



# Wyoming's Labor Market: A Brief Overview

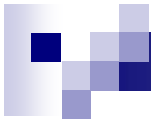
Doug Leonard, Principal Economist  
Wyoming Department of Workforce Services, Research & Planning  
[Doug.leonard@wyo.gov](mailto:Doug.leonard@wyo.gov)  
(307) 473-3811

White House Business Council Roundtable, Casper, WY, June 24,  
2011



# Outline

- Introduction
  - Who is Research & Planning
  - Recent history
- Long-term employment trends
- Labor force dynamics
- The unemployed
- New hires



# Who is Research & Planning

- R&P is a separate, exclusively statistical entity.
- R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards.
- LMI makes the labor market more efficient by the public and the public's representatives with the basis for informed decision making.

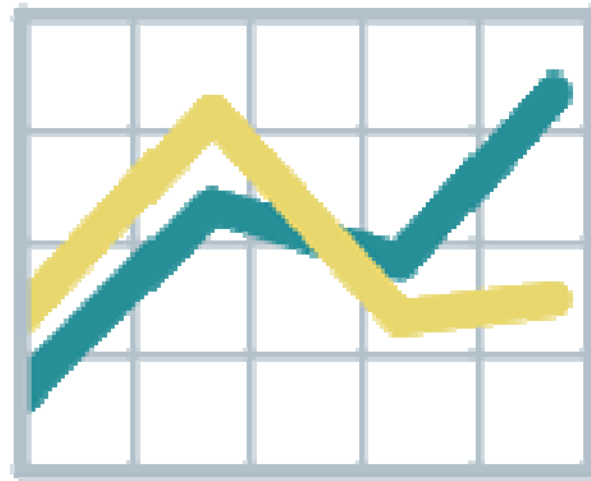


# Wyoming's Labor Market: What Happened?

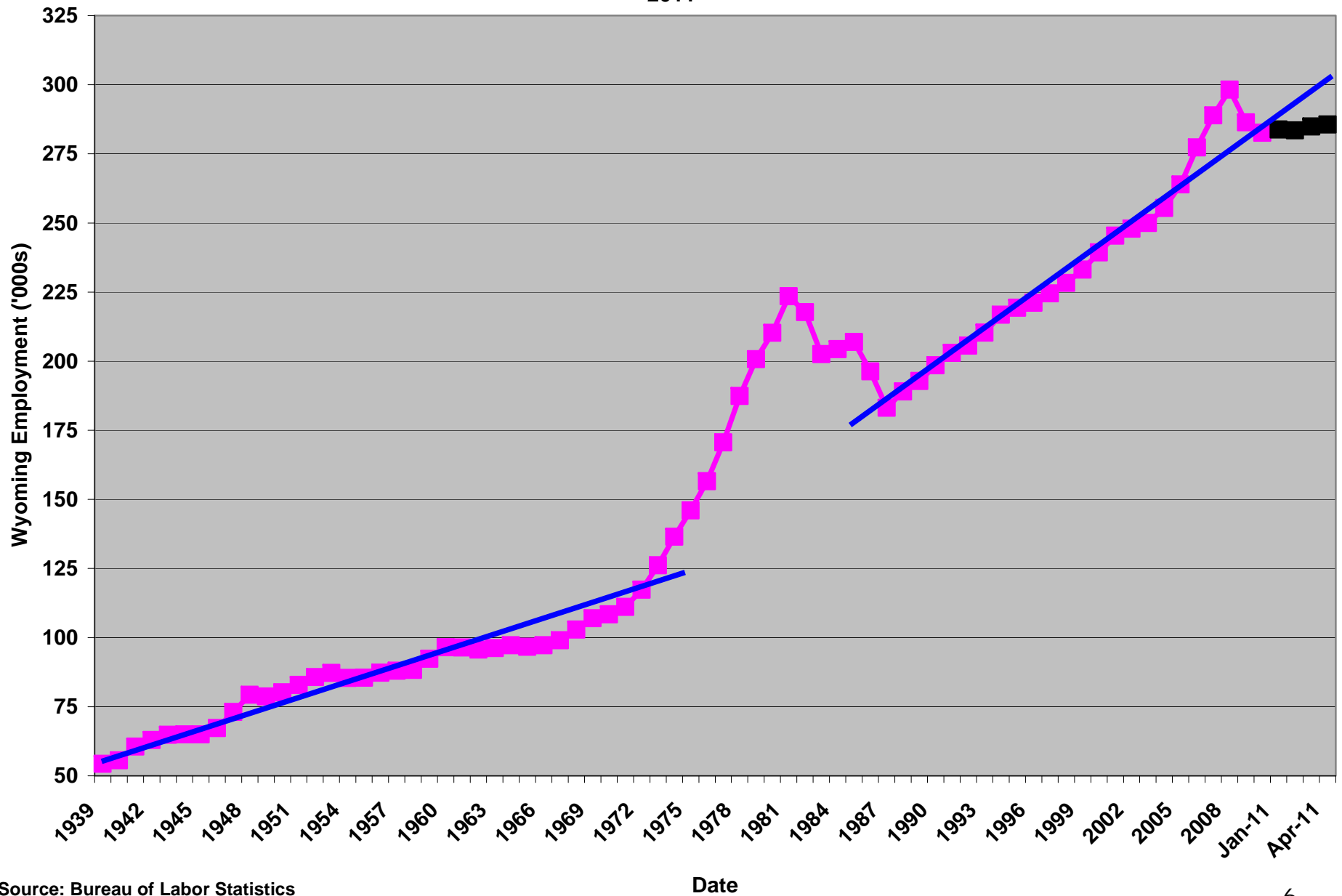
- Wyoming lost 20,600 jobs from December 2008 to December 2009 (-9.4%)
- Wyoming gained 4,000 jobs from December 2009 to December 2010 (+1.4%)
- Unemployment Insurance benefit payments reached a record high in 2009
- The average annual wage for men decreased in 2009
- Many of those who lost jobs in 2009 remained unemployed through the second quarter of 2010



