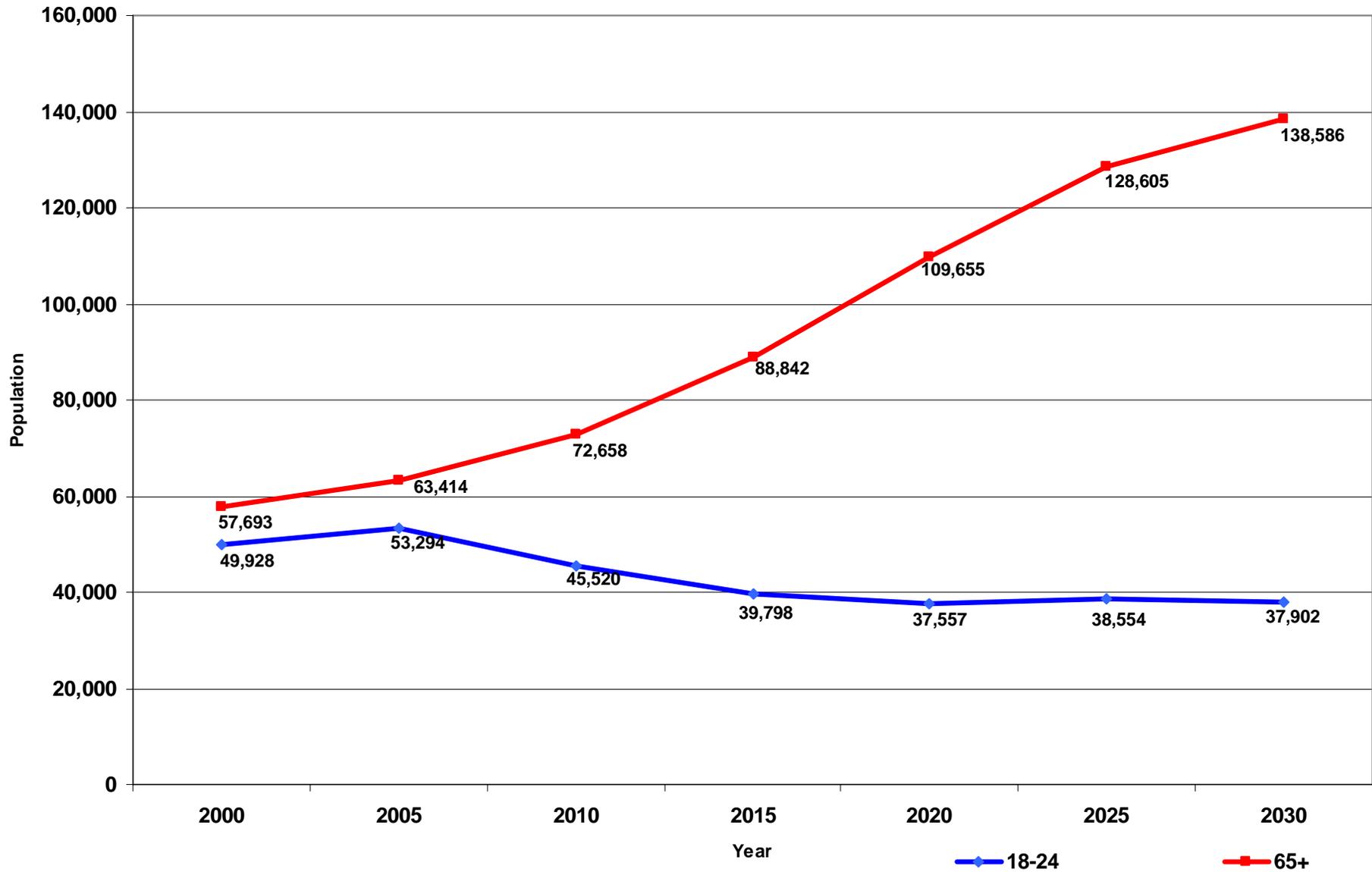
[News Release](#)

- [Table 1:](#) Ranking of census 2000 and projected 2030 state population and change
- [Table 2:](#) Percent distribution of projected population and change for regions and divisions
- [Table 3:](#) Ranking of states by projected percent of population age 65 and over: 2000, 2010, and 2030
- [Table 4:](#) Change in Total population and population 65 and older by state: 2000 to 2030
- [Table 5:](#) Population under age 18 and 65 and older: 2000, 2010, and 2030
- [Table 6:](#) Total population for regions, divisions, and states: 2000 to 2030
- [Table 7:](#) Change in total population for regions, divisions, and states: 2000 to 2030

- [Figure 1:](#) Percent change in population by region of the United States, 2000 to 2030
- [Figure 2:](#) Numerical change in population by region by the United States, 2000 to 2030
- [Figure 3:](#) Percent distribution of population growth by region of the United States: 2000 to 2030
- [Figure 4:](#) Percent distribution of population by region of the United States, 2000 to 2030
- [Figure 5:](#) Percent change in population by region of the United States for five-year periods: 2000 to 2030

### II. Summary tables of projections

Figure: Projected Population Growth for Wyoming, 2000-2030



Institute of Education Sciences U.S. Department of Education

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**2004 Graduation Rates**  
4-Yr vs 2-Yr Institutions

55%  
4 Year

33%  
2 Year

[2004 Graduation Rates - Comparing 4-Year Versus 2-Year Institutions](#) (392 KB)

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- Data Collection System

# Custom Data Products

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# Research & Planning Surveys

## Benefits Survey

 Wyoming Department of Employment Research & Planning  
PO Box 2760  
Casper, WY 82602  
Phone: (307) 473-3835

**2006 Employee Benefits Survey**

Company Name \_\_\_\_\_  
Phone Number \_\_\_\_\_

**Instructions:**

- For accurate results, it is important that you fill out and return this survey even if your organization offers no benefits.
- If possible, please provide information for your Wyoming employees only.
- Answer all questions about the survey, please call Lisa Knapp at (307) 473-3835 or e-mail [lknap@state.wy.us](mailto:lknap@state.wy.us).
- If you have any questions about the survey, please call Lisa Knapp or fax it to (307) 473-3834.
- Please mail the completed survey in the postage-paid envelope or fax it to ensure the results obtained are accurate and complete. **All information provided will remain strictly confidential.** Results will be presented in aggregate form so that no individual response will be identifiable in any published results.

Which of the following options describes the status of your Wyoming operations during the pay period that included May 12, 2006?

Operating: Continue with the survey.  
 Temporarily closed during this period: Please return the form to the address at the top of the page.  
 Permanently out of business: Please return the form to the address at the top of the page.

**Contact Information**

Contact Person: \_\_\_\_\_ Title: \_\_\_\_\_ Phone Number: \_\_\_\_\_  
(Contact information is needed in case clarification is needed about responses to the survey.)

Check here if you would like a complimentary printed copy of the results.  
 Check here if you would like an electronic copy of the results e-mailed to you.

E-mail address: \_\_\_\_\_

**Employment**

1. How many workers does your company currently employ in Wyoming? \_\_\_\_\_  
 If zero employees, please check here and return the survey form.

Based on your organization's classification of full-time and part-time:

2. How many employees are considered full-time? \_\_\_\_\_

3. How many employees are considered part-time? \_\_\_\_\_

a. How many hours must your employees work each week to be considered full-time? \_\_\_\_\_

4. Is the information provided in questions 1 through 3:  For Wyoming locations only.  
 For Wyoming and other locations (regional, nationwide, etc.).

**For your responses to be interpreted properly, please answer the remainder of the questions on the survey for the location(s) included in your answers to questions 1 through 3.**

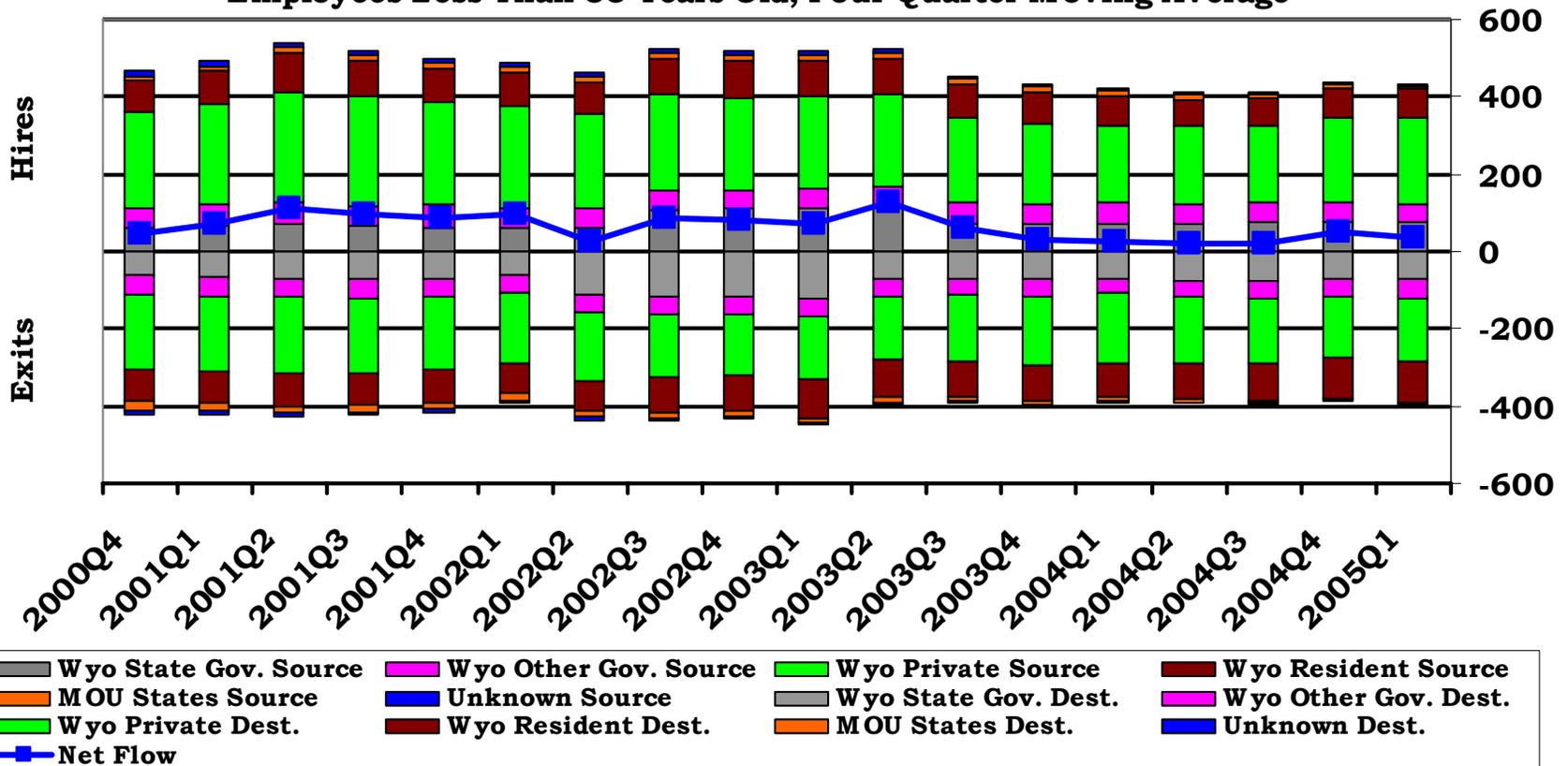
# Workforce Planning Study



Doug Leonard  
Senior Economist  
Wyoming Department of  
Employment  
Research & Planning  
PO Box 2760  
Casper, WY 82602  
(307) 473-3811  
dleona1@state.wy.us

# Labor flows: Workers <55 years old

Source of Hires and Destination of Exits for State Government Among Employees Less Than 55 Years Old, Four Quarter Moving Average



# What we found...

---



- Management or career advancement training most important to workers <44 years of age
- Occupations of concern...
- Employees were the least satisfied with compensation
- 70% of DOE employees leaving in 12 months are female and 58.9% have comparatively low wages

# What we found...



- Willingness to train other employees
- “More respect from management”
- “...speak our minds without fear of reprisal.”



# Labor Supply Issues

---



### Sources of Labor Supply for Wyoming

	New Labor – First-Time Employees		Employed Workers	
	Wyoming Domestic Supply	Non-Domestic Supply	Existing Resident Employees	Total
<b>1995</b>	12,480 4.4%	37,979 13.5%	231,032 82.1%	281,491 100.0%
<b>2000</b>	11,798 3.8%	42,245 13.7%	254,254 82.5%	308,297 100.0%
<b>2006<sup>(p)</sup></b>	8,913 2.5%	51,515 14.7%	291,173 82.8%	351,601 100.0%

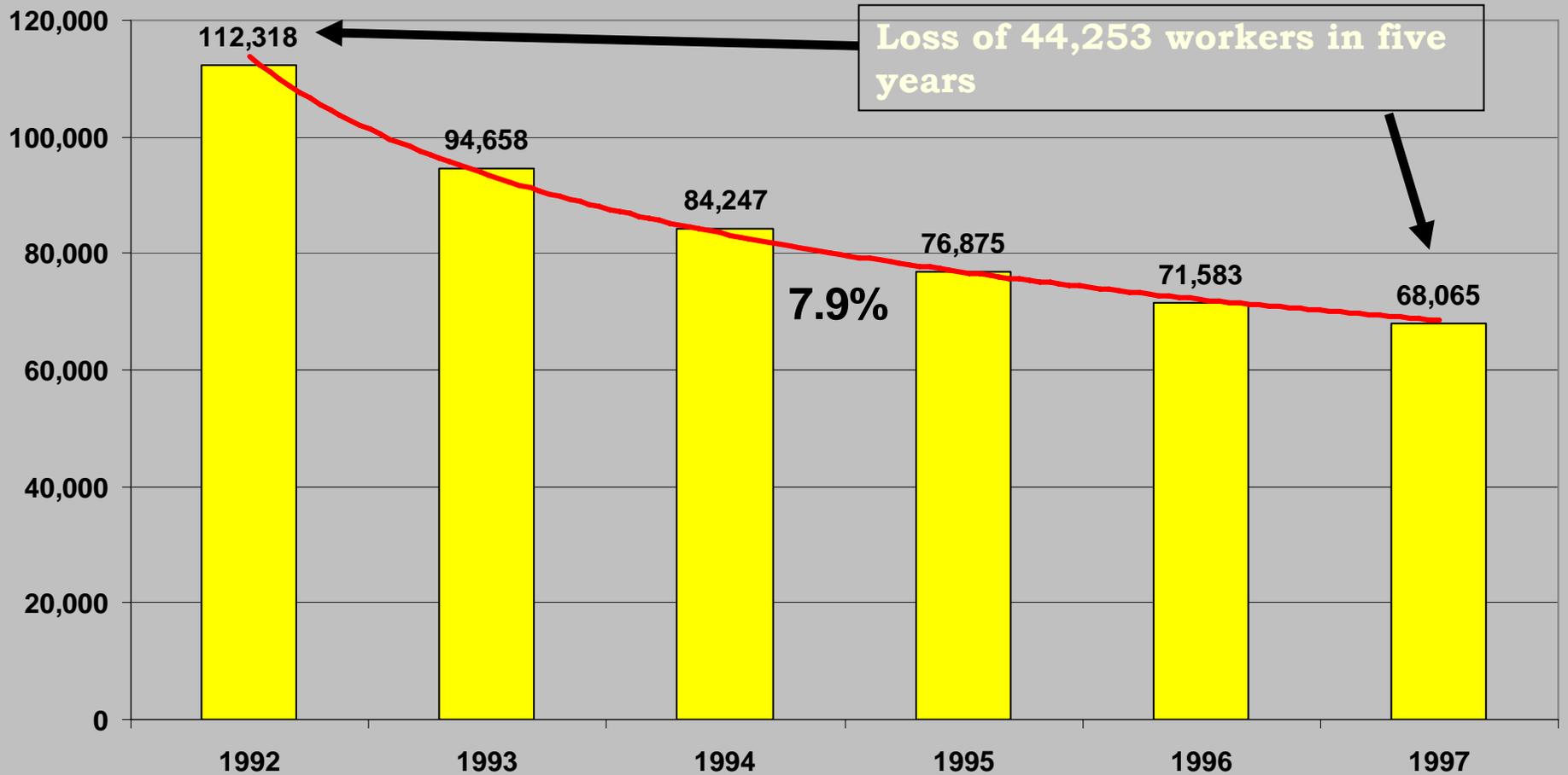
(p) Preliminary.