# Historic Employment Trends

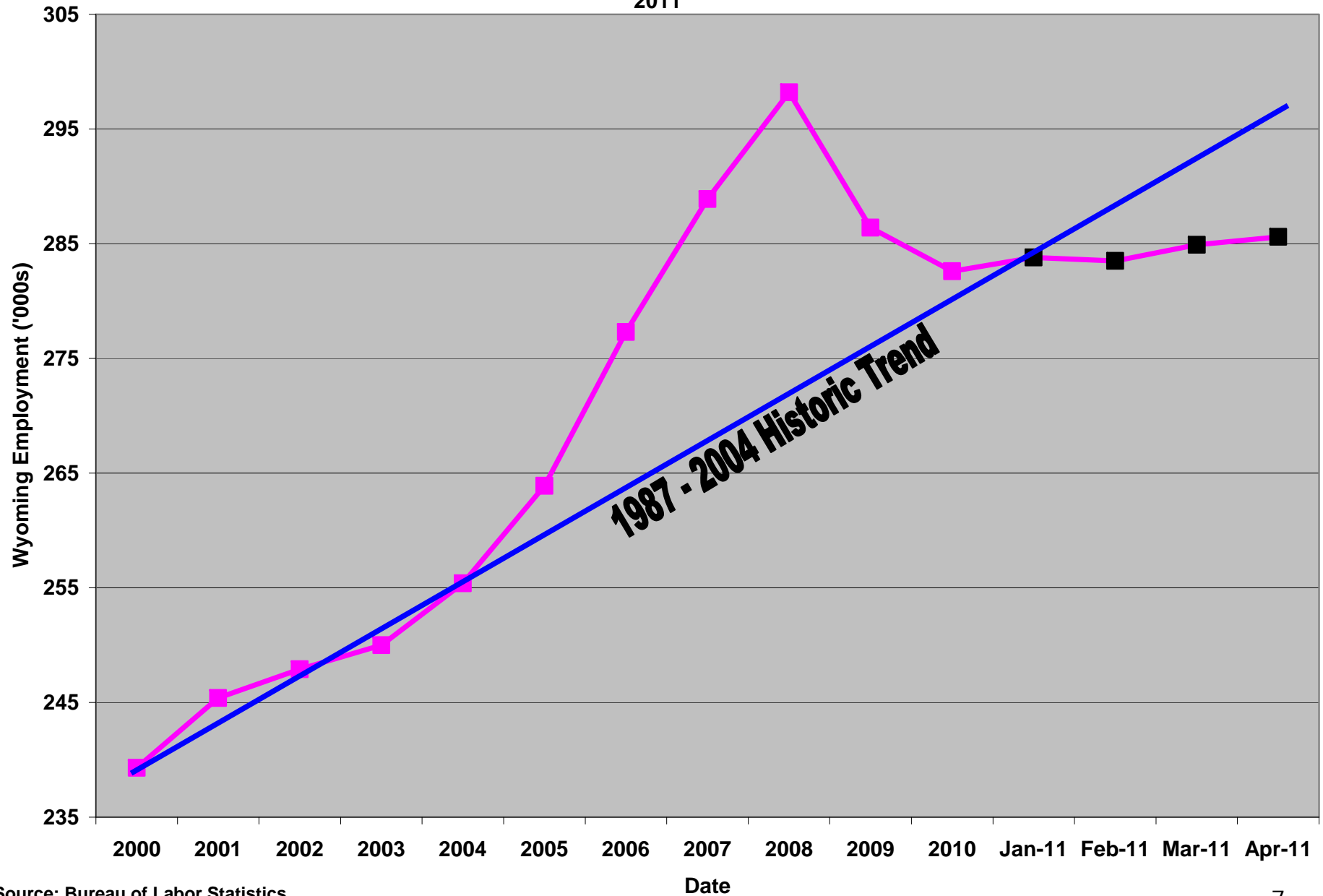


Wyoming Average Annual Employment, 1939 - 2010 ('000s) and Monthly Employment January - April, 2011



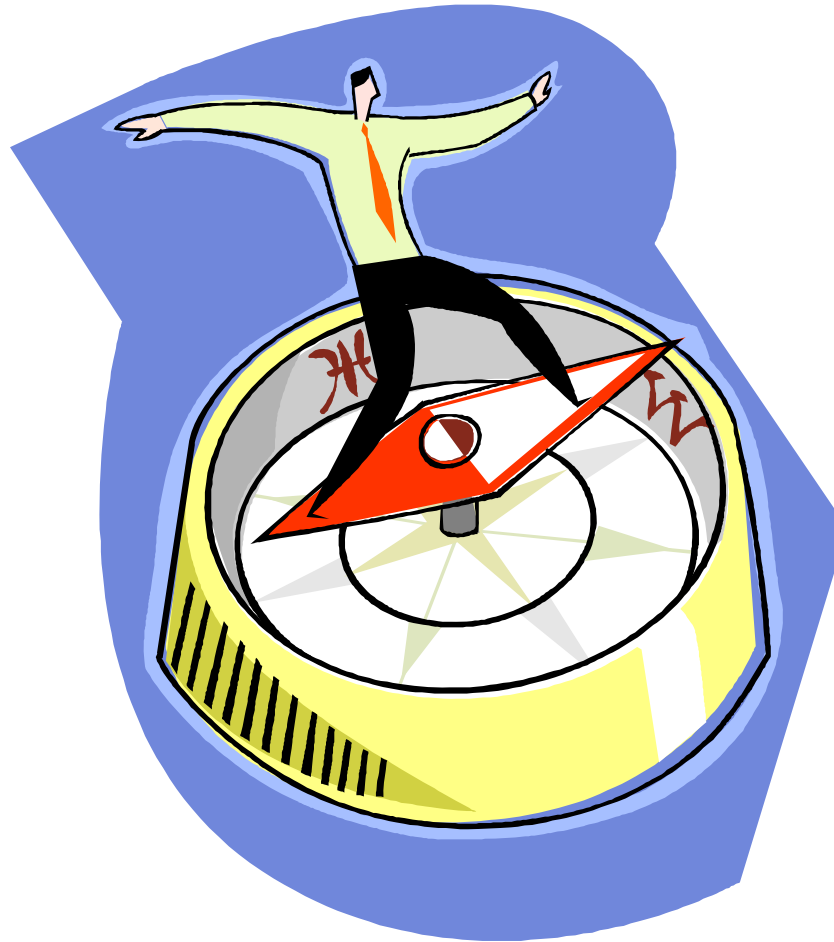
Source: Bureau of Labor Statistics

Wyoming Average Annual Employment, 2000 - 2010 ('000s) and Monthly Employment January - April, 2011