Source: S. Jones. 4/9/2007. R&P, Department of Employment

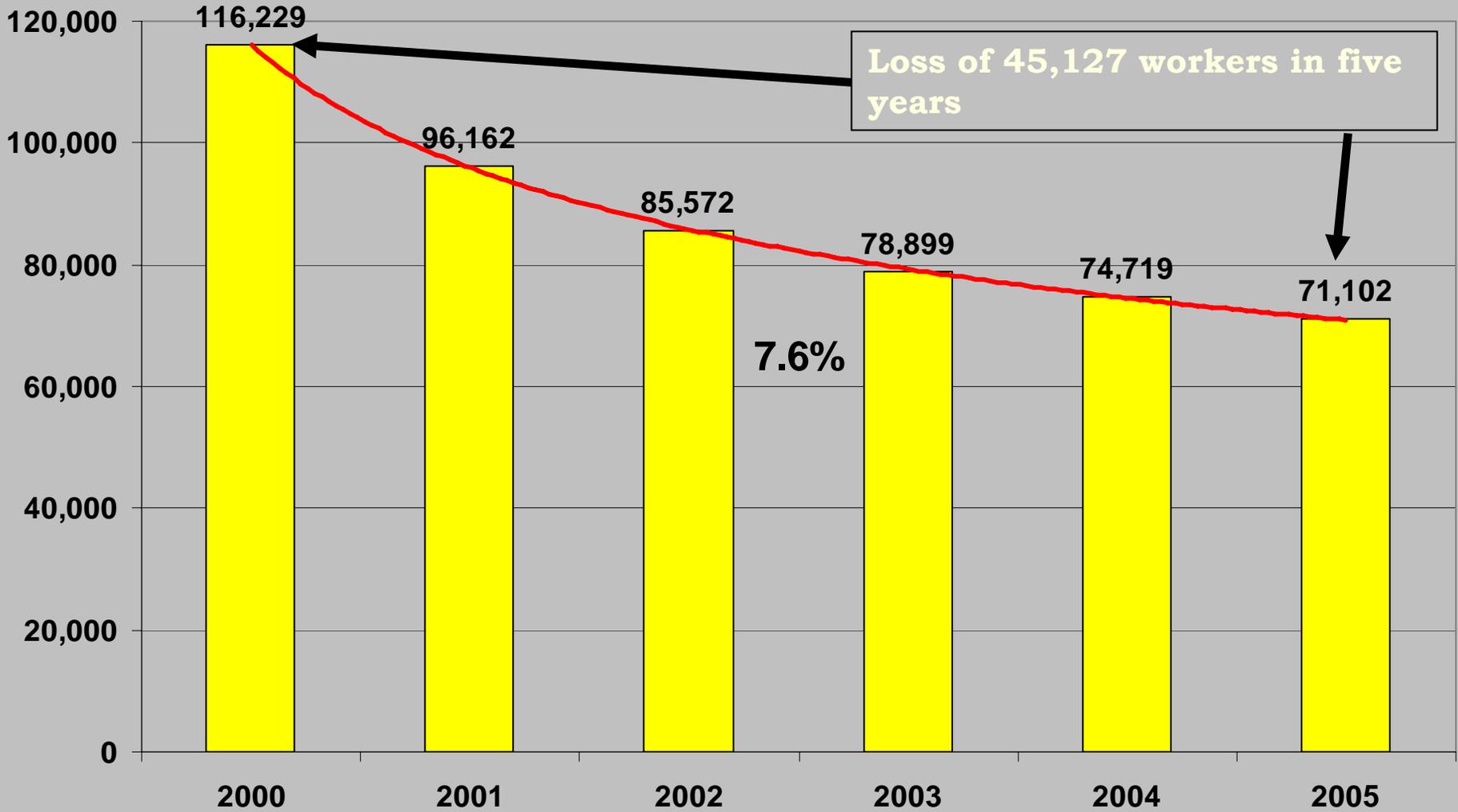
Table 4: Natrona County Labor Market Transaction Rates, 2006Q1

Industry		Exits			Hires			Continuous Employment	Total
		Exit Only	Both Hire and Exit	Total Exits	Hire Only	Both Hire and Exit	Total Hires		
		(E)	(B)	(E)+(B)	(H)	(B)	(H)+(B)	(C)	(E)+(H)+(C)+(B)
Agriculture, Forestry, Fishing, & Hunting	Transactions	9	2	11	19	2	21	93	123
	Rate %	7.3%	1.6%	8.9%	15.4%	1.6%	17.1%	75.6%	100.0%
Mining	Transactions	559	552	1,111	705	552	1,257	1,871	3,687
	Rate %	15.2%	15.0%	30.1%	19.1%	15.0%	34.1%	50.7%	100.0%
Construction	Transactions	286	256	542	401	256	657	1,834	2,777
	Rate %	10.3%	9.2%	19.5%	14.4%	9.2%	23.7%	66.0%	100.0%
Manufacturing	Transactions	231	102	333	238	102	340	1,198	1,769
	Rate %	13.1%	5.8%	18.8%	13.5%	5.8%	19.2%	67.7%	100.0%
<b>Goods Producing</b>	<b>Transactions</b>	<b>1,085</b>	<b>912</b>	<b>1,997</b>	<b>1,363</b>	<b>912</b>	<b>2,275</b>	<b>4,996</b>	<b>8,356</b>
	<b>Rate %</b>	<b>13.0%</b>	<b>10.9%</b>	<b>23.9%</b>	<b>16.3%</b>	<b>10.9%</b>	<b>27.2%</b>	<b>59.8%</b>	<b>100.0%</b>
Wholesale Trade, Transportation, Utilities, & Warehousing	Transactions	226	75	301	278	75	353	1,964	2,543
	Rate %	8.9%	2.9%	11.8%	10.9%	2.9%	13.9%	77.2%	100.0%
Retail Trade	Transactions	441	154	595	381	154	535	2,108	3,084
	Rate %	14.3%	5.0%	19.3%	12.4%	5.0%	17.3%	68.4%	100.0%
Information	Transactions	59	26	85	56	26	82	382	523
	Rate %	11.3%	5.0%	16.3%	10.7%	5.0%	15.7%	73.0%	100.0%
Financial Activities	Transactions	123	46	169	144	46	190	1,099	1,412
	Rate %	8.7%	3.3%	12.0%	10.2%	3.3%	13.5%	77.8%	100.0%
Professional & Business Services	Transactions	317	227	544	426	227	653	1,704	2,674
	Rate %	11.9%	8.5%	20.3%	15.9%	8.5%	24.4%	63.7%	100.0%
Educational Services	Transactions	93	107	200	172	107	279	2,690	3,062
	Rate %	3.0%	3.5%	6.5%	5.6%	3.5%	9.1%	87.9%	100.0%
Health Services	Transactions	360	117	477	415	117	532	3,542	4,434
	Rate %	8.1%	2.6%	10.8%	9.4%	2.6%	12.0%	79.9%	100.0%
Leisure & Hospitality	Transactions	506	458	964	628	458	1,086	1,624	3,216
	Rate %	15.7%	14.2%	30.0%	19.5%	14.2%	33.8%	50.5%	100.0%
Other Services	Transactions	149	92	241	231	92	323	1,022	1,494
	Rate %	10.0%	6.2%	16.1%	15.5%	6.2%	21.6%	68.4%	100.0%
Public Administration	Transactions	70	20	90	80	20	100	1,235	1,405
	Rate %	5.0%	1.4%	6.4%	5.7%	1.4%	7.1%	87.9%	100.0%
<b>Services Producing</b>	<b>Transactions</b>	<b>2,344</b>	<b>1,322</b>	<b>3,666</b>	<b>2,811</b>	<b>1,322</b>	<b>4,133</b>	<b>17,370</b>	<b>23,847</b>
	<b>Rate %</b>	<b>9.8%</b>	<b>5.5%</b>	<b>15.4%</b>	<b>11.8%</b>	<b>5.5%</b>	<b>17.3%</b>	<b>72.8%</b>	<b>100.0%</b>
Unclassified	Transactions	0	0	0	0	0	0	0	0
	Rate %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>All Industries</b>	<b>Transactions</b>	<b>3,429</b>	<b>2,234</b>	<b>5,663</b>	<b>4,174</b>	<b>2,234</b>	<b>6,408</b>	<b>22,366</b>	<b>32,203</b>
	<b>Rate %</b>	<b>10.6%</b>	<b>6.9%</b>	<b>17.6%</b>	<b>13.0%</b>	<b>6.9%</b>	<b>19.9%</b>	<b>69.5%</b>	<b>100.0%</b>