Source: Bureau of Labor Statistics

# Overview of Labor Force Dynamics



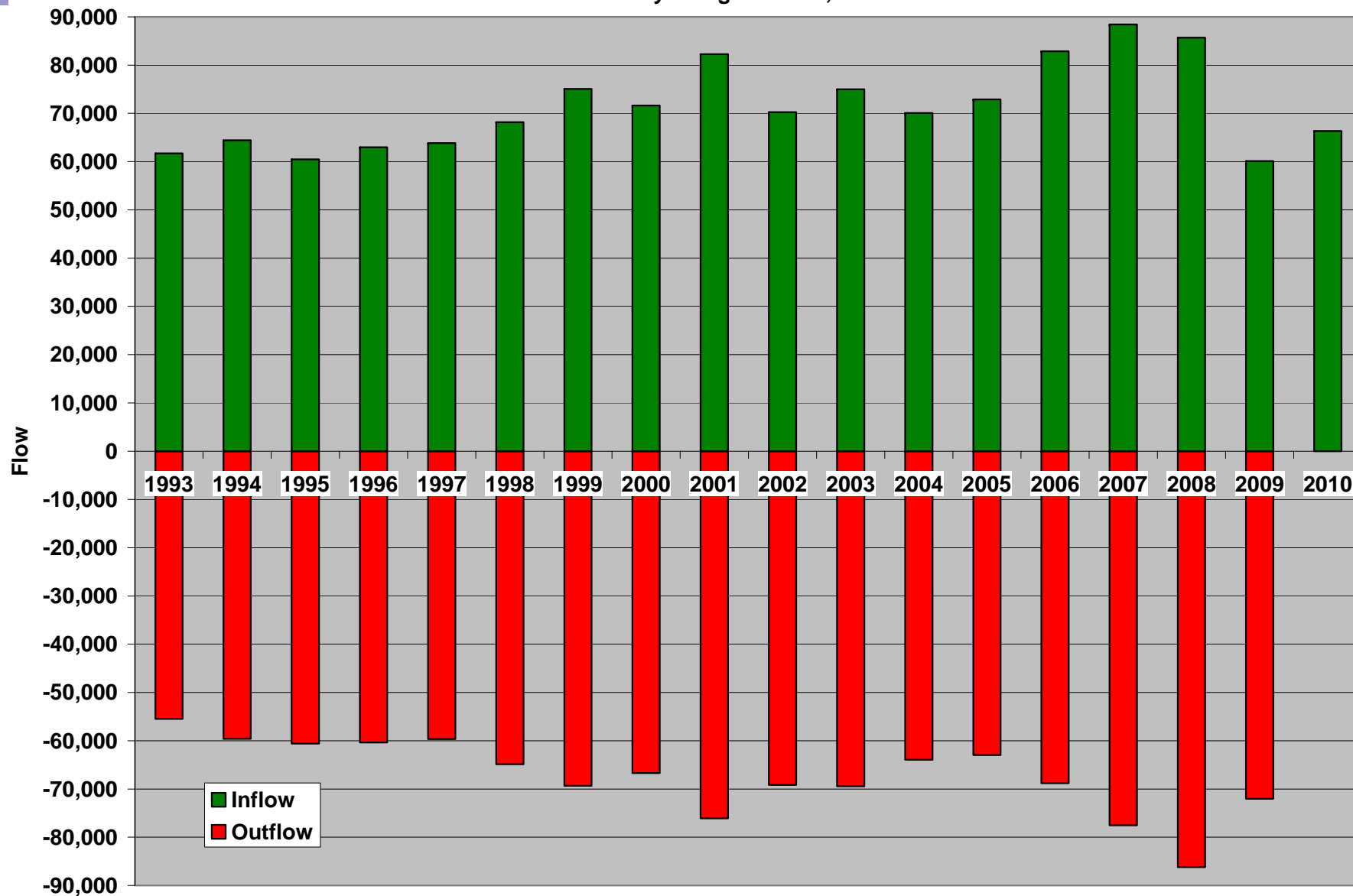




# Labor Market Churn

- Although Wyoming employment rose steadily for 17 years (1987 – 2004), a substantial amount of entry and exit occurred
- Wyoming imports labor from other states during expansion and subsequently exports labor during contraction
- **Inflow**: People who worked in Wyoming during the current year who did not work in Wyoming during the prior year
- **Outflow**: People who worked in Wyoming during the current year who did not work in Wyoming during the subsequent year

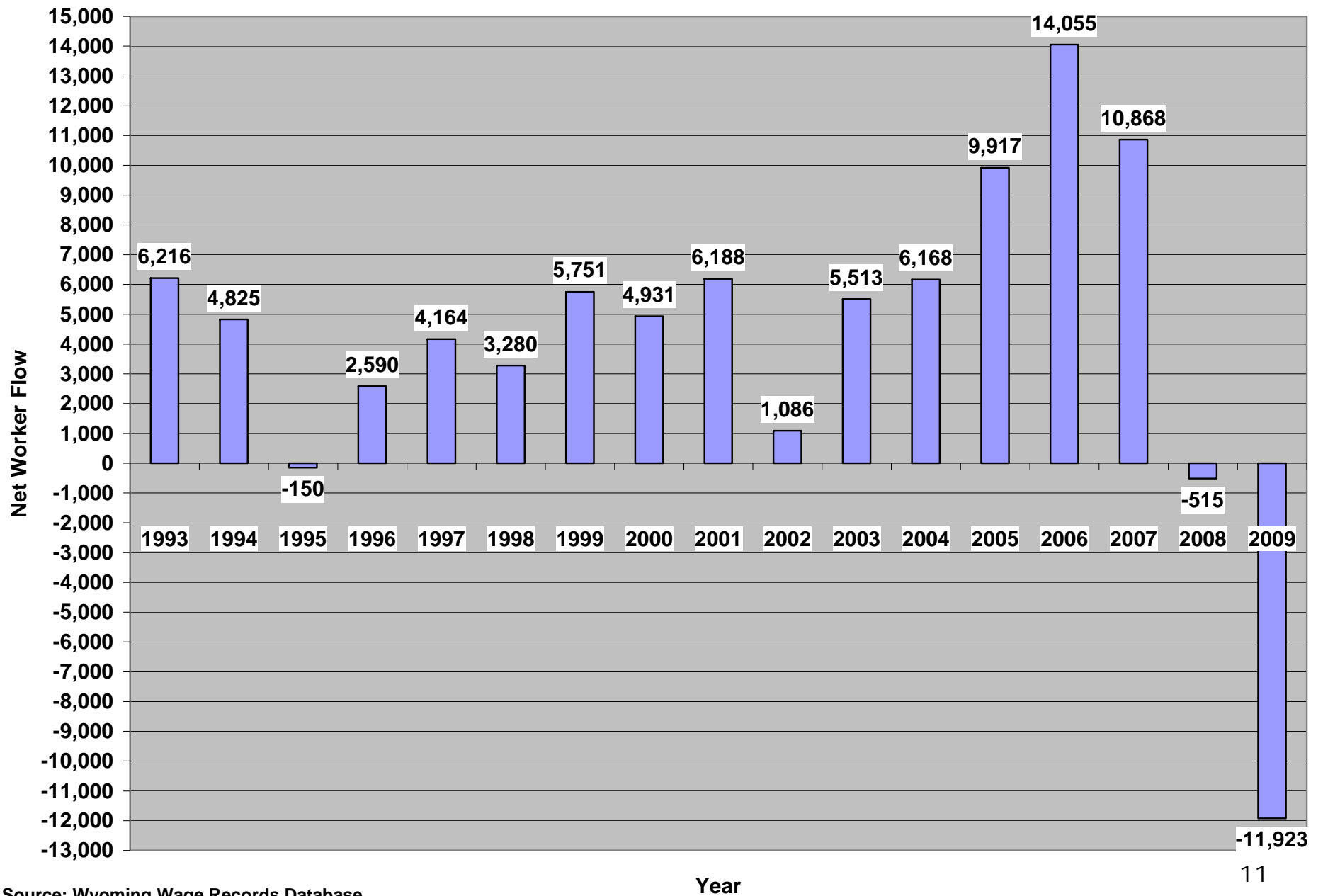
Inflow and Outflow of Wyoming Workers, 1993 - 2010