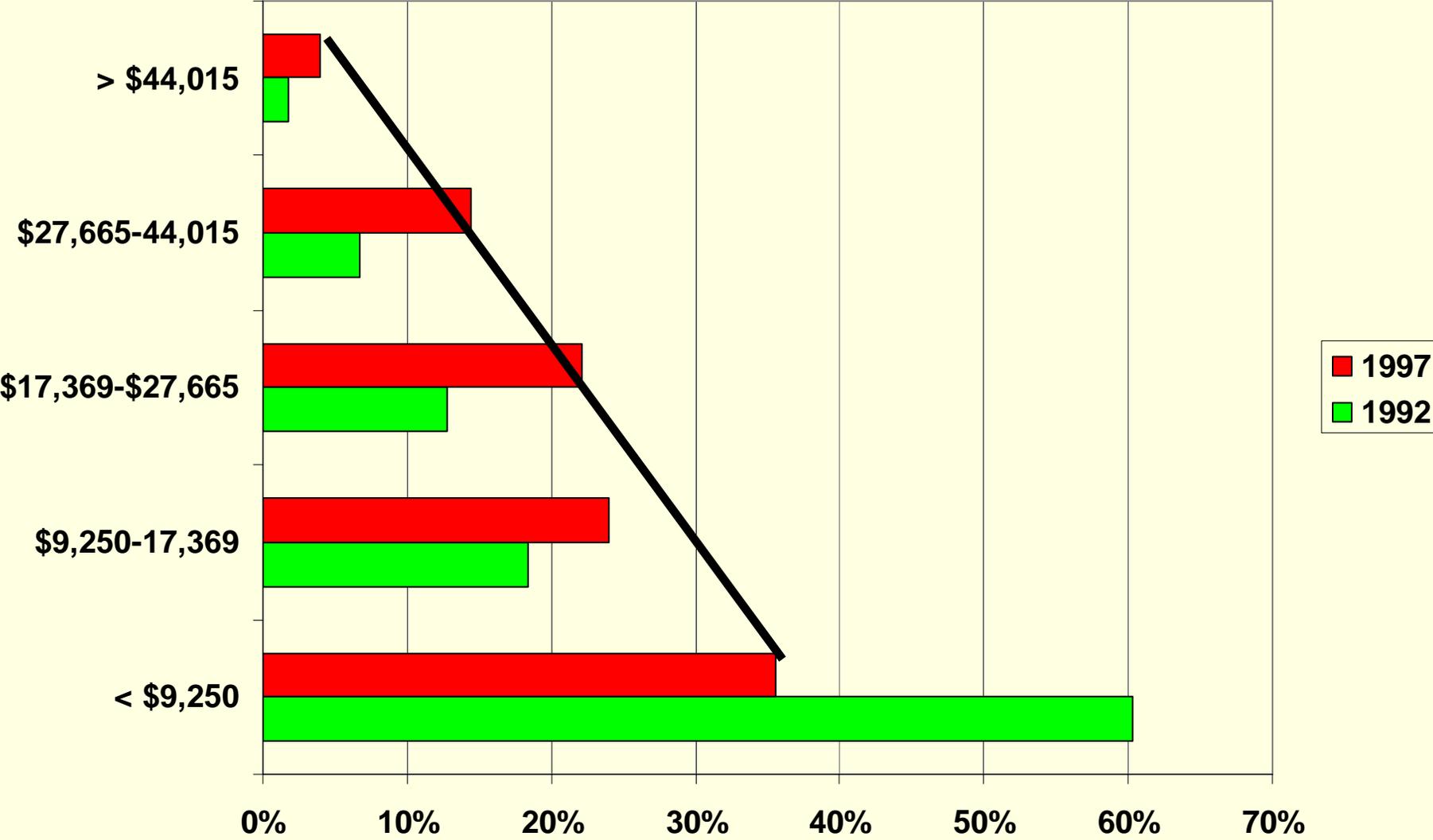
## Number of 1992 Worker Cohort Age 16-34 Still Working in Wyoming



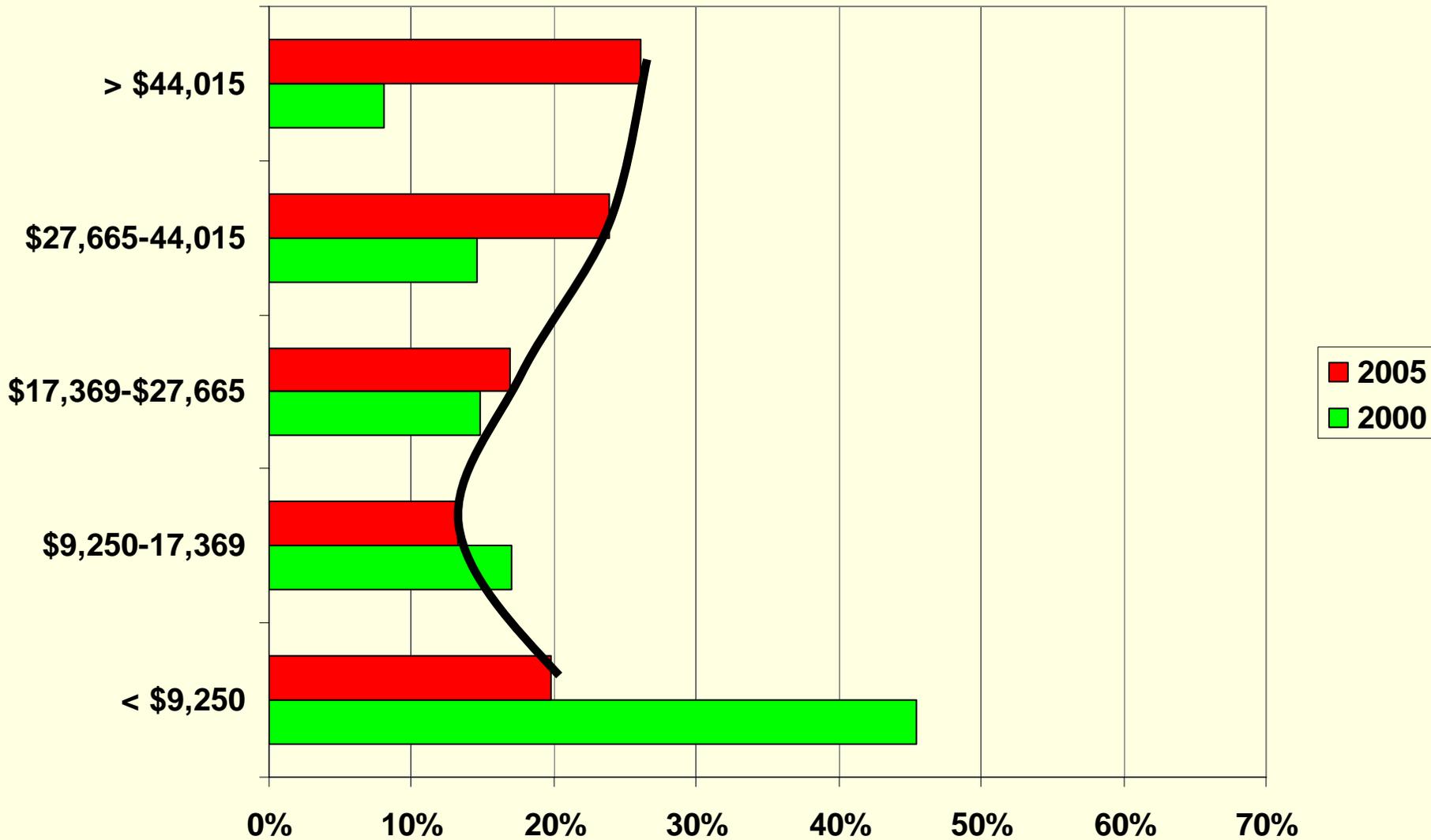
# Number of 2000 Worker Cohort Age 16-34 Still Working in Wyoming