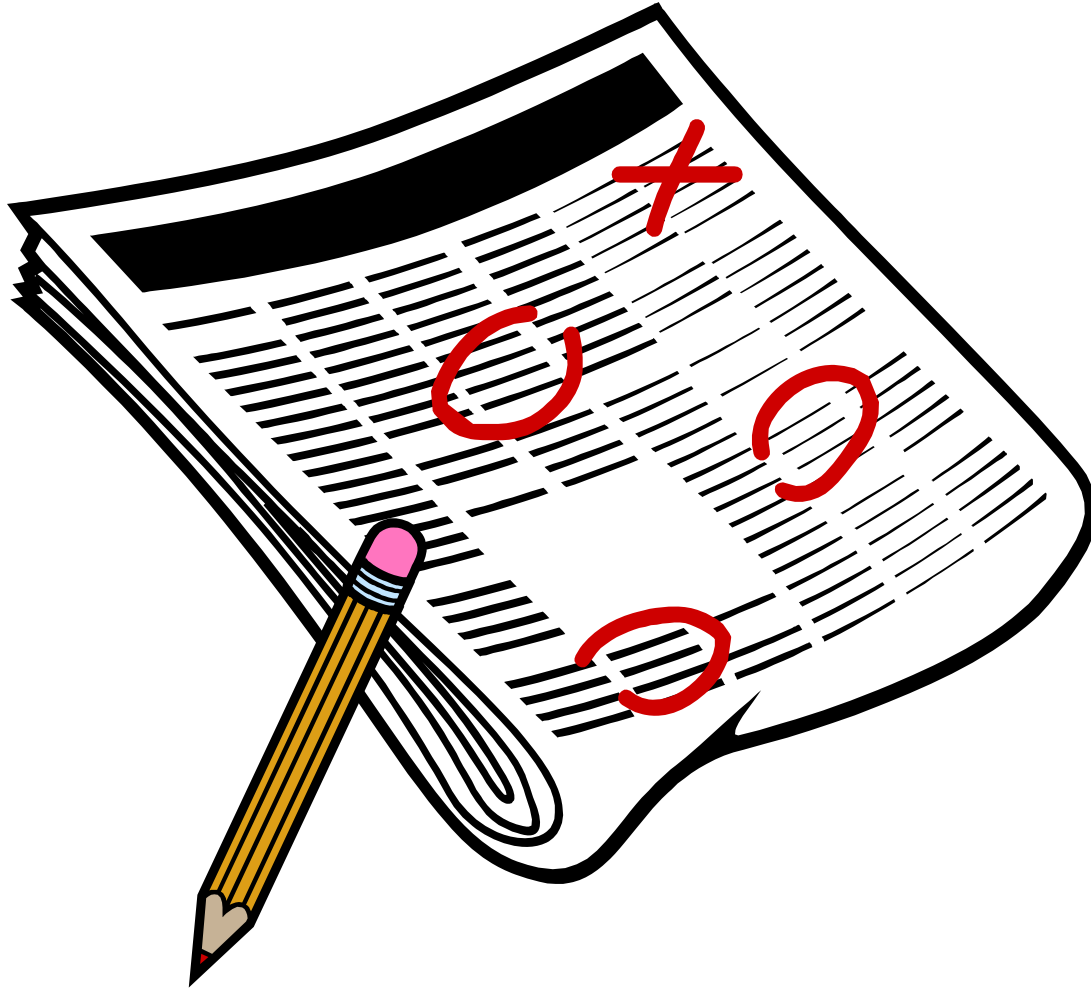
Source: Wyoming Wage Records Database

Year

Net Flow of Wyoming Workers, 1993 - 2009

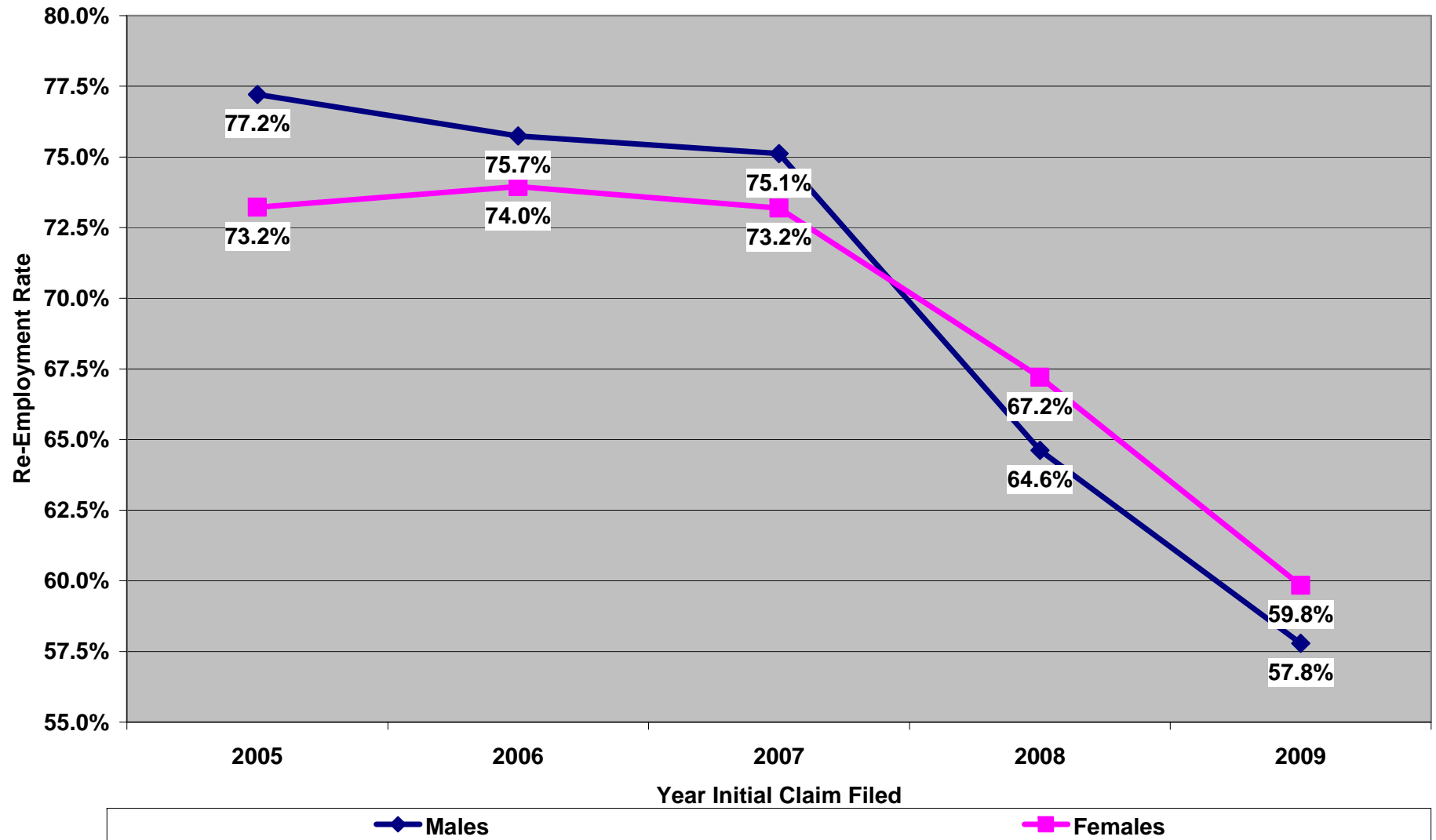