# Wage Distribution of Women in Wyoming's Work Force, 1992 Cohort



# Wage Distribution of Men in Wyoming's Work Force, 2000 Cohort



# Wage Distribution of Women in Wyoming's Work Force, 2000 Cohort

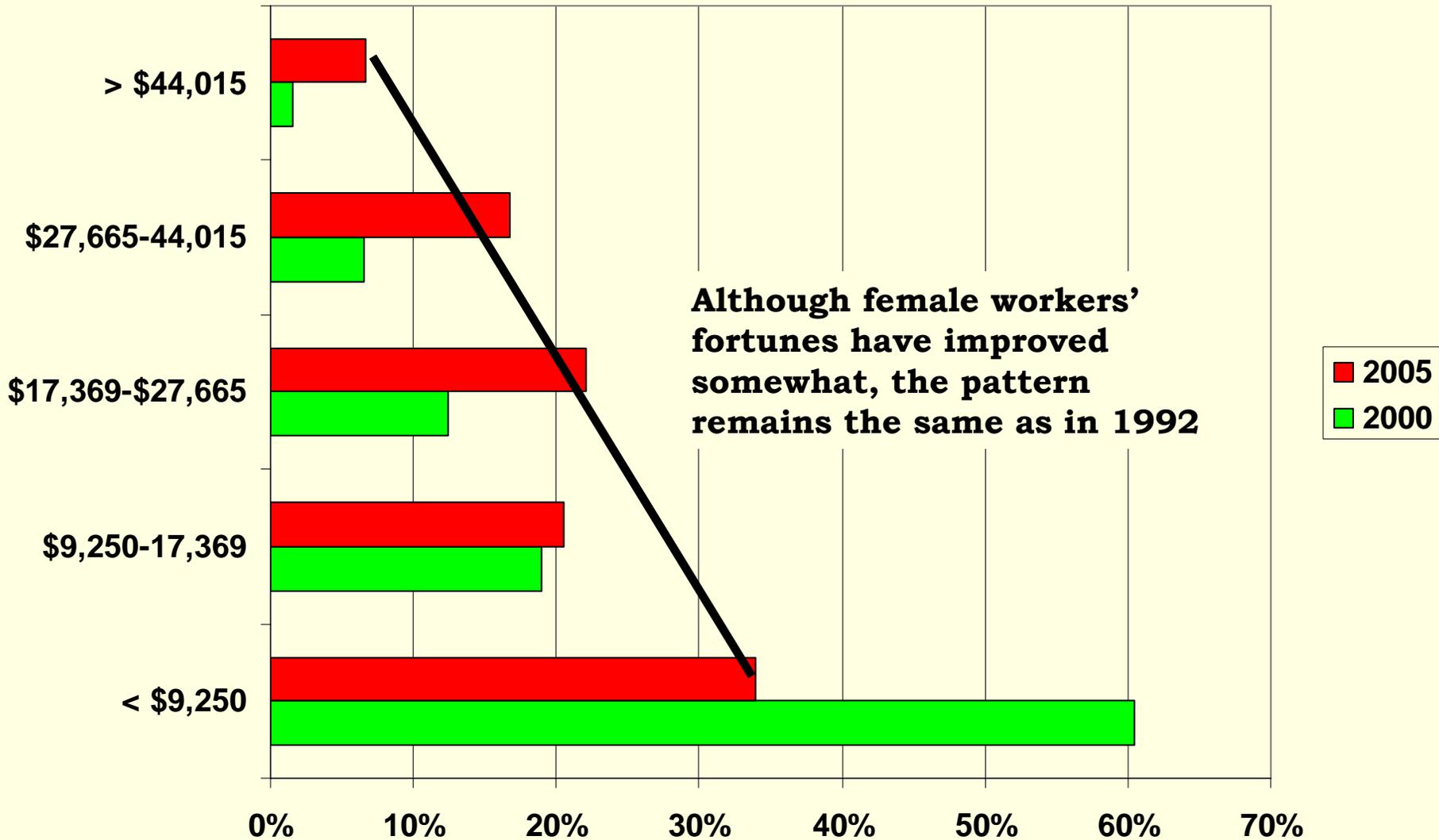


Table: Distribution of Wyoming Workers by Age and Gender 2004-2006

		2004			2006			2004-2006		
Gender	Age Group	Number	Age %	Gender %	Number	Age %	Gender %	Numeric Change	Percent Change	Gender %
<b>Women</b>	Under 20	12,317	9.5		11,372	8.8		-945	-7.7	
	20-24	16,008	12.3		14,670	11.4		-1,338	-8.4	
	25-34	25,086	19.3		24,859	19.3		-227	-0.9	
	35-44	26,729	20.6		24,966	19.4		-1,763	-6.6	
	45-54	30,140	23.2		30,642	23.8		502	1.7	
	55-64	15,163	11.7		17,266	13.4		2,103	13.9	
	65+	4,301	3.3		4,834	3.8		533	12.4	
	Unknown	106	0.1		61	0.0		-45	-42.5	
	<b>Total</b>	<b>129,850</b>	<b>100.0</b>	<b>40.0</b>	<b>128,670</b>	<b>100.0</b>	<b>36.6</b>	<b>-1,180</b>	<b>-0.9</b>	<b>-4.4</b>
<b>Men</b>	Under 20	12,636	8.7		11,755	8.0		-881	-7.0	
	20-24	17,744	12.2		16,669	11.4		-1,075	-6.1	
	25-34	30,987	21.2		30,692	21.0		-295	-1.0	
	35-44	29,363	20.1		28,447	19.4		-916	-3.1	
	45-54	32,397	22.2		32,962	22.5		565	1.7	
	55-64	17,313	11.9		19,706	13.5		2,393	13.8	
	65+	5,351	3.7		6,050	4.1		699	13.1	
	Unknown	99	0.1		64	0.0		-35	-35.4	
	<b>Total</b>	<b>145,890</b>	<b>100.0</b>	<b>45.0</b>	<b>146,345</b>	<b>100.0</b>	<b>41.6</b>	<b>455</b>	<b>0.3</b>	<b>1.7</b>
<b>~Nonresidents Total</b>	<b>48,767</b>	<b>100.0</b>	<b>15.0</b>	<b>76,586</b>	<b>100.0</b>	<b>21.8</b>	<b>27,819</b>	<b>57.0</b>	<b>102.7</b>	
<b>Total</b>	Under 20	24,953	7.7		23,127	6.6		-1,826	-7.3	
	20-24	33,752	10.4		31,339	8.9		-2,413	-7.1	
	25-34	56,073	17.3		55,551	15.8		-522	-0.9	
	35-44	56,092	17.3		53,413	15.2		-2,679	-4.8	
	45-54	62,537	19.3		63,604	18.1		1,067	1.7	
	55-64	32,476	10.0		36,972	10.5		4,496	13.8	
	65+	9,652	3.0		10,884	3.1		1,232	12.8	
	Unknown	48,972	15.1		76,711	21.8		27,739	56.6	
	<b>Total</b>	<b>324,507</b>	<b>100.0</b>	<b>100.0</b>	<b>351,601</b>	<b>100.0</b>	<b>100.0</b>	<b>27,094</b>	<b>8.3</b>	<b>100.0</b>

Note: Persons working at any time during the year.

Nonresidents represent segment of the population without known demographics.

Unknown age are those with a birthdates less than 12 years prior to the year of work.

Prepared by S. Jones, Wyoming Department of Employment, Research & Planning May 17, 2007

Table : Change in Average Wages by Age and Gender 2004-2006

		2004	2006	2004-2006	
Gender	Age Group	Average Wage \$	Average Wage \$	Numeric Change	Percent Change
<b>Women</b>	Under 20	3,636	4,354	718	19.7
	20-24	9,199	10,999	1,800	19.6
	25-34	16,877	19,460	2,582	15.3
	35-44	21,865	25,200	3,334	15.2
	45-54	25,538	28,681	3,142	12.3
	55-64	22,926	26,628	3,702	16.1
	65+	11,605	13,710	2,105	18.1
	Unknown	17,644	22,831	5,187	29.4
	<b>Total</b>	<b>18,244</b>	<b>21,217</b>	<b>2,973</b>	<b>16.3</b>
<b>Men</b>	Under 20	4,461	5,743	1,282	28.7
	20-24	14,522	19,743	5,221	35.9
	25-34	27,523	34,744	7,221	26.2
	35-44	38,085	44,573	6,488	17.0
	45-54	45,858	52,427	6,569	14.3
	55-64	43,540	50,366	6,826	15.7
	65+	21,486	27,293	5,807	27.0
	Unknown	15,176	30,175	14,999	98.8
	<b>Total</b>	<b>31,813</b>	<b>38,393</b>	<b>6,580</b>	<b>20.7</b>
<b>~Nonresidents Total</b>	<b>7,788</b>	<b>12,533</b>	<b>4,745</b>	<b>60.9</b>	
<b>Total</b>	Under 20	4,054	5,060	1,006	24.8
	20-24	11,997	15,650	3,652	30.4
	25-34	22,760	27,904	5,144	22.6
	35-44	30,356	35,518	5,162	17.0
	45-54	36,065	40,987	4,922	13.6
	55-64	33,915	39,280	5,365	15.8
	65+	17,083	21,260	4,177	24.5
	Unknown	7,824	12,556	4,732	60.5
	<b>Total</b>	<b>22,773</b>	<b>26,475</b>	<b>3,702</b>	<b>16.3</b>

Note: Persons working at any time during the year.

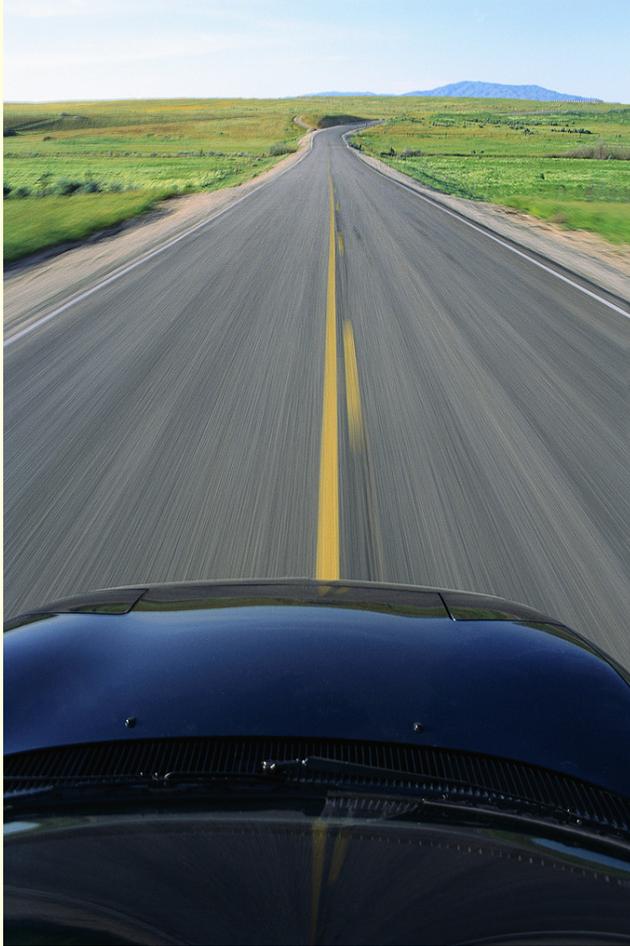
Nonresidents represent segment of the population without known demographics.