# The Unemployed



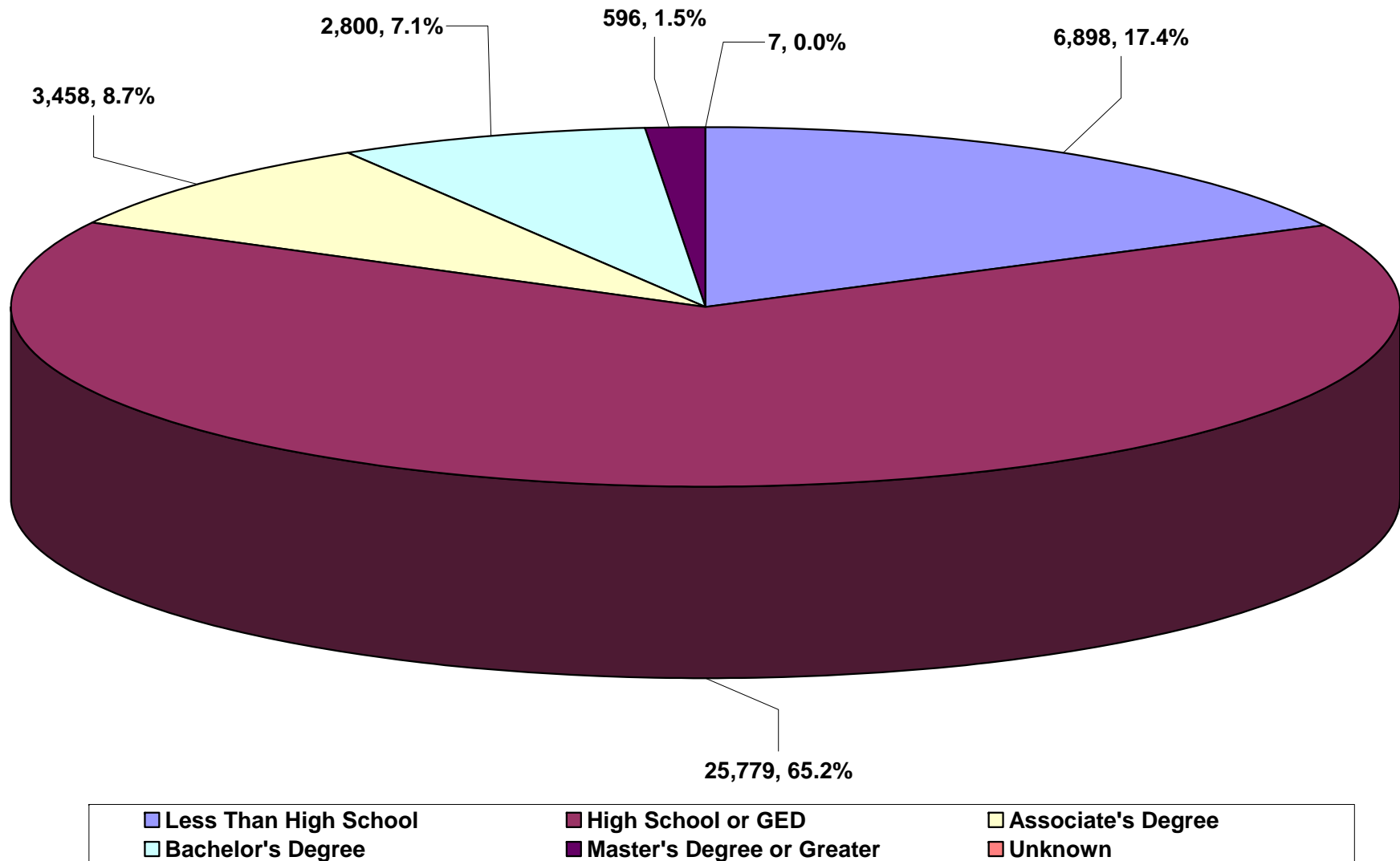


Re-Employment Rate of Wyoming UI Claimants by Sex, 2005 - 2009



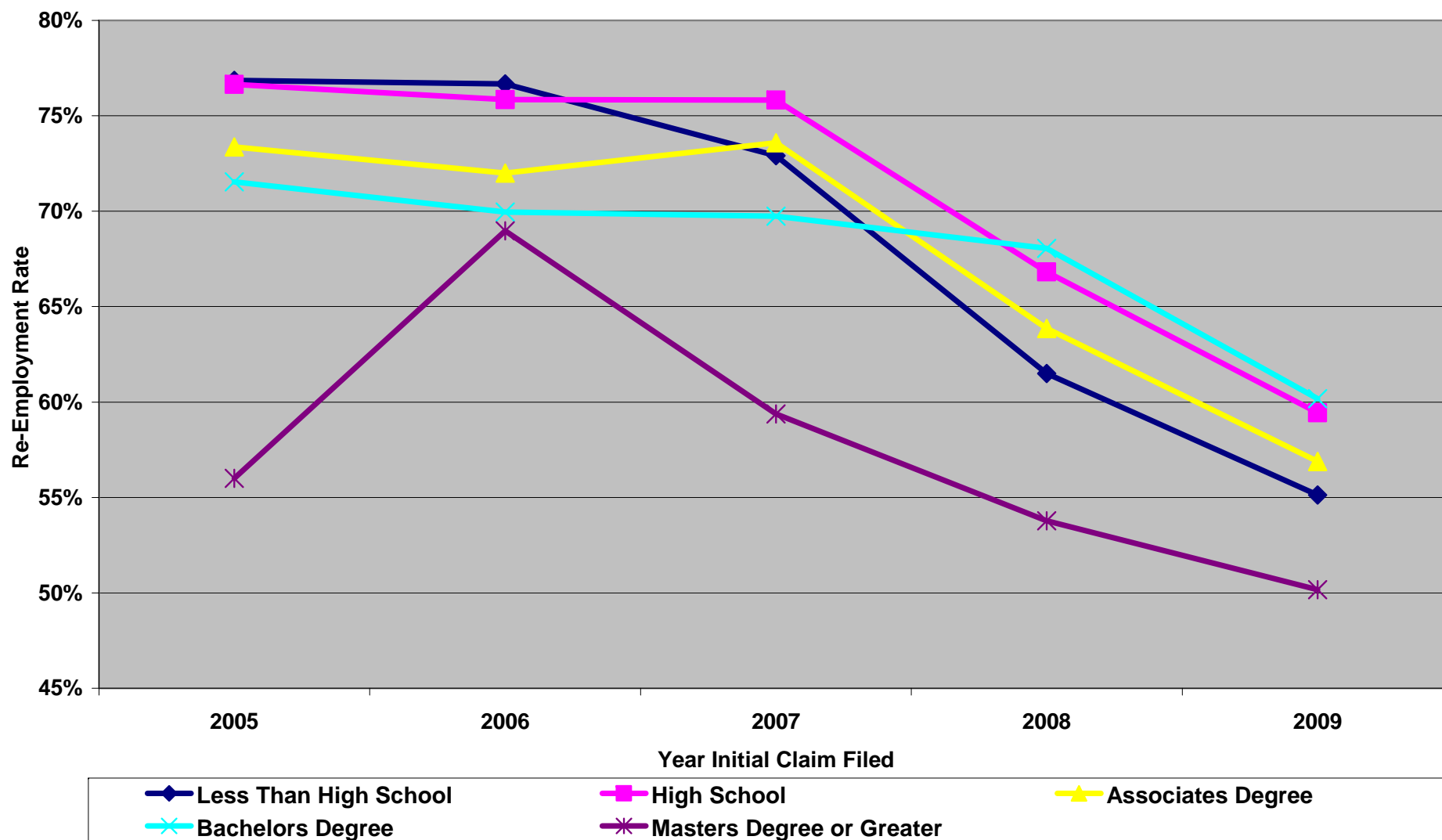


Distribution of 2009 Unemployment