Unknown age are those with a birthdates less than 12 years prior to the year of work.

Prepared by S. Jones, Wyoming Department of Employment, Research & Planning May 17, 2007

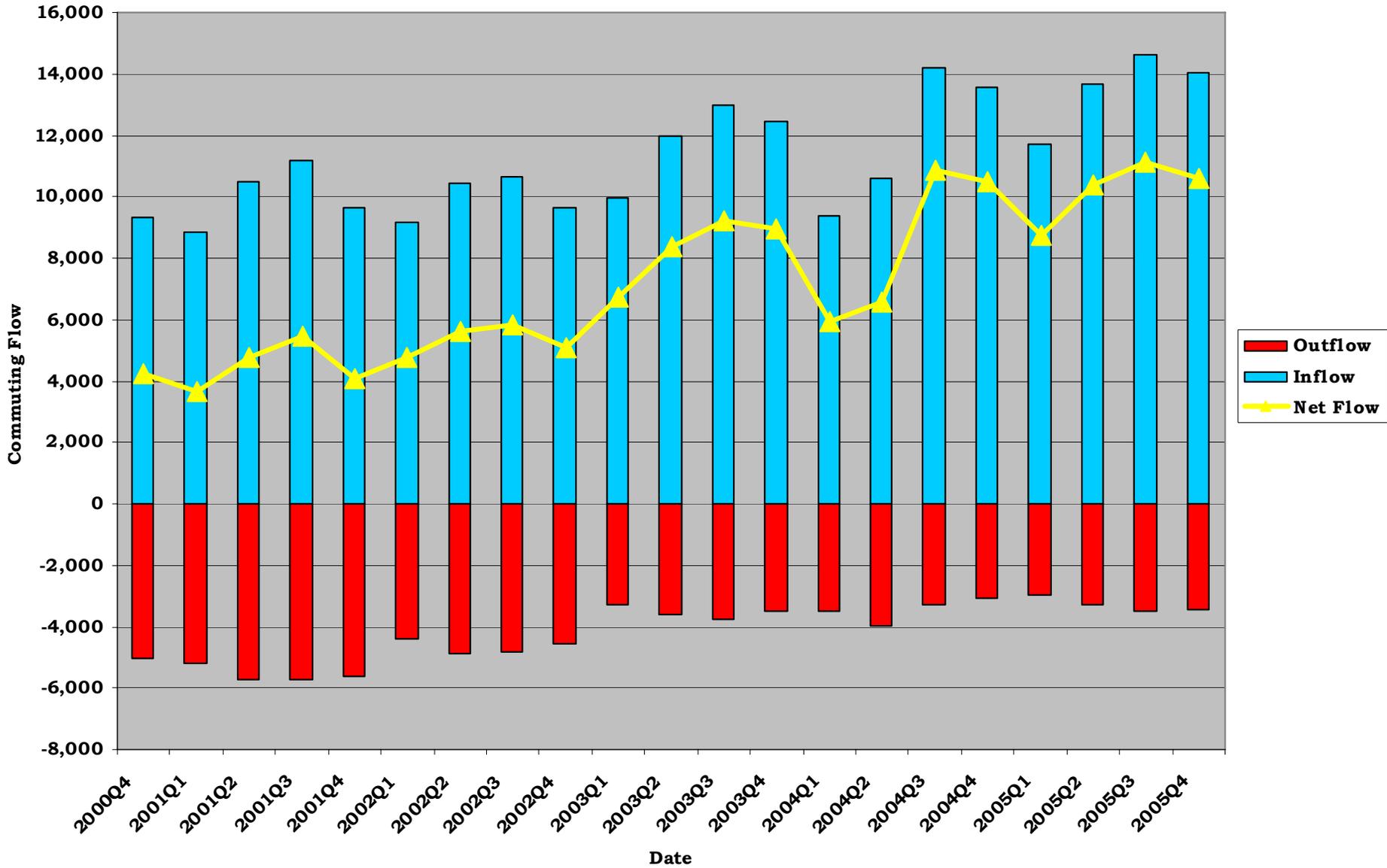
# Commuting Patterns

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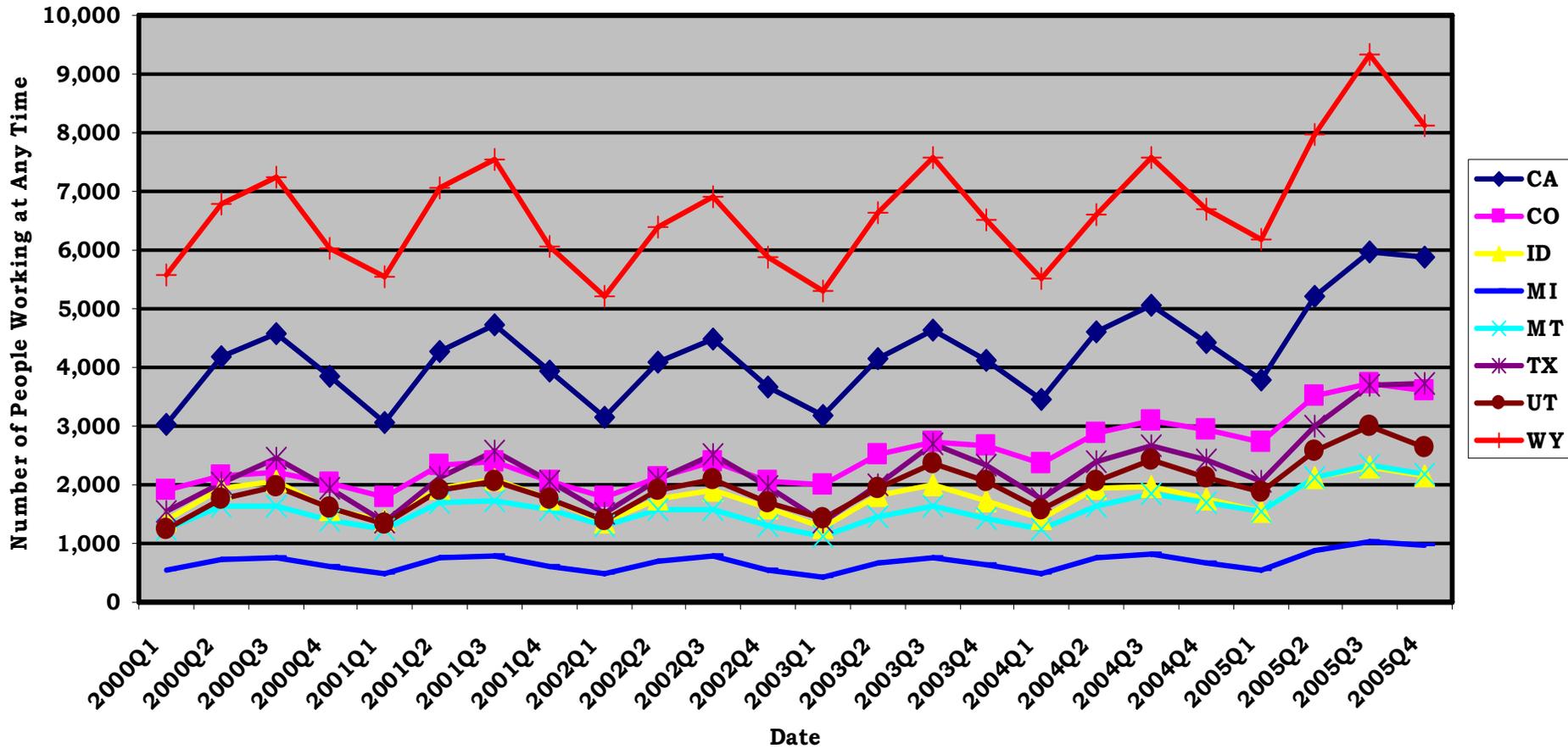
- Affect locality of consumption for :
  - Goods
  - Services
- Can be a predictor of relocation

Figure: Natrona County Commuting Flows, 2000Q4-2005Q4



# Imported Labor

Statewide Inflowing Commuters Holding Out of State Driver Licenses by State of Origin