Insurance Claimants by Educational Attainment



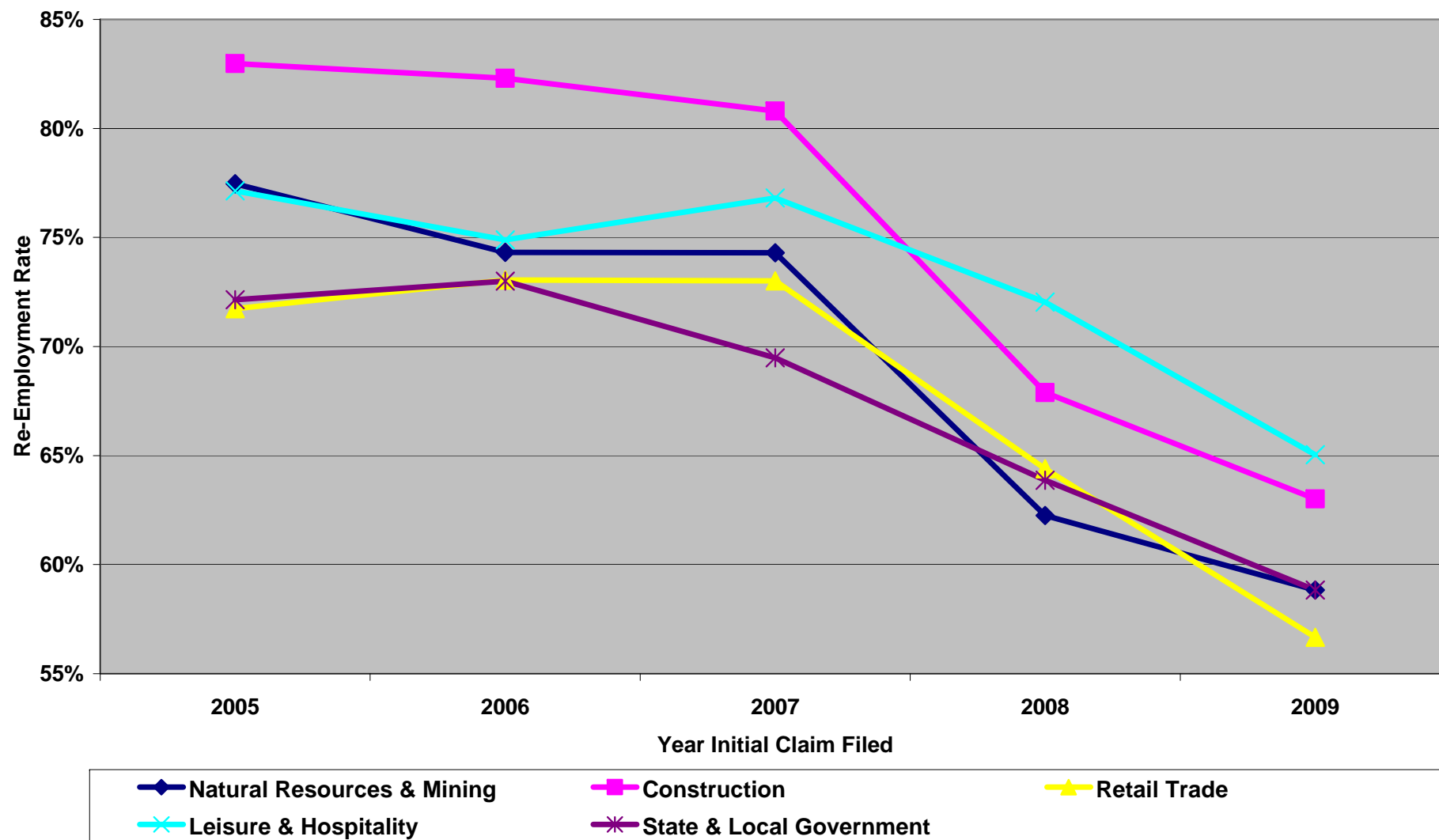


Re-Employment Rates of Wyoming UI Claimants by Educational Attainment, 2005 - 2009