## Outmigration from Wyoming 2004-2005: Internal Revenue Service Data

			<i>NUMBER OF RETURNS</i>	<i>NUMBER OF EXEMPTIONS</i>	<i>AGGREGATE ADJUSTED GROSS INCOME</i>	<i>MEDIAN ADJUSTED GROSS INCOME</i>
<b>TO:</b>						
96	WY	WY Total Mig - US & For	<b>11,409</b>	<b>21,644</b>	<b>\$402,656</b>	<b>\$20,418</b>
97	WY	WY Total Mig - US	<b>11,158</b>	<b>21,206</b>	<b>\$395,838</b>	<b>\$20,482</b>
98	WY	WY Total Mig - Foreign	<b>251</b>	<b>438</b>	<b>\$6,818</b>	<b>\$19,166</b>
56	WY	WY Non-Migrants	<b>182,848</b>	<b>396,564</b>	<b>\$9,759,775</b>	<b>\$33,184</b>
8	CO	COLORADO	<b>1,789</b>	<b>3,323</b>	<b>\$65,141</b>	<b>\$21,030</b>
30	MT	MONTANA	<b>816</b>	<b>1,519</b>	<b>\$25,299</b>	<b>\$18,974</b>
49	UT	UTAH	<b>782</b>	<b>1,695</b>	<b>\$30,048</b>	<b>\$19,334</b>
6	CA	CALIFORNIA	<b>633</b>	<b>1,084</b>	<b>\$20,251</b>	<b>\$19,642</b>
48	TX	TEXAS	<b>614</b>	<b>1,318</b>	<b>\$29,111</b>	<b>\$24,090</b>
4	AZ	ARIZONA	<b>583</b>	<b>1,030</b>	<b>\$20,261</b>	<b>\$21,076</b>
16	ID	IDAHO	<b>555</b>	<b>1,150</b>	<b>\$20,097</b>	<b>\$22,605</b>
53	WA	WASHINGTON	<b>402</b>	<b>731</b>	<b>\$14,012</b>	<b>\$19,396</b>
31	NE	NEBRASKA	<b>382</b>	<b>724</b>	<b>\$12,032</b>	<b>\$19,068</b>
46	SD	SOUTH DAKOTA	<b>382</b>	<b>725</b>	<b>\$11,881</b>	<b>\$19,099</b>
32	NV	NEVADA	<b>321</b>	<b>585</b>	<b>\$14,345</b>	<b>\$24,443</b>
12	FL	FLORIDA	<b>313</b>	<b>551</b>	<b>\$11,911</b>	<b>\$20,529</b>
41	OR	OREGON	<b>294</b>	<b>530</b>	<b>\$8,704</b>	<b>\$17,820</b>
57	FR	Foreign	<b>251</b>	<b>438</b>	<b>\$6,818</b>	<b>\$19,166</b>
35	NM	NEW MEXICO	<b>224</b>	<b>449</b>	<b>\$8,428</b>	<b>\$26,666</b>
29	MO	MISSOURI	<b>175</b>	<b>317</b>	<b>\$4,831</b>	<b>\$15,475</b>

# Nursing Study

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## SUPPLY

- ◇ Aging and retiring Nurse Educators
- ◇ Fewer young nurses becoming Nurse Educators
- ◇ More applicants than open positions in nursing schools
- ◇ Greater professional opportunities for women

## DEMAND

- ◇ Aging population
- ◇ Increasing life expectancy
- ◇ Increasing numbers of chronic illness
- ◇ Many rural hospitals in Wyoming

# Nursing Shortage affected by:

## RETENTION

- ◇ Workplace satisfaction
- ◇ Wages and benefits
- ◇ Staff levels and workplace stress
- ◇ Workplace injuries
- ◇ Overtime
- ◇ Staff to patient ratios

## Healthcare Professionals with Active Licenses by Place of Work, 2006Q3

### Ambulatory Care

RN = 656  
 LPN = 160  
 CNA = 384  
 Total = 1,200

### Hospitals

RN = 2,199  
 LPN = 329  
 CNA = 1,382  
 Total = 3,910

### Long-Term Care

RN = 288  
 LPN = 242  
 CNA = 1,139  
 Total = 1,669

### Higher Education (Community Colleges & UW)

RN = 108  
 LPN = 6  
 CNA = 11  
 Total = 125

### State Government

RN = 192  
 LPN = 32  
 CNA = 317  
 Total = 541

### Local Education

RN = 144  
 LPN = 8  
 CNA = 56  
 Total = 208

### Local Government

RN=107  
 LPN = 16  
 CNA = 104  
 Total = 227

### Other Private Sector

RN = 282  
 LPN = 78  
 CNA = 984  
 Total = 1,344

Source: Wyoming Wage Records Database, Wyoming Employer Master File and Wyoming State Board of Nursing Registration Files

**Table: Occupational Staffing Levels for the U.S. and WY, Hospitals (NAICS 622), May 2005**

<b>Occupation (SOC Code)</b>	<b>U.S. Jobs</b>	<b>Column Percent</b>	<b>U.S. Hourly Mean Wage</b>	<b>Wyoming Jobs</b>	<b>Column Percent</b>	<b>WY Hourly Mean Wage</b>	<b>WY Wage Ratio</b>
Management (11)	180,990	3.4%	\$39.25	505	5.6%	\$33.91	86.4%
Business and Financial Operations (13)	85,730	1.6%	\$24.05	103	1.1%	\$21.71	90.3%
Computer and Mathematical (15)	47,550	0.9%	\$27.12	52	0.6%	\$19.76	72.9%
Architecture and Engineering (17)	4,680	0.1%	\$26.76	ND	ND	ND	ND
Life, Physical, and Social Science (19)	30,390	0.6%	\$28.07	40	0.4%	\$24.60	87.6%
Community and Social Services (21)	125,570	2.4%	\$20.21	150	1.7%	\$20.11	99.5%
Legal Occupations(230000)	1,020	0.0%	\$39.85	ND	ND	ND	ND
Education, Training, and Library (25)	25,130	0.5%	\$25.52	12	0.1%	\$20.55	80.5%
Arts, Design, Entertain., Sports, and Media (27)	9,200	0.2%	\$20.34	ND	ND	ND	ND
<b>Healthcare Practitioner and Technical (29)</b>	<b>2,701,560</b>	<b>51.5%</b>	<b>\$25.99</b>	<b>3,836</b>	<b>42.7%</b>	<b>\$23.03</b>	<b>88.6%</b>
<i>Registered Nurses (291111)</i>	<i>1,424,860</i>	<i>27.2%</i>	<i>\$27.76</i>	<i>2,065</i>	<i>23.0%</i>	<i>\$23.44</i>	<i>84.4%</i>
<i>LPN/LVN (292061)</i>	<i>187,420</i>	<i>3.6%</i>	<i>\$16.70</i>	<i>211</i>	<i>2.4%</i>	<i>\$15.32</i>	<i>91.7%</i>
<b>Healthcare Support (31)</b>	<b>690,930</b>	<b>13.2%</b>	<b>\$11.98</b>	<b>1,727</b>	<b>19.2%</b>	<b>\$11.03</b>	<b>92.1%</b>
<i>Home Health Aides (311011)</i>	<i>18,470</i>	<i>0.4%</i>	<i>\$10.88</i>	<i>32</i>	<i>0.4%</i>	<i>\$9.93</i>	<i>91.3%</i>
<i>Nurse Aide, Orderlies, and Attend.(311012)</i>	<i>403,500</i>	<i>7.7%</i>	<i>\$11.09</i>	<i>1,264</i>	<i>14.1%</i>	<i>\$10.06</i>	<i>90.7%</i>
Protective Service (33)	46,150	0.9%	\$13.92	85	0.9%	\$12.23	87.9%
Food Prep and Serving(35)	152,340	2.9%	\$10.46	436	4.9%	\$9.16	87.6%
Building and Grounds Cleaning and Maint.(37)	194,880	3.7%	\$10.34	445	5.0%	\$9.91	95.8%
Personal Care and Service (39)	24,470	0.5%	\$11.68	138	1.5%	\$12.13	103.9%
Sales and Related (41)	12,150	0.2%	\$13.37	ND	ND	ND	ND
Office and Administrative Support(43)	797,590	15.2%	\$13.74	1,127	12.5%	\$11.97	87.1%
Construction and Extraction(47)	15,060	0.3%	\$21.94	ND	0.1%	\$15.69	71.5%
Installation, Maint., and Repair (49)	55,780	1.1%	\$17.24	132	1.5%	\$15.95	92.5%
Production (51)	28,510	0.5%	\$14.47	80	0.9%	\$9.89	68.3%
Transportation and Material Moving (53)	16,940	0.3%	\$12.40	ND	ND	ND	ND
<b>Total, all Occupations</b>	<b>5,246,630</b>	<b>100.0%</b>	<b>\$21.10</b>	<b>8,980</b>	<b>98.4%</b>	<b>\$17.84</b>	<b>84.5%</b>