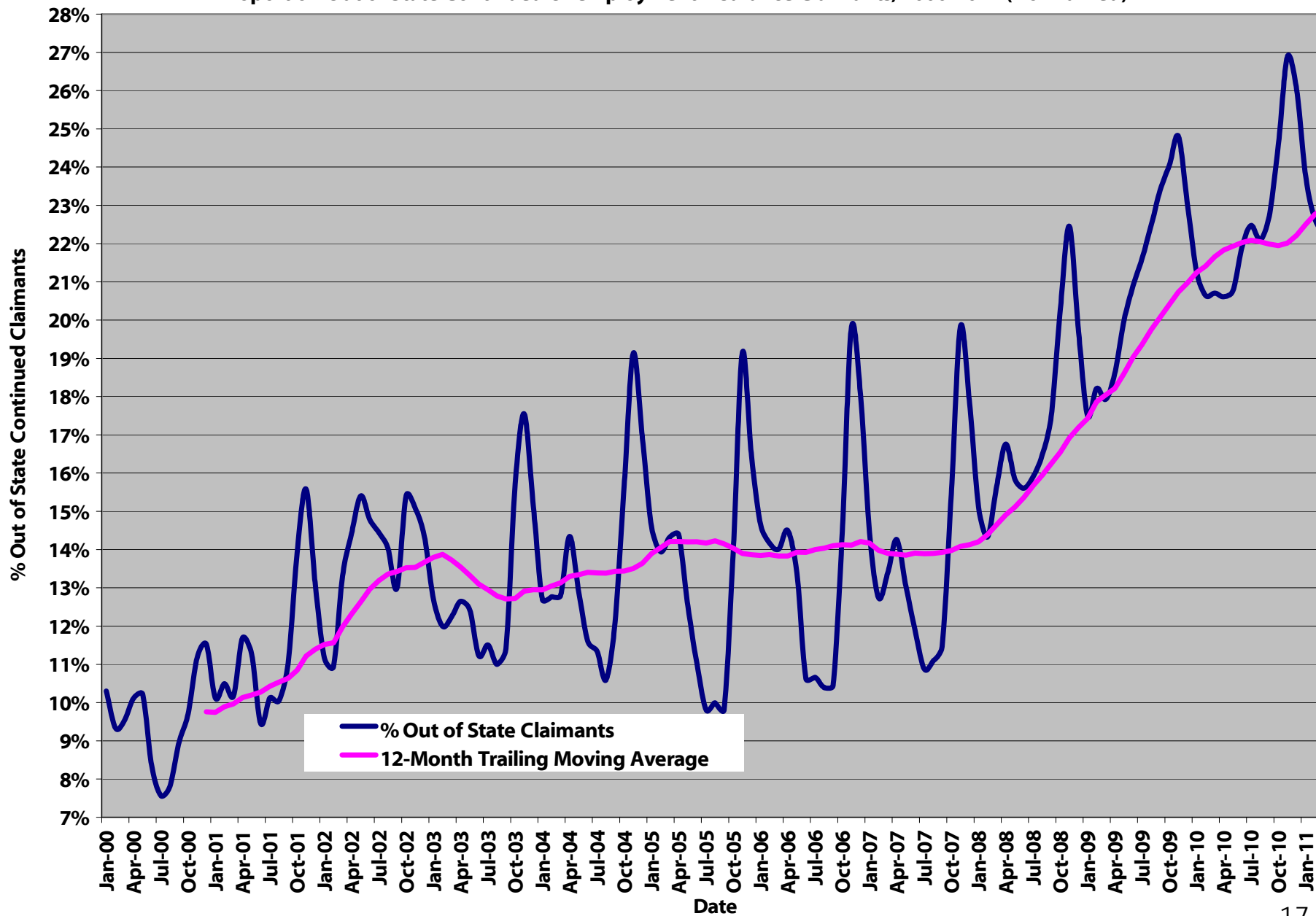
Re-Employment Rates of Wyoming UI Claimants by Industry, 2005 - 2009







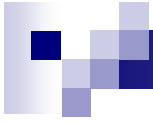
Proportion Out of State Continued Unemployment Insurance Claimants, 2000-2011 (Normalized)





# Nonresident UI Claimants

- Nonresident UI claimants are not included in the calculation of unemployment rates – it's done by place of residence
- For February 2011, if we included the nonresident claimants in the calculation, Wyoming's unemployment rate would have been 7.1% (seasonally adjusted), and increase of 0.9%



# New Hires





# What is a New Hire?

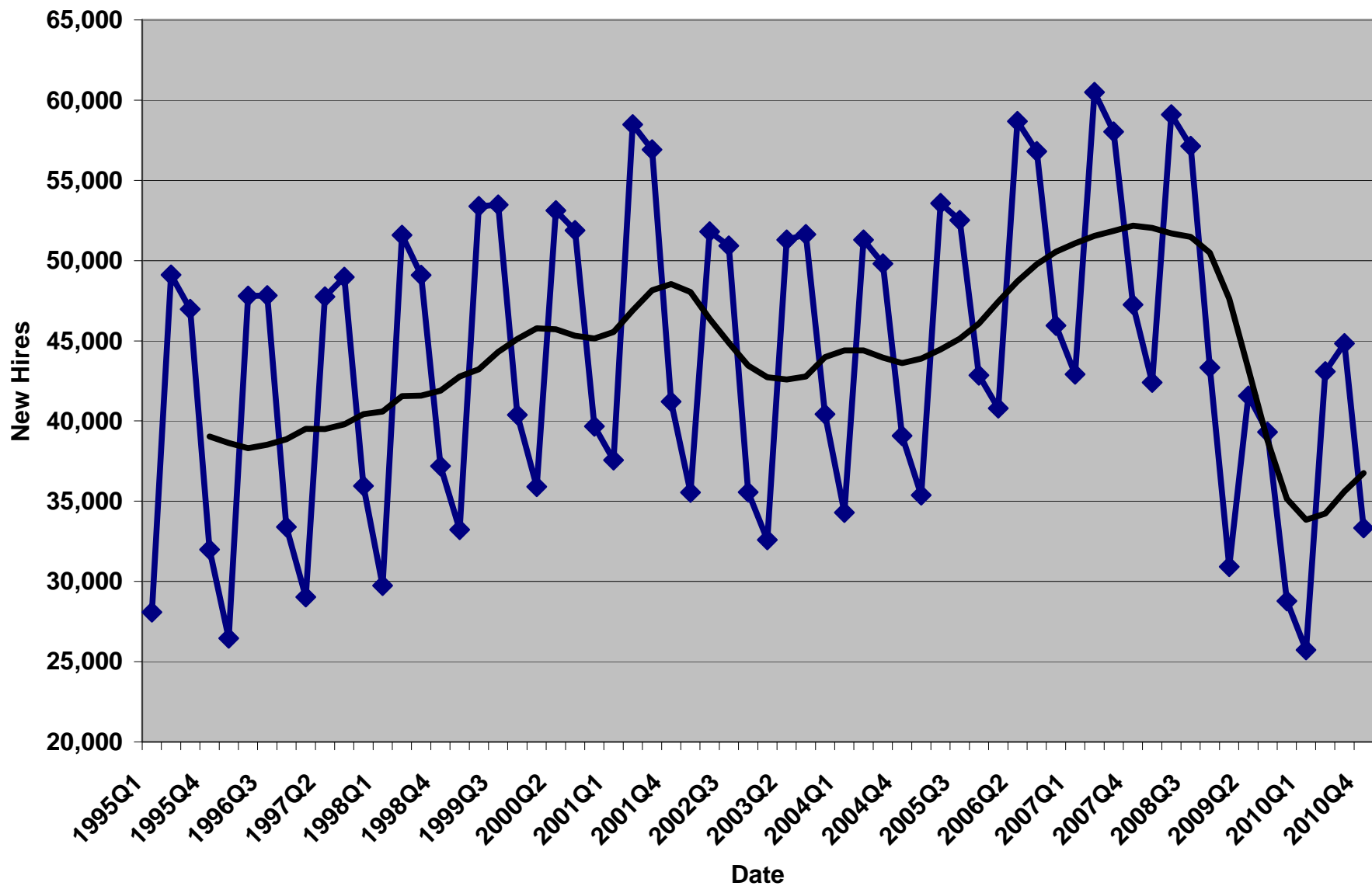
- **New Hire**: A person who worked for ABC Construction Company in fourth quarter 2009 (2009Q4) who had no prior wage history with ABC Construction Company going back to 1992Q1



# New Hires: Links to Published Data

- [http://doe.state.wy.us/lmi/energy/New\\_Hires\\_Wages\\_4Q.htm](http://doe.state.wy.us/lmi/energy/New_Hires_Wages_4Q.htm)
- [http://doe.state.wy.us/lmi/energy/New\\_Hires\\_Hours\\_4Q.htm](http://doe.state.wy.us/lmi/energy/New_Hires_Hours_4Q.htm)
- [http://doe.state.wy.us/lmi/energy/New\\_Hires\\_Skills\\_4Q.htm](http://doe.state.wy.us/lmi/energy/New_Hires_Skills_4Q.htm)
- [http://doe.state.wy.us/lmi/energy/New\\_Hires\\_Turnover\\_4Q.htm](http://doe.state.wy.us/lmi/energy/New_Hires_Turnover_4Q.htm)
- [http://doe.state.wy.us/lmi/energy/New\\_Hires\\_Demographics\\_4Q.htm](http://doe.state.wy.us/lmi/energy/New_Hires_Demographics_4Q.htm)

New Hires 1995Q1 - 2010Q4



## New Hires, 2009Q4 - 2010Q3

<b>NAICS</b>	<b>Industry</b>	<b>Total New Hires</b>	<b>New Hires Predicted to be Emp. In Next Qtr.</b>
11	Agriculture, Forestry, Fishing, and Hunting	1,467	995
21	Mining, Quarrying, and Oil and Gas	9,549	8,284
22	Utilities	329	320
23	Construction	23,285	14,857
31-33	Manufacturing	3,189	2,568
42	Wholesale Trade	2,972	2,712
44-45	Retail Trade	20,403	15,765
48-49	Transportation and Warehousing	4,337	3,451
51	Information	1,411	1,258
52	Finance and Insurance	1,867	1,751
53	Real Estate and Rental and Leasing	2,050	1,701
54	Professional, Scientific, and Enterprises	4,038	2,969
55	Management of Companies and Enterprises	106	79
56	Administrative and Support and Waste	10,896	6,125
61	Educational Services	7,173	6,436
62	Health Care and Social Assistance	12,262	11,185
71	Arts, Entertainment, and Recreation	2,689	2,046
72	Accommodation and Food Services	33,548	21,922
81	Other Services	4,956	3,750
92	Public Administration	5,086	3,891
<b>Total</b>		<b>151,613</b>	<b>112,065</b>

## Top Ten Occupations Worked by New Hires 2009Q4 - 2010Q3

Occupation	New Hires	Median Hourly Wage
<b><i>All New Hires</i></b>	<b><i>112,065</i></b>	<b><i>\$12.00</i></b>
<u>Cashiers (41-2011)</u>	4,557	\$8.25
<u>Truck Drivers, Heavy and Tractor-Trailer (53-3032)</u>	4,492	\$17.00
<u>Retail Salespersons (41-2031)</u>	4,435	\$9.00
<u>Waiters and Waitresses (35-3031)</u>	4,242	\$7.75
<u>Combined Food Preparation and Serving Workers, Including Fast Food (35-3021)</u>	3,827	\$8.00
<u>Maids and Housekeeping Cleaners (37-2012)</u>	3,655	\$9.00
<u>Construction Laborers (47-2061)</u>	2,957	\$13.77
<u>Landscaping and Groundskeeping Workers (37-3011)</u>	2,646	\$10.00
<u>All Other Extraction Workers (47-5099)</u>	2,025	\$16.00
<u>Cooks, Restaurant (35-2014)</u>	1,771	\$9.50





## Job Skills Defined as "Important" by Employers Adding New Hires, 2009Q4 - 2010Q3

Occupation	New Hires	Service Orientation	Critical Thinking	Reading Comp.	Technology Design	Operation and Control
<b>Total</b>	<b>112,065</b>	<b>69.5</b>	<b>75.7</b>	<b>66.3</b>	<b>37.9</b>	<b>59.8</b>
<u>Cashiers (41-2011)</u>	4,557	94.0	61.5	58.8	27.9	54.4
<u>Truck Drivers, Heavy and Tractor-Trailer (53-3032)</u>	4,492	60.8	83.8	66.1	40.4	91.6
<u>Retail Salespersons (41-2031)</u>	4,435	93.4	71.1	67.5	31.4	50.0
<u>Waiters and Waitresses (35-3031)</u>	4,242	92.0	60.3	51.7	12.3	39.1
<u>Combined Food Preparation and Serving Workers, Including Fast Food (35-3021)</u>	3,827	91.7	60.1	51.4	20.5	54.7
<u>Maids and Housekeeping Cleaners (37-2012)</u>	3,655	75.2	43.6	42.1	11.5	30.9
<u>Construction Laborers (47-2061)</u>	2,957	32.2	61.0	33.1	30.4	53.4
<u>Landscaping and Groundskeeping Workers (37-3011)</u>	2,646	47.3	58.2	31.8	30.9	71.6
<u>All Other Extraction Workers (47-5099)</u>	2,025	41.6	73.8	39.1	40.7	81.1
<u>Cooks, Restaurant (35-2014)</u>	1,771	60.9	64.2	66.9	23.8	55.0



# To Summarize...

- Wyoming labor market volatility
- Displaced workers less likely to be working in the year following layoff
- Substantial number of UI claimants located out of state
- Number of new hires comparable to levels seen in 1995
- Substantial proportion of jobs filled by new hires require little or no postsecondary education



# Research & Planning

- <http://doe.state.wy.us/lmi>
- Telephone: (307) 473 – 3807
- Mailing Address:  
PO Box 2760  
Casper, WY 82602