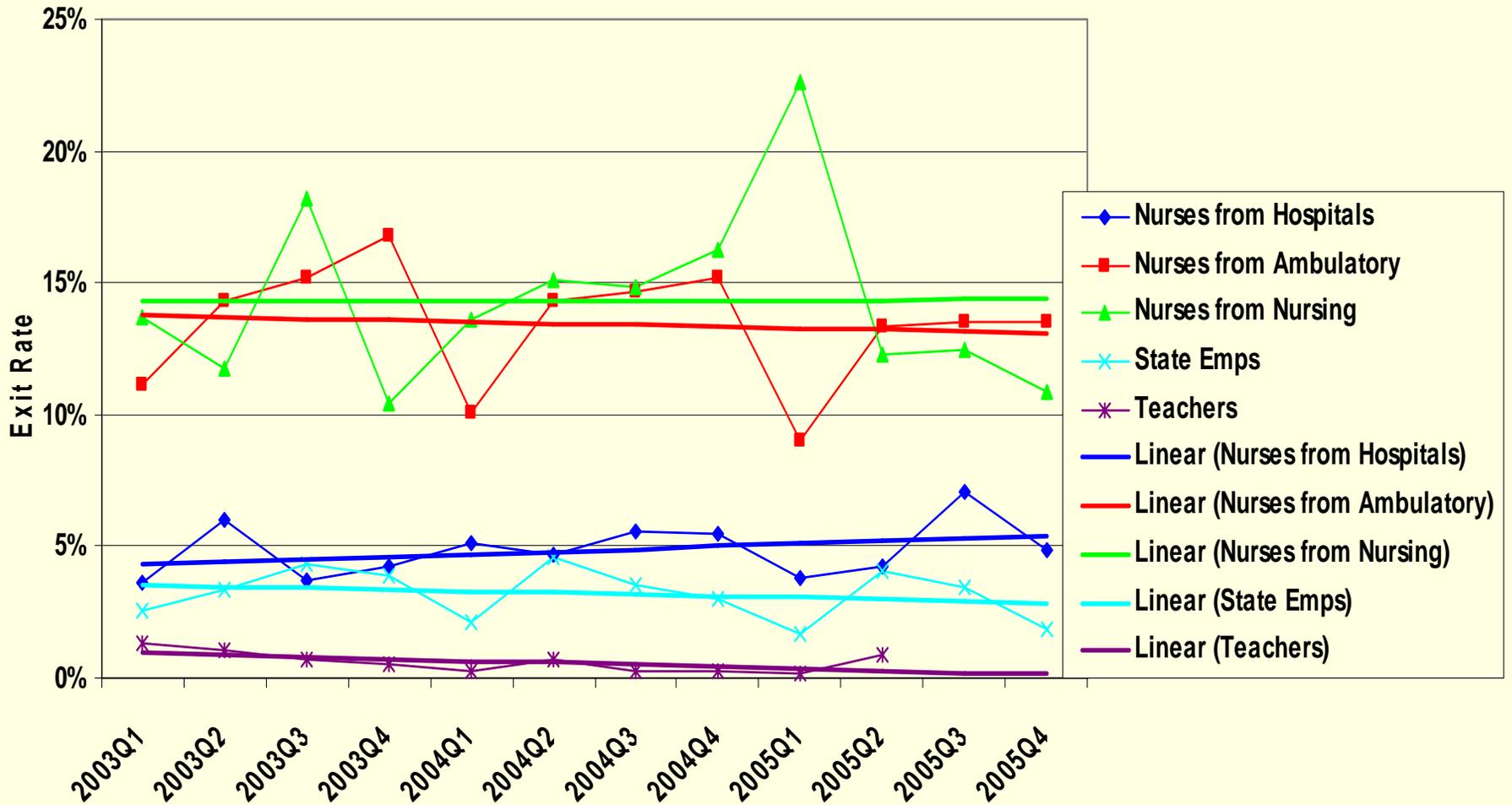
ND: No data available

**Table: Occupational Staffing Levels for South Dakota. and Wyoming, Hospitals (NAICS 622), May 2005**

<b>Occupation</b>	<b>South Dakota Employment</b>	<b>Column Percent</b>	<b>SD Hourly Mean Wage</b>	<b>Wyoming Employment</b>	<b>Column Percent</b>	<b>WY Hourly Mean Wage</b>
Management (11)	467	2.4%	\$40.01	505	5.6%	\$33.91
Business and Financial Operations (13)	338	1.7%	\$21.99	103	1.1%	\$21.71
Computer and Mathematical (15)	246	1.3%	\$23.69	52	0.6%	\$19.76
Architecture and Engineering (17)	ND	ND	ND	ND	ND	ND
Life, Physical, and Social Science (19)	35	0.2%	\$32.74	40	0.4%	\$24.60
Community and Social Services (21)	406	2.1%	\$19.12	150	1.7%	\$20.11
Legal (23)	ND	ND	ND	ND	ND	ND
Education, Training, and Library (25)	ND	ND	ND	ND	ND	ND
Arts, Design, Entertainment, Sports, and Media (27)	65	0.3%	\$19.52	ND	ND	ND
<b>Healthcare Practitioners and Technical (29)</b>	<b>9,524</b>	<b>49.1%</b>	<b>\$23.32</b>	<b>3,836</b>	<b>42.7%</b>	<b>\$23.03</b>
<i>Registered Nurses (29-1111)</i>	<b>5,304</b>	<b>27.4%</b>	<b>\$24.43</b>	<b>2,065</b>	<b>23.0%</b>	<b>\$23.44</b>
<i>LPN/LVN (29-2061)</i>	<b>496</b>	<b>2.6%</b>	<b>\$14.11</b>	<b>211</b>	<b>2.4%</b>	<b>\$15.32</b>
<b>Healthcare Support (31)</b>	<b>2,982</b>	<b>15.4%</b>	<b>\$10.41</b>	<b>1,727</b>	<b>19.2%</b>	<b>\$11.03</b>
<i>Home Health Aides (31-1011)</i>	<b>112</b>	<b>0.6%</b>	<b>\$9.35</b>	<b>32</b>	<b>0.4%</b>	<b>\$9.93</b>
<i>Nurse Aides, Orderlies, and Attend. (31-1012)</i>	<b>1,998</b>	<b>10.3%</b>	<b>\$9.78</b>	<b>1,264</b>	<b>14.1%</b>	<b>\$10.06</b>
Protective Service (33)	85	0.4%	\$12.92	85	0.9%	\$12.23
Food Preparation and Serving Related (35)	886	4.6%	\$9.51	436	4.9%	\$9.16
Building and Grounds Cleaning and Maint. (37)	888	4.6%	\$9.87	445	5.0%	\$9.91
Personal Care and Service (39)	397	2.0%	\$10.54	138	1.5%	\$12.13
Sales and Related (41)	ND	ND	ND	ND	ND	ND
Office and Administrative Support (43)	2,336	12.1%	\$11.96	1,127	12.5%	\$11.97
Construction and Extraction (47)	33	0.2%	\$19.26	12	0.1%	\$22.44
Installation, Maintenance, and Repair (49)	263	1.4%	\$16.84	132	1.5%	\$15.95
Production (51)	198	1.0%	\$11.09	80	0.9%	\$9.89
Transportation and Material Moving (53)	142	0.7%	\$13.13	ND	ND	ND
<b>Total, All Occupations</b>	<b>19,377</b>	<b>99.6%</b>	<b>\$18.45</b>	<b>8,980</b>	<b>98.8%</b>	<b>\$17.84</b>

ND: No data available

Figure: Exit Rates for Female Nurses, State Employees, and Teachers in Wyoming



Restricted to Nurse exits from Hospitals (NAICS 622), Nurse exits from Ambulatory Health Care (NAICS 621), Nurse exits from Nursing and Residential Care Facilities (NAICS 623), State Employee exits from State Government (State Gov. Ownership), and Teacher exits from Schools (NAICS 611110). Nurses are registered RNs as per the Wyoming State Board of Nursing. Teachers are designated with a job category of "Teacher" in the Wyoming Department of Education's education staff file. Wyoming State employees included here have an associated Bureau of Labor Statistics educational and experience category of Associate's degree or higher.

# Worker's Compensation Claims

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# Wyoming Worker's Comp, 2004

## Total Claims

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- Total Claims in 2004: 16,165
- Registered Nurses: 331
- Licensed Practical and Licensed Vocational Nurses: 69
- Nurse Aides, Orderlies, and Attendants: 431
- Number of Claims for Three Occupations: 831
- Claims for Three Occupations as a Percent of Total Claims: 5.1%

# In Summary....

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# Scouting For Potential Labor



In-state

Out-of-state

# Out-of-state



See what's  
out there  
before you  
take aim

# How do we keep the employees we have now?

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# Make an investment

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- Compensation package
- Training
- Longevity incentives

# Use LMI to find your trophy employee!

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